

**CHANNING ISD**  
**DISTRICT OF INNOVATION PLAN**  
**Adopted by the Board of Trustees on May 2nd, 2017**  
**Amended: July 11, 2022**

**Board of Trustees**

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Melissa Garcia - Special Education Teacher and Parent  
Carolyn Nelson - Secondary CATE/Math Teacher  
Karlton Graves - Principal  
Misty Heiskell - Superintendent

**Term of the plan**

The term of the plan will be in effect for the 2017-2018 school year through the 2021 - 2022 school year. This plan may be amended at any time by the committee with approval of the Channing Independent School District's Board of Trustees.

**TEXAS EDUCATION CODE EXEMPTIONS**

Channing Independent School District's vision as a District of Innovation is to prepare students, in partnership with the parents, community and workforce, for a rapidly changing world by providing them with opportunities that help prepare them for the 21st century workforce. We will do this by providing courses that prepare students for the post-secondary options of college, careers and workforce skills with an emphasis on real-world problems. In order to do this, we are requesting the innovative strategies listed below to allow us to achieve the following objectives:

1. Calendar, contract and certification flexibility that allows for retention and growth of a qualified staff to experience effective, ongoing staff development throughout the year.
2. Flexibility in student attendance, scheduling and curricular requirements coupled with personalized learning experiences based on relevant content which will better prepare high school students for college, careers and the workforce.

We feel that these ideas will help to;

- Establish and retain high quality staff.
- Increase student achievement, engagement and motivation through personalized learning.
- Build and expand a network of strong positive relationships and partnerships with all stakeholders.

### **Calendar (TEC §25.0811)**

Texas Education Code §25.0811 states that a school district may not begin student instruction before the 4th Monday of August.

### **Our Proposal**

Channing ISD believes the local community should decide what is best for its students in setting the first day of instruction. By claiming exemption from Sec. 25.0811, the district shall determine the first day of instruction for its students on an annual basis with input from stakeholders including our community college through which we take dual-credit classes. Regardless of whether any adjustments or changes are made to the current start date law, Channing ISD believes this issue to be a local decision as opposed to a state mandate and will decide accordingly.

We anticipate the following benefits:

- Allowing to begin the school year on an abbreviated week, easing the transition for students.
- Provide more balanced instructional time in each semester.
- Allow better coordination between community colleges and the district helping students with their dual-credit classes.

- Timely and meaningful staff development throughout the calendar year.

### **Contract Service Days (TEC §21.401)**

TEC §21.401 (b) states that an educator under a 10-month contract must provide 187 days of service.

### **Our Proposal**

With the passage of §25.081 which changed the required days of instruction to minutes the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee's contract should be a local decision. Channing ISD will annually evaluate the number of contract days needed for certified staff in that school year to meet district objectives. The number of days will not exceed 187. (nor will it be less than 182.)

### **Teacher Certification (§21.003)**

TEC §21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. The current certification requirements inhibit the District's ability to hire professionals with industry experience to teach Career and Technical Education (CATE) and Science, Math, Technology, Engineering, Arts, Mathematics (STEAM), Foreign Language, History, and English Language Arts courses. The district would also like to honor candidates with Bachelor's and Master's degrees and certifications from bordering states as fully certified teachers eligible for a Texas Probationary teaching contract in our district.

### **Our Proposal**

To allow flexibility for hiring certified personnel, Channing ISD will:

- Make all decisions on teacher certification and assignments locally
- Notifications of district teaching permits (local certification) shall not be necessary.
- The campus principal may submit in writing to the superintendent a request to allow a certified teacher to teach one subject in a related field for which he/she is not fully certified in Texas according to SBEC guidelines.
  - Notification must include the reason for the request and document which qualifying credentials, the teacher holds, justifying the out of certification assignment.
- The campus principal may consider the following criteria as minimum qualifications for

eligibility to contractually hire certified personnel under a district teaching permit:

- Professional work experience in related field exceeding 5 years.
  - Formal training, professional work certification, or registration in related field.
  - Combination of work experience, training, and education.
  - Demonstration of successful working experience with students.
  - Equal or similar out of state certification
- Any employee hired under this local district teaching permit must comply with the same professional standards, ethics, and requirements outlined in the Channing ISD School Board policy for personnel.
  - Any employee hired under the local district teaching permit must be appraised according to the same teacher appraisal system outlined in district policies DNA and DNB (LOCAL).
  - A plan and timeline may be established for full State of Texas certification to be achieved.
  - This local district teaching permit will be an at-will employment agreement with noncertified individuals.

### **Teacher Employment Contracts (§21.102)**

Currently, experienced teachers new to the district have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. This time period is not sufficient to evaluate a teacher's effectiveness in the classroom.

### **Our Proposal**

Probationary Contracts- Experienced teachers and counselors new to CISD that have been employed in public education may be issued a probationary contract for up to two years from the last date of district employment. This will allow the district more time to evaluate a staff member's effectiveness.

### **Minimum Attendance Requirements (§25.092)**

Current law requires a student to be in attendance 90% of the time that the class is offered in order to receive credit. This requires the district to award class credit based on "seat time" rather than based on content mastery.

## **Our Proposal**

Exemption from this requirement will provide educational advantages to 11th and 12th grade students by promoting active learning through innovation in the methods, locations, times and instructors that may deliver instruction to students. This will allow for career exploration, personalized learning experiences based on relevant content and higher engagement. These will better prepare high school students for careers, higher education pathways or the workforce.

Relief from this statute does not impact or alter existing compulsory attendance requirement or University Interscholastic League (UIL) rules. Moreover, opting out of this statute in no way limits or modifies a teacher's right to determine the finality of a grade in accordance with TEC §28.0214, nor does it restrict or alter a teacher's right to assign grades in accordance with TEC §28.0216.