

Benavides Independent School District

District of Innovation Proposed Plan

September 27, 2022

TEACHER CERTIFICATION

TEC Code Requiring Exemption:

TEC 21.003(a): “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 21.053(a): “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 21.053(b): “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.”

TEC 21.057(a): “A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.”

TEC 21.057(b): “The superintendent of the school district shall provide the notice required by Subsection (a) not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.”

Rationale of Exemption for Benavides ISD:

Currently, the district struggles to recruit certified teachers for teacher vacancies. By exempting the district from Chapter 21 noted above, the district will have the flexibility to:

- Hire experts in their field even if they don't have a teaching certification
- Hire “hard to fill” positions
- Those with industry expertise.

Upon renewal of the innovation plan, Benavides ISD (BISD) will maintain its current expectation and commitment to hire certified professionals and will continue to seek highly effective, certified educators for all teaching positions. However, where that is not reasonably possible, the district will have the flexibility to issue a local teaching permit (District of Innovation Permit) and 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 without requesting a permit or waiver from the TEA.

Implementation Procedures:

1. In an effort to best serve the students of BISD, all decisions pertaining to teacher certification and assignments will be handled locally. Teacher certification waivers, state permit applications, fees, or notifications will not be submitted to the TEA.

2. BISD will continue its quest for effective, certified teachers, but in the event that a certified teacher cannot be secured, the district may issue a District of Innovation Permit based on skills and experiences outside the traditional teacher certification pathway based on the following criteria.

- An individual with certain qualifications who is not state certified as a teacher and/or administrator can be eligible to teach in hard to fill positions including, but not limited to:
 - Early Childhood Education-5th grades (teachers and/or administrators)
 - Career and Technology Education
 - Dual Credit
 - Languages other than English
 - Math
 - Science
- Individuals hired under the BISD DOI Plan exemption, will:
 - Be issued a District of Innovation Permit;
 - Receive a one-year, Non-Certified contract that must be renewed annually;
 - and be appraised using the same teacher appraisal system as required of all certified teachers.
- A person seeking a District of Innovation Permit must have the abilities and related knowledge/experience to fulfill the requirements of the position
- The principal/director must submit to the Superintendent and/or the Superintendent's Designee, a request for a District of Innovation Permit outlining all of the individual's credentials/qualifications.
- The principal/director must submit a summary outlining efforts made to secure a qualified and appropriately certified teacher.

Qualifications that may be considered include but are not limited to:

- Professional work experience.
- Formal training and education, including an Associate's Degree (CTE) and Bachelors/Masters/Doctoral Degrees.
- Active/Relevant industry certification or registration.
- Combination of work experience, training, and education.
- Demonstration of successful experience working with students.

The Superintendent and/or the Superintendent's Designee will then approve the request if he/she believes that the individual possesses the knowledge, skills and experience required for the position and believes that the individual could be an asset to students. If approved by the Superintendent, the candidate will be presented to the Board of Trustees for consideration.

An employee working under a District of Innovation Permit will not receive a term contract, but will be issued a Non-Certified contract that may be renewed annually. Determinations shall be made on a case-by-case basis.

3. In order to ensure high quality instruction, BISD will provide the following support to candidates hired under a District of Innovation Permit:

- The campus principal and/or director will create a personal professional development plan for each teacher.
- When possible, lesson plans will be created in partnership with certified teachers in the same field.
- Additional professional development and support for classroom management will be provided.
- A designated mentor will be assigned.
- Classroom observation opportunities will be available.

Teacher Conference:

TEC Code Requiring Exemption:

TEC 21.404: Guarantees each classroom teacher a planning period. Specifically, each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning period may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

Based on the Commissioner's interpretation, all conference period assignments must take place when the students are in attendance.

Rationale of Exemption for BISD:

In order for Benavides ISD to continue its efforts of providing every classroom with an effective teacher, it is imperative that teachers have time to receive ongoing job-embedded professional development through professional learning communities, and horizontal and vertical planning opportunities. Providing each student with an effective teacher is the number one factor that impacts student achievement.

In addition, with the district's high turnover rate, the district must have a means of providing teachers with ongoing and consistent training and planning time to support teachers' development with both content delivery and art of teaching.

Implementation Procedures:

The district may:

- Assign teachers with an assigned conference period that is at the beginning or end of their scheduled work day, regardless of the students' instructional day.
- Utilize up to two planning periods per week for the purpose of planning, collaboration through PLCs, and modeling lessons. This will be done in an effort to reduce the amount of extended day planning for teachers.

Designation of Campus Behavior Coordinator:

TEC Code Requiring Exemption:

TEC 37.0012: Requires that a person be designated to serve as the Campus Behavior Coordinator (CBC) who is primarily responsible for maintaining student discipline and implementation of Chapter 37.

Rationale of Exemption for BISD:

Currently, one campus administrator serves as the Campus Behavior Coordinator.

Exemption from this requirement would allow all campus administrators to collaboratively monitor the compliance of Chapter 37 to ensure that the district provides a collaborative approach to discipline.

Implementation Procedures:

The district will:

- Allow all campus administrators to serve in the capacity of Campus Behavior Coordinator as a part of their job description.

TEC Code Requiring Exemption:

TEC45.205: “The depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified.”

Rationale of Exemption for BISD:

Allowing the extension of the District’s banking contract to be extended beyond the allowable contract term will lessen 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.

Implementation Procedures:

1. The District will continue two year contracts for our banking depository institution.
2. The District will go out for bid only if it is determined that contract-pricing is not competitive and there is an operational or financial reason to send the District’s banking services out for bid.

TEC45.206. “Not later than the 60th day before the date a school district's current depository contract expires, the district shall choose whether to select a depository through competitive bidding or through requests for proposals.”

TEACHER APPRAISAL SYSTEM

TEC 21.203, 21.352, 21.3541, 150.1001: The state issued a new teacher appraisal system in the 2016-2017 school year, called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS).

Proposed Exemption: Benavides Independent School District will continue to use the T-TESS/T-PESS appraisal system in most of our campuses. Benavides ISD will designate some campuses to use an alternative appraisal teacher and principal/assistant principal system with the exception of the provisions of the Texas Education Code 21.351 and 21.352, as they relate to student growth within teacher appraisal as clarified in the Texas Administrative Code 150.1001.

Alternative Teacher Appraisal will be composed of the following:

20% Student Achievement (Calculated within schools of similar economically disadvantaged populations)

15% Student Growth

15% Closing the Gap – Student Achievement within subgroups (Emergent Bilinguals and SPED)

10% Parent/Family Survey

40% Instructional Performance Ratings

- Content Interpretation and Delivery
- Culture
- Student Ownership of Instruction
- Data-Driven Decision Making
- Teaching Beyond the Lesson

Alternative Principal/Assistant Principal Appraisal Will be composed of the following:

10% Student Achievement

10% Campus Enrollment

10% ADA

10% Student Retention

10% Staff Retention

50% School Leadership Levers Rating (please see below)