



DISTRICT OF INNOVATION PLAN

“Relentless in the pursuit of educational excellence”

The 84th Legislative Session passed HB 1842, allowing Texas public school districts to become Districts of Innovation and thus permitting exemption from certain provisions of the Texas Education Code. Although a multitude of exemptions are allowable under such a designation, Taylor ISD feels this plan encompasses exemptions that align with the District Strategic Plan. With the District of Innovation plan in place, the Board of Trustees will work with the Superintendent of Schools to allow flexibility for areas addressed in this five-year plan.

<p>VISION</p> <p>“Taylor ISD will be the district of choice as we pursue educational excellence”</p>
<p>MISSION</p> <p>“Taylor ISD is preparing every student to compete in a global society through a premium educational experience and strong partnerships”</p>
<p>CORE VALUES</p> <p>Relationships, Innovation, Passion, Excellence</p>

District of Innovation Process

<input checked="" type="checkbox"/> Board Adopts DOI Resolution <small>Approved 7-0 Jan. 9, 2017</small>	<input checked="" type="checkbox"/> Board Holds Public Hearing <small>Feb. 6, 2017</small>	<input checked="" type="checkbox"/> Board Appoints DOI Planning Committee <small>Approved 7-0 Feb. 6, 2017</small>	<input checked="" type="checkbox"/> Planning Committee Develops DOI Plan <small>Feb. 7-16, 2017</small>	<input checked="" type="checkbox"/> 30 Day Public Review Notification of Intent of Vote <small>Feb. 17 - Mar. 23 2017</small>	<input checked="" type="checkbox"/> DEIC Vote Public Meeting <small>Approved 15-0 Mar. 23, 2017</small>	<input checked="" type="checkbox"/> Board of Trustees Vote <small>Approved 6-0 Mar. 27, 2017</small>	<input checked="" type="checkbox"/> Notify TEA of Approval Publish <small>Mar. 28, 2017</small>	<input checked="" type="checkbox"/> Review Annually
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Board Appointed District of Innovation Committee

Keith Brown	Superintendent	Thomas Martinez	Business Representative
Richard Kolek	Deputy Superintendent	Sam Dowdy	Business Representative
Carol Lindell	Director of CIA	Donna Van Cleve	Community Representative
Tim Crow	Communication Liaison	Cherri Wolbrueck	Community Representative
Anissa Lopez	THS Teacher	Carol Bachmayer	Community Representative
Claudia Mustain	NPE Teacher	Chris Gonzalez	THJ Parent
Joshua Sumpter	MSI Teacher	Catherine Rochez	NPE Parent
Dawn Rivell	TMS Teacher	Estefanie Adame	MSI Parent
Tina Seminero	THJ Teacher	Jeremie Carver	TMS Parent
Lloyd Collier	LECHS Teacher	Marcia Hagler	THS Parent

Term

The term of the plan will be for five years, beginning on March 28, 2017 and ending on March 27, 2022. A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee and the Board of Trustees in the same manner as required for initial adoption of a local innovation plan. The plan will be reviewed annually by the TISD administration, District Educational Improvement Committee (DEIC), and the Board of Trustees.

I. First Day of Instruction

Statute Recommended for Exemption: TEC §25.0811

Board Policy: EB, EC

Connection to District Goals

- TISD will encourage and facilitate promising practices, which allow all teachers to prepare all students to reach their maximum potential through innovative teaching methods.
- TISD will continue to close and eliminate achievement gaps among all student groups.
- TISD will concentrate efforts to maximize success in all advanced academic courses including Pre-AP, AP, Dual-Credit and college level coursework. TISD will maximize opportunities for students to be college and career ready.
- TISD will continue to improve academic performance to meet or exceed STARR state accountability standards.

Rationale

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. For many years this was the rule; however, districts had the option of applying for a waiver to start earlier, even as early as the 2nd Monday in August.

The flexibility to set the start and end date of school allows the district to determine locally, on an annual basis, what best meets the needs of our students and community. An earlier start date allows teachers additional planning and preparation time, a better balance between semesters, more instructional days prior to AP exams, college readiness exams, mandatory state assessments, and a school end date prior to June. This will allow our students the opportunity to enroll in college courses that start in early June, thereby increasing college and career readiness. In addition, removing the constraints of this statute will allow TISD the opportunity to provide more frequent breaks for students/staff and flexible professional development for teachers.

