

New Summerfield ISD

District of Innovation Plan (HB 1842)

HB 1842, of the 84th Legislative Session, allows public schools to have more flexibility. This provides districts with the opportunity to meet the needs of our students and community.

Districts of Innovation provide opportunities for:

- Greater local control.
- Increased flexibility governing education programming.
- Empowerment to innovate and think differently.

This plan would go into effect for the 2022-2023 school year through the 2026-2027 school year. The plan could be amended at any time by the committee with approval by the Board of Trustees. We feel this is a great opportunity for our local district to tailor plans based on the needs of our students and community. We are seeking permission to start the process of renewing our district of innovation plan. We have identified nine areas that we believe will help us meet our goals. The areas identified are:

1. Teacher Contract Days
2. Teacher Contracts
3. Teacher Appraisals
4. School Calendar (Start Date)
5. Teacher Certifications
6. School Health Advisory Council (SHAC)
7. K – 4 Class Size Waiver
8. Inter-District Transfers
9. Professional Development / Mentor Teachers

District Innovation Committee

Joe Brannen	Superintendent
Craig Wilcox, Ed.D.	Assistant Superintendent
Josh Faucett	High School Principal
Rachael Rogers	Junior High Principal
Angie Tucker	Elementary Principal
Peggy Craft	Elementary Assistant Principal
DeAnna Molloy	Counselor
Troy Jenkins	Technology Director
Lanita Coleman	Business Manager
Susanne Reid	ACE Director
Drew Kelly	Maintenance Director
Robin Pilette	Teacher
Portia Wright	Teacher
Tamera Hunt	Teacher
Lora Hall	Teacher
Tom Dullard	Teacher
Carl Bradshaw	Teacher
Michelle Eikner	Teacher
Maria Mendoza	Parent



I. District of Innovation Timeline

- November 8, 2021-** Board adopts Resolution to Initiate Process to Consider District of Innovation Status.
- December 13, 2021-** Public Hearing to discuss District of Innovation and Board approval of District of Innovation Committee members.
- January 4, 2022 -** District of Innovation Committee meeting to discuss District of Innovation.
- January 11, 2022-** Administrative meeting to discuss further options available with District of Innovation plan.
- February 18, 2022-** District of Innovation committee meeting
- February 28, 2022-** District of Innovation Committee meeting to approve plan. Plan posted to website. Notify TEA of a proposed plan.
- March 7, 2022-** District of Innovation staff meeting.
- April 11, 2022-** Board Meeting to approve District of Innovation Plan

II. Term of the Plan

The term of New Summerfield ISD's Innovation Plan will be five years. The plan will become effective upon approval of 2/3 vote of the Board of Trustees. This plan will go into effect with the 2022-2023 school year and conclude at the end of the 2026-2027 school year unless eliminated by the New Summerfield ISD Board of Trustees. The District Innovation Committee will annually assess the effectiveness of the plan. If recommendations are made to amend the plan it would be done as required by law that includes public posting, approval by the committee, and the Board of Trustees.

III. Innovations

Teacher Contract Days

(DCB Legal, DCB Local) (ED. Code 21.401)

Currently, education law defines a teacher contract as a ten month contract equivalent to 187 days. We would propose having the option to reduce teacher contract days from 187 to better align with the current required minutes of instruction with no effect to salaries. This plan would take effect beginning with the 2022-2023 school year.

In subsequent years it will be part of the calendar planning process to maintain the reduced number of contract days.

Innovation Strategy

The reduction in contract days at our current salary schedule would make us more competitive. This plan would increase the daily rate of pay for our teachers.

Teacher Contracts

(DCA Legal, DCA Local, DCB Legal) (ED. Code 21.102)

Currently, education law states that 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.

Innovation Strategy

Restricting the probationary period for a teacher new to the district to one year limits the time period to fully determine the staff member's effectiveness.

The plan would better support teacher growth and gather performance data, experienced teachers, counselors or nurses new to New Summerfield ISD that have been employed in public education for at least five of the previous eight years will be issued a probationary contract for two years from the date of district employment.

Teacher Appraisals

(DN Local, DNA Legal, DNA Local) (ED. Code 21.352, ED Code 21.353)

Currently Texas Education Code requires that state standardized test scores (student growth measure) be used as one of the evaluation measures for teachers and administrators.

Additionally, the New Summerfield ISD Local Policy DNB, district principals and other campus administration shall be appraised annually.

Innovation Strategy

To best improve teaching and learning, we intend to focus our efforts on areas in most need of growth such as new teachers or those in need of improvement. By claiming exemption from TEC 21.352, the district can determine locally the most appropriate appraisal criteria to evaluate its educators. NSISD plan would be as follows:

- Evaluations every third (3rd) year for teachers who are rated Proficient or higher, administrators may choose to evaluate prior to the 3rd year at their discretion.
- Criteria for the off years will include (Campus Administrator may modify exemption at their discretion):
 - Goals set and inputted into DMAC.
 - Minimum of four walkthroughs (two formal and two informal).
 - DATA related to goals set will be turned in at the end of the year and discussed in an annual summative conference.
 - All teachers will have an annual summative conference to discuss the year and to set classroom goals and a staff development plan.
- New teachers to the profession will be evaluated for three years or the length of their probationary contract.
- If a teacher's assignment changes, they would be evaluated the following year in their new assignment.

