



Policy Alignment Update

Writing Success Stories, One Student At A Time.

What is the District of Innovation (DOI)?



WHAT IS A DOI?

- Texas Education Code Chapter 12A gives traditional ISDs flexibility similar to charter schools
- Duncanville ISD became a DOI on May 8, 2017; renewed April 12, 2022
- Current plan runs 2022–2027
- Board approved seven amendments on May 19, 2025

WHY IT MATTERS

- Lets the district make decisions best for our students and staff
- Instead of following one strict state rule, the district can say: “We will do this a better way for our students”
- DEIC reviews the plan annually to ensure it meets district needs

Purpose of This Update



What we are doing

- Updating local board policies to fully align with the District of Innovation Plan (2022–2027)
- Ensuring compliance with Texas Education Code Chapter 12A

Why this matters

- DOI gives the district legal authority to modify state requirements
- Policies must reflect those exemptions to:
 - Avoid conflicts between law and policy
 - Ensure consistent implementation across campuses

DBA (LOCAL) – Teacher Certification Flexibility



Strategic Shift

Compliance → Workforce Alignment

Moves from compliance-based
hiring to strategic hiring

UPDATED POLICY – Non-Certified Teachers May Be Employed When:

- In the best interest of the District | Position requires specialized expertise
 - College instructors → dual credit courses
 - Industry professionals → CTE programs
 - Part-time instructors for specialized courses

NEW EXPECTATIONS

- Superintendent ensures credential review before contracts
- Documentation of degrees and endorsements required

RISK MITIGATION

- Certified teachers still prioritized
- SPED requirements remain (state law)
- Bilingual requirements remain (state law)

Staffing Authority & Contract Changes



DK (LOCAL) – Assignment & Staffing Authority

Superintendent authority to:

- Assign/reassign staff across campuses
- Approve non-certified staff placement
- Set work schedules and calendars

Clarifications:

- Transfers do not require contract changes
- Supplemental duties are not guaranteed

Operational Impact:

- Faster response to enrollment shifts & shortages
- Improved district-wide staffing efficiency

DCA (LOCAL) – Probationary Contracts ~~X~~ DELETE

Current Policy:

- Extended probation periods for experienced teachers

Why Delete?

- DOI Plan already provides flexibility for '5 of 8 rule' teachers
- DOI already allows probation extension up to 3 years
- Keeping DCA creates redundancy and legal inconsistency

Result:

- DOI Plan becomes single source of truth for all contract flexibility

Counselor Certification & Vaping Discipline Flexibility



DPB – Counselor Certification Flexibility

- State: Districts with 500+ elementary students must employ SBEC-certified counselors
- DOI Exemption: District may hire Licensed Professional Counselors (LPCs) or those working toward certification
- Still required to employ the same number of counselors per 500 students

Benefits:

- Addresses counselor shortage with wider applicant pool
- Allows LPCs and candidates earning certification
- Students still receive the same level of support
- Action: Add DOI note; update in U127

Vaping/E-Cigarette DAEP Flexibility

- State: Mandatory DAEP placement for all vaping offenses (zero tolerance)

DOI Exemption Allows:

- Local discretion on first-offense non-THC vaping
- Counseling and interventions instead of automatic removal

DAEP still required for:

- THC-related or marijuana offenses; repeat vaping violations

Benefits:

- Keeps students in classrooms; DAEP students have only 44% on-time graduation rate



EB (LOCAL) – School Calendar Flexibility

- State: Cannot start before 4th Monday in August
- DOI Exemption: District is exempt from start date restriction
- Superintendent may adjust calendar and approve closures for safety

Benefits:

- More instructional days before STAAR
- Semester ends before winter break
- More embedded professional learning time
- Considerations: heat, transportation, family schedules

BDAE (LEGAL) – Depository Contract Flexibility

- State: Fixed contract terms + mandatory rebidding process

DOI Exemption Allows:

- Contract extensions beyond standard term
- Performance-based evaluation instead of automatic rebid

Decision-making shifts from:

- Compliance-driven → Performance-driven

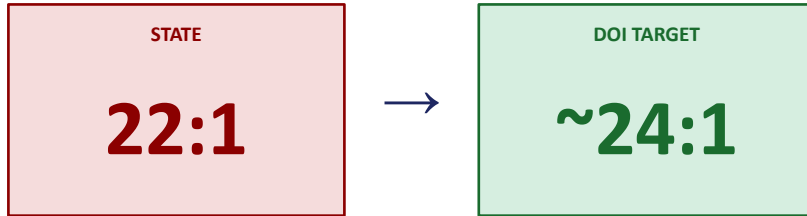
Benefits:

- Reduces admin burden, maintains financial stability

Class Size Flexibility & Student Transfer Accountability



EEB – Class Size Flexibility (PreK–4th Grade)



- No waiver required under DOI
- Keeps students at home campuses
- Reduces class reshuffling
- Improves staffing allocation
- Clarified: Applies to PreK–4th grade only

FDA (LOCAL) – Student Transfer Accountability

- State: Transfers treated as a 1-year commitment

Updated Policy:

- Transfers approved annually (not automatic)
- May be revoked during the year for:
 - Discipline (suspension, DAEP, expulsion)
 - Poor attendance
 - Violation of transfer agreement

Impact:

- Protects learning environment
- Ensures transfer students meet expectations

Class Size Flexibility & Student Transfer Accountability



Policy	Topic	Action	Key Change
DBA (LOCAL)	Teacher Certification	✓ Adopt	Allow non-certified hires in specialized roles
DK (LOCAL)	Staffing Authority	✓ Adopt	Supt. authority to assign/reassign across campuses
DCA (LOCAL)	Probationary Contracts	✗ Delete	Eliminated — DOI Plan governs contract flexibility
EB (LOCAL)	School Calendar	✓ Adopt	Exempt from August start-date restriction
BDAE (LEGAL)	Depository Contract	🔧 Add Note	Performance-based extension vs. mandatory rebid
EEB	Class Size (PreK–4)	✓ Adopt	Up to ~24:1 without waiver under DOI
FDA (LOCAL)	Student Transfers	✓ Adopt	Annual approval; revocable for discipline/attendance

What is TASB Update 127 (U127)?



WHAT IS U127?

- TASB Update 127 is an upcoming policy update package from the Texas Association of School Boards
- Will include final wording updates and DOI notes in legal policy sections
- Ensures alignment with the latest state laws from the 89th Legislature

POLICIES PENDING U127

- DPB (Counselor Certification): Add DOI note for flexibility
- BDAE (Depository Contracts): Add DOI note for extensions
- EEB (Class Size): Update language to reflect PreK–4th grade
- **If it says “U127,” we are waiting for that update to finalize it**



Questions?

Writing Success Stories, One Student At A Time.