

**KRUM INDEPENDENT SCHOOL DISTRICT
LOCAL INNOVATION PLAN
2022-2023**

Introduction

House Bill 1842, passed during the 84th Legislative Session, gave Texas public schools the opportunity to pursue exemptions from certain provisions of the Texas Education Code. Chapter 12A of the TEC permits a traditional public school the authority to exercise greater local control, and utilize the exemptions in Education law that charter schools are currently entitled to using. To obtain exemptions, the District must create a Local Innovation Plan detailing the code requirements that inhibit the goals of the District, and the benefits expected from the exemption to the district. The Krum ISD Board of Trustees adopted a resolution on December 8, 2016 to initiate the process of seeking the designation as a District of Innovation. The district is seeking a renewal and amendment to the original plan.

The Term

The term of the plan will begin with the 2022-2023 academic school year and terminate at the end of the 2026-2027 school year, unless amended, rescinded or renewed by the Innovative Plan Committee and the Board of Trustees. The Innovative Plan Committee will review the plan annually to make adjustments if needed. Any recommended changes will be posted to the District website for 30 days and require the approval of the Innovative Plan Committee and the Board of Trustees.

District Committee

Nancy Shipley	Assistant Superintendent
Genaro Martinez	Human Resources
Elizabeth Zepeda	LPAC Coordinator
Denise Burns	Teacher - EEC
Jentri Carter	Teacher-EEC
Heather Libick	Teacher - Dyer
Courtney Murphy	Teacher- Dyer
Megan Boone	Teacher - Dodd

Melanie Miller	Teacher-Dodd
Anyon Barrow	Teacher - KMS
Emily Vincent	Teacher-KHS
Marylynn Ford	Teacher-KHS
Robert Butler	Principal-KMS
Robert White	Principal-KHS
Lorie Sprague	Testing Coordinator- KHS
Laura Wheless	Teacher - KMS/KHS
Tara Campbell	Parent
Stephanie Powell	Parent
Kaci Cook	Parent
Christina Aragon	Business Representative
Melinda Kirkland	Business Representative/Community Member

TIMELINE OF EVENTS

April 12, 2017	Public Meeting Board Adoption of Original Plan
November 8, 2021	Committee Meeting
November 17, 2021	Committee Meeting
December 15, 2021	Committee Meeting
January 12, 2022	Board President issued a letter of notification to the commissioner regarding the intent to renew the District of Innovation Plan
January 26, 2022	Committee Meeting
April 13, 2022	Krum ISD School Board approves the renewal of the DOI
May 11, 2022	Public meeting regarding DOI
June 8, 2022	Krum ISD School Board of trustees will consider DOI ammendment

MISSION STATEMENT

Krum ISD's mission is to create a collaborative atmosphere with parents, students and members of the community in order to ensure students will reach their full potential by providing every child with an exceptional education. We will strive to prepare our students academically and socially to embrace their future challenges, as well as ignite the desire to be lifelong learners, by providing a safe, respectful and positive learning environment.

INNOVATION PLAN EXEMPTIONS

TEXAS EDUCATION CODE – CHAPTER 21 EDUCATORS

Subchapter A – General Provisions

§21.003(a) Certification Required

(a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Subchapter B – Certification of Educators

§ 21.053. Presentation and Recording of Certificates

(a) A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.

(b) An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

Proposal

The district will maintain its current expectations for employee certification. Before examining the employment of non-certified personnel, all efforts will be made to hire state certified teachers. However in the event that a certified teacher cannot be secured, Krum ISD would like the ability to locally certify teachers in areas of high demand to better meet the needs of our students. An individual with certain qualifications who is not state certified as a teacher for the area of high demand can be eligible to teach in hard to fill positions including, but not limited to:

- Career and Technology Education
- Languages other than English
- Electives (may include elementary)
- Core Subjects (secondary subjects only)

Qualifications that may be considered include but are not limited to:

- Certified teacher with college credits/experience/training in the area to be taught outside of the certified field (College credits must include at least 18 hours in the subject to be taught)
- Professional work experience
- Formal training and education, including an Associate's Degree (CTE)
- Bachelor's/Master's/Doctoral Degrees
- Active/Relevant industry certification or registration
- Combination of work experience, training, and education
- Demonstration of successful experience working with students
- College credit in the subject to be taught (core subjects/electives-18 hours)
- College credit applicable to education, human development, child psychology or related field (18 hours)
- Exception: Special Education and ESL/Bilingual teachers must be SBEC certified

