



Hays CISD District of Innovation Plan Effective December 17, 2018 – December 17, 2023

District Goals:

1. Hays CISD believes in the achievement of every student. The District will evaluate and address the individual needs of each student. Student performance will be evaluated in academics, college readiness, and career development. Our staff believes in the education of the whole child and knows that success is based on more than the results of a single test.
2. Hays CISD is dedicated to the safety social and emotional well-being of students and staff. A safe environment must include secure facilities, staff and student training, and our adopted standard response protocol. The district will partner with local and state entities to assure preparedness. Specific areas to be addressed are campus access, detecting and reporting possible threats, and building an environment of trust between adults and all students. Our Emergency Operations Plan is updated annually and followed throughout the district.
3. Hays CISD is dedicated to treating all stakeholders with respect and dignity. Cultivating great community and staff relations requires empathy, visibility, trust, and communication. Communication through all appropriate avenues is a priority, and staff will receive training in these areas. Our district is committed to increasing client engagement both internally and externally.

Proposed Innovation:

First Day of Instruction

TEC Code Requiring Exemption:

TEC §25.0811: A school district may not begin instruction for students for a school year before the fourth Monday in August.

Innovation for HaysCISD:

District Goals 1 and 3

An exemption to this statute will provide the opportunity to develop a school calendar that positively impacts students by:

-  Balancing the disparity in the number of instructional days in each semester
-  Ending the first semester by Christmas break so that final exams for high school students do not extend beyond the break
-  Matching HaysCISD semesters to coincide with the calendar of colleges from which students are taking dual credit courses
-  Providing flexibility for students to enroll in summer school, internships, employment, and professional certification experiences
-  Allowing for more instruction time prior to state-mandated testing and retesting, as well as AP and SAT testing

This exemption will also support teacher growth by:

-  Supporting the adult learning model by providing ongoing professional development throughout the year
-  Allowing staff to prepare for the school year by decreasing the amount of professional development in August

Implementation Considerations:

-  The HaysCISD calendar committee will convene annually to collaboratively develop and recommend a district calendar that is designed to promote the effective delivery of classroom instruction and school/district operations.
-  Teacher contracts will remain at 187 days.

Proposed Innovation:

CTE Teacher Certification

TEC Code Requiring Exemption:

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 (SBEC).

Innovation for HaysCISD:

District Goal 1

HaysCISD seeks to hire certified and highly qualified individuals for every teaching position. Currently, in the event the district cannot locate a certified teacher for a CTE position, the district must submit a request to the Texas Education Agency. TEA will then either approve or deny the request. At this time, non-certified professionals cannot be hired or paid without SBEC certification on file.

Because of the nature of Career and Technical Education courses at Hays HS, Johnson HS, and Lehman HS, the current certification requirements restrict the district's ability to hire CTE professionals with the most applicable experience and qualifications. Flexibility to establish local teacher certification requirements when hiring CTE teachers will allow the district to:

-  Select from a larger and more experienced candidate pool for CTE courses
-  Establish requirements for professionals transitioning to CTE education from other careers
-  Hire CTE teaching staff with industry-standard professional certifications, or those not currently certified in accordance with TEA standards

-  Utilize the talents and skills of those in our community who would benefit the CTE needs of our students.

Implementation Considerations:

-  Exemption from TEC 21.003 is limited to provide hiring flexibility in the specific instructional area of Career and Technical Education only. All other instructional staff are required to hold valid SBEC certificates and will receive Chapter 21 contracts in accordance with policy and law.
-  HaysCISD will develop minimum required qualifications for individuals hired for such positions and will outline required professional development in the areas of student management, instructional strategies, curriculum, and parent engagement.
-  HaysCISD will utilize the standard teacher salary schedule for CTE instructors.
-  Parents will be notified when students are instructed by personnel without SBEC certification. Notification will include industry certifications held by the CTE instructor.

Amendment 1 to Hays CISD District of Innovation Plan

Adopted following the process timeline on: April 20, 2020

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. Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Exemption from: TEC §22.004(i)

Related Board Policies: HCISD CRD (LEGAL) and CRD (LOCAL)

Manner in which statute inhibits the goals of the plan

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Hays Consolidated ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a

lower cost. This provision is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.

On January 27, 2020, the Board of Trustees adopted findings declaring that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309.

Innovation for HaysCISD:

Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.