

Olney Independent School District District of Innovation Plan



Dr. Greg Roach, Superintendent

APPROVED

Olney ISD Board of Trustees

March 27, 2017

Introduction

During the 84th Legislative Session, House Bill 1842 was passed providing public school districts the opportunity to see a District of Innovation (DOI) designation. This designation allows eligible districts the flexibility to exempt certain provisions of the Texas Education Code (TEC) in an effort to allow for additional local oversight for up to five years. The term of the plan will begin at the start of the 2017-2018 school year and ending with the end of the 2021-2022 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement Team will continually monitor the effectiveness of the plan and will review it annually. That advisory council will recommend to the Board any suggested modifications, including addendums, to the plan.

On November 14, 2016, the Olney Independent School District's Board of Trustees adopted a resolution initiating the process of becoming a District of Innovation.

RESOLUTION TO ADOPT A DISTRICT OF INNOVATION

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

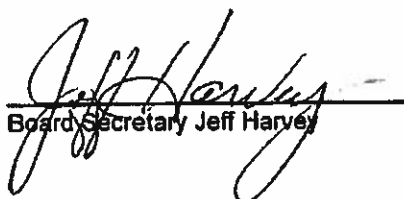
WHEREAS the Olney Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of the Olney Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a district of innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of the Olney Independent School District shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 14th day of November 2016, by the Board of Trustees.


Board President David Ickert


Board Secretary Jeff Harvey

STEPS TO BECOME A DISTRICT OF INNOVATION

Board Resolution

[TEC 12A.001\(c\)\(1\)](#)

Or

Petition signed by majority of District Advisory Committee

[TEC 12A.001\(c\)\(2\)](#)



Public hearing by school board

[TEC 12A.002\(a\)](#)



Board appoints committee to develop plan with:

(1) comprehensive education program with innovations

(2) list of Education Code provisions to be exempt

[TEC 12A.002\(b\)\(2\)](#)

[TEC 12A.003](#)



Plan posted online for 30 days

[TEC 12A.005\(a\)\(1\)](#)



Board notifies commissioner of intention to vote on proposed plan

[TEC 12A.005\(a\)\(2\)](#)



District Advisory Committee holds meeting, passes plan by majority vote

[TEC 12A.005\(a\)\(3\)](#)



Upon completion of above, school board approves final plan by 2/3 majority

[TEC 12A.005\(b\)](#)



Plan approved for 5 years

[TEC 12A.005\(c\)](#)

[TEC 12A.006](#)

Timeline

November 14, 2016— Board adopts Resolution/votes to develop Local Innovation Plan/delegates authority to Superintendent to appoint committee

December 12, 2016—Superintendent appoints Local Innovation Committee

January 19, 2017—1st Local Innovation Committee Meeting/Overview of District of Innovation

February 13, 2017—Board Update from Local Innovation Committee/Board provides input

February 23, 2017—Local Innovation Committee public hearing and meeting to finalize Local Innovation Plan

February 24, 2017—Local Innovation Plan posted on Olney ISD website for 30 days

March 13, 2017—Local Innovation Plan presented to Board; Board of Trustees authorizes Superintendent to notify the Commissioner of Education of the Board's intention to consider adoption of the Local Innovation Plan

March 27, 2017—Called Board meeting to adopt District Innovation Plan

February 5, 2018—Local Innovation Committee meets to discuss current law, a proposed amendment to the District of Innovation Plan, and the rationale for exemption with regards to transfer students. Committee approves unanimously.

March 6, 2018—Board of Trustees approves transfer student policy amendment to the District of Innovation Plan.

