

Priddy

Independent School District



District of

Innovation Plan

September 2022-June 2027

Priddy ISD

District of Innovation Plan

Introduction

HB 1842 was passed during the 84th Texas Legislative Session in Spring 2015, and provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in the Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

- Greater local control as the decision makers over the educational and instructional model for students;
- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements, and academic and financial accountability.

Process

The Board of Trustees acknowledged the District of Innovation Committee plans to discuss and draft the continuation of the Local Innovation Plan. This committee represents various stakeholders across the district, including teachers, parents, campus administration, district administration, and Board of Trustees. The committee met on February 9th and 11th to discuss and develop the plan. A follow up meeting to finalize the plan was held on March 4, 2022. The plan was posted on the district website April 14, 2022.

The District Site-Base Decision Making Committee, a body composed of representatives from all stakeholder groups within the district's community, meet

on April 18, 2022. If a majority of their membership approves the plan, it will go to the Board on May 11, 2022.

Term

The District of Innovation Plan will become effective in September 2022 and will remain in effect for five years, through June 2027 unless terminated or amended earlier by the Board of Trustees in accordance with the law. Any amendment to the Innovation Plan must follow the same process as the plan development. The District of Innovation Committee would consider any proposed amendment/s. Any amendment/s would require majority approval of the District of Innovation Committee, a majority approval of the District Site-Based Committee, and posting on the district website for 30 days. A 2/3 vote by the Board of Trustees would be required for final approval of any amendment/s.

Priddy I.S.D. Timeline

Timeline	Activity/Task
February 9, 2022	<i>1st Meeting of DOI Committee to discuss District of Innovation Plan</i>
February 11, 2022	<i>2nd Meeting of DOI Committee to discuss District of Innovation Plan</i>
March 4, 2022	<i>3rd Meeting of DOI Committee to discuss District of Innovation Plan</i>

April 13, 2022	<i>Board of Trustees adopted resolution to initiate District of Innovation and appointed Committee to draft a DOI Plan</i>
April 14, 2022	<i>Post DOI Plan on Priddy ISD website for 30 days</i>
April 18, 2022	<i>District Site-Based Committee Meeting</i>
April 19, 2022	<i>Flyer posted for 30 days asking for community participation</i>
May 18, 2022	<i>Recommend Final Plan to Board of Trustees for Approval</i>

District of Innovation Planning Committee

Member Name	District/Community Role
Dr. Adrienne Burden	<i>Superintendent</i>
Carl Spruell	<i>Principal</i>
Rachel Dudley	<i>Chief Operating Officer (COO)</i>
Jeremy Herrera	<i>Business Manager</i>
Loretta Goehmann	<i>Elementary Teacher</i>
Stacy Randolph	<i>Middle School Teacher</i>
Marcia Glasgow	<i>High School Teacher</i>
Shawna Martin	<i>Special Education Teacher</i>
Josie Ivy	<i>Auxiliary Staff/Parent</i>
Jamie Tiemann	<i>Auxiliary Staff/Parent</i>

Landon Buffe	<i>CTE Teacher</i>
Phillip Martin	<i>Athletic Director</i>
Dean Cagle	<i>School Board President</i>
Jason Partin	<i>School Board Vice President</i>
Debbie Tiemann	<i>School Board Secretary</i>
Billy Ivy	<i>School Board Member</i>
Beth Seider	<i>School Board Member</i>
Clarence Grelle	<i>School Board Member</i>

Proposed Exemptions

The following are the provisions of the Texas Education code that inhibit the goals of the district and from which the district seeks to exempt itself through adoption of the District of Innovation Plan.

SCHOOL START DATE

(EB LEGAL) (Texas Education Code 25.0811)

Current Law

25.0811 - Students are prohibited from starting school before the 4th Monday of August. For years, this was strictly a local decision. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Proposed

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) 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.
- e) This would allow an option to start school with a shorter week, easing the transition for students entering kindergarten, middle school, and high school.

