



Maypearl Independent School District District of Innovation Plan

Initial Planning Meeting
District of Innovation (DOI)
Committee February 7, 2022

Proposed Plan Posted on District Website
Feb. 10, 2022

Public Meeting / Approve Plan
District of Innovation (DOI)
Committee March 1, 2022

DOI Committee Approved Plan Posted on District Website
March 3, 2022

Presented to the Maypearl ISD Board of Trustees
School Board votes to notify Texas Education
Commissioner of Intent to Adopt Plan
March 24, 2022

Final Approval by Board of Trustees
April 28, 2022

District of Innovation plan sent to Texas Education Commissioner
April 29, 2022

Mission Statement

The Mission of Maypearl ISD, a tradition-rich community, is to cultivate the unique potential of all students through innovative education

Motto

Tradition - Pride - Purpose

Vision

Maypearl ISD, where all learners will embrace their unique potential to excel, serve others, and own their future

Value Statement

In Maypearl ISD, we value...

- ★ Every student as our 1st priority
- ★ Building relationships
- ★ Safe, secure environments
- ★ Collaboration & teamwork for all
- ★ Commitment to excellence

TIMELINE

January 27th – Regular Board Meeting	Board of Trustees vote on Resolution to begin process and appoints District Innovation Plan Committee.
January 27th –Regular Board Meeting	Board of Trustees – Public Hearing to consider updating District Innovation Plan (within 30 days): <ol style="list-style-type: none"> 1. Board of Trustees – May decline to pursue designation of the district as an innovation district or 2. Innovation Plan Committee Appointed by Board of Trustees to develop comprehensive educational program with innovations and list of education code provisions to be exempt.
February 7th – District of Innovation Plan Committee	Innovation Plan Committee meets to develop comprehensive educational program with innovations and list of education code provisions to be exempt.
March 2nd – District of Innovation Committee	<ul style="list-style-type: none"> • Hold Public Meeting • Approve District of Innovation Plan to be posted and sent to Board of Trustees • Plan posted on district website for 30 days – March 3rd
March 24th – Regular Board Meeting	<ul style="list-style-type: none"> • Plan Presented to Board of Trustees • Board of Trustees voted to notify Commissioner of intent to adopt updated plan.
April 28th - Board Meeting	<ul style="list-style-type: none"> • Board of Trustees adopt plan with 2/3 vote. • District notifies Commissioner and submits plan with Figure 19 TAC 102.1307(d) form completed. • Plan is now on file for 5 years and the district may move forward with implementing the plan.

District Innovation Plan Committee:

- Ritchie Bowling
Superintendent
- Lisa Hyles
- Kathy DeGeest
- Cristin Votaw
- Lee Joffre
- Eric Janszen
- Amanda Stinson
- Kerrah Turner
- Leslie Pantoja
- Todd Watts
- Adele Mooney
- Teresa Hatton
- Tish Creech
- Chelsea Hoard
- Wanda Jordan
- Jessica Winningham
- Prissy Talley
- Zachary Formby
- Karlee Jones
- Debbie Mathers
- Shelby Thayer
- Krisit Guest
- Allison Daniel
- Robbi Fails

Maypearl Board of Trustees appointed this committee to serve in writing the District of Innovation Plan on Jan. 27, 2022 at a Regular Board Meeting.

**Figure: 19 TAC §102.1307(d)
Innovation District**

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the way a particular statute inhibits one or more goals of the plan.

Please use the form below to check the statutes specifically identified in your district’s local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls regarding the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of the code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: July 1, 2022, to June 30, 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

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

§21.055 School District Teaching Permit

§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
- §22.004(i) Group Health Insurance plan requirements
- §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

- X §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:

First Day of Instruction

TEC Code Requiring Exemption-

TEC 25.0811 & EB (Legal): A school district may not begin instruction for students for a school year before the fourth Monday in August.

Benefit of Exemption for Maypearl ISD:

- District Improvement Committee will have the flexibility to start the school year after the first Monday in August or prior to the fourth Monday in August.
- Starting the school year three weeks or more prior to the fourth Monday will better balance the number of days within the two semesters, with Winter Break serving as a natural break between the two semesters.
- Increases instructional days prior to STAAR/EOC and other exams.

Certified Employee Contract Rights

TEC Code Requiring Exemption-

TEC 21.003, 21.102(b), & DC(Legal): For experienced teachers (or administrators) new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.

Note: Special Education, Bilingual / ESL Teachers must continue to be SBEC certified.

Benefit of Exemption for Maypearl ISD:

- Experienced teachers, counselors, librarians, nurses, and administrators new to the district, would be eligible for two years of probationary contract period rather than limited to one year for the first two years of employment with the district.
- Often one year of probationary contract period is not enough time to evaluate the professional's effectiveness in the duties of the teacher, counselor, librarian, nurse, or administrator.
- Currently, professional contracts are renewed in March or April of each year and that limits the evaluator's time in evaluating the effectiveness of the professional to less than one year.

Teacher Evaluation

TEC Code Requiring Exemption-

TEC 21.352, DNA(Legal), & DNA(Local): The District shall appraise teachers annually using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

Benefit of Exemption for Maypearl ISD:

It allows the district the flexibility to develop an evaluation tool that best fits the needs of the district given the different nature of specific non-core classes or courses.

Local Guidelines:

The district administrative team may develop evaluation tools for Life Skills, Electives, and/or CTE courses. All evaluation tools must be approved by the Superintendent of Maypearl ISD prior to use.

Summary

The Maypearl ISD District of Innovation Plan is a culmination of a collaborative effort between community members, parents, teachers, administrators, and the Board of Trustees. The committee reviewed all available District of Innovation plans and all available areas of innovation allowed when developing this plan. This plan seeks to provide all Maypearl ISD students the best educational experience possible and works to continue our vision of being a Superior Learning Community.