

DISTRICT OF INNOVATION PLAN – DISTRICT ADVISORY COMMITTEE INPUT

The purpose of this document is to provide an overview of District Advisory Committee feedback on the District Innovation Plan. Based on the feedback provided, this document provides an outline of the changes made to the draft plan.

FIRST DAY OF INSTRUCTION	
The DAC Said:	The Committee Changed:
Parents and families would like the opportunity to provide feedback on HISD school calendar. Teachers were concerned about compensation for those days.	<ul style="list-style-type: none"> We added implementation guidance that HISD should solicit community input on the revised school year calendar. We also clarified that SY 24-25 would not exceed 180 student teacher contact days. Additional guidance was added to reiterate that a competitive compensation package reflecting the expanded duties would be implemented.
TEACHER APPRAISAL SYSTEM	
The DAC Said:	The Committee Changed:
They were concerned that the implementation guidelines were not sufficient, and the implementation timeline was too fast.	<p>We strengthened the implementation guidelines to provide clarity on the development of the appraisal system including:</p> <ul style="list-style-type: none"> Delaying the start date to no earlier than SY 25-26. Directing the District to solicit rigorous community and teacher input on the system and on component weighting. Clarifying the use of student surveys. Directing the District to leverage best practices.
STAFF PROFESSIONAL DEVELOPMENT	
The DAC Said:	The Committee Changed:
They understood the need for centralized training, but also said that campus-based PD was very important. They wanted to make sure that PD was tailored to the unique needs of specialized schools.	<ul style="list-style-type: none"> We added implementation guidance that clarifies campus level PD will continue to occur and indicated that most PD will happen at the campus location. We also committed to ensuring that each campus would have a role in designing PD offerings for their campus. Finally, we added language to ensure that all professional development took place in a productive environment with the appropriate number of attendees, given the venue.
TEACHER CERTIFICATION, PRESENTATION AND RECORDING OF CERTIFICATES	
The DAC Said:	The Committee Changed:
The DAC was concerned about placing uncertified teachers in elementary and middle school classrooms, and indicated three years was too long to complete the certification process. There was also concern about the rigor of hiring teachers.	<p>We added implementation guidelines to ensure:</p> <ul style="list-style-type: none"> This exemption will only be used at the high school level. Uncertified teachers will need to be certified in two years instead of three years. The district will have a rigorous hiring process.

PARENTAL NOTIFICATION	
The DAC Said:	The Committee Changed:
The District needed to maintain transparency and that this includes parental notification of uncertified teachers.	REMOVED. We considered the benefits and harms of including this waiver at this time and removed this exemption from the plan.
BEHAVIOR COORDINATOR	
The DAC Said:	The Committee Changed:
They were concerned about the potential lack of a point person for behavioral issues.	REMOVED. We considered the benefits and harms of including this waiver at this time and removed the exemption from the plan.
MINIMUM ATTENDANCE FOR CLASS CREDIT	
The DAC Said:	The Committee Changed:
They preferred to expand this exemption to middle school.	We considered the benefits and potential harm to students by expanding this exemption to middle school and found that the benefit of maintaining the exemption as written outweighed the benefit of expanding to middle school. There is too much risk in allowing younger students to miss more instructional time.
CLASS SIZE WAIVERS	
The DAC Said:	The Committee Changed:
There wasn't enough clarity around implementation and expressed concern about impacts on teachers if this exemption is included.	REMOVED. We considered the benefits and harms of including this waiver at this time and removed the exemption from the plan.
VISITS TO HIGHER ED INSTITUTIONS	
The DAC Said:	The Committee Changed:
The exemption was too limited in its definitions of higher education.	We expanded the exemption to cover military and trade schools.
VAPING AND DAEP	
The DAC Said:	The Committee Changed:
There was concern about disciplinary action for repeat vaping offenders.	We clarified the need to develop disciplinary interventions for repeat offenders in the implementation guidance.