

**Odem-Edroy  
Independent School District**



**District of Innovation Plan  
July 2017-May 2022**

A District of Innovation Plan is a concept passed by the 84<sup>th</sup> Legislative Session in House Bill 1842 that allows school districts greater local control and flexibility regarding certain state-level regulations in an effort to utilize the designation to better serve students.

The proposed plan, once adopted, will remain in effect of the next five years (July 2017-May 2022). The plan may be amended at any time by the District of Innovation Committee with the approval of the school board.

**District of Innovation Committee**

Dr. Lisa A. Gonzales	Administration	Jana Kieschnick	Administration
Maribell Gomez	Junior High	Dr. Veronica Gutierrez	Administration
Pam Brewer	Parent	Dr. Lidamar Yruegas	Administration
Esmeralda Martinez	Administration	Melissa Soto	Elementary
Staci Frerich	High School	Amy Rogers	Elementary
Hector Martinez	High School	Susan Walker	Administration
Zonia Rodriguez	High School	Yolanda Alvaro	Administration
Traci Fryar	Administration	Marlena Bush	Elementary
Cynthia Garcia	Junior High	Clarissa Moreno	Elementary
Lisa Flores	Administration	Melissa Vela	High School

<b>Timeline</b>	<b>Action Step</b>
May 15, 2017	Board of Trustees to pass a resolution to begin District of Innovation Process/Plan Development
May 24, 2017	Board of Trustees to hold a public hearing on the District of Innovation
May 24, 2017	Board of Trustees to approve the DOI Committee
May 25, 2017	Initial Planning meeting of the DOI Committee
June 8, 2017	2 <sup>nd</sup> Planning Meeting of the DOI Committee
June 8, 2017	DOI Plan Voted on by DOI Committee
June 10, 2017	DOI Plan Posted on the Odem-Edroy ISD Website for 30 Days
June 13, 2017	Notify the Commissioner of Education of the Board of Trustee's intent to approve the DOI Plan at the July 10 Board Meeting
July 10, 2017	Public Hearing by the SBDM Committee on the District of Innovation Plan-SBDM Votes on the DOI Plan and passes plan by majority vote
July 10, 2017	Odem-Edroy ISD Board of Trustees Vote on the DOI Plan by 2/3 majority vote
July 11, 2017	DOI Plan and Figure 19 TAC 102.1307(d) Checklist sent to the Commissioner of Education
July 11, 2017	Update all policy changes with TASB

## Odem-Edroy ISD

### District of Innovation

#### **TEACHER PROBATIONARY CONTRACTS**

(DCA Legal and Local) TEC 21.102.(b)

**PROBATIONARY CONTRACT.** (b) A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a Chapter 21 certified employeeteacher in public education for at least five of the eight years preceding employment by the district.

#### **Proposed:**

In order to support teacher growth and gather performance data, a one-year time period is not always sufficient to evaluate a Chapter 21 certified employee's effectiveness as an employee, especially since Chapter 21 contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data and state assessment results.

Experienced Chapter 21 certified employees new to Odem-Edroy ISD that have been employed in public education for at least five of the previous eight years may be issued a probationary contract up to three years from the date of district employment to fairly assess an employee's performance. Partial years would not count toward the full year requirement.

#### **TEACHER CERTIFICATION REQUIRED**

(DK Legal and Local) TEC 21.003, ,

**Certification Required.** (a) A person may not be employed as a teacher by a school district unless the person holds an appropriate certification or permit issued as provided in Subchapter B.

#### **Proposed**

In order to best serve Odem-Edroy ISD students, decisions on certification will be addressed locally.

- A. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
- B. An individual with experience in a CTE field could be eligible to teach a vocational skill or 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 students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be classified as an at-will employee.
- C. This will allow more flexibility in our scheduling and more options for our students in class offerings. This exemption will not apply to Special Education or Bilingual teachers.

## **TEACHER EMPLOYMENT CONTRACT DAYS**

(DCand DEA Legal and Local) TEC 21.401

Minimum Service Required. 21.401(b) An educator employed under a 10 –month contract must provide a minimum of 187 days of service.

