

District of Innovation

Exiting Plan dated March 28, 2017 – March 28, 2022

Renewal Proposals

District of Innovation – September 27, 2021

Agenda Innovation Plan Renewal Development

- I. Discuss renewal process
- II. Discuss proposed exemptions for renewal
 - First Day of Instruction
 - Seven Hour School Day
 - Class Size
 - Employment Contracts
 - Teacher Certification
 - Teacher Certification / Local Teaching Permit
 - Minimum Attendance for Class Credit or Final Grade
 - Student Discipline Provisions
- III. Committee vote to determine forwarding proposed plan for October 25, 2021 Public Hearing

Members in Attendance (bold print)

DEIC MEMBERSHIP

Dr. Burnie L. Roper, Superintendent

JoAnne Moulder, Teacher

Savina Martinez, Teacher

Amanda Rigby, Teacher

Brian Hernandez, Teacher

Cathy Cotnam, Teacher

Matthew Lampham, Parent

Harrysca Martinez, Parent

Lauren Courchaine, Parent

Cedric Mension, District Rep

Jennifer Thompson, Teacher

Allison Martino, Teacher

Glen Sechler, Teacher

Vickie Johnson, Teacher

Cris Street, Teacher

Valerie Anderson, Parent

Rodney Ho, Parent

ADDITIONAL MEMBERS

Terri Leija, Principal

Alfred Concha, Operations

Dayna Guyton, Federal/ Special Programs

Tonya Hyde, Asst. Supt. For C & I

Hunter Shelby, Principal

Kyle Jones, Technology

District of Innovation Plan Requirements

State law requires a DOI plan to:

- Provide for a comprehensive educational program, which may include innovations in curriculum, instructional methods, community and parent involvement, campus governance, modifications to the school day or year, budgeting and sustainable funding, local accountability, and other innovations prescribed by the board; and
- Identify the specific provisions from which the DOI should be exempted, in accordance with Texas Education Code Chapter 12A and TEA's rules. In general, a district may exempt itself from provisions in the Texas Education Code that do not apply to an open-enrollment charter school.

Renewal Process

A district can [renew its DOI plan](#) if the action to renew is approved by:

1. A majority vote of the district advisory or comparable committee and
2. A two-thirds majority vote of the board (November 16, 2021)

During renewal, all sections of the plan and exemptions shall be reviewed and the district must follow all steps in 19 Texas Administrative Code Section 102.1313. The board cannot vote to approve a plan until the plan:

- Has been posted online for 30 calendar days,
- The commissioner has been notified,
- The DOI committee has held a public meeting (November 8, 2021) to consider the plan, and
- The DOI committee has approved the plan by a majority vote.
- * Lackland ISD's DOI committee is the DEIC with additional membership

District of Innovation Planning

EXEMPTION REQUESTED: FIRST DAY OF
INSTRUCTION

Texas Education Code § 25.0811
LISD Policy - (EB LEGAL)

First Day of Instruction- States that a school district may not begin student instruction before the 4th Monday of August.

Innovation Strategy

1. Flexible Calendar – Lackland ISD will begin instruction no earlier than the 2nd Monday of August in an effort to create greater flexibility in the school calendar. Although military-related transitions are unpredictable, there is a pattern of transitions that occur in alignment with winter break. Due to this pattern of transitions, it has been our practice, based on community input, to complete first semester course offerings prior to the beginning of winter break. This practice allows military-connected students a concurrent transition with their military member having completed course assignments for final grading. This practice also supports Lackland ISD's ability to reduce stressors related to grades and course completion, a strong contribution to positive social –emotional growth.
2. Balanced Semesters – In an effort to support student ability to complete course work prior to transitions that occur in conjunction with winter break, the fall semester has significantly fewer days than the spring semester. Flexible start dates allows the district to ensure that fall semester courses have the same opportunity to provide curricular depth and complexity as provided in the spring semester.
3. Participation in College Courses – By having flexibility in the start and end of the school year, students will be able to enroll in college courses that start in early June, thereby increasing college and career readiness. There is also a greater opportunity for students to take dual credit courses that match a college academic calendar.

Local Guidelines

1. The District Calendar Committee will receive staff and community input to build the school calendar.
2. The draft calendar will be posted for additional feedback.
3. The District Calendar Committee will consider feedback and recommend a school calendar for Board approval.
4. The recommended school calendar is subject to Board approval.

District of Innovation Planning

EXEMPTION REQUESTED: LENGTH OF
SCHOOL DAY

Texas Education Code § 25.082 (a) and §
25.081(e)

LISD Policy – N/A

Length of School Day –define a school day as “at least seven hours” and “420 minutes of instruction.”

