

**Hillsboro Independent School District
District of Innovation Plan**

District of Innovation Committee Members:

Amanda McCreery—HES Teacher
 Angela Boyd—HISD Administrator
 Blanca Rodriguez—HHS Teacher
 Chris Moore Business/Community Member
 Christy Moix—HIS Teacher
 Heidi Teague--Parent
 Holly McKinney—HES Teacher
 Iris Verduzco--Parent
 Jordyn Russel—HJHS Administrator
 Kandy Faris—HES Teacher
 Lauren Sulak—HES/HIS Inst. Coach
 Lori Harr—Business/Community Member

Margie Nisbett—HES Administrator
 Matthew Short—HIS Teacher
 Michelle Steele—HES Administrator
 Nanci Davila—HHS Teacher
 Roberta Skelton—Community Member
 Ryan Cook—HIS Administrator
 Shannon Herrell--Parent
 Sharon Fitch—Community Member
 Sheila Bowman—HISD Administrator
 Tamara Weeden-Business/Community Member
 Todd Durham—HHS Administrator
 Vicki Adams--Superintendent

Innovations:

State certification requirements for teachers and other educators	
Texas Education Code §21.003, §21.053	DBA (Legal)
<p>Rationale:</p> <p>By exempting the District from this law, the District:</p> <ul style="list-style-type: none"> will have the flexibility to hire experts in their field even if they don't yet have a teaching certificate. will have the flexibility in hiring "hard to fill" positions. will have the flexibility to hire those with industry expertise (e.g. HB 5 courses). 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees</p> <p>Exemption from this requirement will enable more students to obtain educational benefits of course offerings in hard-to-fill, high demand dual credit, career and tech, and STEM courses. The district seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the requirements set forth. By obtaining exemptions from existing teacher certification requirements, Hillsboro ISD will have the flexibility to hire community college instructors, university professors, individuals with Master's & Doctoral degrees, or internal applicants seeking assignments outside their traditional certification area.</p>	

Teacher employment contracts	
Texas Education Code §21.002	DCA (Legal)
<p>Rationale:</p> <ul style="list-style-type: none"> Currently legal policy allows experienced teachers new to the district to 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. Relief from this law would allow time to sufficiently determine a staff member's effectiveness. 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(E) any other innovations prescribed by the board of trustees.</p> <p>Exemption from this requirement will allow ample time for campus administrators to determine the effectiveness of employees who have been a teacher in public education for at least five of the previous eight years thus providing a more stable and effective learning environment for students.</p>	

Earliest possible school start date	
Texas Education Code §25.0811, §25.0812	EB (Legal)
<p>Rationale: Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none"> First semester complete before Winter Break More options for professional development opportunities during the school year Flexibility the first week of school--students would not have a full week <ul style="list-style-type: none"> Start date should be no earlier than August 15th and preferably no earlier than the third week of August. First week of school fewer than five instructional days 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(B) Modifications to the school year</p> <p>The current law that prohibits the district from starting school before the third Monday of August forces the district into a calendar that has minimal opportunity for teacher professional development. Starting school even one week earlier can help minimize the negative impacts the district sees in this area. Starting early will allow for creative scheduling that allows for more intentional teacher professional development throughout the school year and also allows students to have a schedule that is more conducive to their learning.</p>	

Inter-District Transfers	
Texas Education Code §25.036	FDA (Local)
<p>Rationale: Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none"> • Rescinding transfers of students who engage in misbehavior and students who do not attend school for 90% of all classes because their choices interfere with our school district's ability to educate our student body in a way that is effective. • allow the district Superintendent to rescind a transfer at any time during the school year due to attendance or discipline issues. 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(B) Modifications to district transfer policy</p> <p>The Hillsboro ISD student transfer policy FDA (Local) requires that all nonresident students who wish to transfer must file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, as well as school rules and regulations of the district. The district is seeking to be exempt from any one-year commitment that might be implied by the provisions of TEC 25.036 when accepting transfer applicants.</p>	

Preclusion from Providing Alternative Uniform Group Coverage Program	
Texas Education Code §22.004	CRD (Legal)
<p>Rationale: Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none"> • Flexibility in the design of group health insurance benefits to fit the needs of all Hillsboro ISD employees • Procuring group health benefits that may provide better coverage for its employees and at a lower cost. 	
<p>Innovation: TEC Ch. 12A. 003(b)(1)(C) Provisions regarding the district budget and sustainable program funding</p> <p>Hillsboro ISD values our staff and the quality of the total employment compensation package we can offer. One major benefit of any potential employment opportunity is quality medical insurance at the best possible cost. This exemption allows Hillsboro ISD the opportunity to sample the market for group medical insurance and creates the possibility for flexibility in plan design and focus. The availability of an alternative to the current TRS options will also create a database of medical claims information from our own district employees that can be utilized to drive a targeted wellness program and increase the overall health of our employees and</p>	

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

Approved by DOI Committee:
11/01/2021