

KIRBYVILLE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT



Local

Innovation

Plan 2018-2023

HB 1842, of the 84th Legislative Session,
allows Texas districts to qualify as a District of Innovation.
Districts of Innovation are able to gain local control of certain operations
that are currently under the control of the Texas Education Agency.



RESOLUTION

RESOLUTION TO INITIATE THE PROCESS OF EXPLORING THE OPTION OF DESIGNATING KIRBYVILLE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT AS 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

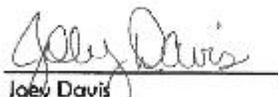
WHEREAS, the Kirbyville Consolidated Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

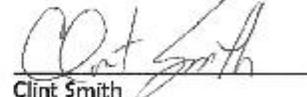
NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Kirbyville Consolidated Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held within 30 days to consider whether the District should develop a local innovation plan for the designation of the District as a District of Innovation and that within 30 days of the public hearing the Board of Trustees of Kirbyville Consolidated Independent School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a District of Innovation.

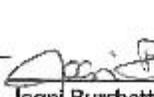
Adopted this 27th day of November, 2017, by the Kirbyville CISD Board of Trustees.

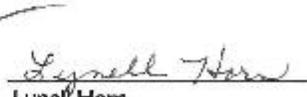

Chad George
President, Board of Trustees


Joey Davis
Vice-President, Board of Trustees

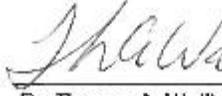

Clint Smith
Secretary, Board of Trustees


Joe Brecht
Board Member


Joani Burchett
Board Member


Lynell Horn
Board Member


Chad Wiggins
Board Member


Dr. Thomas A. Wallis
Superintendent

TIMELINE OF EVENTS

Thursday, October 19, 2017 – 9:00am, Kirbyville CISD Administration Building

Initial meeting with administrative staff to discuss preliminary thoughts and to begin identifying possible members of the District of Innovation Committee

Monday, November 27, 2017 – 7:00pm, Kirbyville CISD Administration Building

Board of Trustees approval of a resolution to hold a public hearing to discuss the possibility of using HB 1842 to be designated a District of Innovation (TEC 12A.001 (c)(1))

Monday, December 18, 2017 – 5:30pm, Kirbyville CISD Administration Building

Public hearing to explain the process of becoming a District of Innovation and to hear from the community (TEC 12A.002 (b)(2), 12A.003)

Board of Trustee approval to pursue the designation of District of Innovation, and the appointment of a committee to develop a plan (TEC 12A.002 (b)(2), 12A.003)

Thursday, February 1, 2018 – 3:45pm, Kirbyville CISD Administration Building

Initial meeting of the District of Innovation Committee

Monday, February 19, 2018 – 3:45pm, Kirbyville CISD Administration Building

Second meeting of the District of Innovation Committee

Wednesday, March 21, 2018 – 3:45 p.m., Kirbyville CISD Administration Building

Meeting to finalize draft District of Innovation Plan

Thursday, March 22, 2018 – 3:00 p.m., Kirbyville CISD Website

Draft District of Innovation Plan posted to the Kirbyville CISD website for 30 days (TEC 12A.005 (a)(1))

Thursday, March 22, 2018 – 2:00 p.m., via email from Dr. Thomas A. Wallis, Superintendent of Schools

Commissioner notified of Board's intent to vote on the District of Innovation Plan

Thursday, April 26, 2018 – 9:00 a.m., Kirbyville CISD Administration Building

District Leadership Team Public Meeting (TEC 12A.005(a)(3))

Approval of Final Plan by District Leadership Team

Monday, May 21, 2018 – 7:00 p.m., Kirbyville High School Band Hall

Board approval of the District of Innovation Plan by unanimous vote (TEC 12A.005 (a)(1))

Thursday, May 24, 2018 – 2:00 p.m.

Finalized District of Innovation Plan posted to the Kirbyville CISD website for 30 days (TEC 12A.005 (a)(1))

Thursday, May 24, 2018

District of Innovation Plan sent to Commissioner (TEC 12A.005 (a)(2))

DISTRICT OF INNOVATION COMMITTEE

NAME

COMMITTEE POSITION

Dr. Thomas A. Wallis	KCISD Superintendent of Schools
Georgia Sayers	KCISD Assistant Superintendent
Cay Kent	KCISD Chief Financial Officer
Kristi Gore	Principal, Kirbyville Elementary
Rod Anderson	Principal, Kirbyville Junior High School
Lynn Hogg	Principal, Kirbyville High School
Lynell Horn	KCISD Board Member
Joani Burchett	Parent / Kirbyville CISD Board Member
Stacy Dominy	Parent / Community Member
Jody Jones	Parent / Community Member
Brooke Owen	Parent / Teacher, Kirbyville Elementary Teacher
Leah Richardson	Parent / Teacher, Kirbyville Junior High School
Leslie Williams	Parent / Teacher, Kirbyville Elementary School
Robin Dodson	Teacher, Kirbyville High School
Katie Doughty	Teacher, Kirbyville Junior High School
Martha Morian	Teacher, Kirbyville High School

KIRBYVILLE CISD INNOVATION PLAN

INTRODUCTION

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from certain mandates including the uniform school start date and required minutes of instruction.
- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.