School Start Date

(EB Legal) (Ed. Code 25.0811)

Currently, students may not begin school before the 4th Monday of August. In the past, districts could apply for waivers to begin earlier.

Innovation Strategy

We would propose moving the start date up one week, or no earlier than the 2nd Monday in August. This would allow the first and second terms to be closer in the number of days of instruction. By moving the proposed start date up earlier it would also align our schedule better with our partnering institute of higher education.

Teachers would begin no earlier than the 1st Monday of August.

Teacher Certification

(DK Legal, DK Local, DK Exhibit) (Ed. Code 21.003, Ed. Code 21.053)

Currently, if the district is unable to find a certified teacher or a teacher is teaching a subject outside their certification, the district has to submit a request to the TEA. The TEA then must either approve or deny this request.

Innovation Strategy

An individual with industry experience could be eligible to teach a CTE course through a local certificate. It would also benefit the district to have the flexibility to employ individuals with college teaching experience on a part-time or full-time certification. It would also benefit the district to have the ability for a certified teacher to be able to teach a subject outside their certification area or in an area that is hard to fill.

By obtaining an exemption from existing teacher certification requirements for dual credit and career and technical/STEM teachers, the District will have the flexibility to hire credentialed community college instructors or university professors in specified content areas in order to afford more students the opportunity to take dual credit courses if certified teachers are not available to teach those courses. In addition, this exemption will afford the District the flexibility to hire professionals in certain trades and vocations to teach crafts of trades and vocations (such as welding, fine arts, medical, etc.) in career and technical/STEM courses if teachers are not available to teach these courses.

The principal would submit a request to the superintendent with the individual's credentials or to allow a non-certified yet highly qualified professional to teach a CTE course, hard to fill area or a certified educator to teach a subject in a related field for which she/he is not credentialed by the state prior to employing the applicant. The superintendent would then either accept or deny the request. The superintendent would then report to the board this action prior to employment. Employees that are not currently SBEC certified will be at-will. The district may establish procedures and timelines for employees to obtain a certification. Parent notification of instructors that do not hold a teaching certificate will not be submitted. A teacher certification waiver, state permit application or other paperwork will not be submitted to the Texas Education Agency.

School Health Advisory Council

(BDF Legal, EHAA Legal, EFA Legal, BBD Legal) (ED Code 28.004)

Currently Texas Education Code requires the local school health advisory council to meet at least four times a year.

Innovation Strategy

The NSISD School Health Advisory Committee shall meet at least once a year. The districts size and the stability of the membership of the SHAC ensures that committee members are aware of the needs of the district's students and are often able to review and revise plans in fewer than four meetings. The members of the SHAC and the NSISD Board of Trustees should determine how often the committee will meet.

Class Size Waivers

(EEB Legal) (Ed. Code 25.112) (Ed. Code 25.113)

Currently, K-4 classes must be kept at a 22 to 1 teacher ratio. When class sizes exceed this limit, districts must submit a waiver to TEA. If approved, the district must notify parents by specifying the class for which an exemption from the limit imposed was granted and state the number of children in the class for which the exception was granted.

Innovation Strategy

The class size exemption would allow the district the flexibility based on financial and staffing needs to adjust class size accordingly. Our goal will remain to have small class sizes. However, in the event that it is necessary to exceed this ratio, the superintendent will report to the board of trustees.

Inter-district Transfers

(FDA Legal, Local) (Ed. Code 25.036)

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

Innovation Strategy

Transfer students are expected to follow the attendance requirements, rules and regulations of 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, New Summerfield ISD seeks exemption from the one-year transfer commitment.

Professional Development/ Mentor Teachers

(DEAA Legal) (Ed. Code 21.451; Ed. Code 21. 458)

TEC 21.458 and TEC 21.451 sets requirements for staff development and eligibility requirements for teacher mentors and mentees. TEC 21.451 states that the staff development provided by a school district to an educator other than a principal must be conducted in accordance with standards developed by the district and designed to improve education in the district. TEC 21.458 provision states that the district may only assign a mentor to a teacher with less than two years of teaching experience, despite the fact that a teacher at any level of

experience may benefit from a mentor-mentee relationship. The District needs the flexibility to assign mentors to more experienced teachers in need of assistance. The statute also sets eligibility requirements for mentor teachers, which limits the available pool of mentor teachers

Innovation Strategy

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. The District will exercise local discretion in assigning teachers to serve as mentors based on a variety of factors, including experience, knowledge, and areas of instruction targeted for improvement or innovation.

