

Innovation Title: Non-Discipline Educational Setting at DAEP	
<p>Texas Education Code Chapters: §37.008(a)(3) Disciplinary Alternative Education Programs</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● FOCA (create LOCAL) ● FOC (create LOCAL)
<p>Rationale: Temple’s struggling students are supported within a Response to Intervention model targeting academic, behavioral, and attendance issues. One specific group of students in need of additional support are high school students who demonstrate historically persistent misbehavior , who have been academically unsuccessful in a regular instructional setting for several years, who are not on track to graduate within 5 years of entering high school and who demonstrate chronic absenteeism. Some of this population has found success while they are enrolled at the Disciplinary Alternative School at the Wheatley Campus because of the highly structured academic, behavioral and attendance programs.</p> <p>In order to reduce the recidivism rate for these students and to put them on track to graduate, we are proposing a side-by-side accelerated program at the Wheatley Campus. Students who have been assigned to the DAEP for numerous times in the past 5 years, who currently are not at the DAEP, who are at-risk of not graduating within 5 years of entering high school and who have chronic absenteeism are eligible. Participation in the program would be voluntary and students would be afforded all rights and privileges due any other high school student.</p>	
<p>Innovation: The setting will be a regular academic classroom co-located at the Wheatley Campus. Eligible students academic programming and schedule will be separate and apart from students assigned to the DAEP. Potential students will be reviewed by a campus screening committee. This program will become part of Temple ISD’s Tier 3 Interventions for Behavioral, Academic and Attendance RTI processes.</p>	
<p>Required Exemptions from Texas Education Code: TEC §37.008(a)(3)</p>	



Innovation Title: Flexible Daily Schedule	
<p>Texas Education Code Chapters: §25.081 Operation of Schools</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> • EB (LOCAL)
<p>Rationale: Many students (including parents, parents-to-be, working students, homeless, over-age, etc.) need flexible schedules to allow them to meet their educational goals. TISD has a goal of maintaining a dropout rate of less than 1.5% for grades 7-12. Fred Edwards Academy provides an academic alternative high school for students who have dropped out of school or are at-risk for dropping out of school.</p> <p>Districts are required to provide at least 75,600 minutes of instruction annually. For students who attend the District's credit recovery / alternative education program, TEC §29.0822 provides an annual waiver for exemption of this requirement for this population. By obtaining an exemption from TEC §25.081, the district will no longer have to apply annually for an Optional Flex Day waiver.</p>	
<p>Innovation:</p> <p>By obtaining an exemption from TEC §25.081, the District will no longer have to apply annually for an Optional Flex Day waiver allowing the District to offer alternative programming with fewer minutes that focuses on quality programming and cost savings, designed to fit the needs of at-risk students.</p> <ol style="list-style-type: none"> 1. Option 1: Students can attend full time. 2. Option 2: Students can attend part time during the day or evening hours through the Edwards Academy. 3. Option 3: Students working on Individualized Transition Plans (ITP). 4. Option 4: Students can attend part-time during the day, Saturday school or summer hours. 	
<p>Required Exemptions from Texas Education Code:</p> <p>By obtaining an exemption from TEC §25.081, the District will no longer have to apply annually for an Optional Flex Day waiver.</p>	



Innovation Title: First Day of Instruction	
<p>Texas Education Code Chapters: Texas Education Code §25.0811 First Day of Instruction, §25.0812 Last Day of School</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● EB (LOCAL)
<p>Rationale: TISD values and supports the contributions of staff and community partnerships in strengthening the learning experience. The State designation of the fourth Monday in August as the first instructional day restricts the District’s ability to provide</p> <ul style="list-style-type: none"> ● balanced semesters ● restricts time before state testing dates and ● limits coordination with university partners for students taking dual credit courses. <p>By obtaining an exemption from TEC §25.0811, the District will be better able to create balanced grading periods while still ending the first semester prior to the mid-year break. Additionally, the District can align with the local college semester dates. The District will be able to start school mid-week, allowing for a smoother transition at the beginning of school.</p>	
<p>Innovation: This action affords local control through the use of a collaborative committee comprised of community partners and District staff members to develop an instructional calendar that provides balanced semesters, aligns with local colleges, begins mid-week, and begins instruction prior to the fourth Monday in August.</p>	
<p>Required Exemptions from Texas Education Code: TEC §25.0811, §25.0812</p>	

