

Adrian ISD District of Innovation Plan

House Bill 1842, passed during the 84th Legislative Session, provides opportunities for Texas public school districts to pursue the designation of District of Innovation. The designation allows local school districts to obtain exemptions for certain provisions of the Texas Education Code. This allows district more flexibility and local control for innovative programs.

Term: The District of Innovation Plan will be for a term of up to five years beginning June 2018 and will remain in effect through July 2023, unless amended, rescinded, or renewed by the Board of Trustees in accordance with the law. The Plan will be reviewed annually as part of the comprehensive needs assessment.

Committee:

Steve Reynolds Superintendent	Maritssa Flores Principal PK-12	Dawn Brooks Counselor
David Buys Secondary Teacher	Marti Burns Elementary Teacher	Jessica Curry CTE Teacher
Randy Yelverton Athletic Director/Teacher	Deb Jones Nurse	Monty Hale IT
Emily Acevado Parent	Daniel Gruhlkey Board Member	

The following is our list of innovative practices:

Teacher Employment Contracts TEC §21.102 (b)

DCA LEGAL
DEFINITION.

In this subchapter, "teacher" means a principal, supervisor, classroom teacher, school counselor, or other full-time professional employee who is required to hold a certificate issued under Subchapter B or a nurse.

Current

TEC §21.102 (b) states that an experienced teacher new to the district may not have a probationary contract to exceed one year if the teacher has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Experienced teachers new to Adrian ISD may need more than one year to learn the Adrian ISD Model. A one-year probationary period may not provide the teacher or the

administrator sufficient time to evaluate the teacher's capacity or ability to adopt the Adrian ISD requirements.

Plan

Adrian ISD will have the flexibility to issue a probationary contract for up to two years for experienced teachers, counselors, or nurses new to Adrian ISD that have been employed for at least five out of the eight previous years. This would allow the district the opportunity to evaluate the employee for a period of up to two years.

School Start and End Date TEC §25.0811 TEC §25.0812

EB LEGAL EB LOCAL BF LEGAL

Current

TEC §25.0811 states that a school district may not begin instruction for students for a school year before the fourth Monday in August.

TEC §25.0812 states that a school district may not schedule the last day of school for students for a school year before May 15.

The required start and end dates do not take into consideration local district, student, and community needs.

Plan

Adrian ISD would like to determine the first and last day of school for our district. This flexibility would allow the district to determine, on a yearly basis, the dates that meet the needs of the district, student, and community.

The first day of school for students would be no earlier than the second Monday in August. The last day of school would be based on the required number of minutes of instruction for students. The exemptions would allow for greater flexibility in the district calendar, allow opportunities for more staff development, and help balance the number of instructional days for the fall and spring semesters. Another anticipated outcome would be improved student and teacher attendance rates.

Teacher Contract Days TEC §21.401

DC Legal DEA Local

Current

TEC §21.401 states that a contract between a school district and an educator must be a minimum of 10 months' service and at least 187 days.

TEC §25.081 changed the required days of instruction for students from 180 days to 75,600 minutes. The code did not address 10 month employee contract days.

Adrian ISD will determine the number of days teachers work based on the needs of the students which is determined by the annual district needs assessment.

Plan

Adrian ISD would like to have the flexibility to determine the number of days teachers work at the local level. The number of days would be based on the student calendar. Teachers would work no less than 180 days under this plan.

The plan will have no effect on a teacher's salary. It would increase teacher's daily rate of pay.

Teacher Certification TEC §21.003

DK LEGAL

Current

TEC §21.003 states a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit.

Plan

In the event the district is unable to hire a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then either approves or denies the request.

Adrian ISD will have the authority to issue an annual local Innovative Teaching Permit. The permit would be valid from the date of issue until the last day of July of the issued school year.

Areas the district will consider for Innovative Teaching Permits

- Outside Area of Certification

A certified teacher may be eligible to teach subjects outside their certification area or grade level. Criteria to be considered would include: college coursework, personal experience, certifications from other states, and any other related information.

- Career and Technology and Extra-Curricular

An individual with experience in Career and Technology may be eligible to teach a vocational skill or course. Criteria to be considered would include: hold a teaching certificate in another state for Career & Technology, background experience, skills, or work-related/industrial experience or other qualifications as needed.

