

DILLEY INDEPENDENT SCHOOL DISTRICT “DISTRICT OF INNOVATION”

WHAT IS A DISTRICT OF INNOVATION?

During the 84th Legislative Session, House Bill 1842 was passed by the Legislature, giving traditional independent schools flexibility through a concept known as “Districts of Innovation” (DOI). Essentially, an innovation plan allows the Dilley Independent School District the ability to exempt themselves from particular requirements of the Texas Education Code, thus gaining greater local control. As a “District of Innovation”, DISD gains flexibility in areas of district-level and site-based decision-making, teacher certification, employment contracts, teacher and principal appraisal instrument/system, inter-district transfers, school start date, class size ratio, and depository contracts. The innovation plan will address the needs, goals, and values that are unique to the students of the Dilley.

In order to be designated as a “District of Innovation”, the District must comply with two components before approval is granted. First, the District’s most recent academic performance rating must have a “Met Standard” on the state’s accountability system and secondly, the District’s financial accountability rating must be at least acceptable. A DOI designation is granted for five years provided all requirements are met.

TIMELINE

March 26, 2018

Adopt a Resolution

The Board of Trustees approved a resolution to explore the opportunity for Dilley ISD to become a District of Innovation at the regular March Board meeting.

March 26, 2018

Have a Public Hearing

The Dilley ISD Board of Trustees held a public hearing for public input on the District of Innovation Opportunity.

March 26, 2018

Appointment of a Committee

The Dilley ISD Board of Trustees appointed a District Local Committee to develop an innovation plan.

April 2 & 12 & 17, 2018

Develop an Innovation Plan

The District-Level Committee met to discuss and develop an Innovation Plan.

April 18, 2018

District-Level Committee Votes on Innovation Plan

The District-Level Committee held a public hearing and votes on the Innovation Plan.

April 18

Plan Posted Online

The Dilley Innovation Plan was posted on the school district's website.

May 21, 2018

Board of Trustees Votes on Plan

The Innovation Plan was presented to the School Board.

Dilley ISD District of Innovation Committee

NAME	RELATIONSHIP TO DISD
Clint McLain	Superintendent
Melody Carroll (Chair)	Administrative Facilitator
Juanita Alvarez	School Board Secretary
Kay Smith	School Board Vice President
Delma Carrion	Elementary Principal
Traci Carpinteyro	Elementary Teacher
Raymond Ramirez	Elementary Teacher
Liza Martinez	Elementary Parent
Jennifer Torres	Middle School Principal
Amanda De Los Santos	Middle School Teacher
Terrence Wadley	Middle School Teacher
Jennifer Kelley	Middle School Parent
Susan Quintero	High School Assistant Principal
Kristy Bradshaw	High School Teacher
Rebecca Matthew	High School Academic Dean/Teacher
Jamie Hurt	High School Parent

**Dilley Independent School District
District of Innovation Plan**

Chapter 11 – School Districts

Texas Education Code 11.251, 11.252, 11.253, 11.255

“Requirements and Configuration of the District/Site Based Management Committee”

Current Status

Site-based decision making is a process for improving the educational outcomes at the campus and district level. Through a collaborative effort of a team of principals, teachers, campus staff, district staff, parents, and community representatives, educational outcomes are reviewed and evaluate to determine goals, strategies, and interventions to ensure improvement in student achievement. The education code and board policy require members to address areas of planning, budgeting, curriculum, staffing patterns, staff development, school organization as well as a host of other responsibilities identified in additional sections of the education code.

Benefit of Exemption

Dilley ISD shall determine the processes and memberships of its site-based management committees. Dilley ISD acknowledges the importance of developing district and campus improvement plans based upon a comprehensive needs assessment. The district feels that claiming exemption from the specific mandates of these sections is a local issue and not a state mandate. The district also feels that it will provide for greater parental involvement and better informed parents.

Chapter 21 - Educators

Texas Education Code 21.003, 21.051, 21.053, & 21.057

“State Certification Requirements for Teachers and Other Educators”

Current Status

These provisions of the Texas Education Code Section dictate that all district teachers be certified in accordance with rules adopted by the State Board of Education Certification (SBEC).

