

DRAFT

**December 2022 -
December 2027**

Quitman Independent School District

DISTRICT OF INNOVATION PLAN



Approved Quitman
ISD Board of
Trustees
-----Date



QUITMAN INDEPENDENT SCHOOL DISTRICT DISTRICT OF INNOVATION PLAN December 2022 through December 2027

Educating Every Child . . . Every Chance . . . Every Day

INTRODUCTION

The District of Innovation concept passed by the 84th Legislative Session in House Bill 1842 provides traditional independent school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan.

Potential benefits of becoming a District of Innovation include:

- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Customization:** Districts can create an innovation plan for a level of school (e.g., only high schools), grade level, or a single campus.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.
- **Flexibility:** Districts will have the flexibility to implement practices that are tailored to the needs of their students and community.

Quitman ISD is driven by Board Goals. These goals drive all decisions regarding instruction and operations in the district.

I. Quitman ISD will utilize monitoring systems and supports that ensure the appropriate academic growth and preparation of all students.

II. Quitman ISD will recruit and retain QUALITY teachers.

III. Quitman ISD will foster a positive work environment that encourages professional growth, teamwork and high morale.

Quitman ISD has developed this five year District of Innovation Plan, beginning in October of 2022 and concluding in December of 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law.

DISTRICT OF INNOVATION COMMITTEE & TIMELINE

Dominique Faulkner	Teacher
Hannah Farmer	Teacher
Kim Moore	Teacher
Ashley Lingo	Teacher
Julie Sandifer	Teacher
Emmy Brown	Teacher
April Bailey	Parent
Clay Smith	Parent
Rodney Kieke	Community Member
Sallay Attaway	Community Member
Mike Gonyea	Business Member
Heather Boclair	Business Member
Ashley Day	Campus Level Non-Teaching
Sherrie Callahan	Campus Level Non-Teaching
Amy Park	Campus Level Non-Teaching
Rhonda Turner	Superintendent
Chris Mason	Designated Chair

2022 Proposed Timeline For Renewal and Amending DOI

<p>The District Excellence Committee meets Oct 6, 2022</p>	<p>The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee member (*meeting must be public for renewal).</p>
<p>Board Approval Nov 14, 2022</p>	<p>The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board.</p>
<p>No Later Than Nov 29, 2022</p>	<p>The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection (see applicable “Notification” section below). Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website.</p>

DISTRICT OF INNOVATION PLAN

STATUTE RECOMMENDED FOR EXEMPTION

TEC §25.0811 FIRST DAY OF INSTRUCTION

(EB LEGAL)

Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

Quitman ISD, who does not qualify for any of the exceptions noted in the statute, would like to have the freedom to develop a calendar that better fits the needs of the community should the committee choose. Having greater flexibility in this area would allow the District Calendar Committee to better balance the first and second semesters and provide more instructional days prior to state testing.

STATUTE RECOMMENDED FOR EXEMPTION

TEC 21.102(b) TEACHER PROBATIONARY CONTRACTS

(DCA LEGAL)

A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 preceding employment by the district.

Proposed

Current legal policy allows experienced teachers new to the district to have a probationary period that 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. This time period is not sufficient to evaluate a teacher's effectiveness in the classroom. Relief from this law would allow time to sufficiently determine a staff member's effectiveness.

Exemption from this requirement will allow ample time for campus administrators to determine the effectiveness of employees who have been a teacher in public education for at least five of the previous eight years thus providing a more stable and effective learning environment for students.

Quitman ISD would like to have the ability to renew the probationary contract one additional year period, for a maximum of two school years, for all teachers who are new to the district who have been employed as a teacher in public education for at least five of eight years preceding employment by the District.

STATUTE RECOMMENDED FOR EXEMPTION

TEC §37.0012 DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR

(FO LEGAL)

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal. The campus behavior coordinator is primarily responsible for maintaining student discipline.

In addition, the campus behavior coordinator is responsible for promptly notifying a student's parent or guardian when the student is placed into in-school or out-of-school suspension, placed in a disciplinary alternative education program, expelled, or placed in a juvenile justice alternative education program or is taken into custody by a law enforcement officer.

Proposed

Quitman ISD will partner with and involve our diverse community to support QISD students and staff. Flexibility with regard to the designation of campus behavior coordinators allows for greater collaboration when addressing the social and emotional learning of students. Time and resources can be spent on fostering positive school culture and implementing multi-systemic prevention and intervention programs.

The district will decide which employees and systems to involve in maintaining student discipline instead of a single person designated as a campus behavior coordinator. Disciplinary responsibilities will be included in an employee's job description when applicable. The maintenance of student discipline will be appropriately addressed in the Student Code of Conduct.

Quitman ISD is not requesting exemption from the statutory notifications procedures. This will be handled by the administrator who is in charge of discipline.

STATUTE RECOMMENDED FOR EXEMPTION

TEC §25.036 INTER-DISTRICT TRANSFER STUDENTS

(FDA LOCAL)

Currently, under Texas Education Code 25.036, 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.

Proposed

The district is seeking exemption from the one-year commitment in accepting transfer applicants and allows the district to rescind a transfer for students not meeting local transfer criteria at any time during the school year.

STATUTE RECOMMENDED FOR EXEMPTION

TEC §21.451 TEACHER PROFESSIONAL DEVELOPMENT

(DMA LEGAL)

TEC 21.451 prescribes staff development requirements for educators. These requirements impede the District's ability to provide timely professional development to employees based on newly emerging issues, data, and student needs.

Proposed

The District will exercise local discretion in determining the areas of need, content, duration, and frequency for professional development for its instructional and non-instructional staff.

STATUTE RECOMMENDED FOR EXEMPTION

TEC §21.003 CERTIFICATION REQUIREMENT

(DBA LEGAL)

A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Proposed

Currently, if the district cannot locate a certified teacher for a position or if a certified teacher is needed for a subject outside of their certification, the district must request a teaching permit or an emergency permit certification from the Texas Education Agency (TEA)/State Board of Educator Certification (SBEC). This system is burdensome and does not take into account the unique instructional and/or financial needs of the district. These statutes make it difficult for the district to recruit, employ, and retain persons who have appropriate expertise, experience, and/or industry certifications that render them qualified to fill such positions. Upon approval of the innovation plan, Quitman ISD will maintain its current expectation and commitment to hire certified professionals and will continue to seek highly effective, certified educators for all teaching positions. However, where that is not reasonably possible, the district will have the flexibility to issue a local teaching permit (District of Innovation Permit) and hire individuals who are knowledgeable in the area and are fully equipped to effectively perform the duties of the position in question based on local certification criteria without requesting a permit or waiver from the TEA.