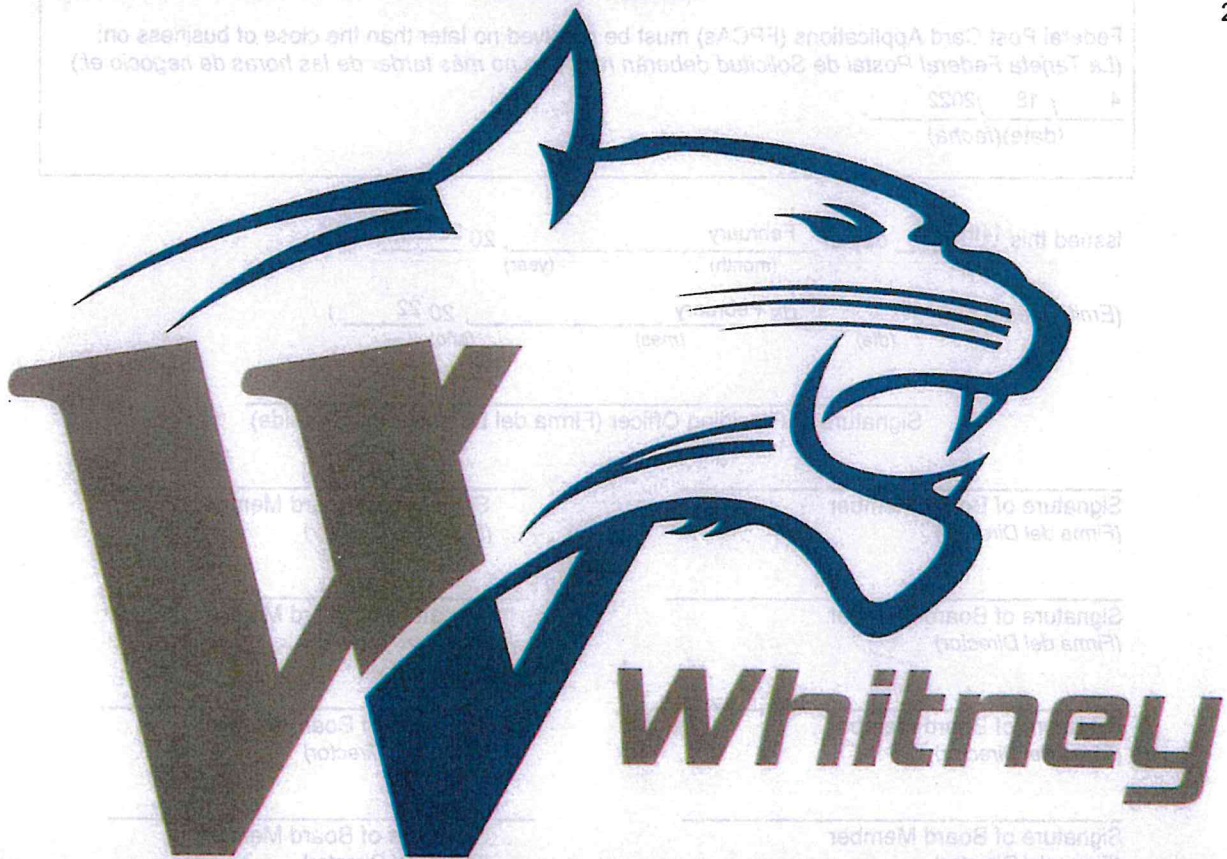


**WHITNEY ISD  
DISTRICT OF INNOVATION PLAN  
RENEWAL—  
EXISTING PLAN 2017-2022  
RENEWED PLAN 2022-2027**



**BOARD APPROVED FEBRUARY 14, 2022**

**DATE POSTED TO WISD WEBSITE FEBRUARY  
15, 2022**

**ANTICIPATED TEA APPROVAL DATE MARCH 17, 2022**

**RESOLUTION OF THE WHITNEY ISD BOARD OF TRUSTEES  
TO INITIATE THE PROCESS OF DESIGNATION OF  
A DISTRICT OF INNOVATION**

**WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and**

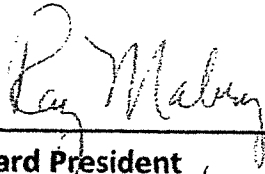
**WHEREAS the Whitney School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.**

21

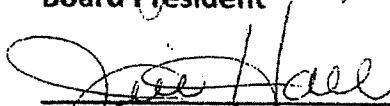
**NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Whitney School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a district of innovation.**

