

# Agenda of Public Hearing

## The Board of Trustees Seguin ISD

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A Public Hearing of the Board of Trustees of Seguin ISD will be held February 27, 2024, beginning at 6:00 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. Call to Order
  - A. Establish Quorum
2. Public Hearing to Allow Community Comment on Seguin ISD District of Innovation Amendment: Teacher Certification 2

The public is further invited to address questions or comments to the Staff and Board of Trustees at the Public Hearing.

3. Adjourn

**PUBLIC HEARING:**

**Public Hearing to Allow Community Comment on Seguin ISD District of Innovation Amendment: Teacher Certification**

**RECOMMENDATION:**

That the Board of Trustees and community receives information and opportunity to comment on the Seguin ISD District of Innovation Amendment: Teacher Certification.

**RATIONALE:**

Amendment allows continued flexibility in recruiting and hiring teachers from the field, including experienced individuals from unique trades or vocations, may lead to more dual credit and/or industry certification opportunities for students enrolled in Career and Technology Education (CTE) courses.

This amendment will add the following language:

- 1) Non-certified DOI teachers will be employed under a non-chapter 21 contract
- 2) Require teachers (other Career and Technical Education (CTE), Languages Other Than English (LOTE), and Theatre Arts) to obtain certification within two years.

**REFERENCE and COMPLIANCE:**

**Goal 3:** Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 39% to 73% by August 2025.

**Goal 7:** 80% or more of SISD students will be enrolled in a campus that is rated A or B by August 2025.

**BUDGET IMPACT INFORMATION:**

None

**EXHIBITS:**

District of Innovation Presentation

**RESOURCE PERSONNEL:**

Dr. Sam Hogue, Deputy Superintendent  
Joel Trevino, Chief Human Resource Officer

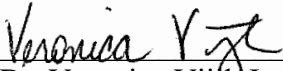
Submitted by:

(Signature)

(Name)

(Address)

(Telephone)



Dr. Veronica Viji Interim Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830)401-8614

Date Submitted: 02/14/24

# Seguin ISD



## Proposed District of Innovation Plan Amendment

**Public Hearing/Board  
Meeting  
February 27, 2024**



# Seguin ISD



## Proposed District of Innovation Plan Amendment

# Timeline

### **As per TEC 12A.007 and TAC 102.1313**

- Board of Trustees vote to proceed with proposed amendment to DOI: December 13, 2023
- Presented to DEIC: January 8, 2024
  - (Amendment approved by DEIC with 24-0 vote in favor)
- Posted online January 9, 2024 mandatory 30 days (49th day)
- **Public Hearing: February 27, 2024**
- **Seguin ISD Board of Trustees Meeting: February 27, 2024**

# What is a District of Innovation?

A **District of Innovation** is a concept passed by the 84th Legislative Session in House Bill 1842 that gives traditional school districts most of the *flexibilities* available to Texas' open enrollment charter schools.

To access these *flexibilities* that exempt a district from certain state mandates, a school district must adopt an innovation plan as set forth in Texas Education Code chapter 12A which constitutes the state's regulatory framework and statutory safety net for public schools.

# District of Innovation Policy

## AF (Legal)

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan.

The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement.

The district's innovation plan is a legally binding document. Therefore, the plan must describe the intentions of the board-appointed advisory committee with specificity to avoid any confusion or ambiguity regarding the district's legal duties.



## TEC Requirement:

**Texas Education Code § 21.051** provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities. Teacher certification for Career and Technical Education Instructors;

**TEC § 21.003 CERTIFICATION REQUIRED.** (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. Due to federal guidelines, this flexibility doesn't apply to special education and bilingual/ESL teachers.

## **Current Innovation:**

Educator certification alternatives in high need and hard to fill areas may increase courses offered at the secondary level. Areas impacted may include, but are not limited to, Spanish, French, dual credit, and Career and Technical Education (CTE) courses.

## **Proposed Amendments:**

Amendments allow continued flexibility in recruiting and hiring teachers from the field, including experienced individuals from unique trades or vocations, may lead to more dual credit and/or industry certification opportunities for students enrolled in Career and Technical Education (CTE) courses.

This amendment will add language that includes:

- 1) Non-certified DOI teachers will be employed under a non-chapter 21 contract
- 2) Require teachers (other than CTE, LOTE, Fine Arts and Dual Credit) to obtain certification within two years.

***Amended Innovation:*** Seguin ISD will continue to seek highly effective certified educators for teaching positions and maintain its expectations for employee certification. The district will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and are fully equipped to effectively perform the duties of the position in question based on local certification criteria. **SISD will allow educator certification exemptions in high need, hard to fill areas in grades K-12. Additionally, this exemption may be used, with superintendent approval, for positions where no qualified and/or hireable applicants are found in any campus with the following limitation: This exemption does not apply to Special Education, Bilingual, and ESL certification areas.**

*Locally developed criteria will ensure these teachers have the appropriate qualifications in their field of expertise and, in the case of dual credit, college-level teaching credentials. Furthermore, detailed job descriptions for hard to fill areas will outline preferred certification and experience based on the needs of the specific discipline. **Teachers who do not possess a Texas Teacher Certificate would be hired as full or part time employees with Non-Chapter 21 contracts.** These teachers will be supported through ongoing quality staff development and evaluated for high quality instruction. All decisions on teacher certification and assignments for Career and Technical Education (CTE), Dual Credit, Languages Other Than English (LOTE) , and Fine Arts will be handled locally and notification of District Teaching Permits will not be necessary. **Other Teachers will be required to obtain Texas Teaching Certification within two school-years of hiring date. That date will only be extended, for an additional year, if no certified replacement can be found.** This will allow Seguin ISD to remain competitive when recruiting instructors and expand course offerings for students.*

**This exemption will not change current teacher contracts or displace current employees.**

Seguin ISD



Proposed District of  
Innovation Plan  
Amendment

*Thank You*

