

Whitney LSD

Term of Plan: 4/10/2017 thru 4/09/2022 DOI Amendment (11/12/18)(2)

Plan applies to: Entire District

Campus (list) _____

Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
- §21.403 Placement on Minimum Salary Schedule
- §21.4031 Professional Staff Service Records
- §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
- §21.404 Planning and Preparation Time
- §21.405 Duty-Free Lunch
- §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
- §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
- §21.408 Right To Join or Not To Join Professional Association
- §21.409 Leave Of Absence for Temporary Disability
- §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
- §21.452 Developmental Leaves of Absence
- §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan:

37.007(c)

WHITNEY INDEPENDENT SCHOOL DISTRICT

Gene Solis
Superintendent

P.O. Box 518
Whitney, Texas 76692
(254) 694-2254 Fax (254) 694-4001

Melody Haley
Assistant Superintendent

Amy Leech – High School Principal
Russell Gauer – Intermediate Principal
Bob Kruse – DAEP Principal
Jennifer Pair – Director of Curriculum
Mark Byrd – Athletic Director



Wayne Redding – Middle School Principal
Amber Seely – Elementary Principal
Melissa Marbut – Director of Accountability
Judy Bailey – Director of Food Service
Brian Caperton – Director of Operations

WHITNEY ISD DISTRICT OF INNOVATION—AMENDMENT (2)

Whitney ISD seeks relief in the area of:

Teacher Certification Requirements—

Exemption from: TEC 21.003, TEC 21.053, DBA (LEGAL), DBA (LOCAL)

TEC 21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. This system is burdensome and does not take into account the unique financial and or instructional needs of the district. TEC 21.053 requires a teacher to present his or her certificate to the district before their employment contract will be binding, and prohibits the district from paying an educator, or teacher if the educator does not hold a valid certification at the time.

Innovation:

The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. However, when that is not reasonably possible, the district's exemption from TEC 21.003 would allow the district to have the flexibility to hire non-certified persons who are knowledgeable and equipped to teach industry-specific career and technical courses (CTE), (STEM) science, technology,

engineering and math courses, dual credit courses, and courses in languages other than English, and all core academic courses. The Superintendent will have the authority under this exemption to select and employ non-certified persons who meet district qualifications for such teaching assignments.

In addition, in grades 6-12, the campus principal may submit to the Superintendent a request for local certification that will allow a certified teacher to teach courses or grades for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials, or experience, the teacher possesses that would qualify this individual to teach the proposed subject.

The Superintendent will have the authority under this exemption to assign a certified teacher to a subject or grade level for which the teacher is not certified.

The Superintendent will report to the board any hiring or assignment made under this exemption.

Whenever possible, instructional planning for a noncertified teacher's course will be undertaken in partnership with a certified teacher in the same field. Noncertified teachers will be provided teacher mentoring, increased observations and feedback, professional development or instructional resources, and other supports.

Under this exemption, the district will not be required to submit to TEA any teacher certification waiver requests, state permit applications, or other such paperwork regarding these teachers. The district will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

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WHITNEY ISD

DISTRICT OF INNOVATION—AMENDMENT (2) CONTINUED

Whitney ISD seeks relief in the area of:

Student Behavior—

Exemption from: 37.007(c)

Serious misbehavior while in a DAEP:

- (33) Deliberate violent behavior that poses a direct threat to the health or safety of others
- (34) Extortion, meaning the gaining of money or other property by force or threat
- (35) Conduct that constitutes coercion
- (36) Public Lewdness
- (37) Indecent Exposure
- (38) Criminal Mischief
- (39) Personal Hazing
- (40) Harassment of a student or employee

(41) To implement this innovation, the district's Student Code of Conduct will authorize the principal at the DAEP campus to recommend for expulsion to the JJAEP when a student has committed multiple offenses of verbal or physical insubordination or has otherwise repeatedly disrupted the

educational environment of the DAEP. A principal's recommendation for expulsion to the JJAEP must be supported by specific, written documentation of each incident of such misbehavior, as well as all behavioral interventions and corrective actions by the DAEP staff.