

Adrian ISD District of Innovation Plan

First Day of Instruction

Student's Instructional Needs Exemption From:

TEC §25.0811, EB(LEGAL), EB(LOCAL) A district may not begin instruction for students for a school year before the fourth Monday in August. A district may not receive a waiver of this requirement.

Proposal:

This flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This flexibility of the start date also offers the following opportunities:

- a) This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
- b) Students participating in dual enrollment opportunities will work with balanced semesters, which align with our local colleges.
- c) An early start date permits students an additional week of instruction prior to state assessments in December
- d) This will allow the district time to provide proper remediation to students in summer school.
- e) Students will be afforded opportunities to enroll in summer college sessions with finalized official transcripts and staff will be able to attend summer school classes as well.
- f) This would allow an option to start school with a shorter week, easing the transition back to school for all students.

Length of School Day

Student's Instructional Needs Exemption From:

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

Proposal:

Exemption from the 420-minute day requirement would allow Adrian ISD the flexibility needed to:

- a) alter the school day schedule on selected days whenever it was locally determined as necessary or beneficial to the district 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.

- b) obtain an 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. Adrian ISD does not have any intentions 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 and distributed to stakeholders in advance of the school year and continuously published using school media. Adrian ISD will meet the minimum requirements of 75,600 total instructional minutes.

Teacher Certifications

Student's Instructional Needs Exemption From:

State law currently requires find educators who meet the certification specifications to teach classes in the health services area. Texas Education Code, sections 21.003, 21.053, 21.051, and 21.057

The District is seeking flexibility in hiring professionals in certain vocations such as career and technical courses. The exemption from Texas Education Code 21.055(d.I) will enable the district to establish local criteria for such courses when hiring quality personnel.

Proposal:

- a) Teacher Certification Due to learners having the opportunity to personalize their graduation plans and earn endorsements in areas of study such as STEM, business and industry, public services, health sciences, there is a need for educators to have multiple certifications. It particularly becomes difficult to that limit the District's ability to hire educators to teach hard-to-fill positions. Flexibility in this area will assist the district in finding quality candidates to teach certain courses to avoid cancelling classes in the future.

- b) Allow certified teachers to teach one subject outside of their certified field in the event there is a need. Adrian ISD will locally document the reasoning for the request and the credentials the certified teacher possess which qualify this individual to teach the subject

Teacher Probationary Contracts

Student's Instructional Needs Exemption From:

Instructional Needs Exemption From: TEC §21.102(b), DCA(LEGAL) TEC § 21.102(b) 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.

Proposal:

This period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data. Probationary contracts 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 may be extended for a second year including those employees with dual contracts. Procedure: The Superintendent will make contract recommendations to the Board of Trustees as per policy.

Attendance for Class Credit or Final Grade

Student's Instructional Needs Exemption From:

TEC 25.092 regulates the seat time for class credit.

Proposal:

With innovative ways for learners to learn with virtual classroom learning opportunities, we will need an exemption from the 90% "seat time" attendance rule as set forth in this code. This will lift barriers for learners who wish to engage in service learning opportunities and for learners to have time to pursue potential career passions.

Teacher Contract Days

Student's Instructional Needs Exemption From:

TEC 21.401 Minimum Service Required (teachers on 10 month contract must provide a minimum of 187 days of service) (DCB Legal and Local)

Proposal:

- a) Provide teachers more flexibility during summer months to seek out beneficial staff development that relates to their field
- b) Daily Rate will be consistent with a 187 Day calendar
- c) Improve teacher morale
- d) Enhance teacher recruitment

It will be part of the calendar planning process to reduce the number of teacher contract days, contract days will not exceed the 187 days but may be lessened based upon the needs of the district

Inter-District Transfers

Student's Instructional Needs Exemption From:

TEC 25.036 Districts transfers are for an entire school year. (FDA Local)

Proposal:

Adrian ISD would follow FDA Local policy requiring nonresident students to file a transfer application each school year.

- a. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records will be evaluated.
- b. Transfer students are required to follow the attendance requirements, rules and regulations of the district.
- c. Transfer status may be revoked by the superintendent at any time during the school year if the student is assigned disciplinary consequences such as suspension (in school or out of school), placement at the DAEP, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the student's transfer status.

Benefit:

- a. Allows AISD the flexibility to revoke transfer students, who on rare occasions, violate the transfer policy.
- b. Allows AISD to better utilize school resources for the benefit of the district.

CLASS SIZE WAIVER (KINDERGARTEN-4TH GRADE)

Student's Instructional Needs Exemption From:

TEC §25.112 Kindergarten-4th Grade classes are to be kept at a 22:1 student; teacher ratio according to state law.

Proposal:

While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment.

- a) Adrian ISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees.
- b) In the event a K-4th core classroom reaches 24:1, the campus will notify the parents of the students in the classroom and inform them of the situation.
- c) A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.
- d) This gives Adrian ISD the flexibility without having to file the waivers with the Texas Education Agency.

TEACHER APPRAISAL SYSTEM

Teacher's Instructional Needs Exemption From:

The state issued a new teacher appraisal system in the 2016-2017 school year, called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS) (TEC 21.203, 21.352, 21.3541, 150.1001)

Proposal:

Adrian ISD will continue to use a modified version of the T-TESS/T-PESS appraisal system with the exception of the provisions of the Texas Education Code 21.351 and 21.352, as they relate to student growth within teacher appraisal as clarified in the Texas Administrative Code 150.1001. The T-TESS instrument is robust enough without the addition of student achievement to the teacher evaluation. Administrators already take into account student achievement whether it is through retention rates, passing rates, STAAR, or other test measures.