Innovation Title: Certification Requirements	
<p>Texas Education Code Chapters: Texas Education Code §21.003 Certification Required; §21.053 Presentation and Recording of Certificates; §21.055 School District Teaching Permit; 21.057 Parental Notification</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● DBA(LEGAL) ● DBA(LOCAL) ● DK(LEGAL) ● DK(LOCAL) ● DK(EXHIBIT)
<p>Rationale:</p> <ul style="list-style-type: none"> ● The current certification requirements inhibit the District’s ability to hire professionals with industry experience to teach Career and Technical Education (CTE) courses. In order to provide more students the opportunity to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such individuals in lieu of the requirements set forth in law. ● Currently, a certified teacher cannot be hired for a position or be assigned to a subject outside his/her certification, limiting the District’s ability to effectively utilize personnel to ensure quality instruction thus an individual has to take and pass all bilingual exams in order to be in a bilingual classroom limiting the District’s ability to find qualified certified applicants. ● The district is also limited in hiring a teacher that is not certified as it is required to submit a permit request to the Texas Education Agency. The Texas Education Agency then approves/denies this request and the usefulness of the permit is extremely limited. Additionally, the language of this section could be construed to prohibit the employment of a teacher without a teaching certificate or a school district teaching permit obtained under this section. 	
<p>Innovation:</p> <p>Campuses/Departments will submit a written request for approval to fill a teaching position to the Assistant Superintendent or Human Resources designee</p> <ul style="list-style-type: none"> ● For an individual with professional or vocational experience who does not possess a traditional teaching certificate, but is highly credentialed as evidenced by a license, degree or experience, to teach non-core courses such as CTE. ● For a certified teacher to teach a subject area out of his/her certified field for one year in PK-12. ● Other high-demand or hard-to-fill positions must hold a Bachelor’s Degree and will be required to obtain a teaching certificate within three- years of their employment. The three-year period for those hired after January 1 would not start until August of that year. <p>Candidate Qualification may include a combination of:</p> <ul style="list-style-type: none"> ● Professional work experience; ● Formal training and education demonstrating subject matter competency; ● Relevant industry licensure, certification, or registration; ● Any combination of work experience, training and education, or industry credential related to the subject matter he/she will be teaching; <p>The written request will outline the reason for the request, and it will document the credentials possessed by the recommended teacher which qualify him/her to teach the subject. In addition, the</p>	



written request must be submitted to the Superintendent or designee for approval prior to employing them as a teacher.

Required Exemptions from Texas Education Code:

21.003 Certification Required; §21.053 Presentation and Recording of Certificates; 21.057 Parental Notification; §21.055 School District Teaching Permit

Innovation Title: Teacher Contracts	
<p>Texas Education Code Chapters: Texas Education Code §21.002, Teacher Employment Contracts; §21.102(b) Term of Probationary Contract; §21.202(a) Probationary contract required prior to issuing a term contract.</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● DC(LOCAL) ● DCA(LOCAL) ● DCB(LOCAL)
<p>In alignment with our current practice, returning certified teachers will be given a Chapter 21 contract.</p> <p>Rationale:</p> <ul style="list-style-type: none"> ● Currently, an applicant cannot be hired to teach a subject without appropriate certification, causing vacancies and/or deficiencies. ● Currently, experienced teachers new to the District 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, limiting the time period to fully determine the staff member’s effectiveness. 	
<p>Innovation:</p> <ol style="list-style-type: none"> 1. The Campus/Department will submit a written request for approval to fill a teaching position to the Assistant Superintendent of Human Resources or designee: <ul style="list-style-type: none"> ● For a non-certified applicant to teach ● For a teacher hired after the first day of instruction (late hire) <p>The written request will outline the reason for the request, and it will document the credentials the recommended teacher possesses which qualify him/her to teach the subject. In addition, the written request must be submitted to the Superintendent or designee for approval. The Temple ISD Human Resources department will submit a written request for approval prior to employing the applicant to the Superintendent without issuing a Chapter 21 Contract.</p> 2. The Superintendent will approve recommendations: <p>For a second and/or third year probationary contract for teachers employed by the District, who have been employed in public education for at least five of the eight previous years and have completed their first probationary year with the District, in order to continue to evaluate the staff member’s effectiveness.</p> 	
<p>Required Exemptions from Texas Education Code: Texas Education Code §21.002; §21.002(b); §21.202(a)</p>	



Innovation Title: Teacher Appraisals	
<p>Texas Education Code Chapters: Texas Education Code §21.352(a)(2) Local Role in Appraising Teachers</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● DN(LOCAL) ● DNA(LOCAL) ● DNB(LOCAL)
<p>Rationale: This exemption allows Temple ISD’s continued use of the Texas Teacher Evaluation and Support System (TTESS). The district served as a TTESS pilot. The District will use local well-developed Content Based Assessments, State standardized tests and commercial resources to monitor student progress in core areas of reading, writing, math, science and social studies. Local goals and objectives may be better attained by District-developed assessments.</p>	
<p>Innovation: Temple ISD will continue to use T-TESS as the appraisal tool. The integrity of the T-TESS instrument will be maintained in all areas involving teacher appraisal. A Coaching Plan model as well as Growth Plan model for struggling teachers will be used to complement the system. This exemption would simply allow local flexibility to evaluate various performance measures, including classroom observations, goal setting and tracking, and student growth progress.</p>	
<p>Required Exemptions from Texas Education Code: Texas Education Code §21.352(a)(2)</p>	

