

# Franklin ISD (198903)

## District of Innovation Plan

2018-2023

HB 1842 was passed during the 84<sup>th</sup> Texas Legislative Session. This bill provides Texas public school district the opportunity to be designated as Districts of Innovation. To access these flexibilities as school district must adopt a District of Innovation Plan. Once approved, the Innovation Plan is in effect for up to 5 years.

Districts of Innovation provides opportunities for:

- Greater local control;
- Increased flexibility governing education programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes related to curriculum, graduation requirements, nor academic and financial accountability.

The FISD District of Innovation Committee is focused on 3 areas of innovation:

1. School Start Date
2. Teacher and Principal appraisal
3. Teacher Certification

### Proposed DOI Plan Development Timeline

- Board of Trustees adopted DOI Resolution – December 2017
- Public Hearing held by board of Trustees – December 2017
- Board of Trustees appointed the DOI committee – December 2017
- DOI Committee meeting – January 2018
- FISD posts plan on Website – January 2018-February 2018
- FISD sends plan to commissioner with intent to vote – January 2018
- DOI committee holds public meeting and votes on DOI plan – February 13, 2018
- Board of Trustees votes on DOI plan – February 14, 2018
- District notifies commissioner – February 15, 2018

## **1. School Start Date**

*Exemption from:* Texas Education Code §25.0811

*Related Board Policies* EB (LEGAL)

*Manner in which statute inhibits the goals of the plan:*

Texas Education Code Ch. 12A.003(b)(1)(B) Modifications to the school day or year: Texas Education Code §25.0811 prohibits school districts from starting school before the fourth Monday of August.

*Local Guidelines and Innovation Strategies:*

FISD will begin instruction no earlier than the second Monday of August in an effort to create greater flexibility in the school calendar which will enable the district to be more responsive to students by balancing the amount of instructional time in the semesters, allowing teachers to better pace and deliver instruction and completing the first semester before the winter break. The recommended school calendar is subject to Board approval.

## **2. Teacher and Principal Appraisal**

*Exemption from:* TEC § 21.352, 21.354, 21.3541

*Related Board Policies:* DNA (Legal), DNA (Local), DNB (Legal), DNB (Local)

*Manner in which statute inhibits the goals of the plan:* FISD believes that all staff members can and must continually improve in their role of supporting student achievement and growth. Teachers and principals should be evaluated fairly and assessed on the entire scope of their job functions. While student learning is the ultimate measure of teacher and principal effectiveness, multiple metrics should be utilized. While FISD realizes that the STAAR test is an important measure of success it is not the only measure. FISD believes that evaluations should target progress made on reaching local goals and aspirations identified by the individual faculty and campus.

*Local Guidelines and Innovation Strategies:* FISD intends to use the T-TESS and T-PESS as the tool for evaluating teachers and principals respectively, removing the portion of the evaluation related to using only STAAR scores and/or STAAR growth measure of rate performance. Student Growth Measures, as outlined by the state, will not be used as part of the evaluation process.

### 3. Teacher Certification

*Exemption from:* TEC §21.003

*Related Board Policies:* DK (Legal) DK (Local)

#### **Teacher Certification**

*Manner in which statute inhibits the goals of the plan:* Currently, Districts must submit requests to the TEA to hire a teacher who is teaching a subject outside of their certification.

*Local Guidelines and Innovation Strategies:* Flexible scheduling and additional sections in class offerings may be offered.

1. A request may be submitted to the Campus Principal to the Superintendent to meet a temporary or innovative need. This request would allow a certified teacher to teach one subject or grade level outside his or her area of certification. The Principal must specify in writing the reason for the request and document the credentials the certified teacher possesses which qualify the individual to teach the subject or grade level.
2. The Superintendent approves or denies the request based on the best interest of students.
3. Parents will receive notification of teacher credentials.

#### **Teacher Certification/ Local Teaching Permit**

*Manner in which statute inhibits the goals of the plan:* Currently, Districts must hire certified teachers and if a qualified certified teacher cannot be located the District must submit a request to the Texas Education Agency or hire the teacher through a School District Teaching Permit.

*Local Guidelines and Innovation Strategies:* A non-certified individual with experience in a Career and Technical Education (CTE) field could be eligible to teach vocational skills or courses through a local teaching permit.

1. Local teaching permits will be issued for CTE teaching positions.
2. Local teaching permits will only be issued for hard to fill positions.
3. The District will establish local criteria such as, but not limited to, demonstrated subject matter expertise, any combination of work experience, years of experience, qualifications, college degree, training and education or industry certification related to the subject matter he or she will be teaching, to qualify for a local teaching permit.
4. Campus Principals will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the students to locally certify the individual.
5. Candidates will be required to go through the established hiring process and will be thoroughly vetted to ensure they have not surrendered any teaching certificates in the past or been terminated from a teaching position for reasons unacceptable to the District. Candidates will work with administration on pedagogy and classroom management training.
6. Local teaching permits are only valid for one year but may be renewed annually based on District need.
7. The Superintendent will notify the Board prior to beginning employment.
8. Parents will receive notification of teacher credentials.