

District of Innovation

North East Independent School District

June 4, 2018





What is a District of Innovation

- H.B. 1842 (84th Session of the Texas Legislature) in part amended Chapter 12 of the Texas Education Code (TEC) to create Districts of Innovations.
- Districts are eligible for designation if certain performance requirements are met and the district follows certain procedures for adoption as outlined in Statute.
- The designation allows the district to **exempt** from certain sections of the TEC that inhibit the educational goals.



Potential Benefits of Becoming a District of Innovation

Local Control

Customization

Flexibility

NEISD Board of Trustees Approves



District of Innovation Requirements

- The DOI designation may not exceed **five** years
- Requires majority vote from DEIC and two thirds majority vote from the Board of Trustees
- At anytime the District may amend, rescind or renew a DOI plan with a majority vote from the DEIC and two-thirds vote of the Board of Trustees

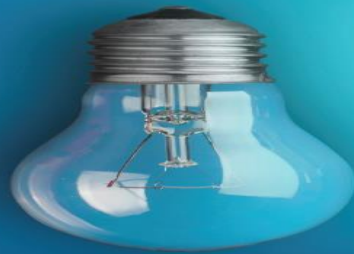
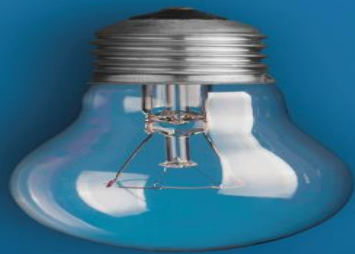
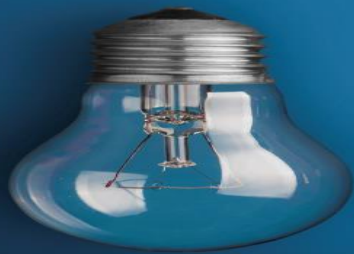
§TEC 12A.003



Identifying the District Needs

*“The District of Innovation Plan” should **support instruction and academic achievement** while taking the **needs** of the District into consideration.*

*The DOI Plan should be based on what is instructionally best for **students**.*



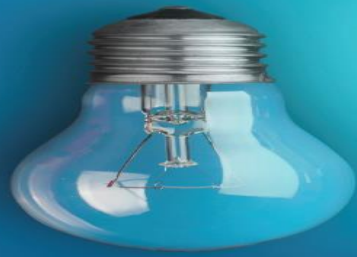
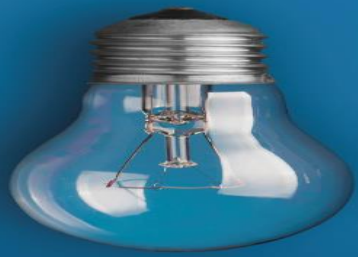
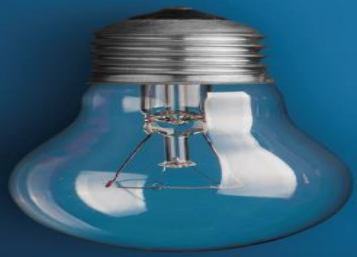
The DOI Timeline

March 26, 2018	Board of Trustees approved the DOI resolution
April 9, 2018	Board of Trustees appointed a DOI planning committee
April 16 -30, 2018	The Planning Committee will explore and develop a DOI Plan
May 2, 2018	The drafted DOI plan will be presented to the DEIC Committee for input and approval of the plan by majority vote
May 3, 2018	Post plan on District website for 30 days Notify the TEA of Proposed District of Innovation Plan
June 4, 2018	Present the DOI Plan to the Board of Trustees for approval
June 5, 2018	If approved, notify the Commissioner of the DOI Plan Send a copy of the DOI Plan to the TEA for posting to the TEA website



Charge to the DOI Committee

The charge from the Board of Trustees to the DOI Committee was to examine flexibility in the areas of **Uniform Start Date** and teacher certifications for high need areas: **Career and Technical Education** and **World Languages** and draft a DOI plan.