On November 27, 2017, the Kirbyville Consolidated Independent School District Board of Trustees ("Board") passed a Resolution to explore the development of a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On November 27, 2017, the Board appointed a 16-member District of Innovation Committee ("Committee") comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, board members and administrators. On December 19, 2017, the Board of Trustees conducted a public forum and accepted input on the proposed District of Innovation Plan ("Plan"). The Committee met on February 19, 2018 and March 21, 2018, to discuss public input and draft the Local Innovation Plan ("Plan"). Based on the input received from the community, the Committee made adjustments to the plan, and then approved the plan by a unanimous vote. The Kirbyville CISD Board of Trustees considered the Plan at its regular meeting on April 23, 2018.

TERM

The term of the Plan is for five years, beginning August 6, 2018 and ending August 5, 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

AREAS OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

1. School Start and End Date

Exemption from: TEC §25.0811; TEC §25.0812

Related Board Policies: EB LEGAL

Manner in which statute inhibits the goals of the plan

TEC 25.0811 states that a school district may not begin student instruction before the 4th Monday of August. TEC 25.0812 states that a school district may not schedule the last day of school before May 15. The current process allows no 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.

Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. 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.

Innovation Strategies

- a. Relief from the statute will allow Kirbyville CISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes requirement, rather than days.
- b. Alignment of the district calendar with local universities, advanced placement exams, and STAAR timelines.
- c. Provide for increased local control of the instructional calendar in order to be responsive to community needs.

2. Instructional Minutes / Length of Instructional Day / Early Release Days

Exemption from: TEC 25.081

Relevant Board Policies: EB LEGAL

Manner in which statute inhibits the goals of the plan

TEC 25.081 requires that a school district provide at least 75,600 minutes of instruction each school year, including intermission and recess. School districts must seek a waiver of this requirement from TEA in order to provide fewer than the required number of instructional minutes in the case of natural disaster or calamity. This requirement restricts the District in the development of the academic calendar, including the scheduling of early release days and staff development days.

TEC 25.081(e) references a day of instruction as 420 minutes.

Innovation Strategies

- a. The district seeks relief from this section in order to provide staff development before the start of instruction, as well as additional days throughout the school year. These non-instructional days have been purposefully placed throughout the calendar to allow teachers to plan instruction based on student instructional data in addition to engaging in relevant, targeted professional development.
- b. The district seeks additional flexibility to schedule early release days in the calendar in order to provide for student and district needs.

3. Teacher Certification

Exemption from: TEC §21.003; TEC §21.053; TEC §21.057

Relevant Board Policies: DBA LEGAL/LOCAL; DK LEGAL/LOCAL

Manner in which statute inhibits the goals of the plan

TEC 21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor 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 a 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 for Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district.

TEC 21.053 requires a teacher to present his or her certificate to the District before their employment contract will be binding, and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at the time.

TEC 21.057 requires that the District provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive instructional days.

Innovation Strategies

a. The District will maintain its current 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 equipped to effectively perform the duties of the position in question.

b. For grades 5-12, the campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach a course or grade level for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject. Special education and bilingual teachers must continue to be SBEC certified.

c. An individual with experience in the content of an elective course could be eligible to teach a vocational skill or elective course through a local teaching certificate. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject. Examples: an experienced homebuilder teaching a building trades course, a licensed corrections officer teaching a criminal justice course, or a retired CPA teaching an entry level accounting course.

d. Whenever possible, instructional planning for the uncertified teacher's course will be created in partnership with certified teachers in the same field. Uncertified teachers will be provided teacher mentoring, increased observations and feedback, professional development or instructional resources, or other supports.

e. The superintendent will report this action to the Board of Trustees at the first board meeting following the assignment.

f. Teacher certification waiver requests, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. The District will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

4. Probationary Contracts

Exemption from: TEC 21.102(b)

Relevant Board Policies: DCA LEGAL

Manner in which statute inhibits the goals of the plan

For experienced teachers new to the district, the probationary period 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. A one year probationary period is not sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract renewal

timelines demand that employment decisions be made prior to District receipt of state assessment results.

Innovation Strategies

For experienced teachers, counselors, or nurses 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 two years. All other teachers hired in the District may remain on probationary status for three years, and may be issued a fourth year of probation in accordance with TEC 21.102(c).

5. Professional Development / Mentor Teachers

Exemption from: TEC 21.451; TEC 21.458

Relevant Board Policies: DEAA LEGAL

Manner in which statute inhibits the goals of the plan

TEC 21.451 prescribes staff development requirements for educators. These requirements impede the District's ability to provide timely professional development to employees based on newly emerging issues, data, and student needs.

TEC 21.458 sets eligibility requirements for teacher mentors and mentees. This 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 Strategies

- a. 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.
- b. 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.

RESOLUTION

RESOLUTION TO INITIATE THE PROCESS OF EXPLORING THE OPTION OF DESIGNATING KIRBYVILLE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT AS 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 Kirbyville Consolidated Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

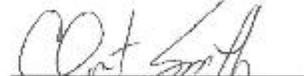
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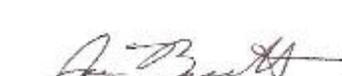
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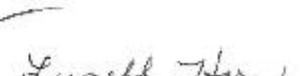

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