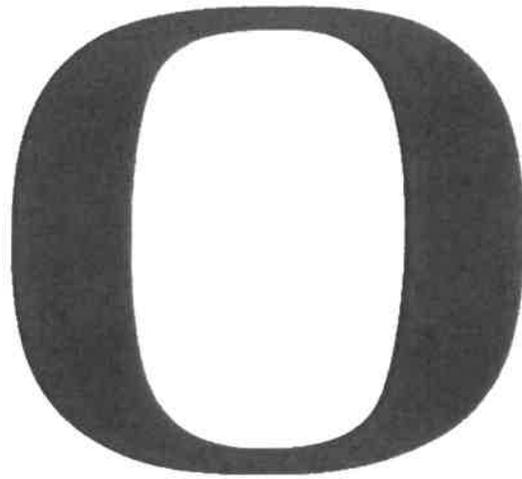


ORANGEFIELD

INDEPENDENT SCHOOL DISTRICT



Local Innovation Plan 2018-2022

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.

AMENDED: MAY 28, 2020

TIMELINE OF EVENTS

Monday, February 27, 2017- 9:00 am, OISD Administration Building

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

Monday, April 10, 2017 – 9:00 am, OISD Administration Building

Meeting with administrative staff to further discuss the designation and to identify possible member of the District of Innovation Committee

Monday, April 24, 2017 – 5:30 pm, High School Library

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))

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)

Wednesday, May 10, 2017 – 3:30 pm, OISD Meeting Room

Initial meeting of the District of Innovation Committee

Wednesday, May 17, 2017 – 3:30 pm, OISD Meeting Room

Second meeting of the District of Innovation Committee

Thursday, November 16, 2017 – 10:00 am

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

Monday, November 27, 2017 – 8:00 am

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

Thursday, December 14, 2017 – 5:00 pm, OISD Meeting Room

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

Approval of Final Plan by District Leadership Team

Monday, December 18, 2017 – 5:30 pm, High School Cafeteria

Board approval of the District of Innovation Plan by at least a 2/3 majority (TEC 12A.005 (a)(1))

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

District of Innovation Committee

NAME	COMMITTEE POSITION
Ronnie Risinger	Board of Trustees Representative
Stephen Patterson	Superintendent
Shaun McAlpin	Asst. Superintendent
Kim Smalley	Dir. Of Curriculum of Instruction
Zach Quinn	Principal, Orangefield High School
Deena VanPelt	Principal, Orangefield Junior High
Amanda Jenkins	Principal, Orangefield Elementary
Veronica Johnson	Teacher, Orangefield High School
Misty Bellard	CTE Teacher, Orangefield High School
Heggie Coulter	Teacher, Orangefield Junior High
Casey Marshall	Teacher, Orangefield Elementary
Lynn Risinger	Parent / Community Member
Nancy Ashworth	Parent / Community Member
Elizabeth Baca	Parent / Community Member

OISD 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 an 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 April 24, 2017 the Orangefield Independent School District's 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 April 24, 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, and administrators. The Committee met on May 10, 2017, and May 17, 2017 to discuss and draft the Local Innovation Plan ("Plan"). The Committee met again on December 14, 2017, to conduct a public forum and accept input on the proposed District of Innovation 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 OISD Board of Trustees will consider the Plan at its meeting on December 18, 2017.

TERM

The term of the Plan is for four years and five months, beginning January 1, 2018 and ending May 30, 2022, 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

The 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 OISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minute's 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 provides 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 for 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. Kindergarten – Grade 4 Class Size Reporting Requirement

Exemption from: TEC 25.112; TEC 25.113

Related Board Policies: EEB LEGAL/LOCAL

Manner in which statute inhibits the goals of the plan

TEC 25.112 requires districts to maintain a class size of 22 students or less for Kindergarten – 4th Grade classes. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency. These waivers are never rejected by TEA. This is a bureaucratic step that serves no purpose.

TEC 25.113 requires school districts to notify parents of waivers or exceptions to class size limits. In many cases, the class has returned to a smaller student to teacher ratio before the waiver is even approved negating the need for this notice.

Innovation Strategies:

- a. OISD believes in a low student to teacher ratio in all of its classrooms. The District has a goal of 18:1 in K-4 and 24:1 in 5-12. OISD will begin each school year with enough teachers to establish a student to teacher ratio of at least 22:1 or less in each K-4 homeroom class. In the event that any class size exceeds this ratio during the school year, the superintendent will report this information to the Board of Trustees. Decisions regarding the appropriate student to teacher ratios will be made at the local level, taking into consideration the age and grade level of the students, the subject matter of the class, the needs of individual teachers and student groups, and the availability of additional instructional staff members.
- b. A TEA waiver request will not be filed when a K-4 classroom exceeds the 22:1 ratio.
- c. Parents of students in K-4 classrooms that exceed a ratio of 22:1 will continue to be notified as per TEC 25.113.