**BE IT FURTHER RESOLVED that after this resolution is signed by the board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of Whitney School District shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.**

**Adopted this 13<sup>th</sup> day of February, 2017, by the Board of Trustees.**



Board President



Secretary

# WHITNEY INDEPENDENT SCHOOL DISTRICT

John McCullough  
Superintendent

P.O. Box 518  
Whitney, Texas 76692  
(254) 694-2254 Fax (254) 694-4001

Melody Haley  
Assistant Superintendent

Amy Leech – High School Principal  
Russell Gauer – Intermediate Principal  
Bob Kruse – DAEP Principal  
Laura Hunt – Director of Curriculum  
Mark Byrd – Athletic Director  
Kristy Smith – Technology Director



Kendra Hensley – Middle School Principal  
Amber Seely – Elementary Principal  
Melissa Marbut – Director of Accountability  
Brian Caperton – Director of Operations  
Jeanne Thompson – District Nurse  
Judy Bailey – Director of Food Service

## Whitney Independent School District

### Site Based Committee Meeting


WISD Board Room (Administration Building)


January 13, 2022

4:00 p.m.

22

- I. Agenda Overview
- II. Acknowledgement of Members
- III. TAPR 2021 (Melissa Marbut)
- IV. Safe Return to School and Instructional Continuity Plan (John McCullough)
  - a. 6 Month Review
- V. District of Innovation (DOI) Renewal (Melody Haley)
  - a. Overview of DOI
  - b. Review all sections of the plan
  - c. Vote: Simple majority
- VI. Questions or Concerns
- VII. Adjourn

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Secretary

# WHITNEY ISD

## Site Based Decision Making Committee

2021-2022

### Central Office Staff

John McCullough (Superintendent)  
Melody Haley (Assistant Superintendent)  
Melissa Marbut (Director of Assessment and Accountability)  
Laura Hunt (Director of Curriculum and Instruction)  
Jeanne Thompson (Director of Nursing)

### Principals

Amber Seely (WES)  
Russell Gauer (WIS)  
Kendra Hensley (WMS)  
Amy Leech (WHS)  
Bob Kruse (WAEC)

### Counselors

Amber Johnson (WES Success Coordinator)  
Jennifer Penney (WMS Counselor)

### Parent Member

Raygenna Heath  
Michelle Sherman

### Community Member

Katie Foster  
Nicole and Joe Corson

### Business Member

Tucker Foster  
Brad Slaten

### Teaching Staff

#### **WES:**

Mary Corbin  
Susan Cox  
Kathryn Fidler  
Megan Holt

#### **WIS:**

Billy Barrett  
Haley Becker  
Rexann Bissing  
Jan Holt

#### **WMS:**

Greg Davis  
Lauren Girsh  
Laura Howard  
William Willis

#### **WHS:**

Patti Hayes  
Sheri Hayes  
April McKinney  
Karry Ward

Whitney ISD Site Based Decision Making Committee Meeting Minutes  
From January 13, 2022 meeting

WISD SBDM Committee met on Thursday, January 13, 2022 at 4:00 p.m. Members present were acknowledged. The 2021 TAPR and the Safe Return to School and Instructional Continuity Plan as well as ESSER Expenditures were presented as a 6 month review.

The District of Innovation Renewal Process was explained and begun. All sections of the current plan were reviewed. For now, the plan will stay the same as the 2017+ plan. Any questions were answered.

A vote was taken of the members present. Vote was unanimous. Any concerns were addressed and the committee adjourned.

By: Melody Haley, Assistant superintendent, WISD

Blair Staben  
Lizette Foster  
Business Manager  
Mike and Joe Colton  
Katie Foster  
Community Manager  
Michelle Sherkow  
Elizabeth Hest  
Business Manager  
Jennifer Bellamy (WISD Coordinator)  
Alyce Johnson (WES Success Coordinator)  
Coordinator  
Bob Kline (WVAC)  
Alyce Foster (WHS)  
Melody Haley (WISD)  
Russell Carter (WISD)  
Alyce Foster (WES)  
Business Manager  
James Thompson (Director of Marketing)  
Tara Hunt (Director of Curriculum and Instruction)  
Melissa Murphy (Director of Assessment and Accountability)  
Melody Haley (Assistant Superintendent)  
John McCullough (Superintendent)  
Central Office Staff  
Site Based Decision Making Committee  
WHITNEY ISD

