

Union Hill ISD

District of Innovation Plan House Bill 1842

Proposed Term of Designation 5 Years

April 21, 2017-April 20, 2022

House Bill 1842, passed during the 84th Legislative Session, HB1842 allows opportunities for Texas public school districts to become Districts of Innovation. A District of Innovation allows the local school district exemptions for certain provisions of the Texas Education Code. Districts of Innovation have greater local control for educational innovations within the school district.

On March 9, 2017, the Union Hill ISD Board of Trustees passed a resolution allowing for the initiation of the process under Education Code Chapter 12A to become a District of Innovation.

On March 9, 2017, the Union Hill ISD Board of Trustees held a public meeting and made a determination to appoint a committee and examine the benefits and write a plan for becoming a District of Innovation. The local intervention team is made up of parents, teachers, community members, principals and central office members.

On March 10, 2017 and March 21, 2017 the local intervention team met to draft and approve the District of Innovation Plan.

On March 21, 2017 the local intervention team voted unanimously to adopt the District of Innovation Plan.

The District of Innovation Plan will be for a term of up to five years beginning **April 21, 2017-April 20, 2022**, unless amended, rescinded, or renewed by a majority vote of the local intervention team and a two-thirds majority vote of the Union Hill ISD Board of Trustees. The Plan will be reviewed annually as part of the comprehensive needs assessment.

Committee Members

Kelli Byrd, Parent

Mary Gipson, Community and Business

Maryke Boersma, Parent

James Qualls, Junior High/High School Teacher

Carley Youngblood, Elementary Teacher

Nate Carter, Dean of Students

Jone' Heflin, Academic Counselor

Sara Beth Batts, Elementary Principal

Dr. Troy Batts, Superintendent

Teacher Employment Contracts

TEC §21.102 (b)

(DCA LEGAL)

TEC Code Requiring Exemption:

TEC §21.101 DEFINITION. In this subchapter, "teacher" means a principal, supervisor, classroom teacher, school counselor, or other full-time professional employee who is required to hold a certificate issued under Subchapter B or a nurse.

TEC §21.102 (b) states that an experienced teacher new to the district may not have a probationary contract to exceed one year if the teacher has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

District Rational of Exemption:

A one-year probationary period may not offer the teacher or the administrator necessary time to evaluate the teacher's capacity or ability to adopt the Union Hill ISD requirements.

Plan

Union Hill ISD will have the flexibility to issue a probationary contract for up to two years for experienced teachers, counselors, or nurses new to Union Hill ISD that have been employed for at least five out of the eight previous years. This would allow the district the opportunity to evaluate the employee for a period of up to two years.

School Start and End Date

TEC §25.0811 TEC §25.0812

(EB LEGAL) (EB LOCAL) (BF LEGAL)

TEC Codes Requiring Exemption:

TEC §25.0811 states that a school district may not begin instruction for students for a school year before the fourth Monday in August.

TEC §25.0812 states that a school district may not schedule the last day of school for students for a school year before May 15.

District Rational of Exemptions:

The required start and end dates do not allow for a balanced amount of school days between semesters with a second semester start date immediately after Christmas break. The current start date is not respectful to local district, student, and community needs.

Plan

Union Hill ISD would determine the first and last day of school for our district. This flexibility would allow the district to determine, on a yearly basis, the dates that meet the needs of the district, student, and community. The first day of school for students would be no earlier than the second Monday in August. The last day of school would be based on the required number of minutes of instruction for students. The exemptions would allow for greater flexibility in the district calendar, allow opportunities for more staff development, help balance the number of instructional days for the fall and spring semesters, and allow for high school students and graduating seniors the ability to begin college summer term courses in June.

Teacher Certification

TEC §21.003

(DK LEGAL)

TEC Codes Requiring Exemption:

TEC §21.003 states a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit.

District Rational of Exemptions:

In the event the district is unable to hire a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then either approves or denies the request.

Plan

Union Hill ISD will have the authority to issue an annual local Innovative Teaching Permit. The permit would be valid from the date of issue until the last day of July of the issued school year.

Areas the district will consider for Innovative Teaching Permit:

• Outside Area of Certification

A certified teacher may be eligible to teach subjects outside their certification area or grade level. Criteria to be considered would include: college coursework, personal experience, certifications from other states, and any other related information.

• Career and Technology and Extra-Curricular

An individual with experience in Career and Technology may be eligible to teach a vocational skill or course. Criteria to be considered would include: hold a teaching certificate in another state for Career & Technology, background experience, skills, or work-related/industrial experience or other qualifications as needed.

Process-Innovative Teaching Permit

For each of the above circumstances the principal must specify the reason for the request and document the credentials the applicant possesses qualifying them for the position. The principal will then present the information to the superintendent who will make the decision for the Innovative Teaching Permits based on the information provided.

The superintendent will report Innovative Teaching Permit actions to the Board of Trustees at the first board meeting following the assignment. Innovative Teaching Permits are issued for one school year only. The certification may be renewed annually. The permit granted will expire on July 1. Teacher certification waivers, state permit applications, or other paperwork will not be submitted to the TEA.

Inter-District Transfer Students

TEC §25.036

(FDA Local)

Texas Education Code states that a district may choose to accept, as transfer, students who are not entitled to enroll in the district. Under TEC §25.036, a transfer is interpreted to be for a period of one school year.

District Rational of Exemptions:

Union Hill has a local transfer policy FDA (LOCAL) requiring non-resident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the superintendent or designee considers available space and instructional staff. Also considered is the student's disciplinary history and attendance records. Union Hill ISD is seeking to eliminate the provision of a one year commitment in accepting inter-district transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these cases, Union Hill ISD seeks exemption from the one year inter-district transfer commitment.

Plan

The district is seeking to eliminate the provision of a one year commitment in acceptance of inter-district transfer students. Nonresident students who have been accepted as transfers may have such transfer status revoked by the Superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.