



HALLSVILLE INDEPENDENT SCHOOL DISTRICT “Excellence in Education”

DISTRICT OF INNOVATION (DOI) 2023-2028

Introduction

House Bill 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code (TEC). During 2019, the Hallsville Independent School District's Board of Trustees ("Board") passed a Resolution to Initiate the Process of Designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community. In Spring 2023, the District Improvement Plan Committee and the Board approved the Local District of Innovation Plan. The term of the current plan ends with the completion of the spring semester of 2028.

Local Innovation Plans must be renewed every five years to maintain a District of Innovation Status. In Spring 2023, Hallsville ISD began the process to revise and renew the current District of Innovation Plan. Based on direction provided by the Board and input from various stakeholders, the Local Innovation Committee proposed this plan.

Term

The term of the plan is for five years, beginning April 18, 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement Plan Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications, including amendments, to the plan.

HALLSVILLE ISD DISTRICT OF INNOVATION RENEWAL TIMELINE

January 31, 2023	Local Innovation Committee met to review plan and renewal process
Prior to March 17, 2023	Renewed plan posted to Hallsville ISD website for 30 days prior to school board approval
Prior to March 17, 2023	The board of trustees notified the commissioner of education of the board's intention to vote on adoption of the proposed plan
April 17, 2023	Hallsville ISD Board of Trustees will consider approval of the renewed local innovation plan Adjustments to Board Policy will be reviewed by school attorneys and adopted where appropriate.
April 18, 2023	If approved, the renewed plan will be submitted to the Texas Education Agency, the district will notify the commissioner of education, and ensure the plan is posted on the district website

COMPREHENSIVE EDUCATIONAL PROGRAM

Hallsville ISD's comprehensive educational program is guided by and aligned with the Board's Vision, Mission, Strategic Priorities, and Strategic Plan for the District.

VISION- HISD will be a district that pursues "Excellence in Education" in all endeavors.

MISSION

- . HISD will provide students an opportunity to obtain a world-class education that prepares them for a globally competitive society;
- . HISD will strive to be a district of excellence that competes at the state and national levels in all academic and extracurricular activities;
- . HISD will instill a desire for ethical behavior, integrity and good citizenship in all students.

STATUTES UNDER CONSIDERATION AT THIS TIME INCLUDE:

Probationary Contracts

TEC 21.102

Related Board Policies: DCA (LEGAL)

Current Statute:

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five years of the previous eight years cannot exceed one year. This limited period is insufficient in some cases to fully determine the teacher's effectiveness in the classroom.

Proposed:

Relief from Texas Education Code 21.102 will permit the District the option to issue a probationary contract for a period of up to two years for experienced teachers, counselors or nurses newly hired in Hallsville ISD, which will allow us to better evaluate a teachers' effectiveness.

K-4 Class Size

TEC 25.111, TEC 25.112, TEC 25.113

Related Board Policies: EEB (LEGAL)

Current Statute:

Kindergarten – 4th grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. These waivers are never rejected by TEA. This is a bureaucratic step that serves no purpose.

Along with this waiver, it is required that a letter is sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted. Many times soon after the waiver is submitted, students move out of the district, and we are below the 22:1 ratio.

Proposed:

While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of students, but the makeup and chemistry of the classroom which influence the learning environment.

- A. HISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees
- B. In the event a K-4th core classroom reaches 25:1, the campus will notify the parents of the students in the classroom and inform them of the situation.
- C. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.
- D. This gives HISD the flexibility without having the bureaucracy of waivers within the Texas Education Agency.

Teacher Certification

TEC Sections 21.003, TEC 21.053

Related Board Policies: DK (LEGAL), DK (LOCAL), DK (EXHIBIT)

Current Statute:

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request. There is a lot of bureaucracy and unnecessary paperwork involved in the process.

Proposed:

Through an exemption from existing teacher certification requirements in Texas Education Code Sections 21.003, 21.053,

Hallsville ISD will be granted the flexibility to:

- Employ and pay as a contracted teacher an uncertified person. An individual would be eligible to teach any course on a non-certified contract, not to include certifications for special education and bilingual education.
- Allow a certified teacher to teach outside of their certification area or grade level. Allowing elementary certified teachers to teach in either intermediate or middle schools, middle school certified teachers to teach in either elementary or high schools and high school certified teachers to teach in middle schools.