## Melody Haley

---

**From:** Melissa Marbut  
**Sent:** Monday, January 31, 2022 3:03 PM  
**To:** Nicole Corson; raygenna@hotmail.com; Michelle Sherman; brad.slaten@cityofwhitneytx.org; Katie.gummeltteam@gmail.com; Amber Johnson; Amber Seely; Amy Leech; April McKinney; Billy Barrett; Bob Kruse; Greg Davis; Haley Becker; Jan Holt; Jeanne Thompson; Jennifer Penney; John McCullough; Karry Ward; Kathryn Fidler; Kendra Hensley; Laura Howard; Laura Hunt; Lauren Girsh; Mary Corbin; Megan Holt; Melody Haley; Patti Hayes; Rexann Bissing; Russell Gauer; Sheri Hayes; Susan Cox; William Willis  
**Subject:** RE: District Site-Based Decision-Making Committee Meeting  
**Attachments:** SBDMC Meeting 1-13-22.pdf

Good afternoon,

As promised in the meeting, I am sending out the handouts and links to additional information; however, I sincerely apologize for the delay. My husband and I were lucky enough to catch COVID again this year, so I am running behind. 😊 25

Attached you will find all handouts from the meeting in case you were unable to attend.

- As noted on the agenda, I provided a brief overview of the district Texas Academic Performance Report, an annual report on the performance of students in each school and district in Texas. The report also provides information on staff, finances, programs, and demographics for each school and district.
  - In addition, you can access the glossary and campus TAPR reports at <https://www.whitney.k12.tx.us/Page/2265>.
- Then, Mrs. Haley presented a required six-month review of the WISD Safe Return to In Person Instruction and Continuity of Services Plan for 2021-2022 in Mr. McCullough's absence.
- Finally, Mrs. Haley presented the proposal to renew the District of Innovation Plan with no changes from the previous plan or amendments. A vote was taken, and all in attendance agreed with the proposal.

Please let me, Mrs. Haley, or Mr. McCullough know if you have any questions.

Thanks,

## WHITNEY ISD DISTRICT OF INNOVATION PLAN

HB 1842 provides districts with the opportunity to design an innovation plan in relation to the needs and resources of the district while maximizing local control.

Whitney ISD is seeking an exemption from the Uniform School Start Date (TEC 25.0811) EB (LEGAL)

Currently: Students may not begin school before the 4<sup>th</sup> Monday of August. Where there were once waivers to enable school districts to begin earlier, now there is no exception to this date, unless a district becomes a District of Innovation.

Advantages to becoming a DOI regarding an earlier school start date:

- Having a flexible start date allows the district to determine locally, on an annual basis, the instructional time that meets the needs of its students and community
- Enables us to personalize learning
- Increases college and career readiness time
- Allows for more flexible professional development opportunities
- Ability to frontload our Curriculum and Instruction
- Enables us to end the first semester before the Winter Break
- Ability to have a complete week of high quality Professional Development as well as a week of Campus Team Building and Classroom Preparation
- Gives more time to prepare for testing, especially for those students taking the End of Course tests
- Allows more instructional time before taking end of year exams
- WISD is 62% Economically Disadvantaged and students would gain access to another week of meals after the summer break

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Term:

The term for this plan begins on April 10, 2017, after board Approval and is for five years unless terminated or amended by the Board of Trustees in accordance with Texas Law, or terminated by the commissioner pursuant to TEC Ss 12.A.008. The five-year term will end on April 9, 2022.

**RESOLUTION OF THE WHITNEY ISD BOARD OF TRUSTEES  
TO INITIATE THE PROCESS OF DESIGNATION OF  
A DISTRICT OF INNOVATION**

**WHEREAS** Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

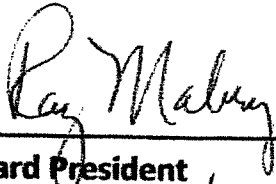
**WHEREAS** the Whitney School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

27

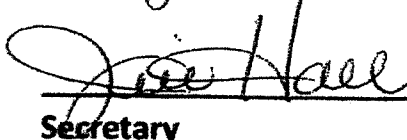
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**BE IT FURTHER RESOLVED** that after this resolution is signed by the board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of Whitney School District shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

**Adopted this 13<sup>th</sup> day of February, 2017, by the Board of Trustees.** *Renewal + 5 yrs.*



Board President



Secretary



Whitney LSD

Term of Plan: 4/10/2017 thru 4/09/2022 DoI Amendment (11/12/18)(2) + 5 yr. renewal (Exp. 2027)