PISD Local Guidelines

The district will determine, on an annual basis, when each school year will begin.

TEACHER CERTIFICATION

(DK LEGAL, LOCAL) (Texas Education Code 21.003)

Current Law

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.

In the event a district cannot locate 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 approves or denies this request. In certain circumstances, a district can use a local one-year permit. Contracted staff is required to work 187 school days.

(DK LEGAL, LOCAL) (Texas Education Code 21.057)

Current Law

A school district (superintendent) that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.

(DK LEGAL, LOCAL) (Texas Education Code 21.053)

Current Law

A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with

the board of trustees of the district is binding. An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

Proposed

In order to best serve Priddy ISD students, decisions on certification will be handled locally. With the current teacher shortage, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need. The district's exemption from TEC 21.003 would allow the district to consider part-time professionals to teach courses, allow industry expert professionals to transition into the teaching profession in Career and Technology and also assist in staffing high need STEM, dual credit course offerings, and foreign languages (other than English). The district's goal is to hire certified teachers; however, flexibility is needed in hiring for areas that are difficult to fill including: dual credit courses, foreign languages (other than English), leadership courses, and Career and Technical Education (CTE) courses. This plan exempts the district from requiring appropriately certified teachers in the stated situations. Instructors for CTE and leadership courses will not be required to hold SBEC certification, and the district will make the determination as to whether an individual has the requisite expertise to teach such courses. It will also exempt the district from the requirement in TEC 21.057, which includes providing written notice to the parent or guardian of each student in a classroom to which an uncertified, or an inappropriately certified teacher, is assigned as the teacher of record.

Out-of-state certified teachers could be considered for positions upon a local review of experience, education and credentials. Often there are experienced certified teachers in our district that could teach a course outside of their certification area due to their education, background and/or experience. Local decisions outside of state certification requirements would allow innovation and flexibility in scheduling to meet student needs. This proposal will provide more flexibility in our scheduling and more options for our students in class offerings as well as providing condensed professional development for individual teacher learning.

Priddy ISD proposes to fill a teaching position to the superintendent or designee for hard to fill positions when highly qualified certified teachers are not available for the areas below:

- For a certified teacher to teach a subject or subjects outside of his/her SBEC certified areas
- Dual credit courses
- Languages other than English
- Career and Technical Education courses
- STEM courses
- Leadership courses

Local Guidelines

- a) The campus principal shall submit to the superintendent a request to allow a certified teacher to teach a subject and/or grade level out of their field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying this individual to teach the subject.
- b) An individual with experience in a Career and Technology field may be eligible to teach a vocational skill or course. An individual may hold a teaching certification in another state for core areas or Career and Technology. An individual may have background, experience, skills or work related/ industry experience to work full time or part-time in a designated area. The principal shall submit a request to the superintendent for local certification. The principal must specify the reason for the request and document what credentials the individual possesses qualifying this individual to teach the subject.
- c) The superintendent will approve or deny requests for local certification.

INTER-DISTRICT TRANSFERS

(FDA LOCAL) (Texas Education Code 25.036)

Current Law

Currently, under Texas Education Code 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036, has been interpreted to require a transfer to be for a period of one school year.

Proposed

Priddy ISD maintains a transfer policy under FDA (Local) requiring nonresident students wishing to transfer to file a transfer application each school year. 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 are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district. TEC 25.036 has been interpreted to establish the acceptance of a transfer as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these rare cases, Priddy ISD seeks exemption from the one year transfer commitment.

Local Guidelines

Nonresident students who have been accepted as a district transfer student may have such transfer status revoked by the Superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

MINIMUM ATTENDANCE FOR CREDIT OR FINAL GRADE

(DK LEGAL LOCAL) (Texas Education Code 25.092)

Current Law

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.