District of Innovation Committee

Paula Acuna—Elementary Paraprofessional	Holly Bailey—Elementary Community Representative
Amanda Barrientes—Elementary Principal	Rodney Bennett—HS Fine Arts Teacher
Samantha Blevins—Kindergarten Teacher	Jan Braddock—2 nd Grade Teacher
Daun Browning—HS Administrative Assistant	Matt Caffey—HS Principal
Brandy Carlton—HS Math Teacher	Michele Carpenter—HS Spanish Teacher
Scotte Clark—JH ELA Teacher	Brandon Cook—Elementary Community Representative
Janet Croker—Technology Director	Kim Cuba—5 th Grade Science Teacher
Melissa Edgington—JH Parent Representative	Erica Englishbee—HS Business Representative
Deidre Fite—JH Parent Representative	Kayla Glover—JH Business Representative
Maria Gonzalez—JH Paraprofessional	Danita Hagle—Elementary Parent Representative
Robert Henderson—JH Social Studies Teacher	Josh Holt—HS Social Studies Teacher
Phyllis Lee—HS CATE Teacher	Sherry Livingston—HS Technology Specialist
Amber Lockhart—Elementary Counselor	Vicky Lopez—JH Counselor/ESL Director
Charlotte Mahler—Elem. Special Pop. Rep.	Valorie Mahler—JH Community Rep.
Judy Malo—HS Community Representative	Susan McElroy—1 st Grade Teacher
Tammy Montgomery—JH Business Representative and HS Parent Representative	
Emily Norris—District Nurse	Elaine Reno—Staff Development and IMA Coordinator
Jamie Ricketts—3 rd Grade Teacher	Dr. Greg Roach—Superintendent
Rhonda Rodgers—JH Math Teacher	Gunter Rodriguez—JH Principal
Sue Shawver—4 th Grade Teacher	Sam Spurlock—JH Science Teacher
Kim Stephens—HS FCS Teacher/Acad.Coor.	William Stewart—Elementary Business Rep.
Lauren Sullivan—Elem. Parent Representative	Allison Young—HS Counselor
Mark Young—Athletic Director	

1. Teacher Certification (TEC 21.003)(DK LEGAL, DK LOCAL, DK EXHIBIT)

Current Law

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.

Proposed

In order to best serve Olney Independent School District students, decisions on certification will be handled locally.

- a. This will allow more flexibility in our scheduling and more options for our students in course offerings.
- b. The campus principal may submit to the superintendent a request to allow a certified teacher to teach subjects out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
- c. An individual with experience in a CTE field, or at the college level, could be eligible to teach through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.

Rationale for Exemption

The current state teacher certification requirements inhibit Olney Independent School District's ability to hire teachers to teach hard-to-fill, high demand, dual credit, as well as some career and technical/STEM (applied Science, Technology, Engineering, Arts, and Mathematics) courses. This exemption directly supports the move from "highly qualified" requirements in the Every Student Succeeds Act (ESSA).

By obtaining exemption from existing teacher certification requirements, Olney Independent School District will have the flexibility to hire community college instructors, university professors, or industry certified and/or trade professionals to teach specialized certification, dual credit, and/or STEM courses as well as internal applicants seeking assignments outside of their traditional certification area. By allowing local district control, Olney Independent School District could establish its own local qualification requirements and its own requirements for training professionals and experts to teach such courses in lieu of the requirements set forth in law.

2. Probationary Contracts (TEC 21.102) (DCA Legal)

Current Law

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year.

Proposed

The plan proposes experienced teachers 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 three years from the last date of district employment.

- a. This will provide campus administrators and hiring officials with the time needed to fully assess and support a teacher before making decisions regarding moving the employee from a probationary contract when the employee has only been with the district one year.
- b. An extension to the probationary contract is to recognize that, at times, even experienced teachers new to the district need more than one year.
- c. Grounded in the continuous growth model of the T-TESS appraisal system, this provides teachers an opportunity to demonstrate adequate growth with the T-TESS model and Olney ISD expectations.

Rationale for Exemption

The limited time period (one year) may be insufficient in some cases to fully determine the teacher's effectiveness in the classroom due to teacher contract timelines which demand employment decisions be made prior to the availability of end-of-year classroom/student data and state assessment results.

3. Teacher Contract Days (TEC 21.401) (DCB LEGAL, DCB LOCAL)

Current Law

Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days. At the minimum 420 minutes per day, this equates to a 78,540 minute contract for teachers.

Proposed

The plan provides an option for the reduction of teacher contract days with no effect on teacher salaries. This would be an attempt to better align the teacher service days to instructional days.

- a. This plan will increase the daily rate the district pays teachers.
- b. This plan should enhance teacher recruitment, therefore putting the district on a more level playing field with neighboring districts.
- c. This plan will significantly improve teacher morale.
- d. This plan will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.
- e. In each year of the plan, it will be part of the calendar planning process to consider the reduced number of teacher contract days. This could be achieved by modifying the calendar and reducing the days of instruction after STAAR/EOC.

Rationale for Exemption

Due to the close proximity of larger districts, it is difficult for Olney Independent School District to compete with near-by schools in the area of teacher salary. This reduction in contract days at the current salary schedule would make our salaries more competitive.

4. Length of Instructional Day (TEC 25.081 and 25.082)

Current Law

Current education law located in Chapter 25 outlines that the district operate for at least 75,600 minutes of instruction, including intermissions and recesses for student each school year. Education Code 25.081(e) defines a day of instruction to mean 420 minutes of instruction while 25.082(a) requires a school day to be at least seven hours each day, including intermissions and recesses.