Innovation Title: Maximum Class Sizes	
<p>Texas Education Code Chapters: §25.112 Class Size; §25.113 Notice of Class Size</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● BF (Legal) Waivers ● EEB (Legal) Kindergarten-Grade 4: Exception to Class Size Limits 1 and 2; Notice to Parents 1, 2, and 3
<p>Rationale:</p> <ul style="list-style-type: none"> ● Schools begin the school year with staff based on student enrollment projections. Often, enrollment will exceed projections. As a result, teachers and/or students must be moved from one campus to another to meet the 22 to 1 student to teacher ratio limit for grades K-4. As a result, students are removed from friends and teachers with whom they have already established relationships. ● Being exempt from the 22 to 1 ratio requirement will allow students to remain with the teacher and classmates that they began the year with, thus fostering continuity and stability which will support increased student achievement. ● Incoming students can remain in their neighborhood school rather than have to be transported to a different campus. ● Bilingual students will not be separated from siblings in order to balance bilingual education classes. ● Notifications will not be required when a class size exceeds the 22 to 1 ratio. 	
<p>Innovation: The class size exception innovation is described as follows:</p> <ul style="list-style-type: none"> ● Temple ISD will attempt to keep all K-4 core classrooms to a 22 to 1 ratio. ● In the event a K-4 classroom exceeds this ratio, the District will allow class sizes to go to 24 to 1 in order to keep students on a campus where they have already formed relationships. ● Should a class size exceed 22 to 1 for more than 35 days, the Board of Trustees must be notified. ● While the class size exception innovation will allow K-4 classrooms to exceed the 22 to 1 ratio, the District will implement the following action steps in its effort to keep those classrooms to 22 to 1: <ul style="list-style-type: none"> ○ Survey campus enrollment, staffing ratios and class sizes at the beginning of each school year and monitor throughout. ○ Use attrition to return class size to 22 to 1 as soon as possible. ○ Apply District staffing ratios to support students and teachers in classes where the class size ratios exceed 22 to 1. ○ Review campus enrollment, staffing ratios and class sizes with the Superintendent’s Cabinet. 	
<p>Required Exemptions from Texas Education Code: The class size exception innovation seeks exemptions from the requirements of Texas Education Code §§25.112 and 113 of a class size exception waiver and notification to parents when K-4 classes exceed a 22 to 1 ratio.</p>	

Innovation Title: Average Daily Attendance and Minimum Minutes of Instruction	
<p>Texas Education Code Chapters: §25.081(e) 420 Minutes of Instruction; §25.082(a) Seven Hour School Day §42.005 Average Daily Attendance</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● EB (Legal) School Year ● EC (Legal) School Day
<p>Rationale: Although Texas and the Texas Education Agency Commissioner encourage innovation in the classroom, school districts receive funding on an antiquated model confined to a designated accounting period for calculating Average Daily Attendance. Districts are dissuaded from pursuing non-traditional models due to loss of funding. Temple ISD is requesting alternative attendance accounting practices for students participating in non-traditional programs. The goals are to</p> <ol style="list-style-type: none"> 1. create opportunities for unpaid work-based learning outside of school hours and 2. create opportunities for academic learning outside of traditional school hours using a blended learning model or other non-traditional methods of instruction. 	
<p>Innovation: This exemption will provide the District flexibility to select alternative accounting times and the ability to earn full average daily attendance for students participating in non-traditional programs.</p>	
<p>Required Exemptions from Texas Education Code:</p> <ul style="list-style-type: none"> ● Texas Education Code §25.081(e) - 420 minutes of instruction; and ● Texas Education Code §25.082(a) - Seven hour school day ● §42.005 Average Daily Attendance 	

