

District of Innovation Plan



Diboll ISD – 2020 to 2025

Diboll ISD

District of Innovation Plan

Introduction

HB 1842 was passed during the 84th Texas Legislative Session in spring 2015. This bill provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities a school district must adopt a District of Innovation Plan.

Districts of Innovation provide 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.

Term

The term of the Plan is for five years, beginning March 1, 2020 and ending at March 01, 2025 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

Diboll ISD

District of Innovation Plan Timeline

September 19, 2019

Review District of Innovation Opportunity
District Improvement Committee met to review criteria for District of Innovation designation and voted to make recommendation to the Board of Trustees.

September 31, 2019

Board Information
Board of Trustees was provided with an overview and introduction of District of Innovation.
Board voted to pursue designation and asked for a public hearing.

October 28, 2019

Diboll ISD Board of Trustees held a public hearing to solicit input on the District of Innovation opportunity.

Diboll ISD board of Trustees approved resolution to explore the opportunity for Diboll ISD to become a District of Innovation

Board of Trustees appointed the District Improvement Committee to develop a District of Innovation Plan.

October 28, 2019 to December 9, 2019

District Improvement Committee solicited additional feedback from stakeholders.

December 10, 2019

District Improvement Committee developed and approved a District of Innovation Plan.

December 16, 2019

Diboll ISD Board of Trustees is given an update on the status of the District Plan of Innovation and opportunity to provide feedback open to all stakeholders.

January 27, 2020

The Diboll Board of Trustees is given an update on feedback for District of Innovation Plan.

January 28, 2020

Diboll ISD will notify Texas Education Agency of Board of Trustees intent to vote on District of Innovation Plan on February 24, 2020

February 24, 2020

District will vote of District of Innovation plan and will notify commissioner of final board vote along with list of approved exemption. Form will be submitted prior to March 1, 2020.

District of Innovation Plan

District Improvement Committee

In order to best serve our students and align our learning to the Diboll ISD board goals, we have developed a five-year District of Innovation Plan to provide opportunities that allow the Diboll ISD Board of Trustees the ability to use their best judgment to make decisions regarding the students of Diboll ISD. Diboll ISD is a community with diverse students and unique challenges. Giving the board local control of these decisions will provide lasting effects on our students, parents and community.

Exemption From: Campus and District Planning and Decision Making Committees - TEC 11.251, 11.253

Manner in which the law inhibits district goals:

District Improvement Committee is an active part of district planning. The committee also includes community, business and parents. Currently these positions cannot be filled with an employee.

Proposal:

Relief from statute will enable the district to provide district employees to serve as a parent, community, or business member of the District Improvement Committee.

Exemption From: Probationary Contract for Teachers - TEC §21.102

Manner in which the law inhibits district goals:

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. 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.

Proposal:

Relief from Texas Education Code 21.102 will permit Diboll ISD the option to issue a probationary contract for a period of up to three years for experienced teachers, librarians, counselors, or nurses newly hired in Diboll ISD in order to allow more time for the district to fairly and thoroughly assess an employee's performance.

Exemption From: Teacher Certification Mandates TEC §21.003, TEC §21.0031, TEC §21.053

Manner in which the law inhibits district goals:

EC §21.003 states that a person may not be employed as a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. The teacher certification requirements enacted in this statute inhibit the District's ability to hire highly-skilled individuals to teach dual credit and career and technical education courses, as well as courses taught in languages other than English. The availability of teachers who are certified to teach these courses is limited, which causes the District to limit course offerings in these areas.

Proposal:

Diboll ISD will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. However, when that is not reasonably possible, the District will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. This exemption will afford the District the flexibility to hire professionals in certain trades and vocations to teach the crafts of those trades and vocations as well as applicants fluent in other languages to teach specialized classes. These areas would include, but are not limited to CTE, languages other than English, dual credit and bilingual courses and would enable more students to obtain the educational benefit of specialized class offerings.

In addition, a proven certified teacher may also provide instruction in a field they are not certified. This is especially true in PK – 8th grade. Providing the best instructional delivery will always be the focus of the district. The principal will submit to the superintendent a request to allow a certified teacher to teach a subject outside of their

certification (PK-8). The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses to teach this subject.

