GALENA PARK INDEPENDENT SCHOOL DISTRICT LOCAL

INNOVATION PLAN

1. Teacher Certification

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

Currently

In the event a district cannot locate a certified teacher for a position, or a teacher is assigned to
a subject outside of his/her certification, the district must submit a request to the Texas Education Agency. Approval or denial of this request must then be issued by the Texas
Education Agency (TEA).

Proposed

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

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.

D. A teacher who has a four-year degree. fluent in Spanish, and is able to pass a district
assessment will be qualified to teach Spanish I and Spanish II. The teacher will not receive
the $3000.00 signing bonus until fully certified with the State Boa 9786 0 0 92 (wi1/T1_0 1 Tf 72]/Type /573Td (

In appraising teachers, each school district shall use the appraisal process developed by the commissioner (T-TESS) or an appraisal process and performance criteria developed by Campus and District Planning and Advisory Committees based Ad676.45 d676.45 4

Designation of Campus Behavior Coordinator
(FO LEGAL) (TEC 37.0012)

Currently

Senate Bill 107 requires the designation of a Campus Behavior Coordinator on each campus. This person is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Proposed

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 will allow
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.