### **Proposed**

Odem-Edroy I.S.D. would like to have the flexibility to consider the reduction in contract days to better align with the 75,600 minutes required of students. This potential decrease in days would have no effect on teacher salaries, which increase a teacher's daily rate and enhances teacher *recruitment and retention*.

## **SCHOOL START DATE**

(EB LEGAL) (TEC 25.0811)

FIRST DAY of INSTRUCTION 25.0811(a) Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

### **Proposed**

This flexibility of start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and our local community. Flexibility to start earlier in August would help our district plan for balanced instructional time in the semesters that would support semester course curriculum.

In addition, flexibility in the start and end date of the school year would allow students to enroll in college courses that begin in early June, thereby increasing college and career readiness. Removing the uniform start date could also allow Odem-Edroy I.S.D. to begin the first week of classes with a shortened week, easing the transition for students entering Kindergarten, Middle School and High School. This will also allow for more flexibility with professional development opportunities for our staff.

## **TRANSFER STUDENTS**

(FDA Legal and Local) TEC 25.036)

TRANSFER STUDENTS. Currently, under Texas Education Code 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036, has been interpreted to require a transfer to be for a period of one school year.

Odem-Edroy I.S.D. 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 records, work habits and attendance are evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the District. TEC25.036

### **Proposed**

The District is seeking flexibility 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. Also, occasionally a student's work habits decline and is evidenced in their academic success. In these rare cases, Odem-Edroy I.S.D. seeks exemption from the one year transfer commitment in accepting transfer applicants including to allow the district to rescind a transfer at any time during the school year.

## **ABSENCES FOR COLLEGE VISITS**

(FEC(Legal and Local) TEC 25.087(b-2)

**EXCUSED ABSENCES.** (b-2) A school district may excuse a student from attending school to visit an institution of higher education accredited by a generally recognized accrediting organization during the student's junior and senior years of high school for the purpose of determining the student's interest in attending the institution of higher education, provided that:

- (1) The district may not excuse for this purpose for more than two days during the student's junior year and two days during the student's senior year; and
- (2) The district adopts: (A) a policy to determine when an absence will be excused for this purpose; and (B) a procedure to verify the student's visit at the institution of higher education

### **Proposed**

Currently students are only allowed to have two excused school days to visit college or universities as college days. In some cases, where students are visiting colleges out of state, students need more than the two days that are currently allowed to safely visit a college they are interested in attending or doing comparative visits to multiple colleges.

Odem-Edroy I.S.D. is seeking flexibility for an exemption from the two-day excused absence limit for students visiting institutions of higher education. Students would be allowed more than the current two-day excused absence limit. Each request and situation would be evaluated by the high school counselor on a case by case basis.

## **CAMPUS BEHAVIOR COORDINATOR**

Designation of Campus Behavior Coordinator

(FO Legal and Local) TEC 37.0012

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal. The campus behavior coordinator is primarily responsible for maintaining student discipline.

### **Proposed**

Odem-Edroy I.S.D. is seeking flexibility and an exemption to abstain from the state requirement that each school have a designated campus behavior coordinator. Odem-Edroy I.S.D.'s approach to discipline is becoming more collaborative, with multiple people providing emotional and social support to students, rather than just one person. An exemption from this requirement will allow the option of increasing collaboration in regard to student discipline, as outlined in the Odem-Edroy I.S.D. Student Code of Conduct.

## 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 10, 2017- July, 2022

Plan applies to:  Entire District Odem-Edroy 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 I – 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
  - §21.458 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 37 – Discipline; Law and Order**

**Subchapter A – Alternative Setting for Behavior Management**

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

**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:

21.102 Teacher Probationary Contracts  
25.036 Transfer students  
25.087 Absences- College Visits

**Odem-Edroy Independent School District  
1 Owl Square  
Odem, TX 78370**

July 13, 2017

Dear Commissioner of Education Mike Morath:

On July 10<sup>th</sup>, Odem-Edroy I.S.D. held their monthly scheduled board meeting. The board of trustees formally took action on the District of Innovation Plan.

The board approved the plan as presented and, a copy is attached with this correspondence.

Additionally, we are attaching Figure 19 TAC 102.1307(d) containing our list of exemptions by statute.

Thank you,



Dr. Lisa A. Gonzales  
Superintendent of Schools