

**Ramirez Common School District
District of Innovation Plan
2023-2028**



October 19, 2023-October 19, 2028

During the 84th Legislative Session, HB 1842 was passed in order to provide more local control in certain areas. HB 1842 allows a traditional public school to utilize the exemptions in Texas Education Code that are extended to charter schools. We feel this is a great opportunity for our local district to create a plan based on the needs of our students and community that will remain in effect for the next five years.

Time Frame:

- June 14, 2023 Consider RCSD pursue DOI plan June 14, 2023
- August 2, 2023 Public Hearing August 2 ,2023
- August 2, 2023 School Board Committee Designation August 2,2023
- August 9, 2023 DOI committee meeting
- August 14, 2023 DOI committee meeting
- August 14, 2023 Post Draft DOI on website
- September 8, 2023 DOI committee meeting
- September 8, 2023 Post Final DOI plan on website for 30 days
- October 18, 2023 School Board Approval

DOI Committee:

Gloria Hamill	Superintendent
Dr. Marci Braswell	Instructional Coach/Programs Manager
Norma Vaelljo	Parent
Vyktoria Rodriguez	Teacher
Donna Trevino	Teacher
Melissa Hernandez	Teacher
Emily Chavera	Paraprofessional

District of Innovation Plan 2023-2028

Certifications TEC Code 21.003

Current: States 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.

Proposed: Exemption from the requirements which limit the district's ability to hire the best candidate for a job based solely on certification issues. In the event the district cannot locate a certified employee for a vacant position, the district will have the flexibility to hire individuals who have the knowledge or life experiences in the area and be able to perform the duties assigned to that position. The district will have the flexibility to assign an educator to teach a subject related to a field for which she/he is not currently certified by the state, but has knowledge or expertise to perform the job duties.

School Start Date TEC 25.0811

Current: Students are prohibited from starting school before the 4th Monday of August.

Proposed: The flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This flexibility of the start date also offers the following opportunities: An early start date permits students additional weeks of instruction prior to state assessments. This would allow an option to start school with a shorter week, easing the transition for students from summer to the school schedule. The district will determine, on an annual basis, when the school year will begin.

Inter-district Transfers TEC 25.036

Current: Under Texas Education Code, a district may choose to accept, as transfers, 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. The District is seeking to eliminate the provision of a one year commitment in accepting transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard.

Proposed: Nonresident students who have been accepted as inter-district transfer may have such transfer status revoked by the superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

Planning and Preparation Periods TEC 21.404

Current-Each classroom teacher is entitled to at least 450 minutes every two weeks for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. Under this section, a planning and preparation period 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.

Proposed-Each campus with the local control needed to determine how best to use staff time, especially as it pertains to collaborative planning and best meeting the needs of the students.

Probationary Contracts TEC 21.102(b)

Currently-For experienced employees new to the district, the probationary period may not exceed one year if the person has been employed as an employee in public education for at least five of the previous eight years. A one-year probationary period is not sufficient to evaluate the employee's effectiveness in the classroom since teacher contract renewal timelines demand that employment decisions be made prior to District receipt of state assessment results.

Proposed-Considering the expectation of student and employee performance, this period of time is not sufficient to evaluate the employee's effectiveness in the classroom since the employee contract timeline demands that employment decisions must be made prior to the availability of end-of-year 7 classroom and student data. Upon exemption from TEC Section 21.102 (b), all contract employees (including experienced teachers, counselors, or nurses new to the district) will be subject to the probationary period set out in TEC Section 21.102 (c) (three consecutive school years), in order to allow more time for the district to fairly and thoroughly assess an employee's performance. Partial years will not count toward the full year requirement.

District Depository TEC 45.205

Currently-Districts are required to bid depository banking services at a minimum of every six years.

Proposed-As a small rural school district, there are a limited number of banking entities with the interest in serving and/or the ability to serve the financial needs of the District. In addition, the required bid process uses the time and efforts of district personnel that is better spent on other activities given our limited ability to change banks. The District will monitor the availability of services and pricing that area banks may offer, and bid for services as needed to support the District's financial needs.

Requirements for Site-Based Decision Making Committee and School Health Advisory Council TEC 11.251, 11.252, 11.253, 28.004

Currently: District site-based decision committee requirements are focused on improving educational outcomes at the campus and district level. Student Health Advisory Council also has meeting requirements focused on health education curriculum, mental health, as well as overall student and employee wellness.

Proposed: In place of the District site-based decision committee and School Health Advisory Council, one committee will be established to meet, review, analyze and respond to surveys and data regarding the district's need assessment, district improvement plan, student's success and other requirements. The committee will convene at least three times per year and generate direction of the district's resources, professional development, and goals. The consolidation of committees will yield a great opportunity for one committee to address a multitude of needs making the use of time for community members, parents, business members, and staff more feasible.