



# **A DISTRICT PLAN FOR INNOVATION AND LOCAL CONTROL 2017-2022**



*Designed in accordance with Texas HB 1842*

## **THE PROCESS and TIMELINE**

December 12, 2016	San Angelo Independent School District's Board of Trustees passed a resolution to initiate the process of designation as a District of Innovation.
January 16, 2017	<p>The district will hold a public hearing to provide an overview of the process, concepts, and benefits of such designation.</p> <p>Following the public hearing, the Board of Trustees shall appoint a District of Innovation Committee with the charge to begin the process of drafting a local innovation plan.</p>
January 19, 2017	Present and discuss District of Innovation with the District Site-Based Committee.
January 25, 2017	District of Innovation Committee Meeting, SAISD Board Room (4:00-5:30)
February 8, 2017	District of Innovation Committee Meeting, SAISD Training Room (4:00-5:30)
April 6, 2017	Present District of Innovation Plan to District Site-Based Committee
April 10, 2017	Present District of Innovation Plan to Board of Trustees
April 12, 2017	District of Innovation Committee Meeting, SAISD Training Room (4:00-5:30)
April 17, 2017	Board of Trustees take action to notify the Commission of Education of its intent to become a District of Innovation
April 18 - May 18, 2017	Post District of Innovation Plan on Website (30 days)
May 22, 2017	Board of Trustees take action on the District of Innovation Plan
June 5, 2017	File District of Innovation Plan with Texas Education Agency

## DISTRICT OF INNOVATION - RECOMMENDED COMMITTEE MEMBERS

*District:* Carl Dethloff-Superintendent  
Matt Kimball-Assistant Superintendent of Human Resources  
Shelly Hullihen-Assistant Superintendent of Student Services  
Dean Munn-Executive Director of Federal Programs and Accountability  
Jana Rueter-Executive Director of Curriculum and Instruction  
Stephanie Free-Executive Director of Special Education

*Central Freshman Campus:* Jennifer Engle-Instructional Coach

*Central High School:* Bill Waters-Principal

*Lake View High School:* Laura Elms-Teacher

*Lake View High School:* Brett McIntrye-Teacher

*Glenn Middle School:* Darius Flowers-Assistant Principal

*Lee Middle School:* Katie Rudolph-Teacher

*Lincoln Middle School:* LeAnn Roach-Teacher

*Austin Elementary:* Patricia Stone-Teacher

*Bowie Elementary:* Rachel Fritz-Teacher

*Bradford Elementary:* LoAnn Baker-Instructional Coach

*Goliad Elementary* Zac Rameriz-Principal

*Santa Rita Elementary:* Hillary Valdez-Teacher

*Ft. Concho Elementary:* Summer Allen-Teacher, Sp. Ed.

*Dan Koenig* San Angelo Chamber of Commerce

*Wanda Green* Community Representative

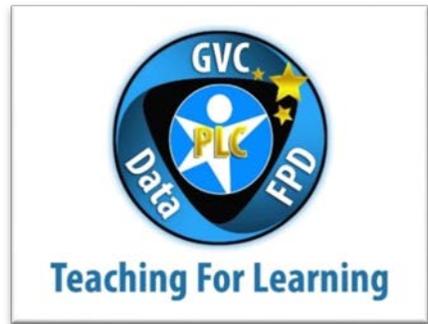
*Michelle Sellers* Community Representative

*Tom Dempsey* Community Representative

*Rebecca Stokes* San Angelo Area Foundation Representative

❖ *Adhoc Members:* District Site-Based Committee

❖ School Board members are invited to participate in all meetings.



## **DISTRICT OF INNOVATION INFORMATION**

As outlined in our Mission and Goals, we at San Angelo ISD are committed to providing each student with a meaningful, challenging education by:

- Providing student achievement at the highest levels,
- Preparing students to graduate college and career ready,
- Improve communication between stakeholders, and
- Secure and retain effective staff reflective and responsive to our students.

What is a District of Innovation?

A District of Innovation is a concept passed by the 84<sup>th</sup> Legislative Session in House Bill 1842, effective immediately, that gives traditional school districts the following:

- *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
- It will empower us to be *Innovative and Think Differently*.