Innovation Strategy

1. Lackland ISD believes that the professional learning of its teachers and staff is paramount to increasing student achievement and maintaining a positive climate for social development. An exemption from the 7 hour / 420 minute day statute would allow the addition of early release days in our district calendar to utilize for parent conferences, analyzing class data, completing report cards Professional Learning Communities (PLCs), and final exams. This opportunity for more thorough processing will benefit students by increasing communication between teachers, parents, and students.
2. In order to maximize available funding under the Foundation School Program, the District will comply with 25.081 (a) – (d), requiring provision of at least 75,600 minutes of student instruction (including intermissions and recesses) each school year.

Local Guidelines

1. Lackland ISD will use no more than six early release days and only for the purposes outlined above.
2. Early release days will be determined during the development of the instructional calendar and by the District Calendar Committee based on input from Campus Improvement Committees (CIC).
3. Professional development days will be determined with the input of campus improvement committees based on accomplished needs assessments.

District of Innovation Planning

EXEMPTION REQUESTED: CLASS SIZE /
STUDENT TO TEACHER RATIOS

Texas Education Code § TEC 25.111, 112, & 113 LISD Policy - (EEB LEGAL)

Class Size– 25.111 requires each school district to employ the number of teachers necessary to maintain an average ratio of not less than one teacher for each group of 20 students.

25.112 requires districts to maintain student to teacher ratios of one teacher to twenty– two students or less for kindergarten – fourth grade classes. When any class exceeds this limit, the district must submit a waiver to the Texas Education Agency. **25.113** requires that a letter is sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted.

Innovation Strategy

1. Flexible Class Sizes – Student mobility presents a significant challenge to Lackland ISD’s ability to meet class size / student to teacher ratio requirements. Waivers to required class size limitations are often submitted when highly-effective, experienced, and culturally adept teachers are not available for employment during irregular times of need.
2. Flexible Instructional Arrangements - To promote equitable opportunities for student growth, smaller class ratios will be conducive to providing the instructional support that all learners require.

For Example:

- a. Struggling learners may require smaller instructional ratios.
- b. Academically advanced students may have appropriate and innovative learning opportunities which include collaborative and independent activities in ratios exceeding 22:1.

Local Guidelines

1. Lackland ISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size / teacher to student ratio exceeds this ratio, the following will occur:
 - a. The campus principal will notify the superintendent of the current ratios with a recommendation based on the best interest of the students.
 - b. The superintendent will notify the Board of current ratios.
 - c. Core classroom ratios should not exceed 24:1.
2. In the event a K-4th core classroom exceeds a 22:1 ratio, the campus will notify the parents of the students in the classroom and inform them of the situation.

District of Innovation Planning

EXEMPTION REQUESTED: CHAPTER 21
EMPLOYMENT CONTRACTS

Texas Education Code § 21.102
LISD Policy -(DCA LEGAL)

Employment Contracts- Currently, experienced teachers and other certified personnel new to the District have a probationary period that 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. This time period may not be sufficient to evaluate a teacher's effectiveness in the classroom.

Innovation Strategy

1. Probationary Contacts – For experienced teachers **and other certified personnel** new to Lackland ISD who have been employed in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the date of hire. **Partial years would not count toward the full year** requirement. This will allow the district more time to evaluate a staff member's effectiveness.

Local Guidelines

1. Campus principals will inform the individual **certified personnel** of performance standards that warrant improvement as determined by the evaluation tool and other performance-based documents.
2. During the first year of employment, campus principals will make a recommendation to the superintendent to non-renew, continue employment on a probationary contract for a second year, or offer a term contract.
3. The superintendent will determine if the decision is in the best interest of the district and make a recommendation to the Board.
4. The Board may terminate a probationary contract or extend the probationary contract to a second year and shall give notice to the employee no later than the tenth day before the last day of instruction required in the contract.

District of Innovation Planning

EXEMPTION REQUESTED: TEACHER
CERTIFICATION

Texas Education Code §21.003 LISD Policy -(DK-Legal, DK-Local)

Teacher Certification – Currently, districts must submit requests to the TEA to hire a teacher who is teaching a subject outside of their certification area.

Innovation Strategy

1. **Flexible Scheduling and Additional Selections in Class Offerings** – Campus principals may submit to the Superintendent a written request to allow a certified teacher to teach one subject out of his / her certified field and / or grade level in which he / she is not certified. The Superintendent will approve or deny requests, basing the decision on whether the certified teacher will be an asset for students. Upon tentative approval, the Superintendent will report this action to the Board of Trustees for final approval.

Local Guidelines

1. A request may be initiated by the teacher or Campus Principal to meet a temporary or innovative need.
2. The Campus Principal may submit a formal request to the Superintendent allowing a certified teacher to teach one subject or grade level outside his or her area of certification. 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 the subject or grade level.
3. The superintendent approves or denies the request based on the best interest of students.
4. **Parents will be notified of the teacher's credentials.**

District of Innovation Planning

EXEMPTION REQUESTED: TEACHER
CERTIFICATION/ LOCAL TEACHING PERMIT

Texas Education Code §21.003 LISD Policy -(DK-Legal, DK-Local)

Teacher Certification / Local Teaching Permit–

Currently, Districts must **hire certified teachers** and if a qualified certified teacher cannot be located, the District must submit a request to the Texas Education Agency or hire the teacher through a School District teaching permit.

