

KEENE INDEPENDENT SCHOOL DISTRICT

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Ricky Stephens

Superintendent

Sandy Denning

Asst. Superintendent

Keene ISD District of Innovation Plan (HB 1842)

2021- 2026

FIRST ADOPTED JULY 11, 2016
AMENDED MAY 22, 2017
AMENDED JULY 19, 2021
RENEWED AUG 16, 2021

Keene ISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. We feel this is a great opportunity for our local district to tailor plans based on the needs of our students and community.

This plan will be in effect for the 2021-2022 school year through the 2025-2026 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees

District Innovation Team 2021-2022

Dr. Ricky Stephens	Superintendent
Sandra Denning	Assistant Superintendent Curriculum
Elizabeth Menchaca	CFO
Chris Taylor	HS Principal
Jarret Morgan	HS Assistant Principal
Jamie Ingram	JH Principal
Don Bell	JH Assistant Principal
Kelly Turnage	Elementary Principal
Julie McKintosh	Summit Principal
Louann Habenicht	Parent
Molly Martin	Keene Economic Adviser
Tim Kosar	Keene ISD Police Chief
Natasha Curubo	High School Teacher
Rebekahh Stephenson	High School Teacher
Kaitlyn Livingston	JH Teacher
Amanda Cisco	Elementary Teacher
Tapley Shoup	Elementary Teacher
Chris Turk	IT Director

Keene Independent School District does not discriminate on the basis of race, color, national origin, age, sex, or disability in its employment, practices, activities and programs.

El distrito independiente de la escuela de Keene no discrimina en base de la raza, del color, del origen nacional, de la edad, del sexo, o de la inhabilidad en su empleo, prácticas, actividades y programas.

Timeline:

February 8, 2016

Board Approval of resolution to pursue District of Innovation

March 21, 2016

Public Hearing to consider whether to develop a District of Innovation Plan

Board Approval to develop a District of Innovation Plan

April 18, 2016

Board approved DIC committee

May 17, 2016

DIC meeting at Southwestern Adventist University Library

July 11, 2016

Public hearing to discuss District of innovation Plan

Board approves District of Innovation Plan

Amended

May 19, 2017

DIC met and approved amending DOI to include teacher certification and bank depository

May 22, 2017

Board approved DOI amendment

Amended

July 19, 2021

DIC met and approved amending DOI to include providing an alternative Uniform Group Coverage Program

July 19, 2021

Board approved DOI amendment

RENEWED

July 19, 2021

DIC met and approved renewal of DOI

Aug 16, 2021

School Board approved DOI renewal

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Keene ISD District of Innovation Plan

School start date (EB LEGAL) (Ed. Code 25.0811)

Currently Students may not begin school before the 4th Monday of August.

Proposed: KISD committee felt the need for dynamic professional development to occur during the school year. In order to provide the days for teacher training during the year that can directly impact student learning and to provide a calendar that better meets the local needs of our students, KISD proposes to start school before the 4th Monday in August.

- a. Students will begin no earlier than the 3rd Monday of August. **(Aug.18th for year 2016-2017)**
- b. Teachers will begin no earlier than the 2nd Monday of August. **(Aug. 11th for year 2016-2017)**
- c. This will allow the first and second semesters to be closer in the number of days of instruction.
- d. The goal is to improve the district attendance rate and student success through the flexibility in the calendar

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AMENDED MAY 22, 2017

Teacher Certification (TEC 21.003, 21.053, and 21.057) DK (LEGAL)

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency or business or industry group. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from Texas Education Agency and/or State Board of Educator

Certification.

Rationale of Exemptions

Current state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high-demand, dual credit, as well as career and technical courses. Keene ISD is located in a rural area which limits course offerings. The District seeks to establish its own local qualification requirements and its own requirements for training professionals and experts to teach such courses in lieu of the requirements set forth in law. This flexibility will allow the district to offer a wider variety of courses and provide more innovation in instruction and coursework for Keene ISD students.

