

Maud ISD District of



Innovation Plan

Introduction

During the 84th Legislative Session, HB 1842 passed that allows Texas public schools to become Districts of Innovation which would allow them to obtain flexibilities with certain provisions of the Texas Education code. Maud ISD is exercising this opportunity of becoming a District of Innovation to obtain more flexibility in order to better meet the unique needs of our district, students and community.

Term

Maud ISD's Innovation Plan will begin with the 2017-2018 school year and conclude at the end of the 2021-2022 school year unless the plan is terminated or amended by the Maud ISD School Board in accordance with HB 1842.

Committee Members

Charlie Martin - Superintendent
Amanda Sanders - Curriculum Director
David Hedges - JH/HS Principal
Scott Sanders - Elementary Principal
Kayla Harrell - Counselor
Ashley Harris - Teacher/Asst. Principal
Laura Bolick - Teacher
Monica Frost - Teacher
Amanda Brower- Teacher
Missy Hemby - Teacher
Carrie Johnston - Teacher
Michael Henderson- Teacher
Rusty Bailey - Business Leader/Parent
Brad Carlow - Business Leader/Parent
Gary Foster- Community Member
Ann Leighton- Community Member
Noah Rogers- Community Member
Tiffany Dowden- Parent

Timeline

Timeline	Activity/Task
February 21, 2017	Board of Trustees passed a Resolution to initiate District of Innovation Plan
February 21, 2017	Board of Trustees held public meeting and appointed District of Innovation Planning Committee to draft plan
February 22, 2017	Planning meeting to develop District of Innovation Plan, voted and approved 2/22/17
February 22, 2017	Post District of Innovation Plan to MISD website
March 23, 2017	Board of Trustees vote to District of Innovation Plan
March 24, 2017	District of Innovation plan submitted to the Commissioner of Education

Innovations

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

Innovation Strategies:

- Maud ISD would like to locally determine the school start date. This flexibility would allow the district to determine, on an annual basis, what start date best meets the needs of the students.
- Starting earlier will help to balance the number of days in each semester.
- The balanced semesters will align with college semesters, allowing more opportunities for dual credit and summer school.

Teacher Certification 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.

Innovation Strategies:

- Recruit teachers from the field, including individuals from certain trades and/or vocations with industry knowledge and real world experience.

- Allow consideration of part time professionals to teach courses - specifically trade related professionals the ability to teach related courses.
- The superintendent will determine whether it is in the best interest of the district to certify the individual. The superintendent will notify the school board.
- Allow experienced teachers to pick up an elective in an area they are qualified to teach. The principal may submit a request to the superintendent for local certification that will allow a certified teacher to teach one subject in a related field for which he/she is not certified.
 - Maud ISD will exhaust all means to hire a certified teacher first.

Probationary Contracts (DCA Legal) (TEC §21.102) For experienced teachers 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. A one year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom. Currently, contracts for employees occur in March or April which demands that employment decisions be made with very little time for evaluating teacher effectiveness as well as prior to state assessment results.

Innovation Strategies:

- Experienced teachers, counselors, administrators, or nurses new to the district that have been employed as a teacher in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment.

Kindergarten-Grade 4 Class Size (TEC §25.112a-g)(TEC §25.113a-b) (EEB Legal) Currently, districts are required to maintain a class size of 22 students or less for Kindergarten - 4th Grade classes. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency. The district is also required to notify parents of waivers or exceptions to class size limits. The proposal would look to keep class sizes below 22:1 but would streamline processes for when a specific class went over 22 by 1 or 2 students.

Innovation Strategies:

- The goal of Maud ISD 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 administration will determine whether to add another teacher.

Teacher Contract Days (DCB Legal, DCB Local)(TEC§21.401) TEC Code Requiring Exemption: current education law in Chapter 21 defines a teacher contract as a 10 month contract equivalent to 187 days.

Innovation Strategies:

- Decreasing contract days from 187 to 182 days
- Reduce 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 - increasing the daily rate the district pays teachers - enhance teacher recruitment and improve teacher morale.

- Maud ISD will present a recommendation to the School Board regarding the number of contract days as a part of the total compensation and benefits program.
 - In the event that the legislators or TEA eliminate/stricken the District of Innovation Plan guidelines, Maud ISD would possibly need to return to the 187 day teacher contract with no additional pay.

Transfer Students Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

Innovation Strategies:

Maud ISD maintains a transfer policy under FDA (LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements and the rules and regulations of the District. TEC 25.036 has been interpreted to establish the acceptance of a transfer as a one year commitment by the District. The District is seeking to eliminate the provision of a one year commitment in accepting transfer applications for the following circumstances:

- Student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion; unacceptable academic performance; student attendance falls below the TEA truancy standard.

Minimum Minutes of Instruction Currently Both Texas Education Codes 25.081 and 25.082 address the length of the instructional day by limiting it to "420 minutes of instruction" or "seven hours each day including intermissions and recesses", totaling 75,600 minutes for the year.

Innovation Strategies:

Maud ISD would like to be exempt from the 420 minute day requirement and have the flexibility to alter the length of the school day on selected days whenever it is determined to be necessary or beneficial to the district and its stakeholders.

- The opportunity to exempt from the 420 minute school day requirement will provide the district the opportunity to provide each campus the flexibility of creating a daily schedule that will better serve the students and teachers on each campus.
- This flexibility will give local control to the district in meeting the yearly requirement of 75,600 minutes in relation to the district calendar for each specific school year.
- This exemption will provide greater flexibility than the current waiver system.