- *A student who is in attendance for at least 75 percent but less than 90 percent of the days a class is offered may be given credit or a final grade for the class if the student completed a plan approved by the school's administration that provides for the student to meet the instructional requirements of the class.*
- *The Board of Trustees of each school district shall appoint one or more attendance committees to hear petitions by students who do not complete the plan showing the student met the instructional requirements of the class. Classroom teachers shall comprise a majority of the membership of the committee. A committee may give class credit or a final grade to a student because of extenuating circumstances. The Board of Trustees shall establish guidelines to determine what constitutes extenuating circumstances and shall adopt policies establishing alternative ways for students to make up work or regain credit or a final grade lost because of absences.*

Currently, the Priddy ISD plan for a student who is in attendance for at least 75% percent, but less than 90 percent of the days a class is offered, is for him/her to (1) do sufficient work to earn a passing grade, and (2) serve make up time assigned based on the number of absences. Students who earn a passing grade but who do not complete their assigned make-up time may submit a petition explaining specific extenuating circumstances and ask that class credit be restored. Campus administrative teams assign, track, and monitor make up time throughout each semester. Campus attendance committees meet each semester to review attendance

and make up time data to determine which credits are to be restored based on petitions.

Priddy ISD believes that students demonstrate their learning by mastering content objectives. To the extent possible, individual paths to mastery are provided. While good attendance correlates with academic success, the focus in Priddy ISD is on mastery of content over seat time. After losing credit for poor attendance, it makes little sense to require students to serve additional seat time once they make up missed assignments, demonstrate mastery of course content, and earn a passing grade. Time and resources spent by staff members and students fulfilling seat time requirements are better used in intervention and enrichment efforts.

Proposed

Students who complete assigned course work and demonstrate mastery of course content will earn credit or a passing final grade for a class in accordance with local policy and regulations that are designed to encourage scholarly behaviors and good attendance. This will eliminate the need to calculate, impose, track, and monitor additional amounts of seat time. This proposal allows campus staff to refocus efforts on student learning and intervene with students who are truly at risk of failing due to lack of attendance.

Relief from this rule does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Additionally, opting out of this rule does not limit or modify a teacher's right to determine the finality of a grade in accordance with TEC 28.0214, nor does it restrict or alter a teacher's right to assign grades in accordance with TEC 28.0216.

Local Guidelines

- A. Student will complete all assigned course work, and
- B. Demonstrate mastery of course content to earn credit and/or a passing final grade for a class in accordance with local policy and regulations designed to encourage scholarly behaviors and good attendance

SCHOOL HEALTH ADVISORY COMMITTEE

(BDF LEGAL FFA LOCAL) (Texas Education Code 28.004)

The board of trustees shall appoint at least five members to the local school health advisory council. A majority of the members must be persons who are parents of students enrolled in the district and who are not employed by the district. One of those members shall serve as chair or co-chair of the council.

The local school health advisory council shall meet at least four times each year.

Any course materials and instruction relating to human sexuality, sexually transmitted diseases, or human immunodeficiency virus or acquired immune deficiency syndrome shall be selected by the board of trustees with the advice of the local school health advisory council.

Proposed

TEC 28.004 states that a school district shall establish a local school health advisory council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction. While the District has established a SHAC, it will claim an exemption to section 28.004. An exemption would allow local control by the board of trustees, district administration, and the SHAC committee members to make determinations regarding the SHAC, such as required number of days for meetings, the notices and retention of meetings minutes, the appointment and make-up SHAC members and officers, the recording of minutes, and the adoption of curriculum material for the District's human sexuality instruction.

On May 18, 2022 the Board of Trustees adopted findings declaring that TEC 28.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1209.

Local Guidelines

- A. Increased local control of the SHAC processes and procedures to allow Priddy ISD to be adaptive to the District's local community values regarding the district's health education instruction.
- B. The SHAC committee will meet at the schools boards discretion.

INNOVATION STRATEGY

Priddy ISD, in conjunction with the District of Innovation Committee, proposes the following additional flexibility with the Texas Education Code ("TEC"). With regard to the following additional area of an innovation:

- A. The District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.