

**Cedar Hill ISD
DISTRICT
OF
INNOVATION**



WHAT IS A “DISTRICT OF INNOVATION”?

Concept passed by the 84
Legislative Session that gives
traditional school districts the
same flexibilities available to
Texas’ open enrollment charter
school

CURRENT DISTRICT OF INNOVATION (DOI) PLAN

1. Instructional Calendar
 - a. Allows district to begin instruction before the fourth Monday in August
2. Teacher Certification (TEC 21.003)
 - a. Allows the district to hire teachers in highly specialized or hard to fill areas (CTE, LOTE, Dual Credit, University professors, instructors with real world/native expertise)
3. Minimum Attendance for Class Credit or Final Grade (TEC 25.092)
 - a. Allows District to issue class credit or a final grade for a class if a student is not in attendance 90 percent of the time that class is offered.



CURRENT DISTRICT OF INNOVATION (DOI) PLAN

4. Kindergarten Start Age (TEC 29.151)
 - a. Allows the district to enroll a Kindergarten student who is not 5 years old by September 1 of the current school year.
5. Probationary Contracts (TEC 21.102)
 - a. New teachers to the district that have been in public education teaching for 5 of 8 years can be placed on a probationary contract up to two years.
6. Uniform Group Coverage Program
 - a. District may procure group insurance that better meets the needs of its employees



NEXT STEPS

1. Website posting (Completed)

As a DOI, the district must post and maintain a copy of the district's current plan in a prominent location on the district's website for the term of the designation as a DOI. 19 Tex. Admin. Code § 102.1307(f). **The plan proposed for renewal must be posted for 30 days before board approval.**

2. Notifying the commissioner (Completed)

The deadline for notifying TEA of an innovation plan proposed for renewal is before the board votes to approve the final plan. As a best practice, we will notify TEA of a proposed plan at the same time as the plan is posted on the district's website.

3. Committee approval (Completed)

The public hearing and vote of the DEIC may occur at the same meeting. To be considered a public hearing, the public must be notified in advance of the date, time, and place of the hearing, and the committee must receive public comment, if any, on the plan proposed for renewal.

The Texas Open Meetings Act (OMA) does not necessarily apply to committee meetings, but many districts have posted notice in accordance with the OMA to ensure adequate notice. After the public opportunity to comment on the plan, the committee may approve a plan proposed for renewal by a majority vote.



4. Board adoption

The board of trustees may then vote to adopt the plan. The vote must pass by a two-thirds affirmative vote of the membership of the board. On adoption of the final plan, the district shall notify the commissioner and provide a list of the exemptions claimed. The district may then function in accordance with the plan and continue to be exempt from the specified provisions.

5. Submission of plan to TEA

No later than the 15th day after the date on which the board adopts a plan, the district needs to provide a copy of the current local innovation plan to TEA. TEA must promptly post the plan on its website. An email attaching the final plan or providing a link to the plan available on a district's website should be sent to the commissioner's inbox.

Process Requirement	Amend	Renew
Board Resolution/Petition signed by majority of District Advisory Committee	No	No
Public Hearing by School Board on whether to develop a plan (TEC §12A.002)	No	No
Final version of the proposed plan has been available on the district's website for at least 30 days	No	Yes
The board of trustees has notified the commissioner of education of the board's intention to vote on adoption of the proposed plan.	No	Yes
The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee members (*meeting must be public for renewal)	Yes	Yes
The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board	Yes	Yes
The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form	Yes	Yes
The district shall ensure that a copy of the local innovation plan is posted on the district's website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.	Yes	Yes
Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website	Yes	Yes

DOI OPTIONS...

1. Filing of Teacher Certification (TEC 21.053)

Requires that an individual's teaching certificate must be filed with the hiring district before the individual's contract is binding and prohibits a district from paying a non-certified individual for teaching or work done prior to the effective date of the issuance of a valid certificate.

An exemption from this provision provides:

- flexibility to hire expert educators regardless of teaching certificate.
- flexibility in hiring "hard to fill" positions
- flexibility to hire those with industry expertise.

DOI OPTIONS...

2. DAEP Requirement of Certified Teachers (TEC 37.9008)

TEC 37.008 requires students who are placed in a Disciplinary Alternative Educational Program (DAEP) to be separate from their regular instructional setting under the supervision of a certified teacher, and not be allowed to be with other students who are not in the program.

This exemption would allow CHISD extra flexibility in administration of discipline to students and staffing for DAEP.

DOI OPTIONS...

3. Suspension Without Pay (TEC 21.104(b) & TEC 21.211(b))

State law limits districts' ability to suspend contract employees without pay.

Limited exemptions from this requirement could allow for suspension without pay for contract employees (if properly addressed in the contract) in certain limited areas with procedural safeguards in place.

DOI OPTIONS...

4. DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR TEC

Code: §37.0012

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other administrator selected by the principal.

Exemption from this requirement will provide campuses the opportunity to allow campus administrators to fully understand and get to know the students in their caseload rather than sourcing all discipline matters to one employee designated as a campus behavior coordinator.

DOI OPTIONS...

5. Student/Teacher Ratios (TEC 25.111)

TEC requires that each district maintain an average ratio of not less than one teacher for each 20 students in average daily attendance. Fluctuations in enrollment can make it difficult to maintain this ratio. Non compliance due to fluctuations may last for only a few days.

Exemptions from this provision will maximize flexibility with class size and give local control to the district to determine the timing of adding staff while considering what is in the best interest of students and staff.



DOI OPTIONS...

6. Class Size (TEC 25.112, 25.113)

State law limits the number of students that can be enrolled in a K-4th grade class to no more than 22 students.

In order to address concerns that this ratio can cause an exemption with a local cap of 24 or 25 can be supported by this exemption.



QUESTIONS...

THANK YOU