- Core Subjects

An individual with experience, skills, or work-related industry experience that holds at least a bachelor's degree may be eligible for a Innovative Teaching Permit to teach core academic classes.

Process-Innovative Teaching Permit

For each of the above circumstances the principal must specify the reason for the request and document the credentials the applicant possesses qualifying them for the position. The principal will then present the information to the superintendent who will make the decision for the Innovative Teaching Permits based on the information provided.

The superintendent will report Innovative Teaching Permit actions to the Board of Trustees at the first board meeting following the assignment. Innovative Teaching Permits are issued for one school year only. The certification may be renewed annually. The Permit granted will expire on July 1.

Teacher certification waivers, state permit applications, or other paperwork will not be submitted to the TEA.

Transfer Students TEC §25.036

FDA Local

Texas Education Code states that a district may choose to accept, as transfer, students who are not entitled to enroll in the district. Under TEC §25.036, a transfer is interpreted to be for a period of one school year.

Current

Adrian ISD has a local transfer policy FDA (LOCAL) requiring non-resident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the superintendent or designee considers available space and instructional staff. Also considered is the student's disciplinary history, test scores and attendance records.

Plan

The district is seeking to eliminate the provision of a one year commitment in acceptance of transfer applications for the following reasons: • Student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. • Student attendance falls below the TEA truancy standard. • Student must attend required interventions (if needed) to retain approved transfer status.

Length of School Day TEC §25.081

EC Legal EB Legal

Current

TEC §25.081 currently requires that all school days must be 420 minutes long each day in order to count for ADA calculations and funding purpose, and to accumulate instructional minutes toward the 75,600 minutes required annually.

Plan

Exemption from the 420-minute day requirement would allow Adrian ISD the flexibility needed to alter the school day schedule on selected days whenever it was locally determined as necessary or beneficial to the districts and its stakeholders. While there is a waiver process available to request exemption from this requirement, the waiver is limited to a 6-day maximum number for the school year. Exempting completely from the 420-minute requirement would give the district a significant amount of local control over scheduling (above and beyond the 6-day

maximum as needed) without the fear of diminishing state funding or losing credit for instructional time that might cause the district to fall out of compliance with annual minute requirements. This would allow the district the flexibility to schedule non-instructional days into the schedule to allow for teachers to analyze student data and engage in targeted, relevant professional development. Adrian ISD does not intend to shorten the school day on a regular basis, or without specific purpose. To the greatest extent possible, “early release” days would be planned ahead of time and noted in the district calendar, which is approved by the Board of Trustees and published/distributed to stakeholders in advance of the school year and continuously published using school media.

Minimum Attendance for Class Credit or Final Grade TEC §25.092

FEC Legal

Current

TEC §25.092 states a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.

Plan

Adrian ISD will provide the consistent delivery of an innovative curriculum that: individualizes instruction, motivates and meets the needs of all students, addresses varied learning styles, and strives toward the highest standard as measured by the Texas Education Agency.

Flexibility with regard to minimum attendance for class credit or final grade allows the district innovative options for assessing student mastery and individualizing instruction. Students with legitimate scheduling conflicts, who could otherwise demonstrate mastery, would not have to be penalized or experience delays in advancement. The district will determine appropriate methods for assessing or otherwise determining whether the content of a course has been mastered.

These methods will be used when, for legitimate reasons, a student is not in attendance for 90 percent of the days a class is offered. Legitimate reasons include scheduling conflicts due to extra- and co-curricular activities, academic activities, and other extenuating circumstances as deemed appropriate at the local level.

Such scheduling conflicts can currently discourage participation in activities that promote social and emotional engagement and development.

Additionally, students with extenuating circumstances who are penalized by minimum attendance requirements might be more likely to drop out. The district will explore innovations in the methods, locations, and times instruction may be delivered to students. Options such as blended learning increase the ability of the district to motivate and meet the needs of all students, address varied learning styles, and strive toward high standards.

Note: Relief in the area of minimum attendance for class credit or final grade does not impact or alter existing compulsory attendance requirements or University Interscholastic

League (UIL) rules. It does not limit a teacher's right to determine the finality of a grade in accordance with Texas Education Code Sec. 28.214 nor does it restrict or alter a teacher's right to assign grades in accordance with Texas Education Code Sec. 28.216.