Teachers that fall under these exemptions will not be terminated under TEC §21.0031 for failing to obtain certification and contracts would not be voided and will not have to present a certificate under TEC §21.053

This exemption permits these professionals to meet the State requirements and permits the District to obtain the same weighted funding as would be available should the professional hold a traditional teaching certification for the course. Special note that special education, bilingual and ESI teachers must continue to be SBEC Certified.

Exemption From: Exemption From: Minimum Service Required. TEC §21.401

Manner in which the law inhibits district goals:

Teacher contracts defined as ten month/187 days. In an emergency, days missed by teachers have to be made up to meet 187 days in contract.

Proposal

Allow the district the flexibility to exempt teachers from making up contract days due to natural disasters and or other circumstances that prevented an instructional day. Also allow the district to reduce the number of days in a teacher contract in increase retention and recruiting ability within the county. The district would ensure that identified needs and minimum instructional minutes would be met. The district would also have the option to make up the day with teachers and provide staff in-service as needed to meet district goals. No reduction in salary will occur for working less than 187 days.

Exemption From: Planning and Preparation Time TEC §21.404

Manner in which the law inhibits district goals:

Currently the district has to provide 450 minutes of planning in a 10 day period for instructional preparation, parent-teacher conferences, evaluating student work and planning.

Proposal:

Allow flexibility in planning allotments. This would help with field trips, testing days, just in time staff development, etc... Exempting from this rule would allow the district to provide the allotted time in a different manner as long as the minimum time was achieved. (900 minutes in 20 days, half days, Fridays, etc.)

Exemption From: Staff Development Requirements TEC §21.451

Manner in which the law inhibits district goals:

Law currently has cycles for staff development for such items as Sexual Abuse and Maltreatment, student bullying and harassment , Mental Health Substance Abuse and Suicide , dating violence, food allergies, epinephrine auto injectors, AED, CPR, First Aid, Stop the Bleed, Steroids, concussions, Blood Borne Pathogens, Employee Harassments, Conflict Resolution, Technology, FERPA, etc.... Even though staff has had some of the training, they are mandated to take again.

Proposal:

Have leadership team make recommendation for the cycle of mandated staff development in an effort to reduce the amount of time on these endeavors and reallocate to instruction. Local needs assessment will be used to determine content, duration, and frequency of mandated staff development.

Exemption From: Serving as Mentor TEC §21.458

Manner in which the law inhibits district goals:

Currently the district has to assign mentors to teachers who meet eligibility requirements such as years of experience.

Proposal:

The district will exercise local discretion in assigning teachers to serve as mentors based on a variety of factors, including experience and knowledge in the area of instruction. Tenure and title will not be criteria for serving as a mentor. The goal of the district is to provide the best staff member to serve as an instructional mentor to our new teachers and teachers new to the district.

Exemption From: Revoke of Transfer - TEC §25.036

Manner in which the law inhibits district goals:

Once students are approved they must remain in the district for that school year and transfer students who do not meet district expectations may not be revoked until the end of the year. Also the district is not allowed to consider test scores and grades prior to accepting students.

Proposal:

Allow the district to revoke a transfer mid-year for discipline, attendance and failure to comply with district rules. District is also asking for the ability to request student test scores, student grades and special program needs. This will allow the district to determine what resources will be needed to ensure student success or if it puts a financial exigency on the district.

Exemption From: First Day of Instruction TEC §25.0811

Manner in which the law inhibits district goals:

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows no flexibility in the design of annual calendars to fit the needs of the community, students or the wishes of the local Board of Trustees who represent community interests in this matter.

Proposal:

Proposal: Relief from this statute will enable district flexibility in the design of annual calendars to fit the needs of the school district and community. The flexibility to begin instruction earlier in August will enable the district to develop a calendar that best meets the needs of the students in Diboll ISD. An earlier start date allows a better balance between semesters, more instructional days prior to mandatory testing, and a school end date prior to June. By ending earlier, Diboll ISD can support students who need remediation, as well as students who are entering college or trade school. An earlier school start date allows these students to register for summer classes and attend new student orientation meetings without missing instructional time.

Exemption From: School Day Interruptions - TEC §25.083

Manner in which the law inhibits district goals:

Current law does not allow for more than 10% of the school day to be used for remediation based on student needs.

Proposal:

Would allow district to provide the proper intervention for student success based on need and exceed the 10% when needed. This would not cover other interruptions such as intercom, announcements, etcetera that are already limited by policy.

