

**Paducah ISD**

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**RESOLUTION TO CONSIDER DESIGNATION AS 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 Paducah 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 Paducah 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 Paducah 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 15th day of November, 2018, by the Paducah ISD Board of Trustees.

  
\_\_\_\_\_  
Presiding Officer

  
\_\_\_\_\_  
Secretary

Sign In Sheet

12/13/18—District of Innovation Committee Meeting

1. Lexi McCroy

2. Leslie Hutchinson

3. John

4. P. Watson

5. S. Waulmer

6. Karen Elliott

7. Carla Rushin

8. John Ford

9. Ford

10.

11. Harry Winters

12.

# Paducah ISD

## DISTRICT OF INNOVATION Plan

### 2019-2024

House Bill (HB) 1842, passed during the 84<sup>th</sup> Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Paducah ISD is utilizing HB 1842, of the 84<sup>th</sup> Legislative Session, in order to have more local control in certain areas. HB 1842 allows traditional public schools to have some of the same local flexibility that public charter schools have always been allowed. We feel this is an opportunity for our district to modify certain areas based upon the needs of our students and community.

Once approved by the Commissioner of Education, the Local School Board and the District of Innovation Committee, this plan will be in effect for the 2019-2020 school year through the 2023-2024 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

## **Paducah ISD District of Innovation Timeline:**

November 15, 2018 Board of Trustees adopted a resolution to initiate the District of Innovation Plan.

November 15, 2018 Public Hearing on District of Innovation held by the Board of Trustees.

November 15, 2018 Board of Trustees approved a District of Innovation Committee.

December 13, 2018 District of Innovation Committee meeting to review/discuss Draft DOI Plan.

December 13, 2018 District of Innovation Committee meeting to hold public hearing on Finalized Version of the DOI Plan.

December 13, 2018 District of Innovation Committee vote to approve Finalized Version of the DOI Plan.

December 17, 2018 PISD Board of Trustees approve delegating authority to Superintendent to Publish Innovative Plan on District Website and notify Commissioner of Education.

December 18, 2018 Post District of Innovation Plan on District Website for 30 Days.

December 18, 2018 Board notifies the Texas Commissioner of Education of intention to vote on plan.

January 21, 2019 Recommend final DOI plan to Board of Trustees for approval. Board of Trustees approved DOI Plan.

January 22, 2019 Board of Trustees formally notifies Texas Commissioner of Education of approved plan. Final DOI Plan will be place on District Website.

March 29, 2019 Update all Policy Changes with TASB.

March 9, 2020 Site based approval to amend DOI Plan

March 9, 2020 PISD Board approval to amend DOI Plan

## INNOVATION PLAN - Requested Exemptions

### Uniform Start Date

#### *Exemption:*

- TEC 25.0811 and 25.0812 First Day of Instruction (Starting before the 4<sup>th</sup> Monday of August) and Last Day of Instruction (Ending before May 15<sup>th</sup>) (EB Legal)

#### *Plan:*

- Review annually the calendar to determine what is best for students and the community and set school start and end dates accordingly

#### *Benefit:*

- Allowing more balanced 6 weeks and semester schedules
- Increased instructional time prior to administration of STAAR/EOC exams
  - Allows district to determine locally, on an annual basis, what best meets the needs of the students and the local community.

### Teacher Certification

#### *Exemption:*

- TEC 21.002 Teacher Employment Contracts and TEC 21.003 Certification Required (DK Legal and Local)

#### *Plan:*

- In order to best serve the students of PISD, decisions on certification will be determined locally
  - The principal may submit in writing to the superintendent a request to allow a certified teacher to teach subjects out of their field(s) of certification.
    - The principal must specify the reason for the request and
    - The principal must show what credentials the teacher possesses that would qualify the individual to teach the subject
  - An individual with college teaching or industry experience could be eligible to teach a course through a local teaching certificate.
    - The principal will submit the request to the superintendent with all the individual's credentials
    - The superintendent will then approve the request if

- they feel the individual could be an asset to the students and program
    - The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment
    - The employee will be at-will
  - o The superintendent may approve teaching certificates from states other than Texas
    - The superintendent will report this action to the Board of Trustees prior to the individual beginning any employment
    - The teacher will be given a probationary contract until they have received a Texas teacher certification

***Benefit:***

- Provide more flexibility in scheduling
- Provide more options for students in class offerings
- Provide industry certified and/or trade professionals to teach specialized certification courses
- Provide opportunity to employ part-time professionals to teach specialty courses
- More realistic requirements for professionals to transition from industry to teaching
- Streamline hiring process for out-of-state teachers

(\*\*\*\*Note—All Special Education and Bilingual Teachers must continue to be SBEC certified).

**Teacher Contract Days**

***Exemption:***

- TEC 21.401 Minimum Service Required (teachers on 10 month contract must provide a minimum of 187 days of service) (DCB Legal and Local)

***Plan:***

- Reduce teacher contract days to match the adopted school calendar

***Benefit:***

- Provide teachers more flexibility during summer months to seek out beneficial staff development that relates to their field
- Daily Rate will be consistent with a 187 Day calendar
- Improve teacher morale
- Enhance teacher recruitment
- It will be part of the calendar planning process to reduce the number of teacher contract days, contract days will not exceed the 187 days but will not be reduced below 182 days.

