

# ●●● Seguin ISD District of Innovation Plan Renewal/Amendment

*As per TEC 12A.007*

- Presented to DEIC: February 13, 2023
- Public Hearing: March 22, 2023, 6:00pm
- Seguin ISD Board of Trustees Special Meeting: March 22, 2023, 6:30pm
- Amendment to Teacher Certification Innovation presented to DEIC January 8, 2024
- Public Hearing February 27, 2024, 6:00 PM
- Seguin ISD Board of Trustees Special Meeting: February 27, 2024, 6:30pm



# What is a District of Innovation?

A **District of Innovation** is a concept passed by the 84th Legislative Session in House Bill 1842 that gives traditional school districts most of the *flexibilities* available to Texas' open enrollment charter schools.

To access these *flexibilities* that exempt a district from certain state mandates, a school district must adopt an innovation plan as set forth in Texas Education Code chapter 12A which constitutes the state's regulatory framework and statutory safety net for public schools.

# District of Innovation Policy

## AF(Legal)

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan.

The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement.

The district's innovation plan is a legally binding document. Therefore, the plan must describe the intentions of the board-appointed advisory committee with specificity to avoid any confusion or ambiguity regarding the district's legal duties.

# Possible Benefits

- Allows districts to plan to improve students' educational outcomes with local input and less regulatory control from Austin.
- Can serve as a way to market district schools to parents and students that is competitive with private and charter schools.
- Could be a mechanism for districts to access some programmatic and administrative freedoms that charters currently have.
- May facilitate and support efforts to reform some of the lowest performing campuses in school districts.

# District of Innovation Plan

A local **innovation plan must be developed** for a school district **before** the district may be designated as an Innovation District. A local plan must provide for a **comprehensive educational program** for the district, which may include:

1. Innovative curriculum and instructional methods;
2. Provisions regarding community participation, campus governance, and parental involvement;
3. Modifications to the school day or year;
4. Provisions regarding the district budget and sustainable program funding;
5. Accountability and assessment measures that exceed the requirements of state and federal law;
6. Identify requirements imposed by code that inhibit the goals of the plan and form which the district should be exempted on the adoption of the plan; and
7. Any other innovations prescribed by the board of trustees.

# Seguin ISD District of Innovation Plan

- District of Innovation Plans are adopted for up to five years.
- The plan may be amended, rescinded, or renewed by the district advisory committee (DAC) and the Board of Trustees in the same manner required for initial adoption.
- The current Seguin ISD District of Innovation Plan was developed in 2018 and an amendment was added in August 2020. The plan was renewed in March 2023 and an amendment made in February 2024.
- The DEIC serves as the District Advisory Committee (DAC)

# Current Innovation:

## Determine a Flexible Start Date

**Innovation:** A flexible start date would allow Seguin ISD many options which may positively impact student learning and growth. An earlier start date would allow for balanced semesters, innovative and timely summer programs to provide enrichment and intervention, and targeted professional development and school transition opportunities.

**Requirement:** Texas Education Code §25.0811 states that a school district may not begin instruction prior to the fourth Monday in August.

### Local Control Advantages:

- Balanced instructional time in the first and second semesters may improve the ability to implement special programs at various schools.
- The alignment of the calendar with colleges and universities may allow for quality pacing of instruction, assessment, and intervention to support college, career or military readiness. In addition, students will have the ability to participate in summer college camps and courses.
- Timely professional development may positively impact student learning.
- A flexible start provides options for quality enrichment and intervention programs that may limit the loss of knowledge gained during the previous year.
- A shortened week at the beginning of the school year may ease the transition to a new campus for kindergarten, middle school, and high school students.

# Current Innovation:

## Professional Development

**Innovation:** Nearly 40% of Seguin ISD teachers have between 0-5 years of experience. With a diverse student population comprised of 70% economically disadvantaged, 56% at risk, 16% LEP, and 12% Special Education, along with a blended platform of face to face and online learners, the district's educators must be well-equipped to meet the unique needs of each student.

**Requirement:** Texas Education Code § 21.404 entitles each classroom teacher to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning.

### **Local Control Advantages:**

- Relief from this provision will allow for the district's teachers to participate in Professional Learning Communities (PLC) on at least a weekly basis during the work day without compromising instructional time, where they can share best practices, critically examine student data, and plan collaboratively.



# Innovation (Amended February 2024): Allow Alternatives to Educator Certification

**Requirement:** Texas Education Code § 21.051 provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities. Teacher certification for Career and Technical Education Instructors; TEC § 21.003 CERTIFICATION REQUIRED. (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. Alternatives to Educator Certification may not be used for the following areas: SPED, ESL, and PK-4.

## **Local Control Advantages:**

- Flexibility in recruiting and hiring teachers from the field, including experienced individuals from unique trades or vocations, may lead to more dual credit and/or industry certification opportunities for students enrolled in CTE courses.
- This initiative will allow for the potential to offer additional languages, CTE, dual credit courses by employing college instructors, university professors, or retired part-time teachers, as well as Fine Arts.
- Current hiring practices and teachers shortage in areas that impact the district in several ways, will require flexibility in recruiting teachers.

# Current Innovation (Amended February 2024): Allow Alternatives to Educator Certification

**Amended Innovation:** Seguin ISD will continue to seek highly effective certified educators for teaching positions and maintain its expectations for employee certification. The district will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and are fully equipped to effectively perform the duties of the position in question based on local certification criteria. SISD will allow educator certification exemptions in high need, hard to fill areas in grades K-12. Additionally, this exemption may be used, with superintendent approval, for positions where no qualified and/or hireable applicants are found in any campus with the following limitation: This exemption does not apply to Special Education, Bilingual, and ESL certification areas.

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# Innovation (Amended February 2024): Allow Alternatives to Educator Certification

Locally developed criteria will ensure these teachers have the appropriate qualifications in their field of expertise and, in the case of dual credit, college-level teaching credentials. Furthermore, detailed job descriptions for hard to fill areas will outline preferred certification and experience based on the needs of the specific discipline. Teachers who do not possess a Texas Teacher Certificate would be hired as full or part time employees with Non-Chapter 21 contracts. These teachers will be supported through ongoing quality staff development and evaluated for high quality instruction. All decisions on teacher certification and assignments for Career and Technical Education (CTE), Dual Credit, Languages Other Than English (LOTE) , and Fine Arts will be handled locally and notification of District Teaching Permits will not be necessary. Other Teachers will be required to obtain Texas Teaching Certification within two school-years of hiring date. That date will only be extended, for an additional year, if no certified replacement can be found. This will allow Seguin ISD to remain competitive when recruiting instructors and expand course offerings for students.

This exemption will not change current teacher contracts or displace current employees.

# Timeline of Events

<b>February 6, 2023</b>	Present Proposed DOI Plan to DEIC
<b>March 6, 2023</b>	DEIC Votes on Proposed Plan
<b>March 22, 2023</b>	SISD Board Vote for Approval of DOI
<b>March 27, 2023</b>	Current DOI Plan Expires
<b>December 13, 2023</b>	Permission to Amend Teacher Certification Innovation presented to SISD Board
<b>January 8, 2024</b>	DEIC Votes on Proposed Amendment
<b>February 27, 2024</b>	Public hearing and board vote to approve amendment