



Grady ISD
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Superintendent: *Leandro Gonzales*
Business Manager: *June Russell*
Principal: *Gary Jones*
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Innovation Committee

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District of Innovation 2019-2024

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Grady ISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows traditional public schools to have some of the same local flexibility that public charter schools have always been allowed. We feel this is an opportunity for our district to modify certain areas based upon the needs of our students and community.

Once approved by the Commissioner of Education, the Local School Board, and the District of Innovation Committee, this plan will be in effect for the 2019-2020 school year through the 2023-2024 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

Grady ISD District of Innovation Timeline

January 3, 2019 -- Board of Trustees passes resolution

January 14, 2019 -- Board of Trustees holds public hearing to consider developing a plan for innovation

January 14, 2019 -- Committee forms to work on plan for innovation

January 23, 2019 -- Initial Committee meeting to work on plan

February 6, 2019 -- Committee meets to work on plan

February 8, 2019 -- Committee's public meeting to finalize plan

February 11, 2019 -- Final version of the plan is posted on the District website (30) days

February 11, 2019 -- Board notifies Commissioner of intent to approve plan

March 18, 2019 -- Board of Trustees votes to adopt final plan

2019-2020 -- Beginning school year

2023-2024 -- Ending Year

Uniform Start Date

Exemption:

- TEC 25.0811 and 25.0812 First day of Instruction (Starting before the 4th Monday of August) and Last Day of Instruction (Ending before May 15th) (EB Legal)

Plan:

- Review annually the calendar to determine what is best for students and the community and set school start and end dates accordingly

Benefit:

- Allows more balanced 6-weeks and semester schedules
- Increased instructional time prior to administration of STAAR exams
- Allows planning days during the instructional calendar for teachers
- Allows district to determine locally, on an annual basis, what best meets the needs of the students and local community

Teacher Certification

Exemption:

- TEC 21.002 Teacher Employment Contracts and TEC 21.003 Certification Required (DK Legal and DL Local)

Plan:

- In order to best serve the students in Grady ISD, decisions on certification will be determined locally
 - The principal may submit in writing to the superintendent a request to allow a certified teacher to teach subjects out of his/her field(s) of certification
 - The principal must specify the reason for the request
 - The principal must show what credentials the teacher possesses that would qualify the individual to teach the subject
 - An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate

- The principal will submit the request to the superintendent with all of the individual's credentials
- The superintendent will then approve the request if he/she feels the individual could be an asset to the students and program
- The superintendent will then report this action to Board of Trustees prior to the individual beginning any employment
- The employee will be at-will
- The superintendent may approve teaching certificates from states other than Texas
 - The superintendent will report this action to the Board of Trustees prior to the individual beginning any employment
 - The teacher will be given a probationary contract until he/she has received a Texas teacher certification
- Note-Special Education and Bilingual teachers must continue to be SBEC certified.

Benefit:

- Provide more flexibility in scheduling
- Provide more options for students in class offerings
- Provide industry certified and/or trade professionals to teach specialized certification areas
- Provide opportunity to employ part-time professionals to teach specialty courses
- More realistic requirements for professionals to transition from industry to teaching
- Streamline hiring process for out-of-state teachers

Teacher Contract Days

Exemption:

- TEC 21.401 Minimum Service Required (teachers on 10 month contract must provide a minimum of 187 days of service) (DCB Legal and DCB Local)

Plan:

- Reduce teacher contract days to match the adopted school calendar

Benefit:

- Provide teachers more flexibility during summer months to seek out beneficial staff development that relates to their field
- Daily rate will be consistent with a 187-day contract
- It will be part of the calendar planning process to determine the number of teacher contract days; contract days will not exceed 187 days but may be lessened based upon the needs of district

Inter-District Transfers

Exemptions:

- TEC 25.036 District transfers are for an entire school year (FDA Legal and FDA Local)

Plan:

- Transfer status may be revoked by the superintendent at any time during the school year if the student is assigned disciplinary consequences such as suspension (in school or out of school), placement at the DAEP or expulsion, or repeatedly disrupting the educational process. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the student's transfer status.

Benefit:

- Allows Grady ISD the flexibility to revoke transfer students, who on rare occasion violate the transfer policy
- Allows Grady ISD to better utilize school resources and time for the benefit of the district.

Teacher Probationary Contracts

Exemptions:

- TEC 21.102(b) DCA (Legal) 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 proceeding employment with the district.

Plan:

- Based on superintendent recommendation, allows Grady ISD to extend contract of an experienced teacher, after completing their first year in the district, to a second year of probation

Benefit:

- Will provide Grady ISD more flexibility in determining the teacher's ability to teach effectively, their overall fit for the community, and their effective interaction with the students

Class Size Waiver

Exemptions:

- TEC 25.111 Student/Teacher Ratios TEC 25.112 Class Size TEC 25.113 Notice of Class Size 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 22:1 student:teacher ratio. If the number exceeds the 22:1 ratio the parents are to be notified and a waiver must be filed with TEA.

Plan:

- Allows Grady ISD, in that rare event of exceeding the 22:1 K-4 ratio, to not have to file a waiver with TEA or notify parents
- Allows Grady ISD, in that rare event of exceeding the 20:1 ratio for average daily attendance, to not file a waiver or notify parents

Benefit:

- Gives Grady ISD the flexibility to not file waivers if enrollment forces the ratio over the state minimum.

Disciplinary Alternative Education Program

Exemption:

- TEC 37.008 FOCA Legal Requires each school district to provide a disciplinary alternative education program that: (7) employs only certified teachers who meet all certification requirements under Subchapter B, Chapter 21

Plan:

- Allows Grady ISD to house locally DAEP for students without having to hire additional certified personnel

Benefit:

- Allows Grady ISD to utilize resources currently available

Site-Based Decision Making and School Health Advisory Committee

Exemption:

- TEC 11.251 TEC 11.252 TEC 28.004 BQ Legal BQ Local BQA Legal BQA Local BDF Legal FFA Local

Plan:

- Allows Grady ISD to be exempt from the site-based process and the convening of the school health advisory committee and the many accompanying requirements falling under the governance of those two bodies. In place of the SBDM and SHAC, a Superintendent's Advisory Council (SAC) will be established, and will meet, review, analyze, and respond to both qualitative and quantitative data regarding the district's success and most importantly, student success. This council will convene no less than two times per year and generate the general direction of district resources and efforts

Benefit:

- Allows stakeholders involvement that meets the needs and demands of the district
- Consolidates the number of meetings and number of committees required by law

- Consolidation will yield greater opportunity for one council to address a multitude of needs as opposed to having one meeting after another throughout the year

Retire/Rehire Minimum Salary

Exemption:

- TEC 21.002 TEC 21.402(a) TEC 21.415 School district shall employ each classroom teacher, principal, librarian, nurse, or school counselor under a probationary contract, a continuing contract, or a term contract. School district must pay each classroom teacher, full-time librarian, full-time school counselor the state minimum salary schedule.

Plan:

- Allows Grady ISD superintendent to negotiate a salary and benefits with any TRS retired educator before employment

Benefit:

- Allows Grady ISD to hire an eligible retired educator at a cost less than the TEA mandated state minimum salary plus the additional surcharges required for insurance and TRS