Benefits of Exemptions

- Ability to hire credentialed postsecondary instructors to teach dual-credit courses to students in grade 9 through 12;
- Ability to hire instructors with industry experience that align to career and technical pathways offered to District students in grades 9 through 12; and
- Opportunity to increase the number of career and technical and dual-credit course offerings to students in grades 9 through 12.

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Implementation Guidance

When developing parameters for hiring instructors in career and technical education and dual credit coursework who do not have the requisite certificate or permit, the District shall ensure the following:

- The District must first consider high quality, certified teachers.
- The District must establish criteria for selection of high quality, non-certified candidates.
- The District must implement a rigorous on-boarding and training program for newly hired, non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.

Special Education and ESL/ELL certifications cannot be waived.

BANK DEPOSITORY CONTRACT TERM

((Ed. Code 45.206 and Ed. Code 45.205) BDAE (LEGAL), BDAE (LOCAL)

The depository for the District shall serve for a term of two years and until its successor is selected and has qualified. A district and its depository bank may agree to extend the contract for two additional two-year terms. The contract term and any extension must coincide with the district's fiscal year. An extension is not subject to the requirements of Education Code 45.206, Education Code 45.205 and Education Code 45.204.

Rationale for Exemption

In a small district and a small town, the District's choices for its depository bank are limited. KISD uses services provided by the bank on a daily basis. KISD will continue to use the local depository for the District without rebidding as follows:

At the end of each two year term, the District and its depository bank may agree to extend the contract for multiple two additional year periods. The District must review the contract to ensure

the best value and support for the District and obtain Board approval for each of the two year periods. Nothing in this process would hinder the District's ability to undertake bidding the District Depository Bank at the end of any of the two year periods. Further, this entire Innovation Plan must be reviewed and renewed at the end of five years, including this provision. The time saved by the superintendent and the board of trustees by not having to deal with this ministerial duty every two years will allow the superintendent and the board more time for studying and planning for student progress, instructional strategies, and innovative options for the district educational goals.

AMENDED JUNE 19, 2021

Preclusion from providing alternative Uniform Group Coverage Program

Ed. Code §22.004(i) CRD(LEGAL) CRD(LOCAL)

Texas Education Code: §22.004(i) Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Rationale for Exemption

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. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all KEENE 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 KEENE ISD Board of Trustees who represent community interests in this matter. This exemption will increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs

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Transfer Students

TEC §25.036. FDA (Local)

Rationale for Exemption

Texas Education Code states that a district may choose to accept, as transfer, students who are not entitled to enroll in the district. Under TEC §25.036, a transfer is interpreted to be for a period of one school year.

Keene ISD has a local transfer policy FDA (LOCAL) requiring non-resident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the superintendent or designee considers:

1. The current enrollment at the particular grade level or class, as well as any special program requirements of the student seeking admission. Consideration shall include the effect of additional students in that grade or program, and on facilities, staffing needs, and the educational opportunities of resident students.
2. The disciplinary record of the student seeking admission.
3. The attendance record of the student seeking admission.
4. The academic record of the student seeking admission, including the student's performance on applicable state-mandated assessments, the student's record of promotion to the next grade level, and the student's extracurricular record.
5. The parent's compliance with District and campus policies and regulations.

The district is seeking to eliminate the provision of a one-year commitment in acceptance of transfer applications for the following reasons:

1. Student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion.
2. Student attendance falls below the TEA truancy standard.
3. Student refuses to attend required interventions (if needed) to retain approved transfer status.

This exemption will allow KISD to provide the best learning environment possible while providing for the safety and well being of our students

Term of Plan: August 2021-July 2026 _____

- Plan applies to: Entire District Keene 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:

Ed. Code §22.004(i) Preclusion from providing alternative Uniform Group Coverage Program

TEC §25.036. Transfer students