Benefit of Exemption

This will allow Dilley ISD the opportunity to hire nontraditional candidates who bring specific field experience, knowledge, and skills which would provide

students with unparalleled learning experiences. It will allow flexibility to hire professionals in certain trades and vocations to teach the crafts which are more beneficial to our students than what a standard teaching certificate could accomplish. The flexibility to hire credentialed community college instructors will expand the opportunity for the dual credit courses outside of the norm. As a rural district, it will allow teachers to teach outside of their field/grade level in situation where vacancies are not filled. Although it is the District's intent to limit the use of this exemption, the District will always seek to hire certified and highly qualified teachers. All special education and ESL teachers will continue to be SBEC certified. The District will move to establish its own local criteria/qualifications for hard to fill positions. The District will notify parents if a locally certified teacher is employed for their child's class.

Local Guidelines:

A. The campus principal may submit to the superintendent a request to allow a certified teacher to teach subjects and/or grade levels out of their field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying this individual to teach the subject.

B. The campus principal may submit a request to the superintendent for local certification of uncertified individuals. The principal must specify the reason for the request and document what credentials the individual possesses qualifying him/her to teach the subject.

C. The superintendent will approve or deny requests for local certification and will submit approved requests to the Board of Trustees for approval prior to the individual beginning employment.

D. Uncertified teachers will be provided teacher mentoring, increased observation feedback, professional development, instructional resources, and other supports.

Chapter 21-Educators

Texas Education Code 21.102

“Probationary Contract Time Period”

Current Status

For experienced teachers who are new to the District, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.

Benefit of Exemption

For experienced teachers who are new to the District that have been employed in public education for at least five of the previous eight years, a probationary contract may be issued for up to two years from the first day of employment in Dilley ISD. A one-year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom.

Chapter 21 - Educators

Texas Education Code 21.352, 21.3541

"T-TESS & T-PESS Appraisal Instrument"

Current Status

In appraising teachers, each school district shall use the appraisal process and performance criteria developed by the commissioner or an appraisal process and performance criteria developed by the district- and campus-level committees established under Section [11.251](#); containing the items described by Sections [21.351\(a\)\(1\)](#) and (2); and adopted by the board of trustees.

Benefit of Exemption:

While the district intends to use both the T-TESS and T-PESS, the district would like the option to exercise local control of decisions regarding certain criteria within the appraisal instrument for teachers and administrators.

Chapter 25-Admission, Transfer, and Attendance

Texas Education Code 25.036

"Inter-District Transfers"

Current Status

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

Benefit of Exemption

The District would have the option to have a student's transfer request revoked by the superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's

90% attendance standard may also be subject to immediate revocation of the transfer status.

Chapter 25 – Admission, Transfer, and Attendance

Texas Education Code 25.0811.

“First Day of Instruction”

Current Status

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

Benefit of Exemption

Having the flexibility to establish an earlier start date will enable the District to better balance the amount of instructional time available in each semester, providing classroom teachers the opportunity to deliver more equitable learning experiences for students in the fall and spring semesters. It allows for more instructional days prior to state assessment.

Dilley ISD will determine on an annual basis the local starting date of the first semester, not to precede the second Monday in August of any year.

Changing the first day of instruction does not alter the University Interscholastic League (UIL) restrictions for the first day of practice for athletic or fine arts programs. The District may not schedule the last day of school prior to May 15.

Chapter 25 – Admission, Transfer, and Attendance

Texas Education Code, Sec. 25.112 & 25.113

“Class Size, Notice of Class Size”

Current Status

Each school district must 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. A school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class. Granted class size limits will provide written notice to parents.

Benefit of Exemption

In the event that class size exceeds the 22:1 ratio, in kindergarten-fourth grade, a TEA waiver will not be necessary, the situation may be reviewed by appropriate district and campus personnel and additional assistance may be provided. The

Board will be informed of K-4 classes that exceed 22:1 for thirty school days. Additionally, parents will be informed of all efforts relative to class size. This exemption provides DISD local control over class size ratios, without the unnecessary step of seeking a waiver from the Texas Education Agency. It also alleviates the issue of finding quality teachers during the school year. The intent is to maintain a maximum of 24:1 for kindergarten-fourth grades.

Chapter 45 – School District Funds **Texas Education Code 45.205**

“Term of Contract”

Current Status

The depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified. A school district and the district's depository bank may agree to extend a depository contract for two additional two-year terms. An extension under this subsection is not subject to the requirements of Section 45.206. The contract term and any extension must coincide with the school district's fiscal year.

Benefit of Exemption

The depository provision allows the district's existing bank contract to be extended beyond the total 6-year allowable contract term if the district determines contract pricing remains competitive. It alleviates the administrative burden related of preparing and reviewing Request for Proposals. It allow Dilley ISD to continue its strong relations with the only bank in Dilley.