DOI Committee Members

Carla Jacobs, Career & Technical Education Teacher
John “Bucky” Cadena, World Language Teacher
Selena Valdez, Teacher, NEEA
Gail Lamb, Community Member
Lorena Pena, Community Member
Audrey Garcia, Learning Support Services
Deb Ruel-Schaefer, Career & Technical Education
Justin Missildine, Director CTE Center
Gaila Booth, Principal Elementary School
David Crowe, Principal Middle School
Steve Zimmerman, Principal High School
Dr. Donna Newman, Associate Superintendent
Dr. Sean Maika, Assistant Superintendent
Deb Caldwell, Government Relations and Grants

Debe Wentworth, Parent
Joy McGaugh, Parent
Natalie Hierholzer, Guidance and Counseling
Tom Johnson, Technology & Library Services
✓ Brian Hurley, Human Resources
✓ Gina Elliot, Human Resources
✓ Joel Trevino, Human Resources
✓ Christina Escobedo, Human Resources
✓ Colleen Bohrmann, Learning Support Services
✓ Garry Hardcastle, Learning Support Services
✓ Ben Peterson, Career & Technical Education
✓ Dr. Debbie Callihan-Dingle, World Languages
✓ Rick Lopez, Attorney



Overview of DOI Committee Work Sessions

April 16: Introduction to DOI Work and Uniform Start Date Discussion

April 23: Finalize Uniform Start Date Discussion and Begin Our Discussion on Teacher Certification in High Need Areas

April 30: Finalize Draft of Plan



Approval of DOI Plan

On April 30, 2018, the DOI Committee voted on the final plan.

- **Uniform Start Date** - all voters supported the plan with one abstention.
- **Teacher Certifications** in High Need Areas of Career and Technical Education and World Languages – unanimously approved.



Overview of DEIC meeting

- On May 3, 2018, the North East ISD District Educational Improvement Council (DEIC) reviewed and discussed the DOI Plan
- The DEIC unanimously approved the (DOI) Plan
- DEIC requested an annual meeting be held to review the DOI progress

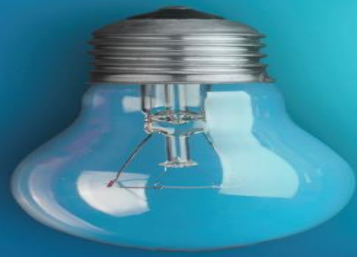
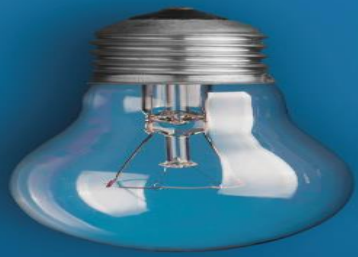
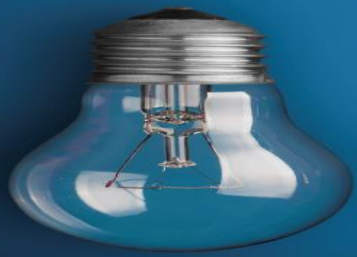


DOI Plan Format

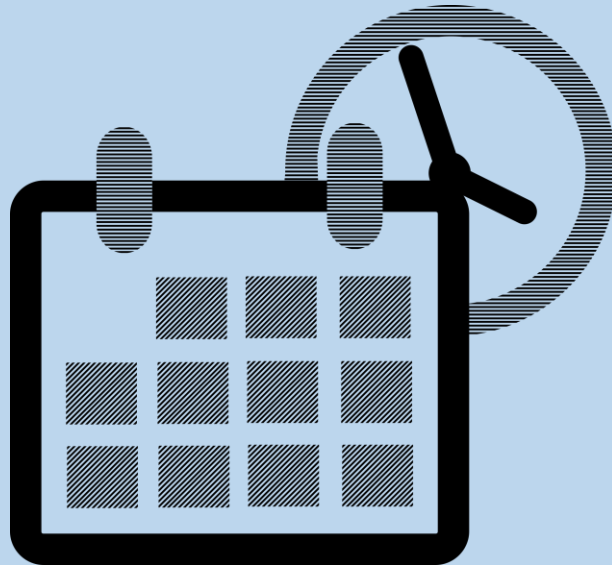
Exemption

Rationale

Implementation Guidance



Uniform Start Date Plan





Exemptions

Exemption TEC 25.0811 First Day of Instruction

TEC 25.0811 states: “(a) Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.”



