District of Innovation Plan 2022-2027

I. INTRODUCTION

House Bill 1842, passed during the 84th Legislative Session, allows Texas public schools with sufficient academic ratings to obtain exemptions from certain provisions of the Texas Education Code. The allowable exemptions are for those sections of code that do not apply to charter or private schools in an attempt to reduce the extra administrative or operational burdens placed on public schools.

To obtain exemptions, the District must create a Local Innovation Plan detailing the code requirements that inhibit the goals of the District and the benefits to the District expected from the exemption.

II. Term

The term of the plan will begin with the 2022-2023 school year and terminate at the end of the 2026-2027 school year, unless amended, rescinded or renewed by the District Level Improvement Committee (DLIC) and the Board of Trustees. The DLIC will review the plan annually to confirm consistent alignment with the needs of the District. Any recommended plan changes will be posted to the District website for 30 days and require the approval of the Innovation Committee and the Board of Trustees. Refer to HEB ISD Board Policy AF.

III. District Level Improvement Committee

The DLIC developed this Plan and includes members representing the following:

Teachers
Key Community Leaders
Parents

DATE	PROCESS REQUIREMENT	AMENDMENT	RENEWAL

June 15	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

V. Strategic Plan

Innovation Plan Items

Class Size in Prekindergarten through 4th Grade

Texas Education Code §

First Day of Instruction (School Start Date)

Local Guidelines:

The district will have the option to recommend a second year probationary contract to teachers who are new to the district, but have taught at least 5 of the last 8 years in public education. There are no changes to first time teacher probationary contract terms only teachers who have taught in public education in at least 5 of the last 8 years. The second-year probationary contract is not automatic, but at the discretion of Human Resources and the campus administrator. Refer to HEB ISD Board Policy DCA.

Teacher Certification - CTE

Texas Education Code §21.003. CERTIFICATION REQUIRED. (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Texas Education Code §21.053. PRESENTATION AND RECORDING OF CERTIFICATES. (a) A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding. (b) An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

Rationale for the Exemption :

The exemption is to specifically allow the district to issue local teaching permits to teachers of non-core and core academic CTE courses without intervention by the Commissioner to review the issued permits. The exemption is to allow the district to establish local requirements including the current requirements in Sec 21.055 for teacher preparation (including all background checks, training and classroom management preparation) to enhance our ability to compete for teaching resources with industry expertise

Texas Education Code §21.003 and §21.053 outlines state certification standards for teachers. Staff hired under a school district teaching permit will benefit from the same rights and responsibilities as certified teachers within the district.

Local Guidelines:

The district will establish local guidelines to have the option to issue

local requirements including the current requirements in Sec 21.055 for teacher preparation (including all background checks, training and classroom management preparation) to enhance our ability to compete for teaching resources with industry expertise.

Teacher Certification - World Languages

Texas Education Code §21.003. CERTIFICATION REQUIRED. (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Texas Education Code §21.053. PRESENTATION AND RECORDING OF CERTIFICATES. (a) A person who desires to teach in a public school shall12 0 0 12 14TI

Local Guidelines:

The district will establish local guidelines to have the option to issue local certification for any world languages teachers. The district's local guidelines will maintain the requirements for criminal background checks and classroom management training and preparation, including optional support atnnclhe reqcac

Local Guidelines:

The district will maintain all the duties and responsibilities outlined for a Campus Behavior Coordinator and allows the role to be fulfilled by more than one administrator per campus. Refer to HEB ISD Board Policy FO.

School District Depositories Contract

Texas Education Code Subchapter G. School District Depositories Sec. §45.205 TERM OF CONTRACT. a) Except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified.

(b) A school district and the district's depository bank may agree to extend a depository contract for two additional three-year terms. An extension under this subsection is not subject to the requirements of Section 45.206.

(c) The contract term and any extension must coincide with the school district's fiscal year.

Rationale for the Exemption :

This exemption is to allow the district's existing bank contract to be extended beyond the total 8-year allowable contract term if the district determines contract pricing remains competitive and there is no operational or financial reason to send the district's banking services out for bid. This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the district's business. This will further mitigate any impact to employees that would have to change direct deposit instructions each time a new depository occurs and allows the district flexibility with respect to banking relationships.

Local Guidelines:

The district will only send depository services out to bid if the district determines contract pricing becomes uncompetitive or there is some operational or financial reason to send the district's banking services out for bid. With this exemption in place, none of the additional requirements related to the bid or request for proposal detailed in Sec 45.206 through 45.209 would be applicable.