

# Local Innovation Committee

Impact of Current Exemptions

Wednesday, February 24, 2021

EL PASO INDEPENDENT  
SCHOOL DISTRICT



# Minimum Attendance for Class Credit

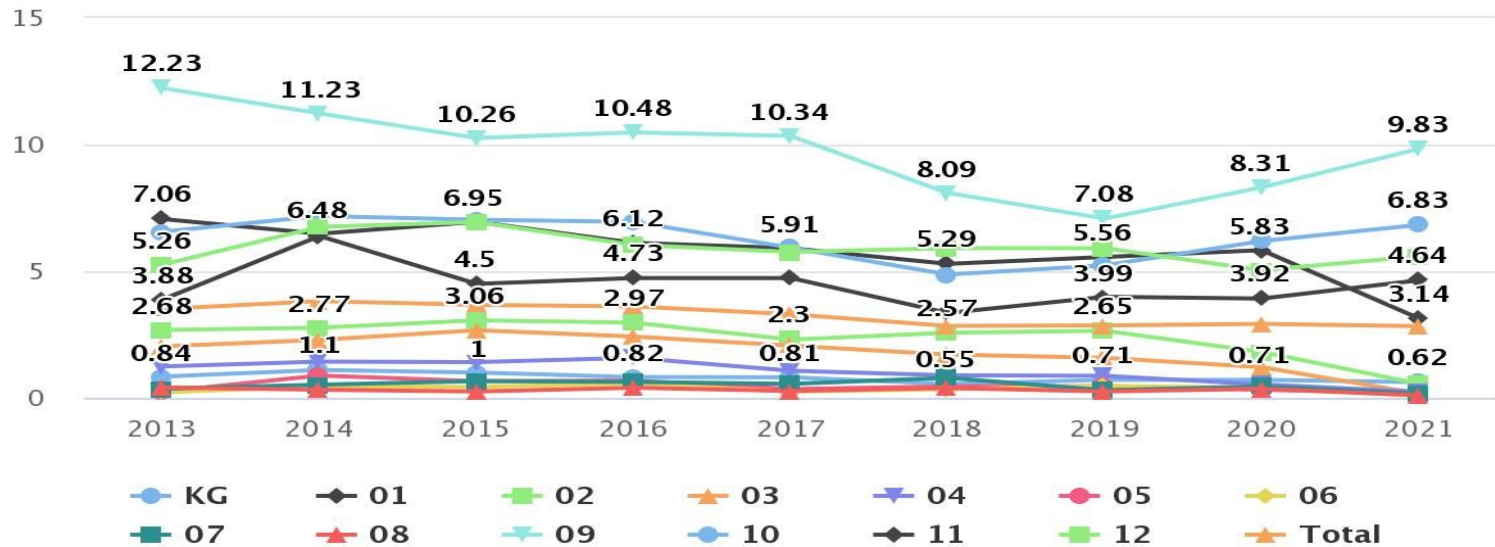
TEC 25.092

## Rationale

- Students who miss class due to school activities will not be penalized
- Encourage more students to participate in school activities
- Decrease the number of students being retained
- Allows the teacher to determine mastery of a course
- Allows the campus to focus on students who need additional attendance strategies
- Reduce the percentage of dropouts



## Student Retention Rate by Campus/Grade for Years: 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021 for Grades: KG, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12 for All Campuses



# First Day of Instruction

TEC 25.081

## Rationale

- Balance the amount of instructional time in the semesters
- Enable students to be able to enroll in college courses starting in early June
- Gives time for 6<sup>th</sup> and 9<sup>th</sup> grade students to transition into new settings promoting social and emotional competence



# First Day of Instruction

TEC 25.081

## Application

School Year	First Day of School
2015-16	August 24 <sup>th</sup>
2016-17	August 22 <sup>nd</sup>
2017-18	August 28 <sup>th</sup>
2018-19	August 13 <sup>th</sup>
2019-20	August 12 <sup>th</sup>
2020-21	August 17 <sup>th</sup>



# First Day of Instruction

TEC 25.081

## Outcomes

School Year	FALL <i>Number of Days</i>	SPRING <i>Number of Days</i>
2015-16	78	102
2016-17	81	96
2017-18	76	101
2018-19	87	88
2019-20	87	90
2020-21	73	107



# Teacher Certification

TEC 21.003, 21.053, 21.044

## Rationale

- Apply an exemption from existing teacher certification requirements for dual credit and technical education instructors
- Main Goal - To improve college and career readiness options
- Three specific goals
  - Development of post high school plans
  - Improvement of workforce skills
  - Expansion of dual credit programs



# Teacher Certification

## Application

- Identify whether TEC 21.003, 21.053, 21.044 and 19 TAC Chapter 31 limits the District's ability to hire teachers to teach hard-to-fill, demand dual credit and career and technical courses **when highly qualified certified teachers are not available**





# Teacher Certification

## Outcome

- The District has not found the need to hire non-certified teachers due to any type of certified teacher shortage
- The alternative certification program continues to apply as a best practice for non-certified applicants
- The focus remains on having the best prepared teachers for our students.
- The flexibility if utilized would be in the area of credentialed community college instructors or university professors in specific content areas.



# Designation of Campus Behavior Coordinator TEC 37.0012

## **Rationale**

- Allows the district to encourage social and emotional development of students
- Provides the campus with flexibility in approaching student behavior and discipline outcomes
- Allows for a collaborative approach to discipline



# Teacher & Administrator Appraisals

TEC 21.351, 21.352, 21.354, 21.3541; TAC 19.150

## Rationale

- EPISD has implemented multiple growth-based models for educator professional development, goal setting and tracking, and formative student assessments. The use of a once a year standardized assessment is contrary to the growth-based model.
- Student Learning Objectives meet the student growth measure requirement of policy DNA  
Legal



# Teacher & Administrator Appraisals

TEC 21.351, 21.352, 21.354, 21.3541; TAC 19.150

## Application

- Student Learning Objectives (SLO) were implemented in 2018-2019 for all teachers, regardless of T-TESS waiver status
- SLO requires formal, data collection of various assessment pieces to inform a teacher of the progress of students towards mastery of grade level expectations.



# Teacher & Administrator Appraisals

TEC 21.351, 21.352, 21.354, 21.3541; TAC 19.150

## Outcome

- Collaborative and supportive relationships between Appraisers (Principals and Asst. Principals) and teachers are enhanced with the elimination of the use of standards-based assessment for student growth measure requirements
- Student progress is closely monitored during the entire school year, resulting in curriculum adjustments, re-teaching and timely interventions as needed.



# Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented

TEC 22.004

## Rationale

- Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.



# Self-Funded Health Care Plan

TEC 22.004

## Application

- 2019-2020 – Implemented Self-Funded Health Care Plan
  - TRS Active Care Plan
  - Cigna
- 2020-2021 – Implemented Self-Funded Health Care Plan
  - TRS Active Care Plan
  - Cigna



# Self-Funded Health Care Plan

TEC 22.004

## Outcomes

- **2019-2020 Participation**

- EPISD Plan Cigna - 5,537 Employees
- TRS Active Care Plan - 1,388 Employees
- Declined Coverage - 3,849 Employees

- **2020-2021 Participation**

- EPISD Plan Cigna - 5,803 Employees
- TRS Active Care Plan - 862 Employees
- Declined Coverage - 3,353 Employees

