



\*Approved by District Educational Improvement Council, May 4, 2017

\*Proposed Board Adoption Date, June 20, 2017

\*Amendment to the plan on December 14, 2021

\*Proposed renewal DOI plan for the next 5 years

**Greenville ISD**  
**District of Innovation Plan**  
**Proposed Approval Date: June 20, 2017**

**Dr. Demetrus Liggins, Superintendent**

**Beliefs**  
**August 8, 2016**

We Believe:

- Every student deserves to be educated in a safe and nurturing environment
- All children can and will reach their full educational potential and be prepared for life and work when given the necessary tools, direction, and support
- Our diverse and exceptional staff is the most important resource serving the students of our district
- GISD is accountable to all stakeholders through the educational success of our students and staff
- GISD is accountable to all stakeholders through the efficient use of our resources
- Partnerships with the larger community are vital to the vibrant and exceptional educational system and that maintaining effective communication is critical to maintaining these relationships.

**Vision**

Greenville ISD...

We educate today...you succeed tomorrow

**Mission**

Greenville Independent School District prepares, inspires, and empowers students in a safe and nurturing environment to graduate responsible citizens who successfully compete in a global society.

**Introduction**

The Texas Legislature passed House Bill 1842 during the 84<sup>th</sup> Legislature establishing a process to create Districts of Innovation. The District of Innovation concept gives traditional independent school districts most of the flexibilities as Texas's open-enrollment charter schools. Greenville Independent School District feels that this is an opportunity to gain more local control and create a plan to meet the needs of our students, community, and staff. Upon approval by the Board of Trustees, the plan will remain in effect for five years from the date of adoption.

The Board of Trustees approved a resolution on January 17, 2017 initiating the process to move forward to create a District of Innovation plan. A public hearing was held on the same night to inform the public about the District of Innovation process. Additionally, the Board appointed a committee to research and draft a plan.

The final plan will be presented to the District Educational Improvement Council (site-based committee) and the Board of Trustees for final approval. The plan is housed on the District website at:

<http://www.greenvilleisd.com/Page/1842>

### **District of Innovation Timeline**

#### **January 2017**

January 17: Pass Board Resolution to Create a District of Innovation

January 17: Hold Open Hearing Regarding District of Innovation

January 17: Form DOI Planning Team

#### **February – April 2017**

Draft DOI Plan

Review Proposal with District Legal Counsel, TASB Legal, and TASB Policy Consultant

#### **May 2017**

May 4: Present Plan to District Educational Improvement Council

May 12: Post Plan to Website no later than May 12, 2017

May 18: Notify Commissioner of Education of intention to vote on proposed plan

#### **June 2017**

June 20: Present Plan to Board of Trustees for Approval

#### **December 2021**

December 14, 2021: Board of Trustees approved an amendment to Innovative Goal 3: Teacher Certification

### **District of Innovation Committee**

The DOI committee met several times to discuss issues that were important to Greenville ISD during the months of March and April. The committee consists of fifteen members representing elementary teachers, secondary teachers, campus administration, and district administration. Outside input was sought as was deemed appropriate by the committee.

The members of the committee include:

Michelle Baird, Carver Principal

Casey Chaney, Secondary Math Instructional Specialist

Joe Cummings, Secondary Math Teacher

Chip Gregory, HEC Principal

Stephanie Hensley, Elementary Math Instructional Specialist

Rebekah Jacobson, Writing Instructional Specialist

Heath Jarvis, GHS Principal Stacey

Kluttz, K-5 STEM Principal

Brandi Lopez, Elementary Bilingual Teacher

Jennifer Martin, Secondary ELAR and Social Studies Instructional Specialist

Colleen McDonald, Executive Director of Special Education

Joel Pitts, Secondary Career and Technology Education Teacher

Barbara Price, Executive Director of Elementary Education

Tyler Tyndell, Secondary ELAR Teacher  
Wes Underwood, Executive Director of Secondary Education

### **Innovative Research Areas**

The committee focused on the following areas as it researched possibilities for GISD.

- School Start/End Dates
- Teacher Contracts
- Number of Days Contracted for Teachers
- Career and Technology Certifications and Contracts
- Planning and Preparation Times During Conferences
- Extension of Probationary Contracts
- Minimum Minutes of Instruction

### **Innovation Goal 1: School Start/End Dates**

Texas Education Code Exemption: TEC 25.0811 (a)

*Sec. 25.0811. 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.*

#### **Innovative Strategy:**

Greenville ISD desires to begin school prior to the fourth Monday in August to allow for a school calendar that fits the needs of our local community emphasizing active learning, college and career readiness, and the social and emotional needs of the students. The first day of instruction will not begin prior to the second Monday in August. Teachers shall start no earlier than the first Monday in August. The District will work with the District Educational Improvement Council and seek community feedback in developing a school calendar and setting a school start date.

