

ECTOR INDEPENDENT SCHOOL DISTRICT



District of Innovation Plan

Aug 18, 2022- Aug 18, 2027

Board Adopted 6/15/2023

INTRODUCTION

During the 84th Legislative Session, HB 1842 passed allowing Texas public schools to become Districts of Innovation which would allow them to be exempt from certain education code provisions. Ector ISD is pursuing to renew our participation in District of Innovation to gain more flexibility in the operation of the district, to better meet the needs of our students, and to operate in a more efficient manner.

TERM

Ector ISD's Innovation Plan will begin August 18, 2022 and conclude on August 18, 2027 unless the plan is terminated or amended by the Ector ISD Board of Trustees in accordance with HB 1842.

COMMITTEE MEMBERS

Jennifer Morris – Superintendent
Justin Bankston – Principal
Pete Slaughter- Principal
Tammie Essary – Special Programs/Testing Coordinator
Cathy Jones – Special Education Teacher
Blake Turner – Teacher/Coach/ Athletic Director
Colton Whisenhunt – Parent/Community Member

TIMELINE

Monday, June 6, 2022

District of Innovation Committee met and developed plan.

Thursday, June 9, 2022

Public meeting to solicit input.

Friday, June 10, 2022

Post District of Innovation Plan on school web page for 30 days
District of Innovation Plan sent to the Commissioner of Education by the Superintendent

Thursday, July 7, 2022

Board Approval of renewal of District of Innovation Plan
District of Innovation Plan sent to the Commissioner of Education by the Superintendent

Tuesday, June 6, 2023

Public meeting to amend teacher certification area

Thursday, June 15, 2023

Board Approval of amended District of Innovation Plan in the area of Teacher Certification; sections C & D as written.

Thursday, June 29, 2023

District of Innovation Plan sent to the Commissioner of Education by the Superintendent

Areas of focus for district innovations

FIRST DATE OF INSTRUCTION FOR STUDENTS

TEC 25.0811: A school district may not begin instruction for students before the fourth Monday in August.

Strategies:

- A. Calendar committee will have the flexibility to set school year start date for student instruction to begin before the fourth Monday in August and end during the last full week of May.
- B. Allows sufficient number of instructional days to educate students.
- C. Allows the students in dual-credit college courses to start classes on the date college courses begin in August.
- D. Allows graduates to be eligible to start College at the beginning of the first summer semester.
- E. Allows students a better opportunity to participate in educational summer camps in June.
- F. Calendar developed by the calendar committee must include a minimum of 75,600 minutes of instructional time for students and must be approved by the school board.

TEACHER CERTIFICATION

TEC 21.003: Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency and that a teacher may not teach a class out of his or her certification field.

Strategies:

- A. Allows certified teacher to teach subjects out of his or her field of certification.
- B. Allows district to hire an individual who has no teaching certification to teach elective courses in his or her professional field of background within the trades or vocational industry, allowing the students to benefit from the individual's real-world experiences and knowledge of his or her fields.
- C. Upon written request from the Human Resources Department or a Campus Principal, a qualified experienced teacher may be eligible to teach any course through a local teaching certificate. The superintendent may hire an eligible person on a local certification under an at-

will contract;

D. The District shall develop minimum required qualifications for persons hired in the above manner and will also require certain professional development in the areas of student management, instructional strategies, curriculum and parent engagement. EISD will consider individuals hired in the above manner to be appropriately qualified to teach, and therefore will not provide special notification to parents of students in those classes that the instructor does not hold a traditional teaching certificate;

- All written requests to hire a non-certified candidate must outline the Human Resources Department/Campus Principal's efforts to obtain a satisfactory certified candidate and the non-certified candidate's qualifications and credentials for the vacant position;
- Notwithstanding the foregoing, all certification requirements will remain in place for special education and primary ESL (bilingual) teachers.