How do you become a District of Innovation?

- The Board of Trustees adopts a Resolution to initiate the process of designation as a District of Innovation (DI).
- Once a resolution is adopted, within 30 days the Board will hold a public hearing and appoint a District Level Committee (DLC) to develop a Local Innovation Plan (LIP) and present to the District Site-Based Committee.
- A Local Innovative Plan (LIP) is developed by the stakeholder committee appointed by the Board of Trustees. The process includes feedback loops with the Board and the District Site-Based Committee.
- The Board of Trustees votes to notify the Texas Education Agency Commissioner of our intent to vote on adopting a final Local Innovation Plan (LIP).
- The Board of Trustees votes to adopt the final Local Innovation Plan (LIP)
- The Local Innovation Plan (LIP) is posted on the district website for at least 30 days.

What exemptions can a district consider?

A District of Innovation (DI) can have greater local control by seeking exemptions from state legal requirements. There is no definitive menu of exemptions. Districts will look at best practices, establish goals, then determine what laws are in the way of achieving district goals. Some of the most common exemptions districts are seeking:

- Instructional Calendar (first day of instruction, last day of instruction),
- Teaching Certification Requirements for Career and Technical Education (CTE),
- Class Size Notification – The district will still report class size to the Board but could be exempt from reporting to TEA,
- Innovative Curriculum and Instructional Methods, or
- Any other innovations prescribed by the Board of Trustees/Innovation Planning Committee

There are other exemptions available but it would be the recommendation of the administration staff to provide assurances that the district will “hold tight” the existing mandate on teacher conference period, duty free lunch, and not increasing teacher contract days.

What the exemption does not exempt are powers and duties of the school board, superintendent, and principals; curriculum and graduation requirements; student assessments; and academic and financial accountability, among others.

Because a District’s Innovation Plan is designed specifically for each individual district and their area of needs, no two Innovative Plans will look alike.

What is TEA’s role?

TEA has no approval authority. They must report exemptions to the legislature.

How long will the District Innovation Plan be in place?

A District of Innovation Plan will be effective for 5 years.

Can you amend the District Innovation Plan?

Yes, by a majority vote of the Board of Trustees and/or the District Site-Based Committee.

If the Board of Trustees adopts the resolution, we will develop a link on the San Angelo ISD website for a District of Innovation to:

- Post the Resolution,
- Post the Timeline for becoming a District of Innovation,
- Provide an avenue for questions/comments about the District of Innovation, and
- Provide an opportunity for stakeholders to follow the District of Innovation process,

# San Angelo ISD District of Innovation Plan

## 1. **TEACHER CERTIFICATION** - TEC 21.003; TEC 21.057

San Angelo ISD is requesting an exemption from TEC 21.003 (a). CERTIFICATION REQUIRED.

(a) A person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for the position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. TEC 21.057 PARENTAL NOTIFICATION requires that a school district provide parental notification if the district assigns an inappropriate certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days.

### *Local Innovation Strategies:*

1. San Angelo ISD will continue to seek highly effective certified educators for teaching positions and maintain its expectations for employee certification. The district will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the district will have the flexibility to 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. Qualification for local certification could include, but not be limited to:
  - a. Professional work experience
  - b. Formal training/education in the content area
  - c. Active/relevant professional industry certification
  - d. A combination of work experience, training, and education
  - e. Demonstration of successful experience working with students
2. In order to best serve students, providing opportunities for greater flexibility to fill positions in subject areas that are difficult to fill will allow the district to employ high quality educators that might not ordinarily qualify under the traditional teacher certification pathway.
3. An individual with experience in the content of an elective course could be eligible to teach in career and technical education (CTE) to ensure:
  - a. engaging and challenging learning
  - b. expanding the opportunity in the development of post high school plans
  - c. improvement in workforce skills
  - d. expansion of dual credit programs
4. Individuals hired under this exemption will be provided with district identified or district developed training, resources, and support.
5. The superintendent or his/her designee will approve the employment if the individual possesses the knowledge, skills and experience required of the position and feel the individual could be an asset to students by providing quality instruction.
6. All decisions on teacher certification and assignments will be handled locally and notification of District Teaching Permits will not be necessary.
7. If San Angelo ISD assigns a non-certified teacher to a specific classroom, written notice will be provided of the assignment to the parents or guardians of each student in that classroom according to Board Policy DK.

