

Dublin Independent School District



2022-2027

District of Innovation Plan

## **District of Innovation**

During the 84<sup>th</sup> Legislative Session, HB 1842 was passed, allowing Texas public schools to become Districts of Innovation. This designation allows school districts to obtain exemptions from certain provisions of the Texas Education Code. Dublin ISD is exercising this opportunity to gain more local control and flexibility in order to improve educational outcomes for the benefit of the students and community.

Dublin ISD took the first step in exploring this opportunity when the Dublin ISD Board of Trustees approved a resolution initiating the process in March, 2017 and approved the plan in May, 2017. In February of 2022 the District began the process of renewing the plan and posted online for at least 30 days. Following the 30 days online, the District's Renewal of the Plan of Innovation will go back to the Board for approval.

The term of the Renewed Local Innovation Plan will begin at the start of the 2022-2023 school year and end with the 2026-2027 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The committee will revisit the plan annually to ensure that the recommendations are still in line with the needs and wishes of the district.

## **District of Innovation Committee Members**

<b>Raymond Salinas</b>	<b>Board of Trustees, Vice President</b>
<b>David Leatherwood</b>	<b>Mayor</b>
<b>Melissa Summers</b>	<b>Superintendent</b>
<b>Terri White</b>	<b>Assistant Superintendent</b>
<b>Kassi Eads</b>	<b>Business Manager</b>
<b>Kalley Mitchell</b>	<b>Director of Special Education</b>
<b>Dr. Norma Briseno</b>	<b>High School Principal</b>
<b>Paige Johnson</b>	<b>Junior High School Principal</b>
<b>Amanda Lisso</b>	<b>Intermediate School Principal</b>
<b>Brandy Carr</b>	<b>Elementary School Principal</b>
<b>Maegan Ralston</b>	<b>Intermediate School Counselor</b>
<b>Celinda Journey</b>	<b>Community Member</b>
<b>Reyna DeLeon</b>	<b>Parent</b>
<b>Cassidy Miller</b>	<b>Elementary Teacher</b>
<b>Brenda Juarez</b>	<b>Intermediate Teacher</b>
<b>Susan DiCiccio</b>	<b>Jr. High School Teacher</b>
<b>Lisa Weaver</b>	<b>High School Teacher</b>

## 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 of regulation 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. Uniform School Start and End Date Exemption

(EB LEGAL)(TEC 25.0811, TEC 25.0812)

Rationale: Relief from this statute could potentially allow the following:

- increased flexibility in determining the start and end of the instructional calendar will increase student achievement, improve attendance, and better allow the district to meet the social and emotional needs of the students.
- The instructional days of the fall semester (finishing before the Christmas holidays) could be increased, making the number of days closer to equal the days of the spring semester. This allows for a more balanced approach to the scope and sequence of all classes, but greatly benefits single semester courses.
- Allows for a more equal distribution of the number of days in each grading period
- More options for professional development opportunities during the school year.
- Flexibility the first week of school-students would not have a full week.
  - Start date would be no earlier than August 1st.
  - End date would be no earlier than May 1<sup>st</sup>.

### 2. State Certification requirements for Teachers and Other Educators

(DBA LEGAL, DBA LOCAL)(TEC 21.003, TEC 21.053)

Rationale: By exempting the District from this law, the District could allow the following:

- The flexibility to hire teachers to teach hard-to-fill, high demand dual credit, career and technical/STEAM courses.

### 3. Instructional Minutes/Length of Instructional Day/ Early Release Days

(EC LEGAL)(TEC 25.081)

Rationale:

- Exemption from the 420 minute day or the 75,600 minutes per year requirement would allow Dublin ISD the flexibility needed to alter

the school day schedule on selected days, whenever it was locally determined as necessary or beneficial to the district and its stakeholders. 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 a 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.

- 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. The district seeks additional flexibility to schedule early release days in the calendar in order to provide for student and district needs.

#### **4. Teacher Employment Contracts**

(DC LEGAL)(TEC 21.401)

Rationale: With the implementation of TEC 25.081, which changed the required number of “days of instruction” to “minutes of instruction,” the law did not address contract days for teachers to better align with the “minutes of instruction” requirement.

