

McKinney Independent School District

Local Innovation Plan, Amendment #1

Final Version

TIMELINE

Date	Action
June 8, 2023	Planning meeting held to review research and findings.
June 12, 2023; June 22, 2023	District Advisory Committee (DAC) meetings
June 22, 2023	Local Innovation Plan, Amendment #1, posted online
June 27, 2023	McKinney ISD Board of Trustees voted to approve Local Innovation Plan, Amendment #1.
June 28, 2023	McKinney ISD submits Local Innovation Plan, Amendment #1, to the Texas Education Agency.

TERM

This amendment will adhere to the same term of the Local Innovation Plan renewal and will begin on July 1, 2023, and will end on June 30, 2028, unless terminated, amended, and/or renewed in accordance with the law.

AMENDMENT(s)

The District proposes exemptions in the following areas:

Teacher Certification

{TEC §21.003, TEC §21.0031, TEC §21.051, TEC §21.053, TEC §21.057 and DBA(LLEGAL), DK(LLEGAL)}

Collectively, these sections of the Texas Education Code represent the general provisions of the certification of educators. As the national teacher shortage continues to persist and worsen, it is becoming increasingly more difficult for school districts to staff all critical teaching positions, particularly in historically hard-to-fill areas of certification. In Texas, the significant impact of these trends prompted the governor to establish the Teacher Vacancy Task Force to examine teacher retention and recruitment challenges across the state. The current state certification requirements offer little flexibility in alternative pathways for school systems to establish and implement local criteria to hire qualified candidates who may be non-certified or certified in an area outside of a posted vacancy. In these limited circumstances, the district seeks greater control in the decision-making process. McKinney ISD will continue to seek certified educators

for teaching positions and maintain expectations for employee certification. When efforts have been reasonably exhausted, the district seeks flexibility to hire in the following instances:
The applicant is a certified teacher in an area outside of a posted vacancy and will obtain the proper certification by the end of January the following calendar year; and/or
The applicant has industry experience in the subject matter and will enroll in an alternative certification program by the end of January the following calendar year.

This exemption would allow the district to hire otherwise qualified individuals whose experience and expertise have been demonstrated through other teaching assignments or verified as conditions of employment.

Probationary Contracts

{TEC §21.102 and DCA(LEGAL)}

Texas Education Code §21.102 states that a person who is employed as a teacher by a school district for the first time, or who has not been employed by the district for two consecutive school years subsequent to August 28, 1967, shall be employed under a probationary contract. All teachers that have been teaching in public education at least five of the last eight years prior to being employed by the district must be offered a term contract following one year on a probationary contract. The current requirements do not always allow for sufficient time to effectively evaluate the full range of skills and abilities of a teacher. Teachers may be limited in the time provided for them to demonstrate improvement in their teaching and instructional delivery. It is recommended the superintendent or designee have the option of issuing a second year of probationary status (probationary contract) for teachers who are eligible for a term contract under the five of eight years provision. This flexibility will allow administrators sufficient time to effectively evaluate the full range of a teacher's skills and abilities before issuing a term contract.

Student/Teacher Ratios; Class Size

{TEC §25.114 and BF(LEGAL), EEB (LEGAL)}

Texas Education Code §25.114 specifically addresses student/teacher ratios in physical education classes. It states, in part, that if a district establishes a student to teacher ratio greater than 45 to 1 in a physical education class, the district shall specifically identify the manner in which the safety of the students will be maintained. The district currently adheres to the state-recommended physical education class sizes, but student enrollment can fluctuate at different times during the school year. Each campus already has in place safety guidelines for all students throughout the school day and if the physical education class size did exceed a 45 to 1 ratio this exemption would eliminate the need for duplicative work.