

Hillsboro ISD District of Innovation Plan

State certification requirements for teachers and other educators

Texas Education Code §21.003, §21.053

DBA (Legal)

Rationale:

By exempting the District from this law, the District:

- will have the flexibility to hire experts in their field even if they don't yet have a teaching certificate.
- will have the flexibility in hiring "hard to fill" positions.
- will have the flexibility to hire those with industry expertise (e.g. HB 5 courses).

Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees
Exemption from this requirement will enable more students to obtain educational benefits of course offerings in hard-to-fill, high demand dual credit, career and tech, and STEM courses. The district seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the requirements set forth. By obtaining exemptions from existing teacher certification requirements, Hillsboro ISD will have the flexibility to hire community college instructors, university professors, individuals with Master's & Doctoral degrees, or internal applicants seeking assignments outside their traditional certification area.

Note: TEC §21.003 (Certification Required) – special education, bilingual/ESL, and prekindergarten teachers must continue to be SBEC certified. If any teaching assignment requires certification as a condition of a grant or voluntary state program or if it has certification requirements outside of the TEC (i.e., federal provisions requiring certification), exemption from certification is prohibited.

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Teacher employment contracts	
Texas Education Code §21.002	DCA (Legal)
<p>Rationale:</p> <ul style="list-style-type: none">• Currently, legal policy allows experienced teachers new to the district to have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.• This time period is not sufficient to evaluate a teacher's effectiveness in the classroom.• Relief from this law would allow time to sufficiently determine a staff member's effectiveness.	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees. Exemption from this requirement will allow ample time for campus administrators to determine the effectiveness of employees who have been a teacher in public education for at least five of the previous eight years, thus providing a more stable and effective learning environment for students.</p>	

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Earliest possible school start date	
Texas Education Code §25.0811, §25.0812	EB (Legal)
<p>Rationale: Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none"> ● Completion of first semester before Winter Break ● Benefit to instructional pacing ● More instructional days before state assessments ● More options for professional development during the school year ● Full days of professional development opportunities as opposed to half days ● Flexibility with the first day of school <ul style="list-style-type: none"> ○ Start date will be no sooner than the first Monday in August ○ Preference that students not have a full week the first week of school 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(B) Modifications to the school year</p> <p>The current law that prohibits the district from starting school before the fourth Monday of August forces the district into a calendar that has minimal opportunity for teacher professional development. Starting school even one week earlier can help minimize the negative impacts the district sees in this area. Starting early will allow for creative scheduling that allows for more intentional teacher professional development throughout the school year and also allows students to have a schedule that is more conducive to their learning.</p>	

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Inter-District Transfers	
Texas Education Code §25.036	FDA (Local)
<p>Rationale: Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none">• Rescinding transfers of students who engage in misbehavior and students who do not attend school for 90% of all classes because their choices interfere with our school district's ability to educate our student body in a way that is effective.• allow the district Superintendent to rescind a transfer at any time during the school year due to attendance or discipline issues.	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(B) Modifications to district transfer policy The Hillsboro ISD student transfer policy FDA (Local) requires that all nonresident students who wish to transfer must file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, as well as school rules and regulations of the district. The district is seeking to be exempt from any one-year commitment that might be implied by the provisions of TEC 25.036 when accepting transfer applicants.</p>	

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Preclusion from Minimum Length of Full Time Educator Contract

Texas Education Code §21.401 (a) (b)

DC (Legal)

Rationale: Relief from this statute would allow the following:

- Alignment of staff time to student instruction time without pay reduction
- Flexibility in district calendar for needs-based staff professional development

Innovation: TEC §21.401 (a) (b)

Currently, the contract between a school district and an educator must be a minimum of 10 months' service and at least 187 days. However, when TEC §25.081 changed the required days of instruction for students from 180 days to 75,600 minutes, the code did allow a reduction of 10-month employee contract days. Hillsboro ISD would like flexibility at the local level to determine the number of days teachers work based on the district's needs assessment. Teachers would work no less than 172 days under this plan and days worked would be based on the student calendar and determined areas for staff development. Allowing flexibility in the number of teacher days will provide better alignment of teacher contract days with the required 75,600 minutes of instruction without reducing teacher pay.

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School District Funds Depository Contract	
Texas Education Code §TEC Subchapter G. 45.205, 45.206, 45.207	BDAE Legal and Local
<p>Rationale: Relief from this statute would allow the following:</p> <ul style="list-style-type: none">• lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the District's business.• mitigates any impact to employees that would have to change direct deposit instructions each time a new depository occurs• allows the district flexibility concerning banking relationships	
<p>Innovation: TEC §45.205: Term of Contract; TEC §45.206: Bid or Request for Proposal Notices; Bid and Proposal Forms; TEC §45.207: Award of Contract</p> <p>In a small district and town, the district's choices for its depository bank are limited. By gaining exemption from these statutes, Hillsboro ISD would be able to allow the district's existing bank contract to be extended beyond the total 6-year allowable contract term if the district determines contract pricing remains competitive and there is no operational or financial reason to send the district's banking services out to bid. This exemption would lessen the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is/are no other banking institutions within district boundaries available to bid on the district's business. In addition, this would further mitigate any impact on employees that would have to alter their direct deposit instructions and afford the district flexibility concerning local banking relationships.</p>	

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