The District shall develop minimum required qualifications for persons hired in the above manner and will also require certain professional development in the areas of student management, instructional strategies, curriculum and parent engagement. All special education teachers, bilingual/ESL teachers, and prekindergarten teachers must maintain SBEC certification.

Certification of Educators from Outside the State

TEC 21.052 and 21.053)

Related Board Policies: DBA (LOCAL) (LEGAL), DK (LOCAL) (LEGAL)

Current Statute:

In the event a district cannot locate a state certified teacher for a position, the district must submit a request to the Texas Education Agency. Out-of-state certified teachers are required to complete Texas certification requirements. TEA has the flexibility to approve or deny this request. Currently, non-certified professionals cannot be hired or paid without proper credentials on file.

Proposed:

Hallsville ISD will be able to fill vacancies by recognizing out-of-state and/or international certifications as highly qualified. The district will require the individual to complete the Texas certification requirements for the assigned teaching field within three years of employment.

Teacher Appraisal Process
Exemption from TEC 21.351 and 21.352
Related Board Policies: DNA (LEGAL)

Texas Education Code requires the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers. The criteria must be based on observable, job-related behavior, including: (1) teachers' implementation of discipline management procedures; and (2) the performance of teachers' students. In appraising teachers, each school district shall use the appraisal process and performance criteria developed by the commissioner.

Innovation Strategies

The district is seeking flexibility within the recommended appraisal process and performance criteria for teachers and staff evaluated using the appraisal system Texas Teacher Evaluation and Support System (T-TESS). The district seeks to continue to utilize T-TESS as the teacher appraisal instrument, while seeking exemption from the Student Growth Measure. Data provided from district and campus local assessments will continue to be utilized following the current district assessment model.

LIMITATIONS ON STUDENT SUSPENSIONS
TEC 37.005
Related Board Policies: FOB (LEGAL)

Current Statute:

Students below grade three may not be placed in out-of-school suspension unless the student engages in behaviors that include weapons, violent offenses or being under the influence.

There are times when students engage in behaviors that do not necessarily fit into the categories of weapons, violent offenses or being under the influence, but warrant removal from the instructional setting. An example might include students who engage in "persistent misbehaviors" that are deemed to be harmful to the student or others. Currently, students in these situations sometimes fail to understand the seriousness of their behaviors due to administrative limitations in responding to their behaviors.

Proposed:

Establish a district protocol to facilitate appropriate disciplinary steps to address the behaviors of students in grades three and below. The protocol might include consideration of such student behaviors by campus administration in collaboration with district support staff.

Uniform School Start Date**TEC 25.0811****Related Board Policies: EB (LEGAL)****Current Statute:**

Students may not begin school before the 4th Monday of August. In the past, districts could apply for a waiver to start the school calendar earlier to meet the needs of the local community. This waiver opportunity was met with resistance from the Texas tourism groups who lobbied to have the practice ended, because they believed it was detrimental to the Texas tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Proposed:

The flexibility of the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. Flexibility to start earlier in August would help our district plan for balanced instructional time in the semesters that would support the semester course curriculum. This flexibility will be implemented beginning with the 2023-2024 academic year.

Local Innovation Committee Members for Renewal Plan

Member	Role
Kathy Poyner	HJH Teacher
Jessica Ray	HJH Teacher
Debbie Staggs	North Teacher
Jennifer Roberts	HHS Teacher
Mylanda Morrow	North Teacher
Cari Bailey	North - Administrator
Andrea Brandon	West - Administrator
Amber Wineinger	Intermediate - Administrator
Blake Robinson	HJH Paraprofessional
Amber Warbington	Jr. High Teacher
Lindsey Woods	HHS Teacher
Austin Whitehead	HHS Teacher
Amanda Clark	HHS - Other Professional
Kelly Graff	HHS - Other Professional
Julie Smith	TVAH - Other Professional
Jill Buchanan	District, PEIMS
John Martin	District, Superintendent
Shauna Hittle	District, Assistant Superintendent
Kathy Gaw	District, CTE Director
Amy Whittle	District, Federal/Special Programs, Chair
Lindsay Slaten	District, Director of Human Resources
Randi Dunn	District, Assessment