4. Teacher Certification

Exemption from: TEC §21.003; TEC §21.053; TEC §21.055; 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 21.055 states that if a teacher is not certified, the District may issue a teaching permit to employ the individual. This process requires notice to the Commissioner and its usefulness is extremely limited. Additionally, the language of this section could be construed to prohibit the issuance of a local teaching certificate.

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.
- 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.

5. 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 the fourth year of probation in accordance with TEC 21.102(c).

6. 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 TO INITIATE DESIGNATION AS A DISTRICT OF INNOVATION

WHEREAS, the Orangefield ISD Board of Trustees is committed to our mission and vision of developing highly motivated lifelong learners who will be innovative leaders prepared to be successful in a global society and responsible citizens as a result of equal opportunities for all students, supported by parental involvement and enhanced by a dedicated and knowledgeable staff; and

WHEREAS, Section 12A of the Texas Education Code provides Texas public school districts the opportunity to be designated as Districts of Innovation if the district's most recent performance rating 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, Texas districts designated as Districts of Innovation may be exempted from certain state laws; and

WHEREAS, the Orangefield ISD Board of Trustees seeks to support innovation and local initiatives to improve educational outcomes for the benefit of our students and community; and

WHEREAS, the Orangefield ISD Board of Trustees believes that increasing local control over district operations and decision-making can help achieve our mission; and

WHEREAS, Section 12A.003 of the Texas Education Code requires districts seeking to be designated as Districts of Innovation develop a Local Innovation Plan providing for a comprehensive educational program and identifying the requirements imposed by the Texas Education Code that inhibit the goals of the Local Innovation Plan; and

WHEREAS, the Orangefield ISD Board of Trustees believes that any proposed Local Innovation Plan should be developed in collaboration with the community and district stakeholders.

NOW, THEREFORE BE IT RESOLVED the Orangefield ISD Board of Trustees 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, the Orangefield ISD Board of Trustees will promptly hold a public hearing to obtain input from the community and district stakeholders to consider whether the district should develop a Local Innovation Plan for the designation of the district as a District of Innovation and within 30 days of the public hearing the Board of Trustees of Orangefield ISD shall appoint an innovation plan committee to develop a Local Innovation Plan or decline to pursue designation as a District of Innovation.

Adopted this 24 day of April, 2017.

President: Bruce Perry Date: 4/25/17

Vice President: Marcus Whig Date: 25-APR-2017

Secretary: Kathy Date: 4/25/17

~~Treasurer~~ Board Member: Brad Fox Date: 4/25/17

Board Member: Gene B. Fremont Date: 4/25/17

Board Member: Donna Date: 4-25-17

Board Member: Jude Coffey Date: 4-25-17

PROPOSED AMENDMENT TO ORANGEFIELD ISD DISTRICT INNOVATION PLAN
ORIGINALLY APPROVED BY BOARD on DECEMBER 18, 2017

Area of Innovation:

Within our current local innovation plan, 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.

Orangefield ISD has determined a need to apply for an amendment to our District Innovation Plan to allow exemptions to allow us extended flexibility under:

Texas Education Code: §22.004(i)

Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Related Board Policies: CRD (LEGAL) and CRD (LOCAL)

Manner in which statute inhibits the goals of the plan:

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Orangefield ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This provision limits the District's ability to be innovative in employee recruitment and retention, as well as limiting the District's ability to implement innovative health and wellness programs designed to reward employees who exercise good wellness preventive practices and better self-care. Such programs would improve employee attendance and well-being, which would also allow Orangefield ISD to provide higher quality and more innovative instructional opportunities to its student. This provision is in direct contradiction to the wishes of the Orangefield ISD Board of Trustees who represent community interests in this matter.

Texas Education Code, Section 22.004 is not included in the list of prohibited exemptions for a District's local innovation plan pursuant to Texas Education Code 12A.004, nor in the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309

Innovation Strategies:

Increased local control of the group health benefits plan will allow the District to be more responsive to employee and community needs. The ability to design and offer better and more uniquely tailored group health benefits will allow the District greater latitude in recruitment of high quality faculty members, as well as allowing the District to create more effective health and wellness programs to improve employee attendance. These improvements will enhance the District's ability to deliver quality innovative educational opportunities for our students.

AMENDMENT APPROVED:

District Improvement and Planning Committee

ATTACHED

Date: *4/27/2020*

ORANGEFIELD ISD BOARD OF TRUSTEES:

Marshall King, V.P.

Board President

Bob Fry

Board Secretary

Date:

05.28.20

**District of Innovation
Committee Meeting 4-27-20
10:30 a.m.**

Kim Smalley	Dir. Of Curriculum of Instruction ✓
Zach Quinn	Principal, Orangefield High School ✓
Rea Wrinkle	Principal, Orangefield Junior High ✓
Misty Bellard	CTE Teacher, Orangefield High School ✓
Heggie Coulter	Teacher, Orangefield Junior High ✓
Casey Marshall	Teacher, Orangefield Elementary ✓
Lynn Risinger	Parent / Community Member ✓
Nancy Ashworth	Parent / Community Member ✓
Shaun McAlpin	Superintendent ✓

*Attendance:
George Meert
VIA ONLINE
4-27-2020
[Signature]*