Innovation Strategy

1. Expanded CTE Offerings – A **non-certified** individual with experience in a CTE field could be eligible to teach vocational skills or courses through a local teaching permit. The Principal will submit the request to the Superintendent with the individual's credentials. The Superintendent will approve or deny the request based on whether the individual will be an asset for students. The employee will be hired on an at-will status.

Local Guidelines

1. Local teaching permits will be issued for CTE teaching positions.
2. Local teaching permits will only be issued for hard to fill positions.
3. The District will establish local criteria such as, but not limited to, **demonstrated subject matter expertise, any combination of work experience, years of experience, qualifications, college degree, training and education or industry certification related to the subject matter he or she will be teaching**, to qualify for a local teaching permit.
4. Campus Principals will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the students to locally certify the individual.
5. Candidates will be **required to go through the established hiring process and will be** thoroughly vetted to ensure they have not surrendered any teaching certificates in the past or been terminated from a teaching position for reasons unacceptable to the District. Candidates would receive pedagogy and classroom management training.
6. Local teaching permits are only valid for one year but may be renewed annually based on District need.
7. The Superintendent will notify the Board prior to beginning employment.
8. **Parents will be notified of the teacher's credentials.**

District of Innovation Planning

EXEMPTION REQUESTED: MINIMUM ATTENDANCE
FOR CLASS CREDIT OR FINAL GRADE

Texas Education Code § 25.092 LISD Policy Reference- (FEC Local)

Minimum Attendance for Class Credit or Final Grade – requires the District to issue class credit or a final grade for a class based on “seat time” rather than based on content mastery. The requested exemption from § 25.092 does not in any way impact or change existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Moreover, option out of § 25.092 in no way limits or modifies a teacher’s right to determine the finality of a grade in accordance with Texas Education Code § 28.0214, nor does it restrict or alter a teacher’s right to assign grades in accordance with TEC § 28.0216.

Innovation Strategy

1. Flexible Learning Environments - The district will design and implement more responsive learning environments, where blended and personalized learning opportunities are available. Blended learning occurs when instruction is delivered through a combination of time in class and time spent learning online.
2. Flexible Learning Opportunities – The district will not penalize students who miss class due to legitimate school activities and / or family issues that may prevent students from meeting the 90% class attendance rule, as long as mastery of content can be documented. This will address the social and emotional issues that the District encounters due to military transitions and opportunities for students to engage with the community and social agencies.

Local Guidelines

1. The district will investigate the abundant opportunities for active learning outside the classroom in order to receive credit for content mastery, when not present for 90 % of the days a class is offered. The Local Innovation Committee encourages the District to explore other avenues by which a student can achieve mastery, without being penalized academically. The exemption would allow the district to provide innovative options to promote student engagement in course material in flexible ways, ultimately allowing learning to happen anytime, anywhere, event apart from the traditional brick and mortar classroom.
2. Enrolled Students: A campus committee comprised of teachers and staff with knowledge of the student will review the academic record of a student who has not met the 90% attendance statute. The student will **demonstrate evidence of mastery such as a portfolio, assessment, and / or other documentation deemed appropriate by the assigned committee and the subject area teacher of record**. The subject area teacher of record will determine the final course grade for the student with committee input as appropriate. Credit grades received in this manner are not subject to receive weighted grading. *.
3. Transitioning Students: A campus committee comprised of teachers and staff with knowledge of the student will review the academic record of a student requesting to complete a course in a less that 90% attendance timeframe. The subject area teacher of record will establish course completion objectives **that demonstrate evidence of mastery such as a portfolio, assessment and/or documentation deemed appropriate with input from the assigned committee**. With the support of a committee, a timeline for course completion will be developed to include interim progress checks. The subject area teacher of record will determine the final course grade for the student with committee input as appropriate. Credit grades received in this manner are not subject to receive weighted grading.

District of Innovation Planning

EXEMPTION REQUESTED: STUDENT
DISCIPLINE PROVISIONS

Texas Education Code § 37.0012
LISD Policy - (FO Legal, FO Local)

Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Innovation Strategy

1. Administrator Responsibility – This exemption would allow Lackland ISD to abstain from the state requirement that each school have a designated campus behavior coordinator. Campus Principals and Assistant Principals already serve in this capacity and a requirement to designate someone for this position is not necessary.

Local Guidelines

The district will continue its current practice of parent notification to include prompt notification from teachers and staff. An administrator will provide appropriate follow up regarding all matters of discipline.

Exemptions Not Proposed

District of Innovation [FAQ](#)

Exemption [Checklist](#)