

**ADD POLICY: 1-8-2019**

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an [innovation plan](#).<sup>1</sup>

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<sup>1</sup> Innovation Plan: [\[innovation plan URL\]](#)

**PROPOSED REVISIONS: 1-8-2019**

**Note:** This local policy has been revised in accordance with the District's [innovation plan](#).<sup>1</sup>

**Updating Credentials**

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

**Contract Personnel**

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

**State Teacher Certification**

In accordance with the District's innovation plan, the District shall be exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education (CTE) courses or teachers of languages other than English (LOTE) courses. All other teaching assignments shall require certification in accordance with state law. [See DK]

**Social Security Number**

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

<sup>1</sup> Innovation Plan: [innovation plan URL](#)

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ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

**PROPOSED REVISIONS: 1-8-2019**

**Note:** This local policy has been revised in accordance with the District's innovation plan.<sup>1</sup>

**Superintendent's  
Authority**

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

**Campus  
Assignments**

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

In accordance with the District's local innovation plan exemption regarding SBEC certification [see DBA], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a career and technical education (CTE) field to teach a CTE course and a qualified individual to teach a course(s) in languages other than English (LOTE) All other teaching assignments shall require certification in accordance with state law. [See DBA]

**Supplemental Duties**

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

**Work Calendars and  
Schedules**

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

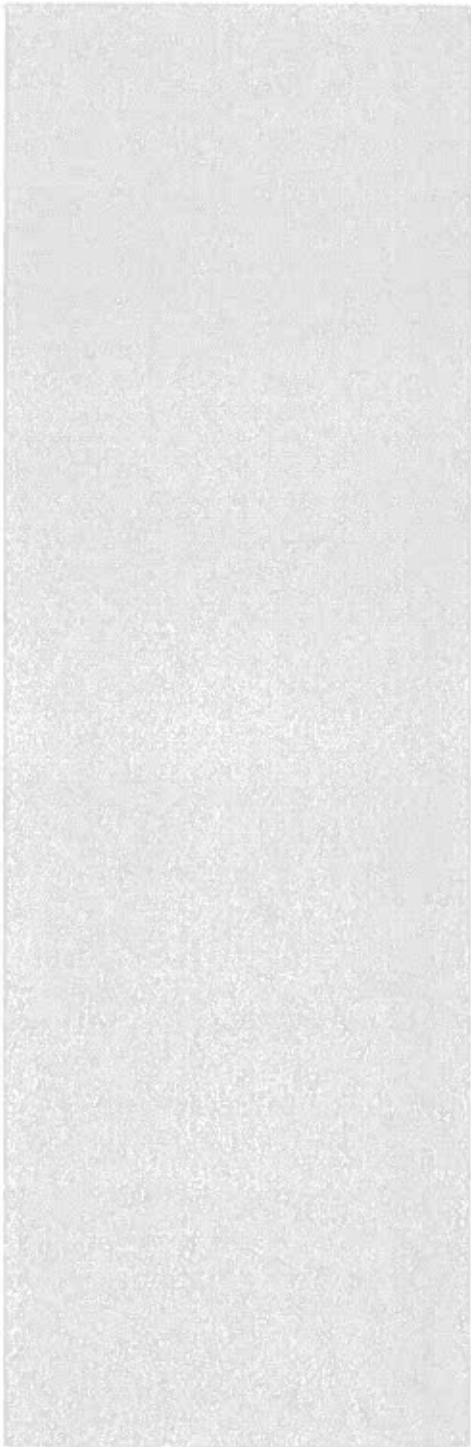
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184907

ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

<sup>1</sup> Innovation Plan: [\[innovation plan URL\]](#)



PERFORMANCE APPRAISAL  
EVALUATION OF TEACHERS

DNA  
(LOCAL)

**PROPOSED REVISIONS: 1-8-2019**

**T-TESS**

~~The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.~~

~~The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.~~

**Note:** This local policy has been revised in accordance with the District's innovation plan.<sup>1</sup>

**APPRAISAL  
SYSTEM**

The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law, the District's Innovation plan, and administrative regulations.

In accordance with the District's innovation plan, the District shall be exempt from the provisions in state law requiring the use of state-mandated assessment scores as one of the evaluation measures for teachers.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

<sup>1</sup> Innovation Plan: [innovation plan URL will be put in when I process the policy]

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PERFORMANCE APPRAISAL  
EVALUATION OF CAMPUS ADMINISTRATORS

DNB  
(LOCAL)

**PROPOSED REVISIONS: 1-8-2019**

**Note:** This local policy has been revised in accordance with the District's [innovation plan](#).<sup>1</sup>

**Principals**

~~The District shall appraise principals using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law and administrative regulations.~~

~~In accordance with the District's innovation plan, the District shall be exempt from state laws regarding principal appraisal. The District shall appraise campus administrators annually using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law, the District's innovation plan, and administrative regulations.~~

**Other Campus Administrators**

The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of either a local appraisal system developed in accordance with law and administrative regulations or a modified version of the T-PESS.

**Frequency**

District principals and other campus administrators shall be appraised annually.

<sup>1</sup> Innovation Plan: [\[innovation plan URL\]](#)

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1 of 1

**PROPOSED REVISIONS: 1-8-2019**

**Note:** This local policy has been revised in accordance with the District's [innovation plan](#).

**School Calendar**

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

**School Start Date**

In accordance with the District's innovation plan, the District shall be exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.

**School Closure**

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

Innovation Plan [\[innovation plan URL\]](#)

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STUDENT DISCIPLINE

FO  
(LOCAL)

PROPOSED REVISIONS: 1-8-2019

**Note:** This local policy has been revised in accordance with the District's innovation plan.<sup>1</sup>

Campus Behavior  
Coordinator

In accordance with the District's innovation plan, the District shall be exempt from the state law requiring that a single person at each campus be designated to serve as the campus behavior coordinator (CBC). The District shall seek to use a collaborative approach to behavior management through the utilization of a coordinated team of professionals.

Student Code of  
Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular  
Standards of  
Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

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STUDENT DISCIPLINE

FO  
(LOCAL)

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

**"Parent" Defined**

Throughout the Student Code of Conduct and discipline policies, the term "parent" includes a parent, legal guardian, or other person having lawful control of the child.

**General Discipline Guidelines**

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student's behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
  - a. The seriousness of the offense;
  - b. The student's age;
  - c. The frequency of misconduct;
  - d. The student's attitude;
  - e. The potential effect of the misconduct on the school environment;
  - f. Requirements of Chapter 37 of the Education Code, and
  - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student's parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

**Corporal Punishment**

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

**Physical Restraint**

STUDENT DISCIPLINE

FO  
(LOCAL)

Within the scope of an employee's duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.
3. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.
4. Control an irrational student.
5. Protect property from serious damage.

A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

**Video and Audio Monitoring**

Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

**Use of Recordings**

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

**Access to Recordings**

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

<sup>1</sup> Innovation Plan: [\[innovation plan URL\]](#)