West Sabine

INDEPENDENT SCHOOL DISTRICT



DISTRICT OF INNOVATION: LOCAL INNOVATION PLAN 2018-2023

The purpose of this local innovation plan is to delineate and articulate the methodologies undertaken by the West Sabine Independent School District to escalate innovation. Intentionally, the WSISD Local Intervention Committee evaluated and isolated opportunities that would allow the District to persist in pursuit of unparalleled results through flexibility and greater local control. This increased flexibility and local control is provided to Texas public schools through realizing the designation as a District of Innovation.

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The Texas Legislature passed House Bill 1842 which provided the opportunity for Texas school districts to pursue the designation of District of Innovation. This bill allows local school districts to obtain exemptions from certain provisions of the Texas Education Code to afford more flexibility and local control for innovative programming.

Districts of Innovation may be exempt from a myriad of state statutes and will have:

- Greater control as the decision maker 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, graduation requirements, academic and financial accountability.

In order to be qualified for the designation as a District of Innovation, a school district's most recent academic performance rating must at least be acceptable.

TERM: The West Sabine ISD Local Innovation Plan will begin in the fall of 2018 and continue until 2023.



The Overview

The process was initiated by either:

- A resolution of the board of trustees; or
- A petition signed by a majority of the members of the district-level advisory committee.

At the conclusion of the hearing, the board may appoint a committee to begin developing a plan in pursuit of becoming a District of innovation or simply decline to pursue the designation.

This plan may be for up to five years in length and can address:					
Site based decision making process	Minimum minutes of instruction				
Uniform start date	Teacher certifications				
Class Size ratio	Teacher contracts				
The 90% attendance rule	Teacher benefits				
Student discipline provisions	Teacher Appraisal System				
This plan may be amende	d, rescinded, or renewed				



West Sabine ISD	Innovation Timeline and Process
Jan 2018	Resolution to begin the process of
	developing a by Board of Trustees
March 2018	Review Plan District of Innovation
Jan 2018-March 2018	WSISD Local Innovation Plan drafted
Feb 2018- June 2018	Committee discusses/revises LIP
April 2018	WSISD Board of Trustees reviews the
	Local Innovation Plan
May 2018	LIP posted on the district website and
	TEA notified of intent
June 2018	Public Hearing to discuss LIP
June 24, 2018	Board Approved LIP
July 2018	Plan Submitted to TEA
The Local Innovati	on Plan (LIP) begins in 2018-19 and
riin	s through 2022-2023



District of Innovation Planning Committee Membership

The Local Innovation Committee was comprised of various stakeholders who hold different perspectives in regard to district function. These individuals served to formulate this idea into a plan of action.

LOCAL INNOVATION COMMITTEE MEMBERS					
Justin Davis, Business	Tracee Collins, Parent				
Josh Neal, Parent & Business	Catherine Reeves, Parent & Business				
Jessica Wallace HS Teacher & Parent	David Grant, Business & Community				
Scott Simmons, HS Teacher & Parent	Jeff Richardson, Police Chief				
Joe Lane, HS Teacher & Parent	Carnelius Gilder, Academics				
Terra White, Elem Teacher & Parent	Karianna Grant, Assistant Principal				
Tara Fuller, Elem Teacher & Parent,	Debbie Lane, Principal				
Deana Wolford, Elem Teacher	Ryan Fuller, Principal				
	Mike Pate, Superintendent				



The Local Innovation Plan

Teacher certifications:	TEC	§ 21.003, 21.0031
	**District special education an	d bilingual must be SBEC certified.

In 2013, during the 83rd Texas Legislature, House Bill 5 was passed affording students more personalized graduation plans. These individualized graduation plans can come through various educational pathways. In order to offer students avenues to pursue these varied graduation plans, districts must train existing staff or recruit new staff in order to expand curricular offerings.

For a specific example, many of the career pathways that fall under the endorsements, such as health services or engineering, require very specialized certification in that particular field. The Texas Education Code (21.003, 21.053) inhibit the development of post high school plans and improvement of work force skills to the extent these laws limit the District's ability to find qualified, good fits in what is already a shortage of applicants.

Innovative Practice:

In order to enable more students to obtain the educational benefit of career and technical courses, the District seeks the ability to establish its own local qualification requirements which will assist the District with hiring in trades and vocations such as welding, health sciences, architecture, career, and technical studies. This exemption will afford the District the flexibility to hire professionals with practical skills that fit the WSISD system.



