PETERSBURG
INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

2022-2027

District of Innovation - Overview

The District of Innovation concept, passed by the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools.

Potential benefits of becoming a District of Innovation include:

- **Local control**: Districts decide which flexibilities best suit their local needs.
- **Customization**: Districts can create an innovation plan for a level of school (e.g., only high schools), grade level, or a single campus.
- **Autonomy**: Districts must submit a district of innovation plan to the Commissioner of Education, but approval is not required.
- **Flexibility**: Districts will have the flexibility to implement practices similar to charter schools, including exemptions from mandates such as:
    - School start date
    - 90% attendance rule
    - Class-size ratios
    - Site-based decision-making processes
    - Certain student discipline provisions
    - Use of planning and preparation periods
    - Teacher appraisal requirements
    - Teacher certification flexibility
    - Flexibility in course scheduling

Petersburg ISD feels that the continuation (and amendments) of the District of Innovation Plan will allow the District much needed flexibility to implement innovative programs and educational experiences.

District of Innovation - Timeline

Thursday, September 16, 2021
Admin Meeting

February 10, 2022
SHAC/Site Base Team (First Discussion and Review)

February 24, 2022
School Board Meeting – Review and Explanation of DOI and Additions

May 12, 2022
SHAC/Site Base Team (Final Review and Recommendation)

May 16, 2022
School Board Meeting – Final Review and Possible Adoption

District of Innovation - Committee Members

Name	Position / Role
Todd Newberry	Superintendent
Cash Fortune	Principal
Trevor Edgemon	Principal
Corina Reyes	Counselor
Lupe Garcia	Parent
Stephanie Garcia	Parent
Courtney Kattner	Parent
Lisa Vaughn	3rd Grade
Debbie Parraz	Parent
Vickie McLaughlin	Cafeteria Manager
Penne Francis	School Nurse
Noemi Ortiz	Paraprofessional
Brittney Rasco	Parent

2022 Board of Trustees

Chad Byrd	President
Collin Kattner	Vice President
Julie Watson	Secretary
Tommy Roden	Member
Travis Vaughn	Member
Joe Gicante III	Member

Stephen Marquez Member

District of Innovation – Plan & Guidelines

Teacher Certification:

TEC Code Requiring Exemption:

TEC 21.003 requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency.

Benefit of Exemption for PISD:

- The statutory certification requirements inhibit the District's ability to hire professionals with industry experience to teach Career and Technical Education (CTE), STEM Courses and non-core electives.
- Local Qualifications will allow the district to:
  - Recruit teachers from the field, including individuals from certain trades and/or vocations with industry knowledge and real world experience
  - Offer dual credit opportunities in CTE courses
  - Hire community college instructors
  - Allow experienced teachers to teach a course in an area they have qualified knowledge

Local Guidelines:

- Board Policies DK (Local) & DBA (Local)
- The District will establish local criteria, such as years of experience, qualifications, and industry certifications, to qualify for a local (district) teaching certificate.
- **All Special Education and/or Bilingual teachers will continue to meet all State and Federal mandated guidelines.**
- Principals will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the district to certify the individual. The Superintendent will notify the Board prior to beginning employment.
- At the present time, PISD would focus on non-core and CTE courses. However, in the future, the district may choose to exercise this option in other courses. Our local Board of Trustees would be able to issue the school district teaching permit for an individual teaching these courses based on qualifications certified by the superintendent. The individual qualifications would include demonstrated subject matter expertise, such as
  - Professional work experience
  - Formal training and education
  - Relevant industry license, certification, or registration

- Any combination of work experience, training, and education or industry credential related to the subject matter he or she will be teaching.

All candidates would be carefully considered to ensure the individual has sufficient education and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught.

Before issuing a school district teaching permit to an individual, the district would ensure that the individual completed the criminal background check in compliance with the State Board of Education (SBEC) rules. This would require the superintendent to certify to the Board of Trustees that the individual has undergone a criminal history background check and is capable of proper classroom management. In addition, the individual would be required to obtain a set number of hours in classroom management training.

Transfer Students:

TEC Code Requiring Exemption:

TEC 25.036: A district may choose to accept, as transfers, students who are not entitled to enroll in the district, and this code has been interpreted to require a transfer to be for a period of one school year.

