



District of Innovation Frequently Asked Questions

Why is the District considering the proposed exemptions?

To provide maximum flexibility in specific areas of need. These are solely in the areas of:

- Uniform Start Date
- Probationary Contracts
- Teacher Certifications in High Need Areas
- Teacher/Administration Appraisal System
- Campus Behavior Coordinator Provisions

If NISD becomes a District of Innovation, can the Board make changes and adopt other practices that were not recommended by the committee?

Not without a majority vote from the DEIC and two-thirds majority vote of the Board of Trustees (§TEC 12A.003) for each change.

What is the district's stance on: duty free lunch, 45 min conference time, Safe Schools Act, non-renewal hearings, contract rights, safeguards for inquiry on religion affiliation, counselor ratio, expulsion for serious offense, class sizes ratio, and following Texas minimum teacher salary scale? Will the district be making any changes to these items, if so, what?

The district is not asking for flexibility in any of these areas

Is the district willing to instill written safeguards that protect a teacher's duty-free lunch, 45-minute conference period, and our protection of contract employment if they become a District of Innovation?

The language in the DOI will read: The District does not intend to implement the DOI for the purpose of altering the language in or application of teacher contracts.

Where are we in the process of applying for the District of Innovation? I ask because next year's fall semester is another week shorter than in past years. This is a disservice to semester-long classes in the fall.

Currently a committee approved by the board, made up of various stakeholders, is drafting the plan. DOI will not impact or change the calendar for next school year.

Uniform Start Date

1. When will the calendar change go into effect?
The 2024-2025 school year
2. Would faculty/staff have to work longer hours or more days in a school year?
No. The District will not implement the Uniform Start Date exemption for the purpose of altering the language in or application of teacher contracts.
3. Will being a District of Innovation change Teacher Contract Days?
No.
4. Will this designation require us to alter existing teacher contracts?
No.
5. Will employees lose their "Duty Free Lunch?"
No.
6. Will teachers continue to receive their daily conference?
Yes
7. Will this allow the district to have "year-round" school?
That is not our intent.
8. Does this make the school year longer?
We have a process for developing the calendar that will continue. This includes gathering feedback from NISD stakeholders. This feedback is used to form the final recommendation presented to the Board of Trustees.
9. Does this affect the STAAR schedule?
No

Teacher/Administration Appraisal System

At this time the District has no plans for implementation of this flexibility.

Probationary Contracts

1. Is a probationary teacher subject to displacement?
Yes

Educator Certification Requirements

1. Will parents be informed of the lack of certification of the teacher?
Yes
2. Will the district hire Non-Certified teachers in ALL Content Areas?
No. The flexibility will only be given to secondary teaching needs related to

secondary high need areas. Parents will continue to be notified any time there is an uncertified teacher of record.

3. If the applicant is certified in another state, do they just have to sit for the Texas certification exams?

Yes

Campus Behavior Coordinator Provisions

1. Who falls under the umbrella of campus administrators at the campus?
 - **Elementary School:** Principal, Associate Principal, and interns
 - **Middle School:** Principal, Associate Principal, Academic Dean, Assistant Principals, and Interns
 - **High School:** Principal, Associate Principal, Academic Dean, Assistant Principals, and Interns
 - NISD's approach to discipline is more collaborative, and looks at the whole child. Multiple people provide social and emotional support to all students.