The Local Innovation Plan

Uniform school start and end date: TEC § 25.0811 & 25.0812

The WSISD wishes to no longer be required to start school on or after the fourth Monday of August or not be permitted to conclude the school year prior to May 15. These requirements placed upon schools are greatly based on lobbying conducted on behalf of the business and tourism industries. These statute requirements do not take into account the wishes of local education agencies and even more importantly, the needs of students. As such, the WSISD seeks relief from Texas Education Code Section 25.0811 dictating that schools must not start prior to the 4th Monday in August. Additionally, the WSISD also seeks relief from Texas Education Code Section 25.0812 stipulating that the last day of instruction must not be set prior to May 15.

Innovative Practice:

The WSISD seeks local control over the start and end dates of a school year. The West Sabine ISD proposes starting school during the month of August and concluding the school year in May however we anticipate some changes to the length of the day (curricular requirements) which in turn determines the number of days of instruction from year to year. The primary goals of this change will be to better balance the days of instruction in each semester, ending the fall semester in December, afford greater flexibility in calendar options, and better align the district's calendar with junior colleges, universities and area districts.



The Local Innovation Plan

Length of school day: TEC § 25.081 & SAAH § 3.8.1, 3.8.2.4

The Texas Education Code 25.081 addresses the length of the instructional day by providing a definition of 420 minutes of instruction to encompass a day of instruction. WSISD seeks to develop an instructional calendar (2018-2019) of 171 days instead of the previous requirement of 180 days. These days will vary in length with 165 of the days being 455 minutes and 6 days will be 300 minutes in length. Subsequent years will see instructional day / calendar changes dependent upon meeting the needs of the students. Attached are draft calendars for years 2019-2020, 2020-2021, 2121-2022 and 2022-2023.

Innovative Practice:

In acknowledging that extending the school day is tantamount to extending the impact of instruction for a student, the 184th Texas Legislature of Texas through HB 2610 was a major change and provided greater flexibility to school districts. WSISD seeks to implement HB 2610 alongside HB 1842 to afford greater autonomy in calendar drafting and instructional delivery through innovation. Included as appendices are current year calendar, the approved calendar for 2018-19, and draft calendars for subsequent years. These calendars uphold instructional integrity, decrease expenditures, and reward students and staff.



The Local Innovation Plan

Teacher contracts: TEC § 21.401(a)(b), 21.002

Texas Education Code Section 21.401(b) stipulates that a teacher must provide a minimum of 187 days of service. Under previous code, teachers were required to work 7 days beyond the 180 days of classroom instruction. WSISD seeks to utilize a 10-month professional contract for teachers ranging from some date in August to the following May.

During the course of those ten months, teacher will be expected to meet the 75,600 minutes of daily instruction as well as serve in his/her professional capacity during staff development days and teacher work days. As exempt employees, professional teachers may be asked to work beyond the traditional work hours during a day. It is possible that a teacher may be in service for 187 days. However, the assignments will be at discretion of the superintendent, or the superintendent's designee and the number of workdays will be based on the minutes of daily instruction chosen each year.

Innovative Practice:

Teacher contracts will more closely align with the 75,600 instructional minutes required for students and will also include staff development/workdays. This added flexibility will afford WSISD the opportunity to create a culture/climate that values an individual's time and empowers the ability to leverage that time in what will be an obsessive focus on student outcomes. Lastly, professional employees will receive annual salaries dependent upon the State Minimum Salary Schedule. Therefore, teachers will not see a reduction of pay when the 187 day requirement is not achieved due to the shortened instruction calendar (instruction is now measured in minutes rather than days).



The Local Innovation Plan

Site Based Decision Making: (TEC § 11.251) Combining SBDM and the SHAC (TEC § 28.004) Committees

The WSISD seeks exemption from the site-based decision making committee process by combining the school health advisory committee and the many accompanying requirements falling under the governance of those two committees. The statutory requirements as set forth by the Texas Education Code in Chapter 11 and 28 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 TEC §11.251 and TEC §28.004. This will consolidate the number of meetings and number of committees required by law and will better serve this community.

Innovative Practice:

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, students' success. This council will convene at least two times per year and generate the general direction of district resources and efforts. This consolidation of committees will yield greater opportunity for one council to address a multitude of needs as opposed to having so many different committee meetings throughout the year.



West Sabine ISD 2018-2019 Calendar Approved 3/19/18

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SD= Early Release for travel on Fridays.

State Requirement: Minutes of Instruction

75600

days of Instruction. There are 165 days of 455 minutes and

days

that we get out early at

lor Code

12:55pm Total Minutes = 76875

which is

1275 minutes over requirement.

