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**District of Innovation**  
**Certification Exemption Request Form**

Principal completes this form to ensure compliance with DOI-District of Innovation plan for Midland ISD.

**Principal's Name:** \_\_\_\_\_ **Date of Submission:** \_\_\_\_\_

**Applicant's First Name:** \_\_\_\_\_ **Applicant's Last Name:** \_\_\_\_\_

**Campus:** \_\_\_\_\_ **Position/Grade Level:** \_\_\_\_\_

(Certification areas not eligible for consideration include Special Education, Bilingual/ESL/Newcomers)

**Reason:** (High Need, Hard to fill area, CTE)

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**Applicant's Qualifications:**

Outline the applicant's qualifications, and attach Official Transcripts, Resume, Certificates, and other documents to this form for the HR review process.

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I am requesting a review of qualifications for the applicant listed above. Upon approval, I understand that I am responsible for ensuring completion of the DOI Certification Exemption Action Plan.

Principal's Signature \_\_\_\_\_ Date \_\_\_\_\_

**HUMAN RESOURCE DEPARTMENT**

615 W. Missouri Avenue, Midland, Texas 79701

Office: 432-240-1800 | www.midlandisd.net

**District of Innovation  
Applicant Qualifications Review**

**\*\*\*\*\*To be completed by Human Resource Department\*\*\*\*\***

<b>Criteria</b>	<b>Possible Points</b>	<b>Awarded Points</b>
Bachelor's Degree (in any area)	20	
Bachelor's Degree (In Content Area)	30	
Master's Degree (any)	20	
Doctorate Degree	10	
Holds State Certification	30	
Teaching Experience	20	
Substitute Teacher Experience	10	
Current MISD employee	10	
Related Work Experience	10	
Industry Certification	10	
Accepted in an EPP-Educator Preparation Program	10	
Passed Certification Exam	10	
Principal's Recommendation Letter	10	
TOTAL	200 possible points	

Notes:

All criteria have been documented and verified during this review process.

HR Director's Signature \_\_\_\_\_ Date \_\_\_\_\_

## DOI Certification Exemption Action Plan

### Goal:

To meet requirements as outlined in the Midland ISD Local Innovation Plan for exemptions for certain provisions related to certification requirements, within the Texas Education Code.

### Objective:

- Create flexibility to recruit teachers from the field including individuals from trades or vocation with industry knowledge and real world experience.
- Create the potential to afford more students the opportunity to take a wide variety of courses.
- Create opportunities for community college instructors to offer additional dual credit and career preparation.
- Create opportunities to enrich teacher applicant pools.

### Steps:

- 1) Campus Principal completes the DOI Certification Exemption Request Form.
- 2) Principal / Prospective Candidate compiles and attaches requested documentation to DOI Request Form.
- 3) Campus Principal submits DOI Certification Exemption Request Form to HR-Directors
- 4) HR -Director reviews the qualifications and documentation provided.
- 5) HR -Director communicates final determination for approval process.
- 6) Campus Principal recommends the approved candidate in Talent ED.
- 7) **Campus Principal ensures completion of DOI Certification Exemption Action Plan within 60 days of hire date.**

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<b>Professional Development Topic</b>	<b>Person Responsible</b>	<b>Evidence and Date of Completion</b>
TEA Educator Code of Ethics <ul style="list-style-type: none"><li>Review Texas Administrative Code Chapter 247</li></ul>	Principal or Campus Designee Name: _____	
Standard Response Protocols (Hold, Shelter, Evacuate, Lockdown, Lockout)	Principal or Campus Designee Name: _____	
School Safety (Bullying / Suicide Prevention)	Principal or Campus Designee Name: _____	
Classroom Management/CHAMPS	Principal or Campus Designee Name: _____	
MISD Instructional Process (TEKS Overview/Instructional Strategies/Lesson Planning)	Principal or Campus Designee Name: _____	
Data and Assessment	Principal or Campus Designee Name: _____	
T-TESS Overview	Principal or Campus Designee Name: _____	