Rationale

NEISD seeks exemption from TEC 25.0811 in order to:

- Better balance the school year so that the number of days in each semester is relatively equal with the possibility of ending the school year earlier;
- Better balance distribution of instructional time for one-semester coursework;
- Complete fall semester exams before dismissing for Winter Break;
- Provide opportunities for graduates to take advantage of the full array of summer offerings at institutions of higher education; and
- Provide opportunities for staff to take advantage of summer offerings at institutions of higher learning.



Implementation Guidance

The District will have the flexibility to designate the first day of school each year to best meet the needs of our students and community. The District does not intend to implement this exemption for the purpose of altering the language in or application of teacher contracts. This exemption will be implemented as follows:

- The District calendar process will continue to receive input from staff and community when developing the school calendar.
- All calendar options will include provisions for a more balanced distribution of instructional time between the two semesters.
- During the calendar development process, each campus will have the opportunity to vote on calendar options.
- Calendar options and the results of campus votes will be presented to the District Educational Improvement Committee (DEIC).
- The DEIC will then make a calendar recommendation to the North East ISD Board of Trustees for approval.



Teacher Certifications in the High Need Areas of Career and Technical Education and World Languages Plan





Exemptions

Limited Exemption to Texas Education Code (“TEC”) Sections 21.003, 21.044, and 21.053 related to Teacher Certifications in the High Need Areas of (1) Career and Technical Education and (2) World Languages

TEC Section 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 issued as provided by Subchapter B.”

TEC Section 21.044 states: “EDUCATOR PREPARATION. (a) The board shall propose rules establishing the training requirements a person must accomplish to obtain a certificate, enter an internship, or enter an induction-year program. The board shall specify the minimum academic qualifications required for a certificate.”



Exemptions Cont.

TEC Section 21.053(a) states: “A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.”

TEC Section 21.053(b) states: “An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.”

Title 19 of the Texas Administrative Code, Chapter 231, limits the District’s ability to hire instructors for hard-to-fill and high-demand courses when high quality, certified teachers are not available.



Rationale

NEISD seeks exemption from TEC Sections 21.003, 21.044, and 21.053 and Title 19 of the Texas Administrative Code, Chapter 231, in order to:

Allow the District to be able to fulfill students' course requests, graduation plan requirements, and endorsement completion;

Ensure that Career and Technical Education course sequences offer student career opportunities and industry certifications;

Prevent a cycle of substitutes teaching in Career and Technical Education and World Languages courses who do not have content expertise;

Continue offering diverse courses in Career and Technical Education and World Languages at all NEISD high schools; and

Fulfill World Languages admissions requirements for Institutions of Higher Learning.



Implementation Guidance

The District will have flexibility in hiring non-certified teachers in the areas of Career and Technical Education and World Languages to provide diverse course offerings to secondary students.

This exemption will be implemented as follows:

- In filling vacancies, priority consideration will be given to certified teachers.
- The selection of qualified, non-certified candidates will include input from the Human Resources Department, Career and Technical Education Department or World Languages Department, and campus administration.
- The establishment of a North East ISD certification track for all non-certified teachers will be established to include:
 - Employment criteria to ensure the non-certified teacher fulfills the certification and background check obligations; and
 - A timeline for completion of the certification process.



Frequently Asked Questions

DOI website located on the NEISD homepage

<https://www.neisd.net/Page/19905>



Next Steps

If approved, the Commissioner and the TEA will be notified of the DOI Plan and sent a copy for posting to the agency website.