Teachers are scheduled for 182 days.

This calendar is predicated on 171

171 INSTRUCTIONAL DAYS

5 Teacher WORK DAYS.

7 Staff Development

Weather Days

oliday Staff Development

Workday

Staar Test Projected

Winter & Spring Break **Apr 8 & 19

TEC, §41.401, states that teachers are employed under a 10 month contract providing a minimum of 187 days of service.

West Sabine ISD 2018-2019 Calendar Approved 3/19/18

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Graduation will be on May 25th at 7pm

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SD= Early Release for travel on Fridays.

Early Release is at 12:55pm

State Requirement: Minutes of Instruction 75600

This calendar is predicated on 171 days of Instruction There are 165 days 455 minutes and 6 that we get out early at 12:55pm Total Minutes 76875 which is 1275 minutes over requirement. 11 Teacher WORK DAYS.

Teachers are scheduled for 182 days. 171 INSTRUCTIONAL DAYS Color Code

Winter & Spring Breal Weather Days

Staar Test Projected Holiday Staff Development Workday

TEC, §41.401, states that teachers are employed under a 10 month contract providing a minimum of 187 days of second contract providing a minimum of 187 days of ***Bad Weather days are April 6 and 10, if needed.

WEST SABINE ISD 2019-2020 DRAFT CALENDAR

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WEST SABINE ISD 2020-2021 DRAFT CALENDAR

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SD= Early Release for travel on Fridays.

Early Release is at 12:55pm

7:55am until 12:55p 300 minutes

State Requirement: Minutes of Instruction 75600

days of Instruction There are 165 days of 455 minutes and This calendar is predicated on 171 that we get out early at 12:55pm Total Minutes = 76875 which is 1275 minutes over requirement. Teachers are scheduled for 182 days. 171 INSTRUCTIONAL DAYS 11 Teacher WORK DAYS.

Color Code Holiday Staff Development Workday

Staar Test Projected

Winter & Spring Break Weather Days

-Apr 2 & 5

TEC, §41.401, states that teachers are employed under a 10 month contract providing a minimum of 187 days of se ***Bad Weather days are April 2 and 5, if needed.

WEST SABINE ISD 2020-2021 DRAFT CALENDAR

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	3rd 6wks	29	oth GWKS	. 29		
		85		86	171	
					455	300
Period	Begin Date	Mem Days	Day	Waiver Day	Daily Min	Waiver Min
Grading 1		26	1		11830	300
Grading 2	9/22/2020	27	2		12285	600
	11/3/2020	27	2		12285	600
Grading 4	4/5/0004	28			12740	0
•	2/15/2021	29			13195	0
Grading 6	4/9/2019	28	1		12740	300
		165	6	0	75075	1800
		<u>17</u>	<u>71</u>		76	B 7 5

Minutes over the requir	rement	12/5					
1385 divided by	420	3.3					
	475	2.9					
Days left over if weathe	Days left over if weather is Good!						

Teacher Da	ys
Required	187
Staff Devel	7
Waiver Storm Days	
Work Days	4
Instructional	171
	182
	194
Need to add in	0

Begin School	В
Begin Cycle	С
Holiday	Н
Weekend	W
End School	E
in Server	l l
Weather	F
Make-up	M
Adjust Min	A
Waiver	V

DAYS

ervice.

WEST SARINE ISD 2021-2022 DRAFT CALENDAR 2021 July 2021 We Th Fr Sa Su Mo Tu 2 3 7 8 9 10 5 6 4 12 13 14 15 16 17 11 22 23 19 20 21 24 18 26 27 28 29 30 31 25

August										
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15			18C	19	20	21				
22	23	24	25	26	27	28				
29	30	31								

		Sep	ten	nbe	r	SIT:
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12	13	14	15	16	17	18
19	20	21	22	23	24)	25
26	27C	28	29	30		
THE RESERVE OF THE PARTY OF				_		

October									
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24	25	26	27	28	29	30			
31			1						

November									
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December									
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30	31							

February										
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27	28									

March									
Мо	Tu	W	Th	Fr	Sa				
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21			24	25	26				
28	29	30	31						
	7 14 21	Mo Tu 1 7 8 14 15 21 22	Mo Tu W e 1 2 7 8 9 14 15 16 21 22 23	Mo Tu W e Th 1 2 3 7 8 9 10 14 15 16 17 21 22 23 24	Mo Tu W e Th Fr 1 2 3 4 7 8 9 10 11 14 15 16 17 18 21 22 23 24 25				

April									
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24	25	26	27	28	29	30			

May										
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June									
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19	20	21	22	23	24	25			
26	27	28	29	30					

SD= Early Release for travel on Fridays

Early Release is at 12:55pm

7:55am until 12:55r 300 minutes

State Requirement: Minutes of Instruction **75600**

days of Instruction There are 165 days of 455 minutes and 6 This calendar is predicated (171 that we get out early at 12:55pm Total Minutes = 76875 which is 1275 minutes over requirement.

