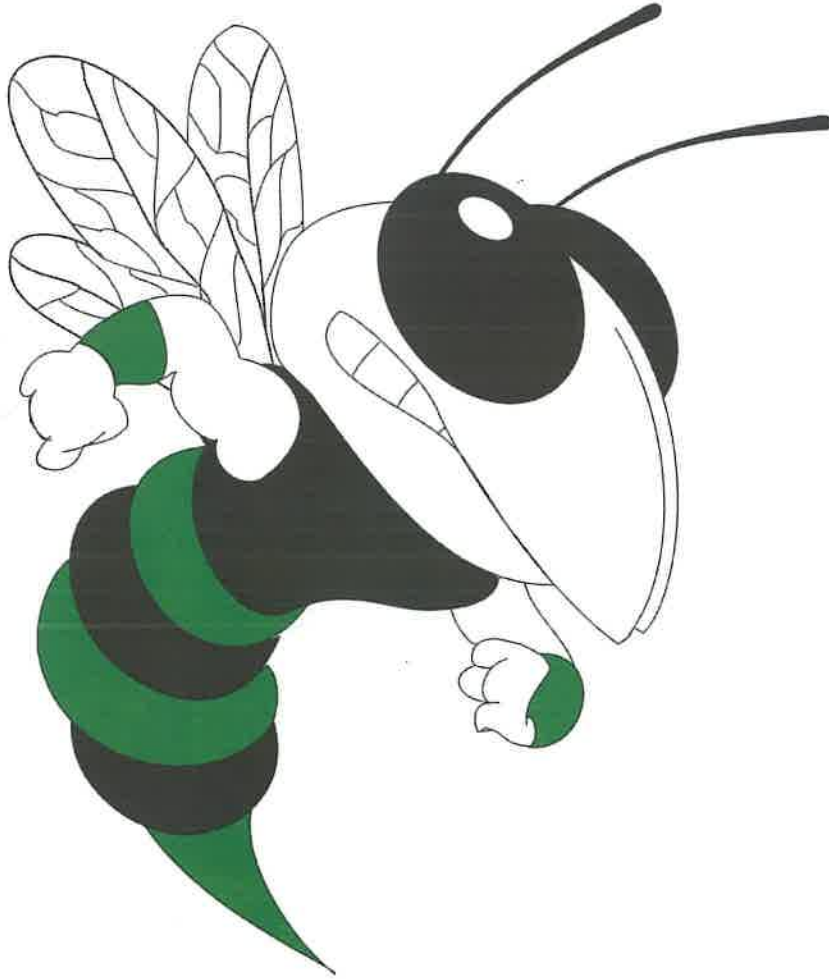


HEMPHILL ISD



Local Innovation Plan August 2022- July 2027

HB 1842, of the 84th Legislative Session, allows Texas districts to qualify as a District of Innovation. Districts of Innovation are afforded greater flexibility and increased local control of identified operations under the authority of the Texas Education Agency.

Hemphill ISD District of Innovation Renewal Timeline

April 21, 2022	Information Provided to Board of Trustees A general overview to include the existing District of Innovation Plan and proposed amendments and the Commissioner's rules for Districts of Innovation presented to the HISD Board to approve notification of the TEA Commissioner of intent to amend and renew the HISD District of Innovation Plan.
May 4, 2022	District-level Committee Meeting The Site-Based District Advisory Team meets to discuss and approve the final version of the HISD District of Innovation Plan.
May 5, 2022	District of Innovation Plan Posted The Hemphill ISD District of Innovation Plan will be posted on the Hemphill ISD website for a minimum of 30 days.
May 5, 2022	Notify Commissioner Notify the commissioner of education of the board's intention to vote on adoption of the proposed plan
June 16, 2022 Amend 11/21/24	Board Approval The Hemphill ISD Board of Trustees will vote on the recommendation to approve the Hemphill ISD District of Innovation Plan.
June 17, 2022	Final Posting/Notification The approved Hemphill ISD District of Innovation Plan will be provided to the Texas Education Agency for posting on its website and the completed Commissioner's form (<u>Figure: 19 TAC §102.1307(d)</u>) will be mailed to the Commissioner of Education. Additionally, the plan will be posted on the Hemphill ISD website for the entire period of the plan.

HISD District of Innovation Plan Committee Members **HISD District Advisory Team**

Stephen English, Superintendent
Lane Cook, MS Principal
Shay Lane, Teacher
Kelly Reynolds, Teacher
Sandra Butler, Teacher
Veronica White, Parent

Stephanie Harkness, Elem Principal
Jeremy McDaniel, HS Principal
Lori Corbello, Teacher
Nina Farrell, Teacher
Stephanie Wilkerson, Business Rep

Hemphill ISD Mission Statement

The mission of the Hemphill Independent School District is to equip all students in a safe learning environment with the skills necessary to lead productive and satisfying lives.

HISD District of Innovation Plan Goals

1. Provide more flexibility to calendar to address student and teacher instructional needs.
2. Create equity between semesters for single semester and all classes.
3. Improve attendance of students and staff.
4. Improve student growth and achievement while closing performance gaps.
5. Provide quality instruction for all students.

Area of Innovation

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

1. School Start and End Date

Exemption from: *TEC §25.0811; TEC §25.0812*

Related Board Policies: *EB LEGAL*

Manner in which statute inhibits the goals of the plan: *TEC 25.0811* states that a school district may not begin student instruction before the 4th Monday of August. *TEC 25.0812* states that a school district may not schedule the last day of school before May 15. The current process allows no flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests in this matter.

