

# GALENA PARK INDEPENDENT SCHOOL DISTRICT LOCAL INNOVATION PLAN

## 1. Teacher Certification

(DK LEGAL, DK LOCAL, DK EXHIBIT) (TEC 21.044, 21.003)

To best serve Galena Park ISD students, decisions on certification will be handled locally. The District's goal will continue to be hiring certified teachers; however, flexibility is needed in the areas that are difficult to fill or in high demand. Galena Park ISD proposes to submit a request for approval to fill a teaching position to the Superintendent or designee:

- A. In order to adequately supply programs with qualified candidates, the district requires the flexibility to hire community college and university professors, as well as current staff members who would qualify for placement in assignments outside of their traditional certification areas and to retain them. The request would outline what credentials the community college/university professor and/or certified teacher possesses which would qualify this individual to teach the subject outside of the individual's traditional area of certification.
- B. The district will establish local qualifications and training requirements for professionals and experts to teach career and technical courses in lieu of state requirements. The district will make decisions on certification needs for the various special programs including, but not limited to trade and vocational courses such as, welding, health sciences, architecture and construction, and other career and technical courses. These exemptions are of particular importance for hard-to-fill and high-demand courses. The district will ensure that professional development plans are in place to train non-certified personnel in pedagogy and to provide needed support.
- C. A teacher who is fully certified in another state will be considered a certified teacher in Galena Park ISD for one year on a probationary status given:
  - i The employee creates a Texas Educator TEAL account and applies for and pays for their (1) review of out of state credential, (2) one-year temporary certification, (3) fingerprints; and
  - ii The employee agrees to register for appropriate content and Pedagogy and Professional Responsibilities (**PPR**) exams.

### Rationale

Exemption from TEC 21.044 and 21.003 enriches applicant pools in specific content areas and enables more students to obtain the educational benefit of career and technical course offerings.

## 2. School Start Date

(EB Legal) (TEC 25.0811)

To best serve the students of Galena Park ISD, we propose to be allowed to create a school calendar which serves the needs of our local community. We propose moving the mandatory start date back one week, so that students will begin school no earlier than the third week of August.

### Rationale

The number of days in the fall and spring semesters will be more balanced than they are currently. Additionally, Galena Park ISD classes can begin prior to the start of San Jacinto College classes.

## 3. Teacher Evaluation

(DNA Legal, DNA Local) (TEC 21.352)

To best serve the needs of Galena Park ISD staff, we propose to allow one district committee of administrators and teachers the option to develop alternate appraisals for specific groups of teachers, where the adopted teacher evaluation may not be the most appropriate evaluation. Such groups of teachers could include Life Skills, PASS, SLC, Elementary Specials, and CTE classes, among others.

We will allow a district committee of administrators and teachers the option to develop a local teacher evaluation that can be used in the place of the commissioner's recommended instrument (T-TESS). The newly-developed instrument would not include a student growth measure, nor would it require annual online recertification for appraisers.

### Rationale

Districts already have the right to develop alternate appraisals, but each appraisal instrument must be approved by the District Planning and Advisory Committee and each Campus Planning and Advisory Committee. Our District Planning and Advisory Committee already includes representation from each campus.

## 4. Minimum Minutes of Instruction

(EC LEGAL & EB LEGAL) (TEC 25.081)

To best serve the Galena Park ISD community, the exemption from TEC 25.081 would allow our Superintendent or designee to determine whether to amend our District calendar to make up lost instructional time.

### Rationale

The exemption from TEC 25.081 allows Galena Park ISD to avoid submitting waiver requests to TEA in cases of unforeseen changes to school calendar, and further allows Galena Park ISD to adjust school day schedules to better meet the instructional needs of students.

## 5. Kindergarten – Grade 4 Class Size

(EEB LEGAL) (TEC 25.111-13)

To best serve the needs of Galena Park ISD students and staff, the District will attempt to maintain the 22:1 ratio in all K-4<sup>th</sup> core classrooms. However, if the class size exceeds this ratio, the Superintendent will report the circumstance to the Board of Trustees.

In the event a K-4<sup>th</sup> grade core classroom reaches 25:1, the campus will contact the parents of the students in the classroom and inform them of the situation. The District will provide relief by placing an instructional aide in the classroom for the duration of time it remains at or above the 25:1 ratio.

### Rationale

While the District believes small class size plays a positive role in student learning, this must be balanced with the logistics and timing of adding staff. We do not believe there is a negative impact to student achievement when one or two additional students are added to a class. Most importantly, research demonstrates it is the teacher in the classroom, not absolute class size, which has the greatest impact on student learning.

A TEA waiver request will not be necessary when a K-4<sup>th</sup> grade classroom exceeds the 22:1 ratio.

## 6. Designation of Campus Behavior Coordinator

(FO LEGAL) (TEC 37.0012)

To best serve the needs of students and staff in Galena Park ISD, we propose the District abstain from designating only one person as the Campus Behavior Coordinator.

### Rationale

Galena Park ISD's elementary campuses currently have at least two administrators: one principal and one assistant principal, who by job description, serve in this capacity already. Our secondary schools each have one principal and multiple assistant principals who all work together to ensure compliance with Chapter 37, Subchapter A. Our District believes in a collaborative approach to discipline, with multiple people providing emotional and social support to students, rather than just one person. Exemption from this requirement allows the option of increasing collaboration in regard to student discipline, as outlined in the Galena Park ISD's Student Code of Conduct.

## 7. Exemptions from Future TEC Mandates

To best serve our local Galena Park ISD community, staff, and students, Galena Park ISD includes a provision in our Local Innovation Plan for the District to maintain control over any future, eligible Texas Education Code mandates, which may be exempted by a 2/3 majority vote of the Galena Park ISD Board of Trustees.