Benefit of Exemption for PISD:

- Discipline and character expectations can be better enforced and upheld while providing all students the opportunity to join and attend PISD.
- Attendance guidelines and classroom participation can be enforced without using additional resources and keeping personnel from other duties and responsibilities.
- Streamline the student registration process for returning transfer students

Local Guidelines:

- Board Policy FDA (Local)
- Nonresident student inter-district transfer requests will only need approval from the superintendent prior to initial enrollment in PISD
- Nonresident students who have been accepted as inter-district transfer students may have such transfer status revoked by the superintendent at any time during the year if:
  - The student is assigned a discipline action resulting in suspension, placement in a disciplinary alternative program, or expulsion
  - The student is truant
  - The student's attendance does not meet the State's 90% attendance standard for earning class credit

First Day of Instruction:

TEC Code Requiring Exemption:

TEC 25.0811: A school district may not begin instruction for students for a school year before the fourth Monday in August.

Benefit of Exemption for PISD:

- District Advisory Committee will have the flexibility to start school one week early, the third Monday in August, or one day that week.
- Starting one week earlier will better balance the two semesters with a natural Winter Break, and create more instructional time before STAAR/EOC/AP exams.
- The balanced semesters will align with college semesters as well, allowing more opportunities for summer school, internships, and industrial certification opportunities.

Local Guidelines:

- Board Policy EB (Local)
- The District Improvement Committee will receive parent and staff input, then decide, subject to School Board approval, the school start date.

Teacher Contract Minimum Service Requirements:

TEC Code Requiring Exemption:

TEC 21.401: Current education law in Chapter 21 defines a teacher contract as a 10 month contract equivalent to 187 days.

Benefit of Exemption for PISD:

- Reducing teacher contract days from 187 to a decreased length with no effect on teacher salaries. This would be an attempt to better align the teacher days to the 75,600 minutes required of students.
    - Flexibility in aligning Teacher professional development with School Calendar
    - Would increase the daily rate the district pays teachers
    - Enhance teacher recruitment
    - Improve teacher morale

Local Guidelines:

- Board Policy DC (Local)
- PISD will present a recommendation to the PISD School Board regarding the number of contract days as a part of the total compensation and benefits program.

Class Size Waiver (Kindergarten-4th Grade)

Exemption:

TEC (25.111,25.112, 25.113) State law requires districts to maintain an average student-teacher ratio at most of 20:1 for average daily attendance. Kindergarten-4th grade classes are to be kept at a 22:1student; teacher ratio according to state law. If the number exceeds the 22:1 ratio the parents are to be notified and a waiver must be filed with TEA.

Plan:

- Petersburg ISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds the ratio, the superintendent will report to the Board of Trustees. A waiver will not be filed with TEA. Petersburg will strive to communicate with our parents to keep them informed if the number exceeds the ratio of 22:1. However, in the rare event the ratio exceeds 22:1 for a short period of time the plan will allow the district to not have to notify the parents.
- The district will strive to employ a sufficient number of teachers certified under Subchapter B, Chapter 21, to maintain an average ratio of not less than one teacher for each 20 students in average daily attendance; however, the plan will allow the district to exceed this requirement based on campus or district needs.

Benefit:

This give Petersburg ISD the flexibility without having to file a waiver with the Texas Education Agency in the event we exceed the 22:1 ratio.

Site-Based Decision Making (TEC 11.251, TEC 11.252, TEC 11.253) (BQ Legal/Local, BQA Legal/Local)

Exemption:

- Petersburg ISD seeks exemption from the site-based decision-making process and the convening of the school health advisory committee and the many accompanying requirements falling under the governance of those two bodies. The statutory requirements as set forth in the Texas Education Code in Chapter 11 are burdensome, time consuming, and ultimately cause a misdirection of resources from the primary

focus of schools: the education of students. Stakeholders will continue to be involved in the process, but one that meets the needs of the District, school, and community as opposed to the broad brush of statutory requirements leveled down from a one size fits all approach as detailed in the code. In place of the SBDM and the SHAC, a Superintendent's Advisory Council (SAC) will be established, meet, review, analyze, and respond to both qualitative and quantitative data regarding the district's success and most importantly, student's success. This council will convene at least four times per year and generate the general direction of district resources and efforts.

Benefit:

- This will consolidate the number of meetings and the number of committees required by law and will better serve this community.

This consolidation will yield greater opportunity for one council to address a multiple of needs as opposed to having one meeting after another throughout the year.

TERM

- The District of Innovation Plan will become effective in July 1, 2022 and will remain in effect for five years, through June 30, 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The DOIC will monitor the effectiveness of the Plan on an annual basis and recommend to the Board of Trustees any suggested modifications to the Plan.