Teachers are scheduled for 187 days. 171 INSTRUCTIONAL DAYS

8 Teacher WORK DAYS.

Color Code

Holiday Staff Developmen Workday

Staar Test Projected

Winter & Spring Break Weather Days

WEST SABINE ISD 2021-2022 DRAFT CALENDAR Days

		<u>17</u>	<u>71</u>		76	875
		165	6	0	75075	1800
Grading 6	4/5/2022	27	11		12285	300
Grading 5	2/25/2022	30			13650	
Grading 4	1/8/2022	28			12740	
Grading 3	11/8/2021	26	2		11830	600
	8/18/2021 8/2//2021	26 2ŏ	1 2		11830 12740	000
Period	Begin Date		Day	Waiver Day	Daily Min	Waiver Min 3∪∪
			Note the transport of the same		455	300
		85		86	171	
	3rd 6wks	28	6th 6wks	28		
	2nd 6wks	30	5th 6wks	30		
	1st 6wks	27	4th 6wks	28		
		•				

ivinutes over the requi	1210								
1385 divided by	420	3.3							
	475	2.9							
Days left over if weath	Days left over if weather is Good!								
UMMM!									

Teacher D	ays	
Required	187	
Staff Devel	7	
Waiver Storm Days		
Work Days	1	
Instructional	171 179	
Need to add in	<u>8</u>	DAYS

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WEST SABINE ISD 2022-2023 DRAFT CALENDAR

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17	18	19	20	21	22	23				
24	25	26	27	28	29	30				
31										

August										
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28	29	30	31							

September									
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October									
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30	31								

	November									
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27	28	29	30							
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December									
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18	19	20	21	22	23sc	24			
25	26	27	28		THE RESERVE AND ADDRESS OF	31			

2	2023 January 2023							
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15	16	17	18	19	20	21		
22	23	24	25	26	27	28		
29	30	31						

February									
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	72.5	Street Williams	1	2	3	4			
5	6	7	8	9	10	11			
12	13	14	15	16	17)	18			
19	_	21	22	23	24	25			
26	27C	28							

March									
Su	Мо	Tu	W	Th	Fr	Sa			
			1	2	3	4			
5	6	7	8		10				
12	13	14	15	16	17	18			
19	20	21	22	23	24	25			
26	27	28	29	30	31				

		A	pril			
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			2458			1
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E9	10	11	12	13	14	15
16	17C	18	19	20	21	22
23	24	25	26	27	28	29

			May	/		
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June						
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18	19	20	21	22	23	24
25	26					

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Teacher WORK DAYS.

Color Code

Holiday Staff Developmen Workday

Staar Test Projected

Winter & Spring Break Weather Days

WEST SABINE ISD 2022-2023 DRAFT CALENDAR

		Days		Days		
	1st 6wks 2nd 6wks 3rd 6wks	2	7 4th 6wks 9 5th 6wks 9 6th 6wks	29	171	
Period	Begin Date	Mem Days	Snort Mem s Day	Non Mem Waiver Day	455 Daily Min	300 ຮນ Min or Waiver Min
	8/17/2022	26 27	1 2		11830 12285	300 600
Grading 3	11/8/2022	27	2		12285	600
Grading 4	1/10/2023	28			12740	
Grading 5	2/27/2023	29			13195	
Grading 6	4/10/2023	28	1		12740	300
		165	6	0	75075	1800
			<u>171</u>		76	875

Minutes over the requir	1275				
1385 divided by	420	3.3			
	475	2.9			
Days left over if weather is Good!					
UMMM!					

Teacher Da	iys	
Required	187	
Staff Devel	7	
Waiver Storm Days		
Work Days	4	
Instructional	171	
Need to add in	<u> </u>	DAYS

	_
Begin School	В
Begin Cycle	С
Holiday	Н
Weekend	W
End School	E
in Survey	I
Make-up	M
Adjust Min	A
Waiver	V