

**Murchison ISD**

**District of Innovation Plan (HB 1842)**

**2017-2022**

During the 84th Legislative Session, HB 1842 was passed in order to provide more local control in certain areas. HB 1842 allows traditional public schools to have more of the same local flexibility that public charter schools are currently entitled to. Based on the needs of our students and community, we feel that this a wonderful opportunity to create a plan to ensure that these needs are met.

This plan will remain in effect for the next five years. However, this plan may be amended at any time by the committee with approval of the Board of Trustees.

**District of Innovation Team**

- |                        |                       |
|------------------------|-----------------------|
| 1. Kimberly Followwell | 8. Karen Ryon         |
| 2. Susan Miller        | 9. Greg Smith         |
| 3. Cindy Bailey        | 10. Cristina Figueroa |
| 4. Kelli Etheridge     | 11. Shelly Wheeler    |
| 5. Kerri Partridge     | 12. Shellie Logan     |
| 6. Terrie Schmidt      |                       |
| 7. Christy Wehrmann    |                       |

## **Timeline of Actions to Meet Requirements**

September 28, 2016- Initial Administrative Staff Meeting

October 6, 2016 - Administrative Staff and Site -Based Decision Making Committee (SBDM) to consider and appoint members of the District of Innovation Committee (DOIC)

October 20, 2016- Special Board Meeting to approve the resolution to pursue DOI

October 20, 2016- Held Public Hearing to discuss HB 1842 and its implications.

October 20, 2016- Regular Board Meeting - Motion made to pursue DOI

November 15, 2016- DOIC First meeting was conducted

December 1, 2016 DOIC Second meeting to prepare proposal for BOE

December 7, 2106- Faculty meeting to discuss proposal

January 4, 2017- DOIC Final meeting to finalize plan

January 19, 21017- Final Innovation Plan posted on district website

February 16,, 2017- Public Hearing- Regarding comments and questions

February 16, 2017- Regular Board Meeting - to approve DOI plan

March 9, 2017- Regular Board Meeting for final approval of DOI plan

## **1. School Calendar**

(EB Legal) (Ed. Code 25.0811) (Ed. Code 25.8012) (Ed. Code 25.081)

(Ed. Code 25.082)

### Current Law

Students may not begin school before the 4th Monday of August. For years, school start and end dates were decided locally. Once legislation moved to set a uniform start and end date, districts were given the option to apply for a waiver to start and end earlier.

The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

### Proposed Plan

To allow for a calendar that fits the local needs of our community, we would like the option to move the start and end dates from the current requirement. By adjusting the calendar year, the first and second semesters will be closer in the number of instructional days.

- a. Students will begin no earlier than the 3rd Monday of August.

- b. Teachers will begin no earlier than the 2nd Monday of August.

### Current Law

Current education law located in Chapter 25 outlines that the district operate for a least 75,600 minutes of instruction including intermissions and recesses for students each school year. According to code, a day of instruction is defined as meeting 420, while a school day is required to be at least seven hours each day including intermissions and recesses.

### Proposed Plan

By obtaining flexibility to utilize the 75,600 minute requirement without restriction along with the utilization of the Optional Flexible Year Program (OFYP), district needs will be met by strategically planning Professional staff development and student intervention opportunities. This will also allow the option to alter the number of days of professional development based on annual needs of the district.

## **2. Student Waivers- Kindergarten-Grade 4 class size**

(EEB LEGAL) (Ed. Code 25.111) (Ed. Code 25.112) ( Ed. Code 25.113)

### Current Law

Kindergarten-4th Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. These waivers are never rejected by TEA. This is a bureaucratic step that serves no purpose.

### Plan

Although it is our goal to maintain a student/teacher ratio of 22:1, exemption from this requirement will allow for more flexibility when utilizing resources. Although the requirement to file a waiver will be waived, the Superintendent will notify the Board of Trustees when a class exceeds the 22:1 ratio. Parents will be notified when their child's class reaches a 25:1 ratio.

### **3 Teacher and Principal Evaluation**

(DNA LEGAL, DNA LOCAL) (Ed. Code 21.203) (Ed. Code 21.352) (Ed. Code 21.102)  
(Ed. Code 21.3541)

#### Current Law

After using the Professional Development and Appraisal System (PDAS) for teachers since 1997, the state of Texas issued a new appraisal system in 2016-2017 called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System ( T-PESS).

#### Plan

A locally developed evaluation for teachers and principals will be utilized. This instrument will be developed with the input of Administrators and teachers and will include pieces of T-TESS, T-PESS, PDAS, and other relevant best practice resources to reflect the strengths, areas of concern, and goals for our district. Evaluations will be done at a minimum of every 3 years with a minimum of 6 informal classroom walkthroughs Annually. All district administrators will be evaluated based on a locally developed appraisal system annually.

New teachers to our district, regardless of tenure will be given a probationary contract for two consecutive years and will receive a formal evaluation each year.

#### **4. Teacher certification**

(DK LEGAL, DK LOCAL, DK EXHIBIT) (Ed. Code 21.003) (Ed. Code 21.057)

##### 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 TEA, which then approves or denies the request.

##### Plan

In order to best serve our students, decisions on teacher certification will be handled locally.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach a subject out of their certified field. This request will be in writing and include the reason for the request along with documentation of the credentials that qualify the individual for that specific position.
- b. An individual with experience in a CTE field could be eligible to teach a CTE course through a local teaching certificate. The principal will submit the request in writing to the superintendent along with documentation of qualifying credentials. The superintendent will then submit the action to the board for approval.

## **5. Designation of Campus Behavior Coordinator**

(Ed. Code 37.0012)

### Current Law

Requires one person to be designated to serve as the campus behavior coordinator. This requirement inhibits social and emotional learning because it restricts the district's ability to promote a more collaborative discipline program.

### Plan

To develop a collaborative discipline program by utilizing all administrators in establishing a united school culture that fosters the development of all students emotionally, socially, and academically.