- Plan applies to:  Entire District  
 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

28

**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

29

## **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

30

**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:

37.007(c)

# WHITNEY INDEPENDENT SCHOOL DISTRICT

Gene Solis  
Superintendent

P.O. Box 518  
Whitney, Texas 76692  
(254) 694-2254 Fax (254) 694-4001

Melody Halef  
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Russell Gauer – Intermediate Principal  
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Jennifer Pair – Director of Curriculum  
Mark Byrd – Athletic Director



Wayne Redding – Middle School Principal  
Amber Seely – Elementary Principal  
Melissa Marbut – Director of Accountability  
Judy Bailey – Director of Food Service  
Brian Caperton – Director of Operations

## DISTRICT OF INNOVATION—AMENDMENT (2)

31

Whitney ISD seeks relief in the area of:

### **Teacher Certification Requirements—**

**Exemption from: TEC 21.003, TEC 21.053, DBA (LEGAL), DBA (LOCAL)**

*TEC 21.003 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. 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 the Texas Education Agency and/or State Board of Educator Certification. This system is burdensome and does not take into account the unique financial and or instructional needs of the district. TEC 21.053 requires a teacher to present his or her certificate to the district before their employment contract will be binding, and prohibits the district from paying an educator, or teacher if the educator does not hold a valid certification at the time.*

### **Innovation:**

The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. However, when that is not reasonably possible, the district's exemption from TEC 21.003 would allow the district to have the flexibility to hire non-certified persons who are knowledgeable and equipped to teach industry-specific career and technical courses (CTE), (STEM) science, technology,

engineering and math courses, dual credit courses, and courses in languages other than English, and all core academic courses. The Superintendent will have the authority under this exemption to select and employ non-certified persons who meet district qualifications for such teaching assignments.

In addition, in grades 6-12, the campus principal may submit to the Superintendent a request for local certification that will allow a certified teacher to teach courses or grades for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials, or experience, the teacher possesses that would qualify this individual to teach the proposed subject.

32

The Superintendent will have the authority under this exemption to assign a certified teacher to a subject or grade level for which the teacher is not certified.

The Superintendent will report to the board any hiring or assignment made under this exemption.

Whenever possible, instructional planning for a noncertified teacher's course will be undertaken in partnership with a certified teacher in the same field.

Noncertified teachers will be provided teacher mentoring, increased observations and feedback, professional development or instructional resources, and other supports.

Under this exemption, the district will not be required to submit to TEA any teacher certification waiver requests, state permit applications, or other such paperwork regarding these teachers. The district will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

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WHITNEY ISD

DISTRICT INNOVATION – AMENDMENT (2) CONTINUED

Whitney ISD seeks relief in the area of:

33

## **Student Behavior—**

### **Exemption from: 37.007(c)**

Serious misbehavior while in a DAEP:

- (33) Deliberate violent behavior that poses a direct threat to the health or safety of others
  - (34) Extortion, meaning the gaining of money or other property by force or threat
  - (35) Conduct that constitutes coercion
  - (36) Public Lewdness
  - (37) Indecent Exposure
  - (38) Criminal Mischief
  - (39) Personal Hazing
  - (40) Harassment of a student or employee
- (41) To implement this innovation, the district's Student Code of Conduct will authorize the principal at the DAEP campus to recommend for expulsion to the JJAEP when a student has committed multiple offenses of verbal or physical insubordination or has otherwise repeatedly disrupted the

educational environment of the DAEP. A principal's recommendation for expulsion to the JJAEP must be supported by specific, written documentation of each incident of such misbehavior, as well as all behavioral interventions and corrective actions by the DAEP staff.

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## DISTRICT OF INNOVATION AMENDMENT 3

35

**TEC 25.036 has been interpreted to mean that accepting a transfer is a one-year commitment by the District. The District is seeking an exemption from this interpretation of the statute.**

**Under this exemption, the Superintendent may revoke a student's transfer status at any time during a school year if the student fails to meet the statutory 90 percent attendance standard or if the student's conduct results in suspension (in-school or out- of-school), placement in a disciplinary alternative education program (DAEP), or expulsion.**



Term of Plan: 4/10/2022 to 4/09 2027

Plan applies to:  Entire District  
 Campus (list) \_\_\_\_\_  
 Other (please describe) \_\_\_\_\_

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**Other**

Please list any additional exemption required for your Innovation District Plan:

X 37.007 (c)

X 25.036