

Hays CISD

District Leadership Team Meeting

January 12, 2023

4:30PM

HCISD Performing Arts Center (PAC)





DOI Amendments

January 12, 2023 DLT Presentation
January 19, 2023 ILT Presentation



Amendment 1

Expand the current certification exemption to include Math, Science, & LOTE teachers at the Secondary Level. This option would be exercised by HR in rare cases when a vacancy would exist on the first day of instruction. Generally, this would not be an option in the early hiring season.

Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification.

Board Policy: DBA

Survey Results

For: 53.3%

Against: 13.3%

Neutral: 33.3%



Amendment 2

Exemption from 10-day notice of intent to non-renew or terminate a contract, specifically for principals. This exemption will allow the Superintendent to recommend contracts in June once STAAR data is available.

Related Statute: TEC §21.103(a) - The board of trustees must give notice of its decision to terminate the employment to the teacher not later than the 10th day before the last day of instruction required under the contract.

Board Policy: DFBB

Survey Results

For: 53.3%

Against: 13.3%

Neutral: 33.3%



Amendment 3

Exemption from the due process to suspend a teacher without pay pending discharge of the teacher's employment. The timeline associated with suspending a teacher's pay pending a recommendation for termination can be unreasonable.

Related Statute: TEC §21.211(b) - The board of trustees may suspend a teacher without pay for a period not to extend beyond the end of the school year pending discharge of the teacher.

Board Policy: DFAA, DFBA

Survey Results

For: 53.3%

Against: 20.0%

Neutral: 26.7%



Amendment 4

Exemption from the requirement to issue term contract to teachers who have been in public education for at least five of the previous eight years following one year of probation. We propose allowing up to three probationary contracts to allow the teacher to demonstrate improved performance.

Related Statute: TEC §21.102(b) - 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.

Board Policy: DCA

Survey Results

For: 73.3%

Against: 0.0%

Neutral: 26.7%



Amendment 5

Exemption from the requirement to have Kinder - 3rd grade teachers and elementary principals attend a reading academy by the end of their first year. We recommend allowing 2 years with a 3rd year option in extenuating circumstances. This statute creates overwhelming requirements in the employee's first year.

Related Statute: TEC §28.0062(2)(A) - School districts and open enrollment charter schools must ensure that not later than the 2022- 2023 school year, each classroom teacher in kindergarten or first, second, or third grade and each principal at a campus with kindergarten or first, second, or third grade has attended a reading academy.

Board Policy: DMA

Survey Results

For: 100.0 %

Against: 0.0%

Neutral: 0.0 %



Amendment 6

Expand the current certification exemption to include highly qualified out-of-state applicants. This option would be exercised by HR when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas.

Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification

Board Policy: DBA

Survey Results

For: 86.7%

Against: 0.0%

Neutral: 13.0%



Timeline

1. November 10, 2022 - District Leadership Team (DLT) met to review and make amendment recommendations to the Hays CISD DOI plan.
2. **January 12, 2023** - District Leadership Team (DLT) will meet to consider final version of the proposed amendments to the Hays CISD DOI plan.
3. January 17, 2023 - Board of Trustees conducts first reading of proposed amendments
4. January 23, 2023 - Board of Trustees conducts second reading of proposed amendments and possibly approves the proposed amendments to the Hays CISD DOI plan.
5. January 27, 2023 - District notifies the commissioner of the approved plan
6. January 30, 2023 - District ensures that a copy of the local innovation plan is posted on the district's website and provides a copy (link to website) to TEA.

Meeting Agenda

1. **Welcome Members and Guests - Dr. Eric Wright, Superintendent**
2. **District Calendar Discussion - Dr. Wright, Superintendent &
Marivel Sedillo, Chief Academic Officer**
3. **DOI Amendment Update - Dr. Fernando Medina, Chief Human Resources Officer,
Linda Hall, Deputy Human Resources Officer, &
Tim Robinson, Director of Talent Acquisition**
4. **Grant Update - Stephanie Norris, Director of Federal Programs**
5. **Discussion, Comments, Questions**

Welcome -

Dr. Eric Wright, Superintendent

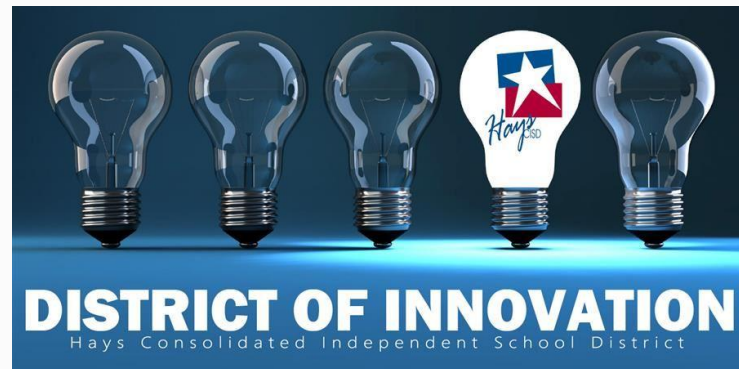
District Calendar Discussion

Dr. Eric Wright, Superintendent &
Ms. Marivel Sedillo, Chief Academic Officer

District of Innovation (DOI) Amendment Update

Dr. Fernando Medina, CHRO

Tim Robinson, Director of Talent Acquisition



In Human Resources, we believe in the power of people, and the difference they can make. We are committed to building and supporting our team of **DIFFERENCE MAKERS** to positively influence every student's life.

Grant Update

Stephanie Norris, Director of Federal Programs

Grant Update

Approved Grants:

- ESSA Grant (Title I, II, III, IV)
- IDEA B Grant
- Perkins IV Grant (CTE)
- TRPN (CTE) Grant
- TEHCY Grant
- ARP I TEHCY Supplemental
- ARP II Homeless Grant
- ESSER III Grant
- Innov. Services to Students with Autism
- Dyslexia Grant
- Silent Panic Alert Technology Grant

Grants in Process:

- [School Safety Standards Formula Grant](#)
 - Funds to support districts in meeting the [newly established School Safety Standards](#)
- 21st Century Learning Center Grant
 - Competitive Grant
 - Funds to support Afterschool programs on targeted Title 1 Schoolwide Campuses

Wrap-Up

- **Upcoming Meetings:**
 - **February 9, 2023 - KES Kimbro Building**
 - **March 9, 2023 - KES Kimbro Building**
 - **May 11, 2023 - KES Kimbro Building**
 - **June 8, 2023 - KES Kimbro Building**

THANK YOU!

We appreciate your
commitment to the
2022-2023 Hays CISD
District Leadership Team

Questions, Feedback...

Stephanie Norris

DLT Facilitator

Federal Programs Director

(512) 268-2141, Ext. 45156

stephanie.norris@hayscisd.net

