

## Comments/Feedback

The CTE proposal is amazing. For example I have a MS & MBA with a very successful career in chemical manufacturing, safety & health, and risk management. I would absolutely love to teach and support the Conroe ISD career fields but the current alternative certifications are not reasonable for a working professional.

I don't feel that it is a good idea to waive teaching certification requirements for CTE teachers. This is equivalent to opening Pandora's Box. Many medical professionals are not at all competent to teach in a classroom. One degree does not equal success in another. Furthermore, many professionals that want to change careers are doing so because they couldn't hack it in their profession. Do you really want these individuals flocking to the teaching profession because it's "easy"? Teaching is not for the faint of heart. At least with the certification process, it will vet candidates and weed out the ones that aren't willing to put in the work. That will directly impact the caliber of teacher and stack the cards for success rather than failure.

It's a direct insult to CTE teachers that have worked hard to get their certification. We transition from the working world to teaching through careful thought and a whole lot of hard work. Without the certification process, you have no universal standard of what success will look like. As a CTE teacher, I would not have been successful in the classroom without my intense training. Even then, it is a steep learning curve once you make it into the classroom.

Would the pay structure be different? How would it be fair to pay them the same salary as someone that invested in a 4 year education or certificate program? How would you close the gap between what they know and what they need to know to be a successful teacher?

I do understand the inconvenience of finding a CTE teacher given the requirements, but rest assured that when you find one, keep them happy and pay them well because they are priceless. Also, most of them are looking for that "last job". Make them happy and they will stay.

Hello.

While the measure to ensure the beginning date of instruction and having more flexible interpretations of "teacher" are good measures and have good reasonings support each idea, I have one area of concern:

"Prior to an offer of employment, the Superintendent will review and approve all candidates that fall under this exception.

The Superintendent will periodically update the Board on the number of candidates hired under this provision along with the courses they teach."

These requirements seem to impart too much partiality toward the superintendent and lack a critical structure of review. Additionally, adding this process to the superintendents already considerable list of job responsibilities seems to be unnecessary.

One suggestion would be to create a "review sub-committee" that would vet applications and expertise in specific fields, decide pay structure, and have a voting process for each applicant or group of applicants. Principals, it is assumed, would submit structured applications, proof of expertise, and recommendations to this committee and then votes would take place within a specific timeline. After, the committee would report their selections to the board and preform the necessary periodic follow-ups.

This is one example of decision making that would slow down the approval process, but would give the district additional checks and balances that apply to a process beyond the scope of tea certification and assist in risk management for potential non-certified-teacher issues.

In summation, these proposals appear to be encouraging movements forward and, with very small adjustments, could bring learning from experts (and fewer constraints on the timeline of that learning) into the vision for the district.

I definitely like having the earlier start to the school year so that we have even Fall and Spring Semesters. Having the students finish the Fall Semester in January does not benefit the students because there is such a long break before the end, causing them to lose too much information, and the teachers have to waste time reteaching the content in order for the students to take their semester finals. Finishing before the winter break is a good stopping point, and the teachers just have to spiral back the content that was taught in the fall.

It is beneficial to start the school year prior the the fourth Monday of August.

FLEXIBLE CALENDAR: How much earlier than the fourth Monday in August is envisioned?

I think that we start back to school much too early. I would much rather have the schools start back later in August. As a teacher, we start back much too early in August compared to other states and when we want to coordinate vacations with people in other states, that makes it very difficult for us.

I really appreciate being able to begin the year in the middle of August in the middle of the week and having it end before Memorial Day. The semesters are evenly balanced and it allows us to be finished before the heat of the summer sets in.

My concern lies with the following part of the explanation of the proposed change to the Teacher Certification area:

"The District would use this exemption to fill CTE positions, primarily in the following areas: automotive technology, criminal justice, engineering, Cisco networking, veterinary science, manufacturing, health sciences, and media courses."

My question/concern is: Why is "veterinary science" listed in this statement? Courses in the Veterinary Science area are classified as "Agricultural Science" courses. There is no shortage of certified Agricultural Science Teachers, especially in our location (because SHSU and TAMU graduate so many each year).

I completely understand the need to employ individuals who have experience in certain Trades like welding, electrical, HVAC, automotive technology, health science, and criminal justice. However, the potential employment of a person who is not certified in Agricultural Science to teach veterinary science would potentially cause other issues within the school. For instance, this person would possibly not be considered an Agricultural Science Teacher, and, therefore, not be on an extended contract nor be expected to perform co-curricular duties of sponsoring FFA. FFA is a cocurricular organization, and instruction about FFA is listed in the TEKS for each Agricultural Science course.

Also, which courses would be considered "veterinary science?" There is only one course called "Veterinary Medical Applications." No other course has the word "veterinary" associated with it.

Would the person teach all of the courses in the Animal Science pathway?

Obviously, there are many questions about this subject. I have years of experience with developing CTE curriculum at the state level, and would be glad to answer any question that you may have about this subject.

Thanks for your time.