Local Guidelines

The District will establish its own requirements for training of professionals and experts to teach such courses in lieu of the certification requirements set forth in law. The principal/director must submit to the Superintendent and/or the Superintendent's Designee, a request for a District of Innovation Local Permit outlining all of the individual's credentials/qualifications. The principal/director must submit a summary outlining efforts made to secure a qualified and appropriately certified teacher. The campus principal and/or director will create a personal professional development plan for each teacher hired under this plan. The district will evaluate the teacher annually using T-TESS. Additionally, Krum ISD will notify parents if a locally trained teacher is employed for their child's class.

Locally trained employees will complete a minimum of 16 hours of training to include professional development for new teachers, including classroom preparation, student management, effectively working with students with special needs, as well as being assigned a mentor teacher. Locally certified teachers will also be encouraged to seek appropriate certification through educator preparation programs if they qualify and are already not certified.

In addition, all candidates would be carefully considered to ensure the individual has sufficient education and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught. The district would also ensure that the individual completed the criminal background check in compliance with the State Board of Education (SBEC) rules. The district will maintain documentation citing the qualifications used to support the decision to hire the individual as a teacher.

Subchapter C – Probationary Contracts

§21.102(b). Probationary Contracts

(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 teacher in public education for at least five of the eight years preceding employment by the district.

Proposal

The current system allows for one year on a probationary contract for a teacher that is new to our district but has taught five of the last eight years. This may not be a sufficient amount of time to truly evaluate whether or not the new employee will be a good fit for our district. Exemption from TEC 21.102 would allow KISD the ability to extend the probationary period for all new hires to the district to a maximum of three years. A teacher must be employed 90 or more days to count as a year of service. This would be consistent with what is currently in place for new hires that do not meet the requirements of TEC 21.102. The intent for Krum ISD is to provide consistent, high-quality instructional staff in every classroom.

TEXAS EDUCATION CODE – CHAPTER 21. Educators Subchapter C – Duties and Benefits

§21.404 Planning and Preparation Time

PLANNING AND PREPARATION TIME. Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

Proposal

The district has experienced a shortage of substitute teachers and would like the flexibility to arrange a planning time at the beginning or the end of the school day while adding an

additional period of the day that could be used for additional planning or serving as the substitute teacher in a colleagues' classrooms when a shortage arises.

TEXAS EDUCATION CODE – CHAPTER 25 ADMISSION, TRANSFER, AND ATTENDANCE

Subchapter C – Operation of Schools and School Attendance

§ 25.0811(a). First Day of Instruction

(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.

Proposal:

Krum ISD in collaboration with the local community, should decide what is best for its students and staff in order to achieve goals outlined by the district. By having the flexibility of moving the instructional start date to no earlier than the second Monday of August allows for a more targeted approach for academic excellence while providing extended family time for our students and staff, as well as opportunities for professional development.

TEXAS EDUCATION CODE – CHAPTER 37. DISCIPLINE; LAW AND ORDER Subchapter A –

Alternative Setting for Behavior Management

§37.0012. Designation of Campus Behavior Coordination

(a) 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.

Proposal

Current Texas Education Code requires districts to name one individual per campus to serve as the campus behavior coordinator. This restricts KISD campuses from addressing the needs of each individual student. These needs often extend to social or emotional issues. By utilizing existing behavior and disciplinary collaboration in lieu of a single coordinator, KISD can create plans that allow students to grow socially, emotionally, and create positive interactions in school.

Other:

Transfer Students

TEC 25.036

TEC Code: Sec. 25.036. 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. However, TEC 25.036 has been interpreted to require a student transfer to be for a period of one school year.

Proposal:

The district seeks an exemption from the one school year enrollment requirement for transfer students, allowing the district to accept at-risk transfer students. This exemption would allow the district to consider transfer students seeking a school change in hopes of a fresh start regarding grades, attendance, and discipline. This type of student would likely not be accepted because of the one-year requirement. Krum ISD maintains a transfer policy under FDA (Local), requiring nonresident students to file a transfer application each school year. Out of district transfer requests are considered based on class size, staff availability. Additionally, campus principals review the student's discipline history, academic grades, state assessment results, and attendance records before approving or denying the transfer request. If approved, transfer students will comply with district policies and attendance requirements or be subject to revoking their transfer by the Superintendent or designee.
