

### State certification requirements for teachers and other educators

Texas Education Code §21.003, §21.053

DBA (Legal)

**Rationale:**

By exempting the District from this law, the District:

- will have the flexibility to hire experts in their field even if they don't yet have a teaching certificate.
- will have the flexibility in hiring "hard to fill" positions.
- will have the flexibility to hire those with industry expertise (e.g. HB 5 courses).

Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees

Exemption from this requirement will enable more students to obtain educational benefits of course offerings in hard-to-fill, high demand dual credit, career and tech, and STEM courses. The district seeks to establish its own local qualification requirements and its own requirements for training of professional and experts to teach such courses in lieu of the requirements set forth. By obtaining exemptions from existing teacher certification requirements, Hillsboro ISD will have the flexibility to hire community college instructors, university professors, instructors credentialed in foreign countries, or internal applicants seeking assignments outside their traditional certification area.

### Teacher employment contracts

Texas Education Code §21.002

DCA (Legal)

**Rationale:**

- Current legal policy allows experienced teachers new to the district to have a probationary period that 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.
- This time period is not sufficient to evaluate a teacher's effectiveness in the classroom.
- Relief from this law would allow time to sufficiently determine a staff member's effectiveness.

Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees.

Exemption from this requirement will allow ample time for campus administrators to determine the effectiveness of employees who have been a teacher in public education for at least five of the previous eight years thus providing a more stable and effective learning environment for students.

### Earliest possible school start date

Texas Education Code §25.0811, §25.0812

EB (Legal)

Rationale: Relief from this statute could potentially allow the following:

- First semester complete before Winter Break
- More options for professional development opportunities during the school year
- Flexibility the first week of school--students would not have a full week
  - Start date should be no earlier than August 15th and preferably no earlier than the third week of August.
  - First week of school fewer than five instructional days

Innovation: TEC Ch. 12A. 003(b)(1)(B) Modifications to the school year

The current law that prohibits the district from starting school before the fourth Monday of August forces the district into a calendar that has minimal opportunity for teacher professional development. Starting school even one week earlier can help minimize the negative impacts the district sees in these areas. Starting early will allow for creative scheduling that allows for more intentional teacher professional development throughout the school year and also allows students to have a schedule that is more conducive to their learning.