

**Eastland ISD**  
**District of**  
**Innovation Plan**



## **Introduction**

HB 1842 was passed during the 84<sup>th</sup> Texas Legislative Session in Spring 2015, and provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in the Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

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

## **Term**

The term of this plan will be in effect beginning in the 2017-2018 school year through the 2021-2022 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law.

## **Process**

On February 14, 2017, the Eastland Independent School District's Board of Trustees passed a Resolution to Initiate the Process of Designation as a District of Innovation in order to support innovation and local initiatives to improve student learning.

On February 14, 2017, the Eastland ISD Board of Trustees held a public hearing on whether the District should pursue the designation as a District of Innovation. The Board of Trustees appointed the District of Innovation Committee to discuss and draft this Local Innovation Plan. This committee represents various stakeholders across the district, including teachers, parents, campus administration, and district administration. The committee met on March 1<sup>st</sup> and 22<sup>nd</sup> to discuss and develop the plan. The plan went to the Board of Trustees for final approval on May 8<sup>th</sup>.

## **Eastland I.S.D. Timeline**

<b>Timeline</b>	<b>Activity/Task</b>
February 14 <sup>th</sup> , 2017	Board of Trustees held public hearing regarding District of Innovation (DOI) Board of Trustees adopted resolution to initiate District of Innovation and appointed Committee to draft a DOI Plan
March 1 <sup>st</sup> , 2017	1 <sup>st</sup> Meeting of DOI Committee to discuss District of Innovation Plan
March 22 <sup>nd</sup> , 2017	2 <sup>nd</sup> Meeting of DOI Committee to discuss District of Innovation Plan
March 22 <sup>nd</sup> , 2017	Post DOI Plan on Eastland ISD website for 30 days
May 8 <sup>th</sup> , 2017	Recommend Final Plan to Board of Trustees for Approval

## **EISD District of Innovation Planning Committee**

<b>Member Name</b>	<b>District/Community Role</b>
Jeremy Williams	<u>Assistant Superintendent</u>
Jason Cochran	<u>Superintendent</u>
Jeremy Jones	<u>Technology Director</u>
Mary Jones	<u>Director of Admin Services and Finance</u>
Scott Allen	<u>Principal, Siebert Elementary</u>
Adam Bramlett	<u>Principal, Eastland High School</u>
Jason Henry	<u>Principal, Eastland Middle School</u>
Victoria Jimenez	<u>Business Representative</u>
Candi Kanady	<u>Business Representative</u>
Shelley Rinehart	<u>Asst. Principal, Siebert Elementary</u>
Bill Culverhouse	<u>Teacher, Eastland High School</u>
Candace Herrington	<u>Teacher, Siebert Elementary</u>
Connie Sanderson	<u>Teacher, Siebert Elementary</u>
Susan Scott	<u>Teacher, Eastland High School</u>
Krystal Vernon	<u>Teacher, Eastland Middle School</u>
Cory Williamson	<u>Teacher, Eastland Middle School</u>
Terry Slavens	<u>Parent</u>
Rhyne Hobbs	<u>Parent</u>

## **Innovations**

EISD proposes flexibility in the following areas:

**1. Minimum Attendance for Class Credit or Final Grade**

**a. Ed. Code 21.352**

- i. A student in any grade from K-12 may not be given credit unless the student is in attendance for at least 90% of the days the class is offered.**

**Proposal:**

Eastland ISD would like to have the freedom to make course credit decisions on a case-by-case basis, for example, in such an instance where a student is involved in numerous UIL academic, UIL athletic, FFA, FCCLA, Band, and other extra-curricular activities.

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**2. Length of the School Day**

**a. Ed. Code 25.082(a)**

- i. The code defines a school day as “at least seven hours” and “420 minutes of instruction.”**

**Proposal:**

Eastland ISD would like to have the freedom to allow for more individual campus flexibility, independence, and creativity. This will allow EISD to provide more individualized and flexible opportunities for Alternative High School students. The number of minutes for our students that are enrolled in our Early Learning classes could be reduced without a TEA waiver.

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**3. SCHOOL START DATE**

**a. Ed. Code 25.0811**

- i. Students are prohibited from starting school before the 4<sup>th</sup> Monday of August**

**Proposal:**

This flexibility of a start date allows EISD to determine locally, on an annual basis, what best meets the needs of the students and local community. This will allow the first and second semesters to be closer to equal in the number of days of instruction. Students participating in Dual Enrollment opportunities will work with balanced semesters, which align with our local colleges. An early start date permits students an additional week of instruction prior to state assessments in December. This would allow an option to start school with a shorter week, easing the transition for students entering kindergarten, middle school, and high school.

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**4. Class Size and Notice of Class Size**

**a. Ed. Code 25.111, 25.12**

- i. A school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.**
- ii. 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.**

**Proposal:**

The goal of EISD will be to limit class size to the extent possible, meeting the required limits prior to the beginning of the school year. In the event that any class size exceeds this ratio during the school year, the superintendent and campus administrators will meet to determine whether to add another teacher. Once that determination has been made the superintendent will report the decision to the Board of Trustees.

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**5. Recommended Appraisal Process and Performance Criteria**

**a. Ed Code 21.203, 21.351, 21.352, 21.354, 21.3541**

- i. Relating to the T-TESS and T-PSS evaluation systems and intervals of the intervals required within.**

**Proposal:**

A committee initiated and formed by EISD would have the option to develop a local instrument and process to evaluate teachers and principals that meets the needs and goals of EISD. This committee would also have the authority to determine the frequency of both types of evaluations. The Board of Trustees would approve the use of the local instrument once developed by the committee in lieu of the instrument directed by the Texas Education Agency.

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## **6. TEACHER CERTIFICATION**

### **a. Ed Code 21.003, 21.044**

- i. 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.**

### **Proposal:**

This flexibility will allow EISD decisions on certification to be handled locally. The district's exemption from TEC 21.003 would allow the district to consider part-time professionals to teach courses, allow industry expert professionals to transition into the teaching profession in Career and Technology and assist in staffing high need STEM and dual credit course offerings. Out-of-state certified teachers could be considered for positions upon a local review of experience, education and credentials. Often there are experienced certified teachers in our district that could teach a course outside of their certification area due to their education, background, and/or experience. Local decisions outside of state certification requirements would allow innovation and flexibility in scheduling to meet student needs. This proposal will provide more flexibility in our scheduling and more options for our students in class offerings. The principal shall submit a request to the superintendent for local certification. The principal must specify the reason for the request and document what credentials the individual possesses qualifying this individual to teach the subject. The superintendent will approve or deny requests for local certification.

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## **7. Designation of Campus Behavior Coordinator**

### **a. Ed Code 37.0012**

- i. A person at each campus must be designated to serve as the campus behavior coordinator.**
- ii. The campus behavior coordinator is primarily responsible for maintaining student discipline.**

### **Proposal:**

The specific duties of the Campus Behavior Coordinator will be given to the campus principal who may divide and/or delegate duties to assistant principals as needed. The discipline plan of the campus will be in the control of the campus principal and consideration will be taken to account for multiple administrators assisting with discipline. This will allow a more collaborative approach to the social and emotional support of all students on the campus.

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