Innovation Title: 90 Percent Rule for Credit/Mastery	
<p>Texas Education Code Chapters: §25.092(a)(1) and §25.092(b) Minimum Attendance for Class Credit or Final Grade</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> ● FEC (Local) Attendance for Credit
<p>Rationale:</p> <p>According to statute, a student in any grade level from kindergarten through grade 12 shall not be given credit or a final grade for a class unless the student is in attendance 90 percent of the days the class is offered. The 90 percent minimum and the 75 percent floor are arbitrary percentages that are based on “days in class” and not mastery of content matter. Temple ISD has implemented a blended learning technology initiative that provides students with greater flexibility in making up assignments or completing classwork. Students in grades 9-12 receive a chromebook that allows them to communicate electronically with their teacher and complete assignments outside of the traditional classroom setting. Exemption from §25.092 will provide educational advantages by promoting active learning through innovation in the methods, locations, and times instruction may be delivered, and accommodating students with legitimate scheduling conflicts or absences.</p> <p>Relief from §25.092(a)(1) and §25.092(b) will not impact or alter existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Opting out of §25.092(a)(1) and §25.092(b) in no way limits or modifies a teacher’s right to determine the final grade in accordance with Texas Education Code §28.0214, nor does it restrict or alter a teacher’s right to assign grades in accordance with Texas Education Code §28.0216.</p>	
<p>Innovation:</p> <ul style="list-style-type: none"> ● Both the 90 percent and 75 percent rules governing attendance are based on “days in class”, and not mastery of content. ● The District is seeking an exemption to §25.092 to provide greater flexibility in awarding credit or a final grade to students who: <ul style="list-style-type: none"> ○ Earn a passing grade in order to receive credit; ○ Demonstrate mastery of the content; ○ Are present for less than 75% of days in class due to District-approved extenuating circumstances; ○ Provide District-approved documentation supporting the extenuating circumstances; and ○ Meet all requirements in the principal’s plan and/or the requirements of the attendance committee for receiving credit or a final grade. 	
<p>Required Exemptions from Texas Education Code:</p> <p>The Minimum Attendance for Credit or Final Grade innovation seeks exemption from the requirements of Texas Education Code §25.092(a)(1) and §25.092(b) for percentage of “days in class” attendance requirements for awarding credit or final grade.</p>	



Innovation Title: Local Control of Group Health Benefits for Temple ISD Employees	
<p>Texas Education Code Chapters: TEC §22.004(i) Group Health Benefits for School Employees</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> • CRD (Legal) TRS Active Care
<p>Rationale: This provision prohibits the District from procuring group health insurance benefits that may provide better or enhanced coverages for its employees at a lower cost. On February 12, 2019, the Board of Trustees adopted findings declaring that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District’s local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner’s prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Once a district opts in to TRS-Active Care they cannot opt out or make changes to group health coverage available to its employees pursuant to TEC 22.004(b) as defined by the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process provides no flexibility in the design of group health insurance coverage to acquire benefits packages that would potentially be more attractive to prospective employees and fit the needs of all Temple ISD employees.</p>	
<p>Innovation: This exemption will allow Temple ISD to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs by providing an option to TISD to offer additional benefits options to employees. Temple ISD will continue to offer the TRS Active Care health plans in addition to the District selected health plans made available through this exemption.</p>	
<p>Required Exemptions from Texas Education Code: TEC §22.004(i)</p>	

Innovation Title: Resignations Under Probationary or Term Contracts	
<p>Texas Education Code Chapters: TEC §21.105 and TEC §21.210</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> • DEF (Legal) Resignation without Consent (Unilateral Resignation)
<p>Rationale: Teachers employed under probationary or term contracts may relinquish their teaching position and leave their employment of the district at the end of a school year without penalty by filing a written resignation with the board of trustees or the board’s designee not later than the 45th day before the first day of instruction of the following school year. Due to a non-standardized first date of instruction throughout the state teachers can leave one district if their first day of instruction is later than the new district’s while the teachers at the new district are locked in to their contract creating a competitive disadvantage for the employee’s former district.</p>	
<p>Innovation: The proposed exemption is to change the penalty-free resignation deadline from 45 days prior to the first day of instruction to 60 days prior to the first day of instruction of the following school year. This exemption provides flexibility so that the district has an extended opportunity to recruit and hire highly effective, qualified staff.</p>	
<p>Required Exemptions from Texas Education Code: TEC §21.105 and TEC §21.210</p>	

Innovation Title: Designation of Campus Behavior Coordinator	
<p>Texas Education Code Chapters: TEC §37.0012</p>	<p>Corresponding Board Policies Requiring Revision:</p> <ul style="list-style-type: none"> • FO (Legal) Campus Behavior Coordinator
<p>Rationale: This statute requires the designation of a campus behavior coordinator on each campus. The person designated may be the principal of the campus or any other campus administrator selected by the principal. The campus behavior coordinator is primarily responsible for maintaining student discipline and the implementation of this subchapter.</p>	
<p>Innovation: This allows Temple ISD to be exempt from the statute requiring each school to have a designated campus behavior coordinator. The relationships that are established between a campus administrator, students, and parents are the foundation for promoting and maintaining positive behavior. Utilizing a local process allows the administrator who has a relationship with the parent and student to make parental contact. The administrator notifies the parent of discipline or behavioral concerns, rather than having contact made by a designated behavior coordinator, who may or may not be personally familiar with the student, providing a more individual and personalized approach.</p>	
<p>Required Exemptions from Texas Education Code: TEC §37.0012</p>	