PROBATIONARY CONTRACTS

TEC 21.102: For experienced teachers new to the district, the probationary period 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.

Strategies:

A: Allows the district to place an experienced teacher new to the district, who has been employed as a teacher of public education for at least five of the previous eight years, on a probationary contract for up to two years. This allows the district to have ample opportunity to evaluate the performance of that individual before he or she is given a term contract.

KINDERGARTEN – GRADE 4 CLASS SIZE OF 22 TO 1

TEC 25.112 (a-g) & 25.113 (a-b): Districts are required to maintain a class size ratio of 22 students to 1 teacher Kindergarten through 4th grades. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency. The district is also required to notify parents of waivers or exceptions to class size limits.

Strategies:

A: Allows the school district to locally determine if another teacher needs to be added to a class in which the student population is higher than the 22 to 1 ratio. The Superintendent, Principal, and teacher of the class will make this determination, to ensure that the quality of the students' education will not be affected, and the school board will be informed of their decision.

TEACHERS CONTRACT DAYS

TEC 21.401: Current education law in Chapter 21 defines a teacher contract as a 10-month contract equivalent to 187 days.

Strategies:

A: Number of days to be worked by 10-month contract employees will be determined by adding 10 days to the number of instructional days of the school year.

B: Allows better alignment of the teacher days to the 75,600 minutes required of students.

C: Would increase the daily rate the district pays teachers, which would enhance teacher recruitment and teacher morale.

D: Allows district administration 10 days for professional development of teachers and teacher workdays at the end of each semester.

TRANSFER STUDENTS

(TEC §25.036) (FDA LEGAL, FDA LOCAL) Any child, other than a high school graduate, who is younger than 21 years of age and eligible for enrollment on September 1 of any school year may transfer annually from the child's school district of residence to another district in this state if both the receiving district and the applicant parent or guardian or person having lawful control of the child jointly approve and timely agree in writing to the transfer.

Strategies:

The ability to revoke a transfer for a student at any time during the year based on behavior, attendance or academic achievement allows our district to continue accepting the greatest number of transfer students seeking a different educational setting than what is available where they reside. Students who experience challenges while on an interdistrict transfer deserve the ability to be returned to their home district to receive the greatest amount of support possible.

SCHOOL DISTRICT DEPOSITORIES CONTRACT *(BDAE Legal & Local) (TEC Subchapter G. 45.206)*

Term of Contract

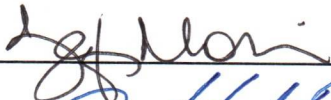
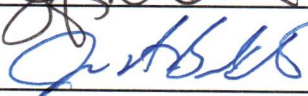
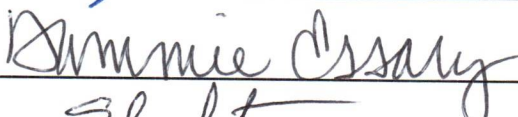
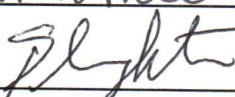
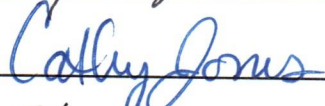

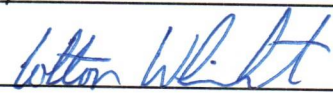
(A) Except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified.

(B) A school district and the district's depository bank may agree to extend a depository contract for two additional two-year-terms. An extension under this subsection is not subject to the requirements of Section 45.206.

(C) The contract term and any extension must coincide with the school district's fiscal year.

June 6, 2023

COMMITTEE SIGNATURES OF APPROVAL

	_____	Jennifer Morris, Superintendent
	_____	Justin Bankston, Principal
	_____	Tammie Essary, Special Programs/Testing Coord.
	_____	Pete Slaughter, Principal
	_____	Cathy Jones, Special Education Teacher
	_____	Blake Turner, Teacher/Coach/ Athletic Director
	_____	Colton Whisenhunt, Parent/ Community Member