Concerning Teacher of Certification, would it be possible to consider adding computer science teachers? It is my understanding there is a nation wide shortage of computer science teachers and I know our candidate pool for hiring was very shallow yet we have a high interest in this field. Also, would life skills teachers need to be added to this since CTE certification list since their courses have been changed to align with CTE course credits?

Thank you for your consideration.

I do want to begin the school year at the beginning of August, however, this is only if we can get out earlier in May. Late summer is too late to be outside anyway early May still has decent temperatures to be outside and on vacation.

I fully support both exemptions. However, I want to ensure that any certified teacher would be the FIRST CHOICE to fill all CTE positions and not lose out on a job to someone who is not a certified teacher if the certified teacher is the better candidate in all other areas. In other words, if we can find a certified teacher to fill the position who interviews well and appears to be a good option, I don't think it would be fair to choose someone with experience over the certified teacher. Opening the door to hiring non-certified educators is a dangerous game unless clear guidelines and very clear limitations are established.

I agree with the proposal to start school before the 4th Monday in August. It is much more beneficial for students to take their midterm exams before the extended break. Otherwise, teachers will need to spend time in review after the break, losing instruction time. Thank you.

I am very excited about our district becoming a DOI I myself am a CTE teacher certified in Business Education, at Grand Oaks High School and industry certified in: Medical Billing and Coding, Electronic Health Records, and Medical Administrative Specialist in fact I am trying to become certified by exam to be able to teach Health Science, I am in communication with TEA about my ability to test by exam, because I am currently fully certified in Business Education 6 to 12 and see no need to go through an Alternative Certification program wasting money for something I do not need.

I did submit a SOQ to our district in the beginning of October, but was told to go through an Alternative Certification program. Maybe, just maybe, I can have a second chance re-submitting my SOQ to our Human Resources department. I am more than happy to do it again, Health Science is my passion! I am a perfect fit in the process, because I am fully certified and just need approval to test by exam to add Health Science to my certificate.

Starting school prior to the fourth Monday in August has really helped balance the number of days of instruction between the two semesters.

thankyou for considering this again.

I feel like y'all start school way too early. Earlier than ANY other district in the area, yet the kids get out the same time as everyone else. This is a VERY long year. I'd rather see you build an extra 5-10 minutes into the day and be consistent with other surrounding districts. It get earlier and earlier every year! Just because you CAN start earlier, doesn't mean you should. Lots of people work in the district but live in surrounding districts. This makes it hard for people with school aged kids.

I love the earlier start date. I'm good with the teacher certification section as well. Please keep it all!

I support both of these proposals, and am proud to work for such an amazing, innovative district!

I believe adopting the flexible calendar has been a great change for our district and students. I would like to see this option renewed.

Thank you.

Starting before the 4th Monday is a wonderful option to allow the calendar more time. However, please keep the teachers in mind when beginning the calendar. Teacher's starting back the first week in August really shortens their summer and the opportunities with their families. In addition August through November is an exhausting time as you readjust to a school schedule. Perhaps a longer fall break could be added in October to allow for teachers and students to regroup and finish out the semester strong.

CISD should continue to be a district of innovation.

As a parent to an elementary school aged child, I have hopes that he will pursue a college degree. I am also a firm believer in the education of a skilled workforce. These are nurses, electrical technicians, welders, machinists, mechanics, child care providers, etc. We must start to encourage our children to consider all aspects of a career. For every future doctor, there may be a future nurse or surgical technician. These are certifications that do not demand the commitment of decades of education but rather are in high demand and pay well and will not require young graduates be straddled with insurmountable debts. Apprenticeships can start at the high school level and with advanced courses in the post secondary level the student can complete a training and graduate from a two year college prepared for a career in a dynamic and growing industry. There needs to be an emphasis on two year technical programs. Not all students WANT to be teachers, doctors or lawyers.

I strongly support these plans. Thank you for all you do for our kiddos, families, and community!

I support the ability to hire experts in hard to fill positions such as welding, automotive repair, etc. It will be a great opportunity for students to get experience in their field of interest and learn from those who actually work in that field. Excellent use of the Innovation!

Starting school/DSWD before the fourth Monday in August results in students and staff to sacrifice more time at the end of July to accommodate for performance seasons starting in Early September.

Our communities are charged and being asked to provide meaningful experiences for the students, but with that requires adequate time for preparation.

If you want a football team, band, drill team, volleyball, golf, swimming/diving to successfully navigate start the season in September, give them adequate time to prepare in accordance with the schools that start at/after the fourth Monday in August.

The earlier the first day of school is, and the week before with DWSW, the more a program has to begin preparations in July, cutting summer break for students and staff, who not all are paid on a contract day scale appropriate to the reality their profession demands.

More specifically, UIL has not allowed contest/show preparation before August in non-covid-affected years.

Having one week of pre-season training and conditioning (due to an earlier DWSW/First day start) vs a school that can potentially have three weeks of pre-season training does not allow for an even playing field. Literally and figuratively.

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