Parameters

1. The District, through input from the Campus Leadership Team (CLT), Campus Educational Improvement Committee (CEIC), and DEIC, shall determine locally, on an annual basis, the upcoming school calendar.
2. The District will design and adopt a calendar with a start date on or after the second Monday of August.

II. Teacher Certification

Statute Recommended for Exemption: TEC §21.003, TEC §21.053

Board Policy: DK, DBA

Connection to District Goals

- TISD will encourage and facilitate promising practices, which allow all teachers to prepare all students to reach their maximum potential through innovative teaching methods.
- TISD will continue to develop and implement an educational achievement plan that offers students multiple pathways to earn post secondary education opportunities including but not limited to Advanced Placement, dual credit, and/or technical training.
- TISD will concentrate efforts to maximize success in all advanced academic courses including Pre-AP, AP, Dual-Credit and college level coursework. TISD will maximize opportunities for students to be college and career ready.
- TISD will foster a professional environment to attract and retain high performing administration, faculty, and staff who reflect the values of the community, serve as positive role models, exhibit moral excellence and are committed to achieving excellence for all students.

Rationale

TEC §21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency.

TEC §21.053 requires a teacher to present his or her certificate to the District before their employment contract will be binding, and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at the time.

The District is committed to providing an excellent learning experience and values the need for certified teachers. However, the District is experiencing difficulty hiring educators in certain areas. The District is pursuing this exemption to provide greater flexibility to fill these teaching positions. Teachers with industry certifications and native speakers with qualified experience could be eligible to teach a course through a local teaching certification. In addition, flexibility in this area will assist the District in hiring quality candidates to teach certain courses and allow a certified teacher to teach outside their field in order to avoid the disruption of an instructional path for students. This would allow the District the opportunity to increase course offerings while reducing scheduling conflicts.

Parameters

1. The District will establish local requirements, such as years of experience, qualifications, and industry certifications, to qualify for a local District teaching certificate.
2. The District will not seek exemptions from core subject areas of Mathematics, Science, ELA, Social Studies, Special Education, and Bilingual Education.
3. The District will only utilize this exemption in the areas of Career and Technical Education (CTE), Languages Other Than English (LOTE), dual credit, hard to fill electives. The exemption would also allow a certified teacher to teach a course outside their field.
4. Principals will submit candidates to the superintendent with credentials. The superintendent will determine whether it is in the best interest of the District to certify the individual. The Board will be notified prior to beginning employment.
5. Teachers employed under a local District certification will receive pedagogy and classroom management training.

III. Designation of Campus Behavior Coordinator

Statute Recommended for Exemption: TEC§37.0012

Board Policy: FO, FOA, Student Code of Conduct

Connection to District Goals

- TISD will ensure a safe and attractive environment for students and staff that will facilitate learning.
- Sustain safe and supportive schools that provide secure, nurturing, non-threatening, respectful and disciplined learning environment where all members excel and exhibit moral excellence.
- A student support system utilizing internal and external counseling/social work resources to meet both social and personal needs of our students.

Rationale

TEC§37.0012 requires that a person be designated to serve as the Campus Behavior Coordinator (CBC), who is primarily responsible for maintaining student discipline and implementation of TEC Chapter 37. This provision also allows duties imposed on a campus principal or other campus administrator to be performed by the CBC. Duties include but are not limited to, promptly notifying parents, by telephone and in writing, when a student is suspended, removed to DAEP or JJAEP, or taken into custody by law enforcement.

This statute limits the ability of children to develop positive relationships with a variety of adults who have a vested interest in their mental and emotional development and wellness; therefore, restricting a collaborative disciplinary approach from campus administrators, counseling services, teachers, and parents.

Parameters

1. A collaborative disciplinary approach, Response to Intervention (RTI) will be implemented at the campus level.
 2. The appropriate staff member closely related to the disciplinary situation will notify the student's parent/guardian.
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IV. Teacher Employment Contracts

Statute Recommended for Exemption: TEC §21.102

Board Policy: DCA, DCB

Connection to District Goals

- TISD will foster a professional environment to attract and retain high performing administration, faculty, and staff who reflect the values of the community, serve as positive role models, exhibit moral excellence and are committed to achieving excellence for all students.