Proposed

While the intent of the Legislature was to standardize across all districts the amount of time students spent learning in a classroom, exemption from the 420-minute day would allow OISD the flexibility needed to alter the school day schedule on selected days whenever it was locally determined as necessary or beneficial to the district and its stakeholders. While there is a waiver process available to request exemption from this requirement, the waiver is limited to a 6-day maximum number for the school year. Olney ISD wishes to meet the goal of 75,600 minutes of instruction per year, but seeks an exemption from these statutes so that it may reach the 75,600 minute total in a more creative manner without being limited to either 420 minutes or seven hours of instruction every day. Olney ISD does not intend to shorten the school day on a regular basis, or without specific purpose.

- a. The plan would reduce the number of instructional days after STAAR and EOC testing in May maximizing instructional days and minutes prior to state testing.
- b. The plan would also create more balanced days each semester.
- c. In each year of the plan, it will be part of the calendar planning process to maintain the required minutes and reduced number of teacher contract days.

Rationale for Exemption

Exempting completely from the 420-minute requirement would give the district a significant amount of local control over scheduling without the fear of diminishing state funding or losing credit for instructional time that might cause the district to fall out of compliance with annual minute requirements. This exemption will also allow Olney Independent School District to alter the length of a school day or a school year, which could include additional professional development and collaboration opportunities for educators, social-emotional benefits for students, and will allow for accommodations during parent-teacher conferences and in case of inclement weather.

5. First Day of Instruction/Last Day of Instruction (TEC 25.0811 and 25.0812)(EB LEGAL)

Current Law

Students are prohibited from starting school before the 4th Monday of August. For years, school start date was a local decision. Once legislation moved to set a uniform start date, district could file a waiver through TEA for a few years to start earlier.

The Texas tourism groups lobbied to have this local control stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and mandated that districts may not begin school prior to the 4th Monday of August.

Section 25.0812, the last day of school may not occur before May 15.

Proposed

This plan would allow the district to move instructional days that occur after state mandated testing to the front of the school year to meet the needs of students and teachers. With minute requirements at 75,600 and the state assessment given in early May, it might be possible to finish the school year prior to May 15.

Rationale for Exemption

Determining a school district calendar that best meets the needs of students, parents, and teachers is one of the most basic forms of local control. Exemption from the first day of instruction may enable Olney Independent School District to begin the school year on an abbreviated week, easing the transition for students entering kindergarten, middle school, and high school. This empowers the district to increase college and career readiness and balance the amount of instructional time per semester. By having the flexibility in beginning instruction before the 4th Monday of August and ending prior to May 15th, students will be better positioned to enroll in college courses that start in early June. Also Olney Independent School District can support students who are in need of remediation prior to summer testing. Exemption from the current statutory requirements allows flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests in this matter.

**6. Transfer Students (Amendment March 6, 2018)
(TEC 25.036), FDA(LLEGAL), FDA(LOCAL)**

Current Law

Under TEC 25.001 a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

Proposed

To better serve Olney Independent School District the period of a transfer will be handled locally. Olney ISD is seeking to eliminate the provision of a one-year commitment to transfer students

a. Administration will review disciplinary records, academic performance, attendance records, and other data of transfer students on an ongoing basis to determine if the transfer agreement is being upheld.

b. Violations of district expectations of attendance, discipline, academic achievement, and/or false documentation allows the option of immediate revocation of a student's transfer status by the Superintendent or designee

Rationale for Exemption

Current law does not allow immediate revocation of transfer under any circumstances. Flexibility that allows immediate revocation provides the district with an additional tool to help maintain the integrity of a disciplined instructional program for all students. Students residing within district boundaries have an unquestionable right that allows access to a free public education. Attendance for students not residing within district boundaries is a privilege.

Figure: 19 TAC §102.1307(d)

Innovation District Olney ISD

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: Five years 2019-2020 through 2021-2022

Plan applies to: Entire District Olney ISD
 Campus (list) _____
 Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts 21.102

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
 - §21.403 Placement on Minimum Salary Schedule
 - §21.4031 Professional Staff Service Records
 - §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
 - §21.404 Planning and Preparation Time
 - §21.405 Duty-Free Lunch
 - §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
 - §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
 - §21.408 Right To Join or Not To Join Professional Association
 - §21.409 Leave Of Absence for Temporary Disability
 - §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
 - §21.452 Developmental Leaves of Absence
 - §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan:

25,081 Length of instructional day
25,282
25,036 Transfer students