

Muleshoe ISD District of Innovation Plan 2017-2027

Original DOI Plan Adopted March 27, 2017

Amended language to Teacher Certification-Exemption proposed adoption
date March 21, 2022

Amended language to Grievance Policy(TEC Chp. 26A.001 - 26.004) -
exemption proposed to the DOI Committee approved 10/9/2025, Board
Approved 10/13/2025

Amended language to Teacher Contract Days (TEC. 21.401) - exemption
proposed to the DOI Committee - approved 11/05/2025, Board Approved
11/10/2025

Introduction

House Bill 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. On December 16, 2016, the Muleshoe Independent School District's Board of Trustees ("Board") passed a Resolution to initiate the Process of Designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community.

Term

The term of the Plan is for five years, beginning March 28, 2022 and ending March 28, 2027, unless terminated or amended earlier by the Board in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

District Information

Muleshoe ISD is a rural school district in West Texas located 70 miles from Lubbock, Texas and 30 miles from the New Mexico state line. Muleshoe is strongly rooted in agriculture. Muleshoe is seeking the ability to recruit and grow educators to reduce turnover so that students can benefit from a quality, systematic, and stable educational platform. Teacher candidates who are invested in the community are more likely to begin and end their career in Muleshoe. While candidates who are not invested in the community leave in one to two years creating a high percentage of turnovers annually. And the cycle of training and losing beginning teachers continues.

Innovations

The District proposes flexibility in the following areas:

School Calendar

(TEC 25.0811) (TEC 25.0812) (EB LEGAL) (EB LOCAL)

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15.

Muleshoe ISD has prioritized student instructional time in the calendar process. The district wishes flexibility on calendar development.

Teacher Certification

(TEC 21.003) (DBA LEGAL) (DBA LOCAL)

Texas Education Code Section 21.003 states that "a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, education diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B."

The current certification requirements inhibit the District's Ability to hire professionals with industry experience, proper education training, and full teacher certification.

Muleshoe ISD will continue to seek highly effective certified educators for certified positions. However, when certified individuals do not apply or applicants are not determined by MISD administration to be the best candidate for our district, MISD will seek candidates who can best serve our students through alternative routes to certification.

The District seeks to establish its own local qualification requirements in lieu of the requirements set forth in law. The District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits. The District wishes flexibility to establish its own teacher certification requirements.

In order to best serve our students, all decisions on educator certification and assignments will be handled locally, and notification of Local Teaching Permits (local certification) or any other related reporting to TEA shall not be necessary. All new teachers will participate in the New Teacher Academy and Mentor Program for at least 2 years.

Certifications from other states will be accepted and Texas Certification will be a condition of employment by the end of the third (3rd) school year.

Implementation

In order to offer students additional opportunities, this Innovation Plan has been created with guidelines in which the District will operate. Campuses and departments in the District may develop specific implementation plans. Adjustments to Board Policy will be adopted when appropriate.

Local Innovation Committee and District Forum voted to approve the Innovation Plan on December 15, 2021

The Muleshoe ISD Board of Trustees approved the Local District of Innovation Plan on March 21, 2022

Grievance Policy (TEC §26.011, §26A.001, §26A.002, §26A.003, §26A.004)(FNG LEGAL)(FNG LOCAL)(GF LEGAL)(GF LOCAL)(DGBA LEGAL)(DGBA LOCAL)

TEC Section 26.011 requires a school board to adopt a grievance procedure that complies with Chapter 26A. Chapter 26A requires a school board to adopt a

grievance policy that, among other things, requires a school district to: allow a grievant to supplement the record with additional documents or add additional claims, issue a decision on the merits of a grievance regardless of procedural errors, extend the deadline for a grievant to file grievances and appeals, and hold a grievance hearing before the board of trustees within 60 days of the previous decision on the grievance. The District also exempts from the grievance policy requirements of Chapter 26A to the extent they are interpreted to be applicable to any type of grievance other than parent or student grievances.

Implementation:

MISD parents and administrators are familiar with the District's current grievance process, which functions ideally. Under the current grievance process, grievances are addressed expeditiously and effectively. All records related to grievances; including submitted forms, communications, investigations, findings, resolutions, and any corrective actions are systematically maintained at the district level to ensure transparency, accountability, and compliance with legal and policy standards. Adopting the new grievance requirements, which include extended grievance filing and response deadlines and allowing a grievant to supplement with additional documents and claims, would result in uncertainty for both parents and administrators, and would significantly reduce the efficiency of the District's current grievance process.

Local Guidelines

Muleshoe ISD will continue to implement its existing grievance policy(FNG/GF/DGBA - LEGAL/ LOCAL).

NOTE: District of Innovation Meeting on 10/09/2025 - voted to approve the amendment
Board approval - 10/13/2025

Teacher Contract Days (TEC 21.401)(teachers on 10-month must provide a minimum of 187 days of service)(DCB LEGAL and LOCAL)

Requires district to have:(a) a contract between a school district and an educator must be a minimum of 10 month's service, and (b) An educator employed under a 10-month contract must provide a minimum of 187-days of service

Implementation:

Muleshoe ISD proposes to have the flexibility that will be part of the calendar planning process to reduce the number of teacher contract days that will not exceed the 187 days, but may be lessened based upon the needs of the district. Any decrease in days is not intended to have any effect on the teacher's annual compensation, though may result in an increase in a teacher's daily rate of pay. This will provide teachers more flexibility during the summer months to seek out beneficial staff

development that relates to their field. This also has an increased value of teacher morale along with retainment and recruitment of future staff.

Local Guidelines

Muleshoe ISD will not exceed 187-days of a 10-month contract but may be lessened based upon the needs of the district.

NOTE: District of Innovation Meeting on 11/05/2025 - voted and approved the amendment
Board Approved - 11/10/2025