Exemption From: Minimum Attendance - TEC §25.092

Manner in which the law inhibits district goals:

Current law prohibits a student that has missed more than 75% of the time to be awarded credit for lack of attendance.

Proposal:

Would afford all students an opportunity, where one was not afforded before, to receive credit as long as they have completed work and demonstrated mastery of content rather than seat time.

Exemption From: SHAC Committee Meetings TEC §28.004

Manner in which the law inhibits district goals:

Current law requires SHAC committee to meet 4 times a year.

Proposal:

Change in number of meetings from 4 to 2. SHAC committee is very active in many events throughout the year. Currently sub committees meet to plan and execute committee projects but the entire committee does not meet. This would allow the committee flexibility with meetings for the various projects they attend and host.

Exemption From: Designation of Campus Behavior Coordinator - TEC §37.0012

Manner in which the law inhibits district goals:

All campuses must designate a person responsible for the behavior and conduct of students on campus. In addition, TEC 37.0012 does not allow the district to suspend and expel from AEP for persistent misbehaviors.

Proposal:

Exempt from the designation and allow the principal and assistant principals to assume those duties. In addition the district leadership team will develop a discipline chart to document behavior at AEP. Infractions will be communicated to parents and the option to suspend and expel will be included as a consequence.

Exemption From: Future TEC Mandates

Proposal:

To best serve our local Diboll ISD community, staff, and students, Diboll ISD includes this provision in our District Innovation Plan for the district to maintain control over any future or eligible Texas Education Code mandates, which may be exempted by a majority vote of DIC and by a 2/3 vote of the Diboll ISD board of Trustees.

DIC Members

District Improvement Committee

Vicki Thomas	Superintendent	Ex-officio Administrator
Daniel Lopez	Assistant Superintendent	Ex-Officio Classroom Teacher
John Clements	High School Principal	Ex-officio Administrator
Mark Kettering	Jr. High Principal	Ex-Officio Administrator
Nikki Miller	HG Principal	Ex-Officio Administrator
Diana Moore	Primary Principal	Ex-Officio Administrator

Elected

Shanna Powers	Director of Special Programs	District Representative
David Garza	Chief of Police	District Representative
Pam Bass	Primary	Classroom Teacher
Kodee Ebarb	Primary	Classroom Teacher
Kimberley Ramirez	Primary	Classroom Teacher
Open	Elementary	Classroom Teacher
Amy Seaman	Elementary	Classroom Teacher
Gina Hodges	Elementary	Classroom Teacher
Christie Trawick	Intermediate	Classroom Teacher
Lostra Burrow	Intermediate	Classroom Teacher
Lyn Switsky	Intermediate	Classroom Teacher
Julie Smith	Intermediate	Non-classroom Professional
Bentina Berry	Jr. High	Classroom Teacher
Dawn Baxter	Jr. High	Classroom Teacher

Stacie Davis	Jr. High	Classroom Teacher
Clint Walker	High School	Classroom Teacher
Carol Mettlen	High School	Non-classroom Professional
Donna Rieves	High School	Classroom Teacher
Christina Dunkin	High School	Classroom Teacher
Rodney Cheshire		Business Representative
Nathan Terrell		Business Representative
Kathy Parish		Community Representative
Tracie L. Cain		Community Representative
Gina Lee-Wright		Parent Representative Parent
Angie Abbott		Parent Representative
Erynn Garcia		Parent Representative

Resources as needed non-elected

Scott Tyler	Curriculum
Olivia Fant	Curriculum
Mary Hendry	Curriculum
Mandie Salaiz	Curriculum

Figure: 19 TAC §102.1307(d)

Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: Diboll ISD - March 1, 2020 to March 1, 2025

Plan applies to: Entire District
 Campus (list) _____
 Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
 - §21.403 Placement on Minimum Salary Schedule
 - §21.4031 Professional Staff Service Records
 - §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
 - §21.404 Planning and Preparation Time
 - §21.405 Duty-Free Lunch
 - §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
 - §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
 - §21.408 Right To Join or Not To Join Professional Association
 - §21.409 Leave Of Absence for Temporary Disability
 - §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
 - §21.452 Developmental Leaves of Absence
 - §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan:

- § 25.036 Revoke of Transfer
- § 28.004 SHAC Committee Meetings

Exemption from future TEC Mandates by way of vote of DIC and Board of Trustees