

Latexo 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 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

TIMELINE	
4/12/17	Adopting Resolution On April 12, 2017, the Board of Trustees will be asked to approve a resolution to explore the opportunity for Latexo ISD to become a District of Innovation.
4/12/17	Public Hearing On April 12, 2017 the Latexo ISD Board of Trustees will hold a public hearing for public input on the District of Innovation opportunity.
4/12/17	Appoint Committee On April 12, 2017, the Board of Trustees will appoint the District Improvement Committee (DIC) to develop a District of Innovation Plan.
4/17/17	Develop a Plan of Innovation The DIC will explore and develop a District of Innovation Plan
4/17/17	DIC Approves District Plan of Innovation On April 17, 2017 the DIC will approve a District of Innovation Plan
4/18/17	District Plan of Innovation Posted The Latexo ISD District Plan of Innovation will be posted on the Latexo ISD website for at least 30 days.
5/18/17	District of Innovation Plan Approved by Board of Trustees The Board of Trustees approved the Latexo ISD District of Innovation Plan. A copy of the approved District of Innovation Plan will be provided to Texas Education Agency for posting on its website

Flexible Calendar

(EB LEGAL) (TEC 25.0811)

Currently:

Students may not begin school before the 4th Monday of August.

Proposed:

To allow for a calendar that fits the local needs of our community, we would like to consider a flexible calendar option which may include an early start date.

Students may begin earlier than the fourth Monday of August. This earlier start date will allow for a better balance between semesters, more instructional days prior to mandatory testing, and a school end date prior to June. By ending earlier, LISD can support students who need intervention prior to the third administration of the STAAR or credit recovery, as well as students who are entering college or technical school. The earlier start date will allow for coordination between all extra-curricular school events, dual credit classes, and allowing for flexibility with professional development days throughout the school year.

Teacher and Principal Evaluation

(DNA LEGAL, DNA LOCAL) (TEC21.203) (TEC 21.352)(TEC 21.3541)

Currently:

The State of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state issued a new teacher appraisal system in 2016-2017, that is called the Texas Teacher Evaluation and Support System (T-TESS).

Districts currently have the authority to only formally appraise teachers once every five school years. Latexo ISD teachers are formally evaluated annually.

Principals must complete walk-throughs each week for every teacher.

Principals are evaluated using the Texas Principal Evaluation and Support System (T-PESS).

Proposed:

A Leadership Team will have the option to modify the teacher and administrator evaluation system that is a combination of PDAS, T-TESS, T-PESS, and other best research-based practices. These modifications to the T-TESS and T-PESS will better align to the strategic goals, student expectations, and progress through the Texas Essential Knowledge and Skills (TEKS). This would allow for more local flexibility to evaluate various performance measures.

Latexo ISD will formally appraise term contract teachers every three school years if their previous evaluation was Proficient. Term contract teachers with proficient ratings in all areas of their formal evaluation will be required to have four 15-minute walk-throughs per year by the campus principal. Other teachers (i.e. probationary contract) will receive an annual formal evaluation.

Educator Certification

(DK LEGAL)(DK LOCAL)(DK EXHIBIT)(TEC 21.003)(TEC 21.053)(TEC 21.057)

Currently:

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.

Proposed:

The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject. A locally developed rubric will be used to determine qualifications.

The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. The campus principals will notify parents of the new placement. Local teaching certificates will be for one year. The employee will be on a probationary contract. Please note, special education and bilingual teacher must continue to be SBEC certified.

Probationary Contracts

(DCA LEGAL) (TEC 21.102 (b))

Currently:

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.

Proposed:

For experienced teachers, counselors, librarians, or nurses new to Latexo ISD that have been employed in public education for at least five of the eight previous years, the probationary period will be two years. This will provide sufficient time to evaluate the effectiveness of teachers as well as provide time for development and growth.