



Red Oak ISD District of Innovation Plan

I. Term

The term of the Red Oak ISD District of Innovation Plan will be the five-year span from the beginning of the 2016-2017 school year through the end of the 2021-2022 school year, unless the Board of Trustees should desire to terminate or amend the plan.

II. An Aligned Program

The Plan is in alignment with the Board's Vision and the District's Strategic Plan for the upcoming school year.

Vision

The Red Oak ISD family believes education is not one-size-fits-all. We prepare each student to thrive in our rapidly changing world through personalized learning and multiple pathways to success – all without sacrificing the timeless values that have built our country and community.

Strategic Priorities in Academics

- Preparing Students for Their Future through Multiple Pathways [dual credit, career technical, advanced placement, NJROTC]
- Engaged Classrooms through Student Focused Instruction [Classroom Revolution Initiative]
- Personalized Learning rather than one-size-fits-all [Classroom Revolution Initiative]
- Partnerships with Institutions of Higher Learning, Parents, and Community

III. Requirements of the Texas Education Code Currently Inhibiting Plan Goals

a. Minimum Attendance for Class Credit or Final Grade (TEC §25.092)

Texas Education Code Section 25.092 restricts the District from issuing class credit or a final grade if a student is not in attendance the required "seat time". Exemption from this requirement will provide educational advantages to Red Oak ISD students through innovation in the method, location, and times instruction may be delivered to students.

As the Plan will be in effect for a five-year period, the District will continue to seek innovative instructional arrangements once provided this flexibility. The District pilot under this exemption will be the partnership with the adjacent



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Texas State Technical College in the area of onsite [at TSTC] welding dual credit instruction.

This exemption will also allow the District not to penalize students who miss class due to legitimate school activities. Relief granted from Section 25.092 does not constitute any substantive exemption from compulsory attendance or UIL rules, nor does it limit or modify a teacher's ability to assign or determine grades in accordance with Texas Education Code 28.0214 and 28.0216.

b. Teacher Certification for Dual Credit and Career and Technical Education Instructors

(TEC §21.003; §21.053; §21.044 and 19TAC231)

Texas Education Code Sections 21.003, 21.053 and 21.044, as well as 19 Texas Administrative Code Chapter 231, limits the ability to hire teachers in highly specialized or hard-to-fill areas. Through an exemption from existing teacher certification requirements for dual and career/technical credit teachers, Red Oak ISD will be granted the flexibility to hire professionals in specialized trades and vocations to teach identified career and technical courses if certified teachers are not available. This exemption permits these professionals to meet the Highly Qualified designation for the State and permits the District to obtain the same weighted funding as would be available should the professional hold a traditional teaching certification for the course. The District will also have the flexibility to hire credentialed community or university college instructors in specific content areas to afford more students the opportunity to take dual credit courses if certified teachers are not available to teach those courses.

c. Probationary Contracts

(TEC §21.102)

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year. This limited time period is insufficient in some cases to fully determine the teacher's effectiveness in the classroom. Relief from Texas Education Code 21.102 will permit the District the option to issue a probationary contract for a period of up to two years for experienced teachers, counselors or nurses newly hired in Red Oak ISD.

The header features a stylized graphic of a road or path curving through a grid of lines, with orange and grey tones. The text 'Red Oak ISD' is positioned above 'District of Innovation Plan' in a bold, sans-serif font.

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d. A Modified Instructional Calendar (TEC §25.081)

Texas Education Code currently requires 75,600 minutes of instruction. Red Oak ISD is seeking an exemption from this requirement in order to offer a modified calendar that includes added time for student enrichment and intervention, parent/teacher conferences, extended professional development, and teacher planning time. The District is not currently requesting a change to the requirements for start or end dates.

This Plan Reflects

- The work of the District Education Council and the District Leadership Team.
- A modified calendar addressing the local needs as follows:
 - The local need to allocate additional planning time for teachers.
 - The local need to allocate increased opportunity for professional development for staff.
 - The local need to allocate dedicated time for parent conferencing.
 - The local need to incorporate additional enrichment and intervention opportunity for students.
- An exemption from the specified rules regarding teacher certification in order to obtain increased flexibility when hiring in specialized areas.
- An exemption from the specified rules regarding probationary contract limits for new hires with prior experience.
- An exemption from the specified attendance requirement over location, method, and times of instruction in order to award course or grade credit.