

# Odem-Edroy ISD

## District of Innovation Amended Plan

Timeline	Action Step
June 7, 2018	DOI Committee Meeting to discuss revision to DOI Plan and vote by DOI Committee
June 7, 2018	DOI Revised Plan posted on the Odem-Edroy ISD Website for 30 days
June 21, 2018	Notify the Commissioner of Education of the Board of Trustee's intent to Approve the Revised DOI Plan at the July 9 <sup>th</sup> Board Meeting
July 30, 2018	Public Hearing by the DOI Committee on the Revised District of Innovation Plan-DOI Committee votes on the Revised DOI Plan and passes plan by majority vote
July 30, 2018	Odem-Edroy ISD Board of Trustees vote on the Revised DOI Plan by 2/3 majority vote
July 31, 2018	Revised DOI Plan and checklist sent to Commissioner of Education
July 31, 2018	Update all Policy changes with TASB

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### **Proposed Amendment**

#### **Teacher Certification**

(DK Legal) (Ed. Code 21.003)

**CERTIFICATION REQUIRED.** (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

#### **Proposed**

Odem-Edroy ISD would like to have the flexibility to recruit non-certified teachers in hard-to-fill positions. Although having the most qualified teacher in every classroom is of the utmost importance to Odem-Edroy ISD, due to our location, we struggle to recruit certified teachers to our community. There are times and circumstances when a non-certified individual might have certain knowledge and skills that might be beneficial to students, but lacks the certification to teach.

Odem-Edroy will maintain its current expectation for employment and make every effort to hire certified individuals. In the event that the district cannot retain the services of a certified teacher for a position, Odem-Edroy will have the flexibility to make decisions regarding certifications locally and based on the needs of the campus and students. This exemption will permit district leadership to set local criteria while maintaining standards of excellence in hiring.

#### **Local Guidelines:**

1. The District will establish local criteria to qualify for a local (district) teaching certificate.
2. Principals and District Leadership will determine whether the individual meets the criteria. The Superintendent will determine whether it is in the best interest of the district to certify the individual.
3. The Superintendent will notify the Board prior to employment.