## **2. PROBATIONARY CONTRACTS - TEC 21.102**

San Angelo ISD is requesting an exemption from TEC 21.102 (b). PROBATIONARY CONTRACT. ...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.

### ***Local Innovation Strategies:***

1. San Angelo ISD is seeking a two-year probationary period for all experienced teachers new to the district in order to:
  - a. better evaluate the teacher's effectiveness in the classroom and/or
  - b. provide an opportunity for professional growth as needed.

## **3. FIRST DAY OF INSTRUCTION - TEC 25.0811**

San Angelo ISD is requesting an exemption from TEC 25.0811a. FIRST DAY OF INSTRUCTION. (a) ...a school district may not begin instruction for students for a school year before the fourth Monday in August.

### ***Local Innovation Strategies:***

1. Relief from the statute will allow San Angelo ISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes required, rather than days.
2. It would allow the first and second semester to be somewhat balanced, which is critical in semester courses.
3. Alignment of the district calendar with local universities would afford students and staff the opportunity to enroll in summer college sessions.
4. San Angelo ISD will determine, on an annual basis, the local starting date of the first semester, not to precede August 15<sup>th</sup> in any given year.
5. The annual calendar will be submitted and approved by the board of trustees.

Note: The calendar exemption does not affect the number of contract days for teachers, which will remain the same. ([Refer to San Angelo ISD Board Policy EB](#))

## **4. TRANSFER OF A STUDENT - TEC 25.036**

San Angelo ISD is requesting an exemption from TEC 25.036 TRANSFER BETWEEN DISTRICTS OR COUNTIES (a). Any child, other than a high school graduate, who is younger than 21 years of age and eligible for enrollment on September 1 of any school year may transfer annually from the child's school district of residence to another district in this state if both the receiving district and the applicant parent or guardian or person having lawful control of the child jointly approve and timely agree in writing to the transfer. TEC 25.036 TRANSFER OF STUDENT has been interpreted to require a transfer to be for a period of one school year.

### ***Local Innovation Strategies:***

1. San Angelo ISD is seeking exemption to require all students to follow district transfer requirements regardless of inter/intra district transfer requests, based on consistent policies for all students.

**5. CLASS SIZE - TEC 25.112; TEC 25.113**

San Angelo ISD is requesting an exemption from TEC 25.112 CLASS SIZE. ...a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class. TEC 25.113 NOTICE OF CLASS SIZE. A campus or district that is granted an exception...shall provide written notice of the exception to the parent of or the person standing in parental relation to each student affected by the exception.

***Local Innovation Strategies:***

1. San Angelo ISD recognizes that smaller classes are beneficial and will continue to use the 22:1 student/teacher ratio for Kindergarten-4<sup>th</sup> grade in projecting the number of staff needed for future school years.
2. If all classes in a particular grade level reach the 22:1 ratio, the district will determine if it best suits the district/campus/grade level to enroll the student at another campus, allow the current campus to exceed the 22:1 limit, or hire an additional classroom teacher to compensate for the additional students.
3. If all classes on a particular grade level reach the 24:1 ratio, the enrollment for that grade level on that particular campus will be closed and students will be enrolled at an alternative campus.
4. The San Angelo ISD Board of Trustees will be informed at the next convenient meeting when a grade level exceeds the 22:1 ratio; however, parental notification in each instance will be optional.

**6. DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR - TEC 37.0012**

Due to the size of campuses, San Angelo ISD is requesting an exemption from TEC 37.0012 DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR. A person at each campus must be designated to serve as the campus behavior coordinator.

***Local Innovation Strategies:***

1. San Angelo ISD will maintain all the duties and responsibilities outlined for a Campus Behavior Coordinator and will allow the role to be fulfilled by more than one administrator on campuses.