Innovation Strategies:

A. Relief from the statute will allow HISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes requirement, rather than days.

B. Provides for greater flexibility allowing HISD to build student support days in each grading period to address student needs and close learning gaps. Students benefit from individualized instruction in teacher-student ratios of 1-5 or less. These days, while instructional, do not count toward the average daily attendance nor toward the required 75,600 minutes of instruction.

C. Provides for a balance in semesters while allowing for completion of the first semester prior to the Christmas break. This creates a coherent sequence of instruction, review, and semester exams provides all students with an opportunity for a new start after the break.

D. Provides for increased local control of the instructional calendar in order to be responsive to community needs.

Area of Innovation

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

2. Certification requirements for non core teachers participating in the ISD/business educational pathway partnership.

Exemption from: *TEC §21.003; TEC §21.055; TEC §21.057*

Related Board Policies: *DBA (LEGAL)*

Manner in which statute inhibits the goals of the plan:

TEC §21.003 requires all teachers to be certified. HISD seeks to provide students with interests in local businesses an opportunity to receive hands-on training coupled with a followed scope and sequence curriculum taught by district certified teachers who qualify based on experiences in their respective field.

TEC §21.055 allows for district issued teaching permits but requires commissioner approval and annual classroom management training. HISD seeks to identify and locally certify (provide district permit) to business partners who will be contracted and paid a stipend to teach their trade to a small number of students off campus. HISD proposes that training should be developed and implemented locally to provide for the dynamics and needs of the district, business partner/teacher, and student(s).

TEC §21.057 requires parental notification of students taught by non certified teachers. Parents will be required to sign consent forms which outline the instructional and curricular components and delivery methods. Other notification letters would be redundant and confusing.

Innovation Strategies:

A. HISD currently partners with Angelina College to provide classes taught by Angelina College Teachers at Hemphill High School. The DOI proposes to extend this partnership through an amalgamation between the college, community businesses, and school district.

B. Angelina College will map the academic rigor for the course offerings and the community members in the vocational and career areas of interest will be locally certified to teach the courses.

C. HISD will thoroughly vet the community teachers; subjecting them to background and credential inspections.

This unique community/education collaboration will allow our students to receive additional development in career and technical education competencies, receiving practical experience beyond the brick and mortar of the high school classrooms. Students will earn valuable job

skills, understand academics in context to the jobs outside the classroom, and leave high school with academic and work records, potential certifications, and possible employment opportunities. All “student interns” will be expected to complete an end-of-course evaluation which will illustrate their knowledge and understanding of their training.

Examples of internship offerings may include but are not limited to:

- Small Engine Repair
- Auto Body Repair/Finishing
- HVAC
- Audiology
- Plumbing
- Electrician
- Building Trades

Area of Innovation

3. Teacher Employment Contracts

Exemption from: *TEC 21.102 (B)*

Related Board Policies: *DCA (LEGAL)*

Manner in which statute inhibits the goals of the plan:

TEC 21.102 (b) A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

TEC 21.102 (b) limits the time needed to evaluate teacher effectiveness and provide growth opportunities for experienced teachers new to HISD and are learning the expectations of the district. HISD would like the option to work with these teachers for additional probationary years as needed to ensure quality instruction for our students.

Proposed HISD Innovation Strategy

For experienced teachers or counselors new to the district that have been employed as a teacher/counselor in public education for at least five of the eight previous years, a probationary contract will be issued for the first year at HISD and may be issued for up to two additional years. If, during the third year of the probationary period, the Board determines that it is doubtful whether a continuing contract or a term contract should be given, the District may make a probationary contract for a term ending with the fourth consecutive school year. The same rules will apply for any teachers/counselors returning to Hemphill ISD. This will allow the district more time to evaluate a staff member’s effectiveness.

Texas Education Code Provisions and Teacher Certification

According to Texas Education Code Section, all district teachers must be certified in alignment with the rules set forth by the State Board of Education Certification (SBEC). This requirement provides Hemphill ISD the opportunity to hire candidates who are either pursuing teacher certification or nontraditional candidates with specific field experience, knowledge, and skills. Such hiring practices will offer students unique learning experiences.

The district will also have the flexibility to employ professionals from certain trades and vocations, enabling them to teach practical skills that may be more advantageous for students than those provided by a standard teaching certificate. Additionally, this flexibility allows for the hiring of credentialed community college instructors, thereby expanding opportunities for dual credit courses beyond the traditional offerings. As a rural district, Hemphill ISD can also allow teachers to instruct outside of their designated field or grade level in cases where vacancies remain unfilled.

While the district intends to limit the use of this exemption, it remains committed to hiring certified and highly qualified teachers. All special education and bilingual teachers will continue to maintain SBEC certification. Furthermore, the district plans to establish its own local criteria and qualifications for positions that are difficult to fill.

Minimum Service Requirement

Current education law in Chapter 21 defines a teacher contract as a 10-month agreement equivalent to 187 days. Hemphill ISD aims to reduce the number of teacher contract days from 187 to a shorter duration without affecting teacher salaries. While teacher workdays would be extended, this adjustment would align better with the 75,600 minutes mandated for student instruction.

Term

The term of the Hemphill ISD District of Innovation plan is five years beginning in August of 2022 unless amended or terminated by the HISD Board of Trustees in accordance with Texas state law. This amendment will expire in August of 2027 unless the Hemphill ISD board of trustees approves an extension of the Hemphill ISD Local Innovation Plan prior to this date.

Approved by the Hemphill ISD Board of Trustees on this 21 day of November, 2024.



Carl Beall Jr, Board President



Andrea Procella-Heslip, Secretary