- DISD would like to have the freedom to consider the reduction in contract days to better align teacher contracts with the number of days students are in attendance.

#### **5. Probationary Contracts**

(DCA LEGAL)(TEC 21.102)

Rationale: Current law states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with the district. This period of time is not sufficient to evaluate the teachers' effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end of year classroom and student data.

- 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, new to the profession or with less than five years of experience, 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).

## **6. School Health Advisory Council Meetings**

TEC 28.004

Rationale: Currently TEC 28.004 states that a school district shall establish a local school health advisory council (SHAC). While the district has established a SHAC, it will claim an exemption to section 28.004. An exemption would allow local control by the board of trustees, district administration, and the SHAC committee members to make determinations regarding the SHAC, such as the required number of meetings per year, the notices and retention of meeting minutes, the appointment and make-up of SHAC members and officers, the recording of meetings, and the adoption of curriculum material for the District's health education instruction.

- The SHAC will meet twice per year—once in the Fall and once in the Spring.
- The Board will be kept informed following each SHAC meeting.
- Increased local control of the SHAC processes and procedures will allow Dublin ISD to be adaptive to the district's local community values regarding the district's health education instruction.

## **7. School Counselor Responsibilities**

(TEC 33.006)

Rationale: To best serve Dublin ISD students, decisions on counselor duties and allocation of work time will be locally determined.

- This exemption will grant Dublin ISD greater flexibility in appropriately allocating limited resources to accomplish necessary district goals and to better meet student needs.

## **8. Unauthorized Persons: Refusal of Entry, Ejection, Identification**

(TEC 37.105)

Rationale: To better ensure the safety and security of students and staff in Dublin ISD, we propose that the District not be required to issue a warning before a guest may be ejected or given a written notice of how to appeal the ejection. This flexibility would allow designated staff members the authority to remove guests whose behavior is deemed inappropriate without warning or written notice.

## **Timeline for Dublin ISD District of Innovation Plan**

<b>Date</b>	<b>Action</b>
March 24, 2017	Initial Meeting with Leadership Team to discuss preliminary thoughts on District of Innovation
March 31, 2017	Board Approval of Resolution
April 5, 2017	District Site-Based meeting to discuss District of Innovation
April 17, 2017	Public hearing by School Board to consider pursuing District of Innovation Plan
April 17, 2017	Board appoints committee to develop a Plan of Innovation
April 18, 2017	District of Innovation Committee meets for training and creation of a plan
April 20, 2017	District SBDM committee to approve the plan
April 21, 2017	District of Innovation plan posted online
April 21, 2017	District of Innovation plan submitted to commissioner
May 22, 2017	Board of Trustees approval of plan
March 5, 2020	District SBDM committee to approve amendment
June 15, 2020	Board of Trustees approval of amendment to plan
June 22, 2020	District of Innovation plan posted online
April 7, 2021	District SBDM committee to approve amendment
May 17, 2021	Board of Trustees approval of amendment to plan
May 18, 2021	District of Innovation plan posted online
May 18, 2021	District of Innovation plan submitted to commissioner
February 18, 2022	District of Innovation Committee meets for renewal of plan
February 18, 2022	District of Innovation plan for renewal posted online
February 18, 2022	Intent to Renew submitted to commissioner

February 23, 2022	District SBDM committee to approve the renewal of plan
March 22, 2022	Board of Trustees approval of renewal of plan
April 4, 2022	Notice of Adoption of Renewal submitted to commissioner
August 25, 2022	District SBDM committee to approve amendment
August 29, 2022	Board of Trustees approval of amendment to plan
September 1, 2022	District of Innovation plan posted online
September 1, 2022	District of Innovation plan submitted to commissioner
August 23, 2023	District SBDM committee to approve amendment
August 28, 2023	Board of Trustees approval of amendment to plan
August 29, 2023	District of Innovation plan posted online
August 29, 2023	District of Innovation plan submitted to commissioner
February 23, 2024	District SBDM committee to approve amendment
February 26, 2024	Board of Trustees approval of amendment to plan
February 28, 2024	District of Innovation plan posted online
February 28, 2024	District of Innovation plan submitted to commissioner