

Rogers ISD District of Innovation Plan **(with amendment)**

Rogers ISD is driven by our mission and vision statements and by the goals outlined in our district improvement plan. We use this information in developing our needs on both a yearly and long-term basis.

Term of Plan

The term of the Rogers ISD Innovation plan will be for 5 years beginning on August 1, 2017 and ending on July 31, 2022 unless terminated or amended by the board of trustees in accordance to state law. If, within the terms of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will nominate a new committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the Board will adhere to the same term as the original plan. The District may not implement two separate plans at any one time.

Proposed Innovations

Teacher Certifications

TEC Code Requiring Exemption:

- TEC §21.003(a): 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 appropriate state agency.

Innovation Plan for Rogers ISD:

- The certification requirements can and do restrict the district's ability to hire state certified teachers in certain CTE and STEM areas. Without this restriction, Rogers ISD has the ability to hire highly qualified individuals who are skilled in a particular trade that would be willing to share these skills with Rogers ISD students. The Rogers ISD Board of Trustees along with District Administrators and Site Based decision making teams would develop the criteria for these non state certified CTE or STEM teachers.

In order to best serve our students, decisions on teacher certification in these specialized areas will be handled locally.

- The campus principal may submit to the superintendent a request to allow a non-certified teacher to teach a CTE or STEM subject out of his/her certified field.
- An individual with experience in a CTE or STEM field may be eligible to teach a vocational skill or STEM course through a local teaching certificate.
- The principal will submit the request to the superintendent with all the individual's credentials.
- The principal must specify in writing the reason for the request and document what credentials the person possesses qualifying this individual to teach this course.

- The superintendent will then submit this action to the Board of Trustees for Board approval prior to the individual beginning any employment.
 - Local teaching certificates will be for one year.
 - The employee will be at-will.
 - This local certificate option is not available for any course below 7th grade.
 - Parental notification to those parents who have a student enrolled in a course with a locally-certified teacher will continue as currently required by law.
 - Locally-certified teachers must complete district-led classroom management training along with any other continuing education requirement determined by the Board of Trustees, and will be assigned a state certified teacher as a mentor.

• All teachers must meet certification and competency requirements for each subject they teach. Previous federal requirements of No Child Left Behind allowed provisions for teachers to be “House Certified” in situations where they met the requirements. Currently, the Every Student Succeeds Act (ESSA) does not allow for this exemption. This can present problems on occasions when it comes to hiring or finding a teacher needed to fill one class section at a small school. With this exemption, Rogers ISD would be allowed to have a teacher teach no more than one class outside of their certification during a school year. Rogers ISD would still make sure this teacher had substantial knowledge about the subject matter they would be teaching. This allowance is important for meeting the needs of students in situations where a particular class may be overcrowded or if there is a one time offering that would be beneficial to our students.

TEC Code Requiring Exemption:

- TEC §21.401(b): MINIMUM SERVICE REQUIRED. (b) An educator employed on a 10-month contract must provide a minimum of 187 days of service.

Innovation Plan for Rogers ISD:

- Rogers ISD would like to have the freedom and flexibility to align our minimum days of service to the state’s requirement of 75,600 minutes for students. The potential reduction in days of service would have no effect on teacher salaries, thus increasing the teacher’s daily rate. This would be a teacher recruitment and retention tool for Rogers ISD.

Proposed Innovations

First Day of Instruction

TEC Code Requiring Exemption:

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

Innovation Plan for Rogers ISD:

- The state requires that school districts not begin instruction for students for a school year prior to the fourth Monday in August. This creates challenges, including significant disparities in the number of instructional days provided in each of the two school year semesters as well as

potential challenges related to the effective pacing of instruction within the school calendar. This exemption will provide the opportunity to develop a school calendar that promotes improved balance in the number of instructional days each semester in order to positively impact the academic performance and outcomes of students.

Implementation Considerations: Rogers ISD conducted a calendar survey of students, parents, community, and staff members to determine which calendar option most fit the desires of our stakeholders. Overwhelmingly, an earlier start date was the desired calendar for our constituents.

Timeline

February 20, 2017 - Rogers ISD School Board adopts resolution for District of Innovation

March 9, 2017 - District of Innovation Committee identifies target areas for plan

March 23, 2017 - District of Innovation Committee approves District of Innovation Plan

March 23, 2017 - District of Innovation plan is posted to Rogers ISD website

March 27, 2017 - Public Hearing is scheduled to discuss District of Innovation Plan

April 24, 2017 - District of Innovation plan was approved by the Rogers ISD Board of Trustees.

March 7, 2018 - District of Innovation Committee meets to consider amendment

March 8, 2018 - Posted proposed amendment to District of Innovation plan to district website

March 19, 2018 - Public Hearing for District of Innovation Plan - Amendment

April 16, 2018 - District of Innovation amended plan was approved by the Rogers ISD Board of Trustees.