



# **Karnack ISD**

## *District of Innovation Plan*

*2022 - 2027*

# INTRODUCTION

HB 1842 was passed during the 84<sup>th</sup> Texas legislative Session in Spring 2015, and provides Texas public school districts the opportunity to be designated as a District of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

- 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
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements and academic and financial accountability.

# PROCESS

On February 09, 2017 the Karnack Independent School District's Board of Trustees initiated the process by passing a Resolution to Adopt a District of Innovation in order to support innovation and local initiatives to improve student learning.

On February 09, 2017, the Karnack ISD Board of Trustees held a public hearing for public discussion on whether the District should develop a local innovation plan for the designation of the District as a District of Innovation. With there being no objection from the hearing, the Board of Trustees appointed the District Site Based Committee (DSBC) to discuss and draft this Local Innovation Plan. This committee represents various stakeholders across the district, including teachers, parents, campus administration, district administration and local business owners. The committee met initially on February 17, 2017, to discuss and develop the plan.

The plan was posted on the District website for 30 days before being presented to the DSBC on March 28, 2017. Karnack ISD notified the Texas Commissioner of Education of the District's final District of Innovation Plan and the plan was submitted to the Board of Trustees for final approval on March 28, 2017.

On April 14, 2022, the plan will be taken before the KISD Board of Trustees for approval, following a public meeting with the district level committee.

# TERM

The renewed District of Innovation Plan will become effective in August 2022 and will remain in effect for five years, through July 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The DSBC will monitor the effectiveness of the Plan and recommend to the Board of Trustees any suggested modifications to the Plan.

# TIMELINE

<b>Timeline</b>	<b>Activity/Task</b>
✓ February 09, 2017	Board of Trustees passed Resolution to initiate District of Innovation Plan
✓ February 09, 2017	Board of Trustees hold public hearing and appointed DSBC to draft Plan
✓ February 09, 2017	DSBC discuss, finalize, & approve District of Innovation Plan
✓ February 24, 2017	Post District of Innovation Plan on KISD website
✓ March 28, 2017	DSBC vote on District of Innovation Plan
	District of Innovation Plan submitted to the Commissioner of Education
✓ March 28, 2017	Board of Trustees vote on District of Innovation Plan

<b>Renewal Timeline</b>	<b>Activity/Task</b>
✓ March 10, 2022	Final version of renewed District of Innovation Plan posted on KISD website
✓ March 11, 2022	Notice of Intent to renew District of Innovation Plan submitted to the Commissioner of Education
✓ April 11, 2022	DSBC holds public meeting to review and consider the renewed plan
✓ April 11, 2022	DSBC discuss, finalize, & approve renewed District of Innovation Plan
✓ April 14, 2022	Board of Trustees vote on renewed District of Innovation Plan
✓ April 18, 2022	Renewed District of Innovation Plan submitted to the Commissioner of Education

# PLANNING COMMITTEE

First Name	Last Name	Member Category
Ray	Polk	Board Trustee
Judy	VanDeventer	Board Trustee
Amy	Dickson	Superintendent
Jeanette	McCray	Administrative Assistant to the Superintendent
Andy	Hayes	Director of Transportation and Maintenance
James	Gholson	Director of Finance
Madai	Williams	Technology
Vickie	Jackson	Assistant Principal
Nicole	Turner	Curriculum Director
Felicia	Hood	Paraprofessional
Alice	Love	District Office
Brooke	Labouve	Interventionist

# EXEMPTIONS

## **§25.0811 Uniform School Start Date**

*A district may not begin instruction for students for a school year before the fourth Monday in August unless the district operates a year-round system. A district may not receive a waiver for this requirement.*

### **Proposed**

This flexibility of start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. It also offers the below opportunities:

- With starting school 5 to 10 days earlier, our instructional calendar would be split more evenly between the Spring and Fall semesters.
- An early start date permits students an additional instruction prior to state assessments.

### **Local Guidelines**

The district will determine, on an annual basis, when each school year will begin.

## **§21.102 Probationary Contracts**

*Currently, experienced teachers new to the district 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.*

### **Proposed**

Under current guidelines, probationary periods for newly hired teachers and counselors who have been in public education for at least five of the previous eight years cannot exceed one year. This limited time period is insufficient in some cases to fully determine the staff member's effectiveness. Relief from Texas Education Code 21.102 will permit the district the option to issue a probationary contract for a period of up to two years for experienced teachers and counselors newly hired in Karnack ISD.