## **Inter-District Transfers**

### ***Exemption***

- TEC 25.036 Districts transfers are for an entire school year. (FDA Local)

### ***Plan***

- PISD would follow FDA Local policy requiring nonresident students 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 will be evaluated.
- Transfer students are required to follow the attendance requirements, rules and regulations of the district.
- Transfer status may be revoked by the superintendent at any time during the school year if the student is assigned disciplinary consequences such as suspension (in school or out of school), placement at the DAEP, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the student's transfer status.

### ***Benefit:***

- Allows PISD the flexibility to revoke transfer students, who on rare occasions, violate the transfer policy.
- Allows PISD to better utilize school resources for the benefit of the district.

## **Probationary Contracts**

### ***Exemption***

- TEC 21.102 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. (DCA LEGAL)

### ***Plan***

- Allow provision for PISD to place an experienced teacher, new to the district, who has been employed as a teacher in public education for at least five of the previous eight years, on a probationary contract for up to two years from the date of employment.

**Benefit:**

- This exemption would allow PISD to make a more informed and educated decision on determining the contract status of the experienced teacher by the end of the second year. One year is not always sufficient to determine the effectiveness of a teacher.

**DAEP, Teacher****Exemption**

- TEC 37.008(a) (7), TAC 103.1201 (h) (1) Requirement that a DAEP Program employ only teachers who meet all certification requirements. (FOCA LEGAL)

**Plan**

- Train paraprofessional staff and substitutes to perform DAEP duties to enhance student learning while in placement.
- Subject teachers will check on and support DAEP student(s) during conference periods.

**Benefit**

- Utilize certified instructors more effectively with their assigned classroom.

**School Health Advisory Council (SHAC) Meetings****Exemption**

- TEC 28.004 Requirement that SHAC Committee meet at least four times per year. (BDF LEGAL)

**Plan**

- Reduce the number of SHAC meetings to two meeting per year. Hold one meeting at the beginning of the year to determine goals/objectives, and a meeting and report at the end of the year to the school board concerning the completion of SHAC results on meeting annual goals/objectives.



## **Benefit**

- The District 's size and the stability of the membership the SHAC committee ensures that committee members are aware of the needs of the district's students and are often able to review, advise, and revise plans in fewer than four meetings. The PISD Board of Trustees and the members of the SHAC committee should determine how often the committee should meet.

## **Amended 3/9/2020**

### **§22.004(i) Group Health Benefits for School Employees**

*Currently, the 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.*

### **Proposed**

The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Paducah 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 is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.

### **Local Guidelines**

Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

## Figure 19 TAC §102.1307(d)

### Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan July 2019 - June 2024

Plan applies to  Entire District Paducah ISD  
 Campus (list)  
 Other (please describe)

## Chapter 11 School Districts

### Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5) (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

### Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

## Chapter 21 Educators

### Subchapter A - General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification, Contract Void

### Subchapter B Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

### Subchapter C Probationary Contracts

### Subchapter D Continuing Contracts

### Subchapter E Term Contracts

### Subchapter H Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

### Subchapter J Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
- §21.403 Placement on Minimum Salary Schedule
- §21.4031 Professional Staff Service Records
- §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
- §21.404 Planning and Preparation Time
- §21.405 Duty-Free Lunch
- §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
- §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
- §21.408 Right To Join or Not To Join Professional Association
- §21.409 Leave Of Absence for Temporary Disability
- §21.415 Employment Contracts
- Subchapter J Staff Development
- §21.451 Staff Development Requirements
- §21.452 Developmental Leaves of Absence
- §21.456 Mentors

**Chapter 22 School District Employees and Volunteers**

- Subchapter A Rights, Duties, and Benefits
- §22.001 Salary Deductions For Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

**Chapter 25 – Admission, Transfer, and Attendance**

- Subchapter C Operation of Schools and School Attendance
- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade
- Subchapter D Student Teacher Ratios, Class Size
- §25.111 Student Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student Teacher Ratios in Physical Education Classes: Class Size

## Chapter 44 -Fiscal Management

### Subchapter B - Purchases; Contracts

- §44.031 Purchasing Contracts
  - §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
  - §44.0352 Competitive Sealed Proposals
  - §44.042 Preference to Texas and United States Products
  - §44.043 Right To Work
  - §44.047 Purchase or Lease of Automated External Defibrillator
- Subchapter Z -  
Miscellaneous Provisions
- §44.901 Energy Savings Performance Contracts
  - §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
  - §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
  - §44.908 Expenditure of Local Funds

## Chapter 45 - School District Funds

### Subchapter G - School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

### Other

Please list any additional exemption required for your Innovation District Plan:

- 25.036 Inter-District Transfers
- 21.102 Probationary Contracts
- 25.081 Length of Instructional Day/Annual Minutes
- 37.008 DAEP Teacher
- 28.004 SHAC Meetings
- 22.004 Group Health Benefits for School Employees