#### **Benefits**

The flexibility of start and end dates allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This empowers Greenville ISD to personalize learning, increase college and career readiness, and balance the amount of instructional time per semester. Flexible start dates allow the district to ensure that fall semester courses have the same opportunity to provide curricular depth and complexity as provided in the spring semester. Starting earlier will allow the District the flexibility to possibly pursue the option of a fall break. In addition, by having the 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. This will also allow for more embedded professional staff development opportunities throughout the year.

## **Innovative Goal 2: Teacher Planning and Preparation Time**

Texas Education Code Requiring Exemption: TEC 21.404

*Sec. 21.404. PLANNING AND PREPARATION TIME. (a) 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.*

### **Innovative Strategy:**

Greenville ISD desires to allow teachers at least 360 minutes of instructional preparation time within each two-week period, and an instructional preparation period shall not be less than 45 minutes within the instructional day. The District desires to require teachers participate in group planning and collaboration, such as a Professional Learning Communities, for at least 90 minutes during each two-week period.

### **Benefit**

It is the belief of Greenville ISD that a teacher is the most important school-related factor affecting student achievement gains. In addition, Greenville ISD believes that when teachers collaborate and share ideas they become more effective in delivering instruction and have a greater impact on student achievement. This planning time also allows for more flexibility in the campus master schedules, and allows for mentoring programs for new teachers without adding to the length of teacher workdays.

## **Innovative Goal 3: Teacher Certification**

Texas Education Code Requiring Exemption: TEC 21.003, TEC 21.0031, TEC 21.051, TEC 21.053, and TEC 21.057

*Sec. 21.003. 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.*

*Sec. 21.0031. FAILURE TO OBTAIN CERTIFICATION; CONTRACT VOID. (a) An employee's probationary, continuing, or term contract under this chapter is void if the employee:*

- (1) does not hold a valid certificate or permit issued by the State Board for Educator Certification;*
- (2) fails to fulfill the requirements necessary to renew or extend the employee's temporary, probationary, or emergency certificate or any other certificate or permit issued under Subchapter B; or*

*Sec. 21.051. RULES REGARDING FIELD-BASED EXPERIENCE AND OPTIONS FOR FIELD EXPERIENCE AND INTERNSHIPS. (a) In this section, "teacher of record" means a person employed by a school district who teaches the majority of the instructional day in an academic instructional setting and is responsible for evaluating student achievement and assigning grades.*

*(b) Before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities under supervision at:*

- (1) a public-school campus accredited or approved for the purpose by the agency; or*
- (2) a private school recognized or approved for the purpose by the agency*

*Sec. 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.*

*Sec. 21.057. PARENTAL NOTIFICATION. (a) A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.*

### **Innovative Strategy:**

Greenville ISD seeks to establish its own local qualification requirements for teaching Career and Technology Education (CTE) courses and allow a current certified teacher the ability to teach one subject outside of his/her certification field for one year. All candidates will 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 principal will submit the request to the superintendent with the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year.

### **Benefit:**

Greenville ISD is committed to expanding college and career opportunities for students. An exemption from the above provision will allow the Greenville ISD Board of Trustees the ability to issue a local teaching permit and employ an individual to teach the crafts of those trades or vocations on a full or part time basis. The individual qualifications would include demonstrated subject matter expertise, any combination of work experience, training and education or industry credential related to the subject matter he or she will be teaching.

### **Amendment to Innovative Goal 3: Teacher Certification passed by Greenville ISD Board of Trustees on December 14, 2021.**

**Inhibition of Goals:** In the event that the district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of his/her certification area, the district must request emergency certification from TEA and/or the state Board of Educator Certification. These requests may be denied. This process is time consuming, burdensome, and it may not allow the district to meet its instructional needs in a timely fashion. With the growing teacher shortage in Texas, this process may prevent the district from being able to hire the best teacher available.

**Amendment to Innovation:** Greenville ISD seeks to establish its own local qualification requirements for teaching Career and Technology Education (CTE) courses. Also, GISD seeks to locally certify, if necessary, teachers in areas of high demand. These areas include, but are not limited to: Foreign

Languages, Math, Science, ELAR, Social Studies etc. Special education and bilingual teachers will continue to be required to hold a state teaching certificate.

All candidates will 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 principal will submit the request to the superintendent with the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year and can be renewed by the district.

- **Proposed DOI plan posted on district website in December 2022**
- **DEIC will have a public meeting to consider and vote on the final version of the proposed plan on March 4, 2022 at 8:30 at the Wesley Martin Administrative Building.**
- **School Board adopted to renew the DOI plan during the March 15, 2022 regular board meeting.**