Rationale

TEC §21.102 states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with the District. In this statute, “teacher” means a principal, supervisor, classroom teacher, school counselor, nurse, or other full-time professional employee.

This statute in the TEC provides a three-year probationary period for newly hired teachers and only a one-year probationary period for teachers who have been in public education for at least five of the previous eight years. This limited period of time may not be sufficient to evaluate the employee’s effectiveness since contract timelines demand that employment decisions must be made prior to the end of the school year.

Upon exemption from TEC §21.102, TISD will have the flexibility to extend a probationary contract for all professional employees in order to allow ample time for the District to fairly and thoroughly assess an employee’s performance.

Parameters

1. Experienced teachers new to the District that have been employed in public education for at least five of the previous eight years may be issued a probationary contract for up to two years from the date of District employment.
2. District employees currently holding a probationary contract for the 2016-2017 school year, that have been employed in public education for at least five of the previous eight years, may be issued a probationary contract for up to two years from the date of District employment.

V. Class Size & Student/Teacher Ratio

Statute Recommended for Exemption: TEC §25.112, TEC §25.113

Board Policy: BF, EEB

Connection to District Goals

- TISD will encourage and facilitate promising practices, which allow all teachers to prepare all students to reach their maximum potential through innovative teaching methods.
- TISD will continue to close and eliminate achievement gaps among all student groups.
- TISD will concentrate efforts to maximize success in all advanced academic courses including Pre-AP, AP, Dual-Credit and college level coursework. TISD will maximize opportunities for students to be college and career ready.
- TISD will continue to improve academic performance to meet or exceed STAAR state accountability standards.

Rationale

TEC §25.112 sets a limit of 22:1 student/teacher ratio for grades K-4.

TEC §25.113 requires District to give written notice to the parents when granted the exception.

The District begins the school year with staff based on projections of student enrollment. Due to fluctuating enrollment during the school year, teachers and/or students must be moved from class to class to meet the 22:1 requirement. This exemption would give the District flexibility with the inflexible 22:1 requirement and allow students to remain with the teacher and classmates that they began the year with, fostering continuity and stability

that will support increased student achievement. In addition, class sizes can be organized so that student groups who need specialized assistance, such as English Language Learners and those with IEP's, can have a reduced student/teacher ratio while remaining classrooms could accommodate the other students. Lastly, the District will not be forced to hire new teachers not accounted for in the Boards adopted budget; also negating the need to apply for a state waiver with the Texas Education Agency. Exemption from TEC §25.113 is sought as it pertains to TEC §25.112.

Parameters

1. The District will continue to strive to keep class sizes at or below 22:1, with the flexibility to go above 22:1 if needed.
2. If the student/teacher ratio in a single class needs to exceed 23:1, it must have both administrator and the teacher's approval.
3. The student/teacher ratio in a single class will not exceed 24:1.
4. The District will consider in the decision making process: the makeup and chemistry of the classroom, the potential for disruption to student learning from splitting a class, and the expertise of the teacher.

VI. Length of Instructional Day

Statute Recommended for Exemption: TEC §25.082(a)

Board Policy: EB, EC

Connection to District Goals

- TISD will foster a professional environment to attract and retain high performing administration, faculty, and staff who reflect the values of the community, serve as positive role models, exhibit moral excellence and are committed to achieving excellence for all students.

Rationale

TEC §25.082(a) states that a school day shall be at least seven hours (420 minutes) each day, including intermissions and recess.

This statute does not allow for flexibility in the design of District and campus schedules. Exempting from the 420-minute day requirement would allow the flexibility needed to alter the school day schedule on selected days. This would allow the District an opportunity to provide teachers and administrators weekly and monthly professional development and planning time. While there is already a waiver process available to request an exemption from this requirement, the waiver is limited to a 6-day maximum for the school year. Lastly, exempting from this statute would give the District a significant amount of control over scheduling (above and beyond the 6-day maximum) without the fear of diminishing state funding or losing credit for instructional time that might cause the District to fall out of compliance with the annual 75,600-minute requirement.

Parameters

1. To the greatest extent possible, "Early Release" days would be planned ahead of time and noted on the District calendar. (Approved annually by the Board)
 2. The District would not schedule "Early Release" days that were shorter than 240 minutes (4 hours).
 3. Each campus will continue to meet the 75,600 minutes annually.
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