

Topic: *DOI Teacher Probationary Contracts Exceptions*

Reference or Contact : Assistant Superintendent of Human Resources

Statutory Citation: TEC Sec. 21.102 (Probationary Contracts)

WISD is exempt from the TEC Sec. 21.102 (b) and (c) beginning March 24, 2017. WISD may extend the maximum number of years that a teacher may be extended a probationary contract for:

- A first year teacher with zero years of experience may extend the one-year probationary contract for a maximum period of five years. (Changes to up to five one-year probationary contracts from the current statute which allows for a maximum of three years.) A principal's recommendation to extend a teacher's probationary contract beyond three years shall be supported by:
 - T-TESS observations and/or walk through data; and/or
 - other cumulative data (i. e. lack of student growth); and/or
 - written documentation.

- An experienced teacher who is new to WISD the district may extend the one-year probationary contract for a maximum period of three years. (Changes to up to three one-year probationary contracts from the current statute which allows for a maximum of one year.) The five years out of the last eight years' rule will no longer apply if a principal chooses to recommend an extension of the teacher's probationary contract. A principal's recommendation to extend a teacher's probationary contract shall be supported by:
 - T-TESS observations and/or walk through data; and/or
 - other cumulative data (i. e. lack of student growth); and/or
 - written documentation.

The WISD exemption allows the district greater flexibility to determine if a new teacher will be effective in the classroom. A teacher may be offered a term contract or be recommended by their principal for "no contract" to be effective at the end of the probationary contract term with administrative recommendation and board approval. Principals should refer to the contract recommendation timeline.

The exemption is for teachers hired beginning March 24, 2017 and does not apply to staff members hired before this date.

Exemption Explanation:

- Waco ISD has the option to extend probationary contracts for first-year teachers **up to** five years and for experienced new teachers **up to** three years and base the term length on performance and supporting documentation.

DISTRICT GOAL: With the challenges our District faces, this allows those teachers more time to develop professionally before a long-term decision on their employment is made.

Employee Signature

Date