### **Local Guidelines**

At the time of contract recommendation consideration, newly hired teachers and counselors with the district, who have been employed in public education for at least five of the eight previous years and have completed their first probationary year with the district, may receive a probationary contract for the second year in order to continue to evaluate the staff member's effectiveness.

**§21.003 Certification** - *TEC 21.003(a) states 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. TEC21.057 requires districts to provide written notice to parents when an inappropriately certified or uncertified teacher is assigned to the same classroom for more than 30 consecutive instructional days during the same school year.*

***Proposed***

In order to best serve KISD students decisions on certification will be handled locally.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject 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.
- b. This will allow more flexibility in our scheduling and more options for our students in class offerings

**Local Guidelines**

The campus principal may submit to the superintendent a request to allow a certified teacher to teach a subject and/or grade level out of their field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying this individual to teach the subject. The superintendent will approve or deny requests for local certification.

**§21.401 Minimum Service Required** – *TEC 21.401 (a) states that a contract between a school district and an educator must be for a minimum of 10 months' service and (b) Except as provided by Subsection (c-1), an educator employed under a 10-month contract must provide a minimum of 187 days of service.*

***Proposed***

This proposal reduces teacher's contract days from 187 to 182 with no effect on teacher salaries. This makes an attempt to align the teacher days to the 75,600 minutes required of students.

- a. This proposal 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 larger districts.
- c. Overall morale will improve.
- d. This should also provide teachers more opportunities during the summer months to seek better staff development that relates to their teaching area

**Local Guidelines**

Teacher contracts will be 10 month contracts, which will be defined as 182 days. The change from 187 contract days to 182 contract days should be a local decision and will not impact current teacher salaries.

**§37.0012 Designation of Campus Behavior Coordinator** - TEC 37.0012(a) *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. (b) The campus behavior coordinator is primarily responsible for maintaining student discipline and the implementation of this subchapter. (c) Except as provided by this chapter, the specific duties of the campus behavior coordinator may be established by campus or district policy. Unless otherwise provided by campus or district policy: (1) a duty imposed on a campus principal or other campus administrator under this subchapter shall be performed by the campus behavior coordinator; and (2) a power granted to a campus principal or other campus administrator under this subchapter may be exercised by the campus behavior coordinator. (d) The campus behavior coordinator shall promptly notify a student's parent or guardian as provided by this subsection if under this subchapter 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. A campus behavior coordinator must comply with this subsection by: (1) promptly contacting the parent or guardian by telephone or in person; and (2) making a good faith effort to provide written notice of the disciplinary action to the student, on the day the action is taken, for delivery to the student's parent or guardian.*

**Proposed**

Delete the requirements in this section, as they are redundant.

**Local Guidelines**

This recent legislative requirement to designate someone on each campus is a political solution to a non-existent problem. Obviously, the Principal and Assistant Principals already serve in this capacity and it is unnecessary to “designate” one of them as such.

**§25.036 Inter-district Transfers**--*Under Texas Education Code, 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**

Karnack 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, 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 applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these rare cases, Karnack ISD seeks exemption from the one year transfer commitment.

**§21.203 §21.352 §21.3541 Teacher and Principal Evaluation** (DNA LEGAL, DNA LOCAL) (Ed. Code 21.203) (Ed. Code 21.352)(Ed. Code 21.3541) Currently The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state has issued a new teacher appraisal system in 2016/2017, that

will be called the Texas Teacher Evaluation and Support System (TTESS). Districts currently have the authority to only formally appraise teachers once every five school years. Karnack ISD teachers are formally evaluated annually. Principals must complete five informal walkthroughs each week. Principals are evaluated annually on a locally developed plan.

**Proposed**

A committee of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, TTESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of KISD.

a. Karnack ISD has the option to use a locally developed teacher and principal evaluation tool.

b. This instrument will be developed with input from central administration, campus administration, and teachers. It will use staff input, PDAS, TTESS, TPESS, and any other relevant best practice.

c. A minimum of 50% of a campus's teachers must be formally evaluated every year. All teachers must be formally evaluated at a minimum of every third school year. Every teacher will receive a minimum of six, informal walkthroughs per year.

d. All teachers will have an annual summative conference to discuss the year and to set classroom goals and a staff development plan.

e. Principals will continue to be evaluated annually with the option of a locally developed plan.

f. These locally developed plans should reflect the strengths, areas of concern, and goals for Karnack ISD



# COMMENTS

If you have any comments or concerns regarding the KISD District of Innovation Plan, we want to hear from you. Please email us your thoughts to: [adickson@karnackisd.org](mailto:adickson@karnackisd.org).

Thank you





