



District of Innovation

WHAT IS A DISTRICT OF INNOVATION?

In 2015, the Texas 84TH Legislature with [House Bill 1842](#), amended the Education Code to empower school districts to enjoy some of the same flexibility given to Texas open enrollment charter schools by allowing public independent school districts to be exempt from certain requirements imposed by state law. Essentially, the District of Innovation (DOI) legislation is about offering districts more local control. "Innovation" is somewhat a misnomer in this instance, and a more appropriate title would have been "District of Local Control."

With federal legislation such as No Child Left Behind and the ever-expanding Texas Education Code, public schools districts have had little decision-making authority at the local level to reflect the uniqueness of each community. To some extent, DOI legislation offers a window of opportunity for districts to take back some local decision-making. As much as anything, many districts are seeking the DOI designation to demonstrate the desire for local control free of overarching federal and state mandates. That being said, districts cannot seek exemption from certain federal and state legislation such as academic accountability, including student standardized assessments.

WHAT SCHOOL DISTRICTS ARE ELIGIBLE TO BE DISTRICTS OF INNOVATION?

To be eligible for designation as a District of Innovation, a school district's most recent academic performance rating must be at least acceptable (TASB DOI Information Sheet).

WHY WOULD A SCHOOL DISTRICT CHOOSE TO PURSUE A DOI OPTION?

A local school district may want to pursue specific innovations in curriculum, instruction, governance, parent or community involvement, school calendar, budgeting, or other ideas. An innovation plan also allows a school district to gain exemption from many Texas Education Code requirements. Essentially, innovation plans will be about local control. Each district will pursue designation as a District of Innovation for different reasons, and no two plans may look the same. Community members should note that each innovation plan will be unique to the local school district. The experiences of other school districts may be informative but may not directly relate to the purpose or progress of a plan in another location (TASB DOI Information Sheet).



WHAT POTENTIAL BENEFITS WOULD A DOI DISTINCTION OFFER KILGORE ISD?

Potential benefits of Kilgore ISD becoming a District of Innovation include:

- **Local control:** KISD decides which available flexibilities best suit our local needs.
- **Customization:** KISD can create an innovation plan that suits very specific needs of our school district.
- **Autonomy:** The DOI Committee must submit a district of innovation plan to the KISD School Board and the Texas Commissioner of Education.
- **Flexibility:** KISD will have the flexibility to implement practices like open enrollment charter schools, including exemptions from mandates such as:
 - School start date
 - 90% attendance rule
 - Class-size ratios
 - Site-based decision-making processes
 - Certification and contracts of professional personnel
 - Professional development of personnel
 - Transfer students

WHAT LEGAL REQUIREMENTS CAN A DOI NOT EXEMPT?

As outlined in the TASB DOI Information Sheet, a DOI plan cannot seek exemption from a state or federal requirement applicable to open enrollment charter schools, certain parts of Chapter 11, state requirements for curriculum and graduation, and academic and financial accountability. Laws from which a District of Innovation cannot be exempt include statutes regarding:

- Elected boards of trustees
- Powers and duties of school boards, superintendents, and principals
- PEIMS
- Criminal history record checks and educator misconduct reporting
- Curriculum and graduation requirements
- Bilingual education
- Special education
- Prekindergarten
- Academic accountability, including student assessments
- Financial accountability and related reporting
- Open meetings
- Public records
- Public purchasing under the Texas Local Government Code and conflicts of interest
- Nepotism
- Other state and federal laws outside of the Texas Education Code



HOW LONG DOES A DOI PLAN STAY IN EFFECT?

The DOI plan may have a term of up to five years, and it may be amended, rescinded, or renewed by a majority vote of the District Level Advisory Committee, and the district's board of trustees in the same manner required for initial adoption. The renewed KISD DOI Plan will be valid from June 27, 2022, until June 26, 2027.

If a District of Innovation receives unacceptable academic and/or financial performance ratings for two consecutive years, the commissioner may terminate the innovation plan or require the district to amend its plan. If a District of Innovation receives unacceptable academic and/or financial performance ratings for three consecutive years, the commissioner must terminate the innovation plan.

WHAT IMPACT COULD A DOI HAVE ON KISD SCHOOL BOARD POLICY?

A District of Innovation will likely need to make changes to LOCAL policies and may need adjustments to LEGAL policies to reflect that some legal provisions may be affected by the district's innovation plan. After TEA publishes rules and the list of legal provisions from which a District of Innovation may seek an exemption, TASB Policy Service will be able to help each District of Innovation evaluate necessary changes to the district's policy manual, which could vary greatly from district to district, depending on the extent of the district-wide exemptions included in the innovation plan.

WHAT PROCESS IS REQUIRED TO ADOPT AN INNOVATION PLAN?

The DOI renewal process for Kilgore ISD was initiated in March 2022 by the unanimous approval of a resolution of the KISD School Board of Trustees board of trustee. Promptly after the resolution was approved, meetings were held on each KISD campus with the listed representatives to evaluate the current DOI plan and make suggestions for amendments for the renewed plan.



Name	Campus	Role
Becky Montgomery	KPS	Principal
Lisa Richardson	KPS	Assistant Principal
Pamela O'Neal	KPS	Assistant Principal
Vickie Shipp	KPS	Instructional Specialist
Stephanie Beets	KPS	Teacher
Meggan Clark	KPS	Teacher
Cindy Lindley	CES	Principal
Steven Collins	CES	Assistant Principal
Dana Presley	CES	Instructional Specialist
Angelica Brandt	CES	Reading Interventionist
Stacy Johnson	CES	Teacher
Claudia Williams	CES	Teacher
AnnaLeigh Herrin	CES	Teacher
Kim Slayter	KIS	Principal
Jeromy McMurray	KIS	Assistant Principal
Meghan Daniels	KIS	Counselor
Melissa Steph	KIS	Instructional Specialist
Tracy Edens	KIS	Teacher
John Bryant	KIS	Teacher
Jennifer Gholson	KMS	Principal
Bryan Stagner	KMS	Assistant Principal
Delina Chitwood	KMS	Teacher
Debby Leppert	KMS	Teacher
Kai Kern	KMS	Teacher
Kim Britton	KMS	Teacher
Amanda Mohn	KMS	Teacher
April Cox	KHS	Principal
Johna Tritt	KHS	Instructional Specialist
Josh Carlisle	KHS	Teacher
Allison Shaw	KHS	Teacher
Tom Rhoads	KHS	Teacher
Zevely Hatcher	Admin	Executive Director of Student Learning
Carl Mohn	Admin	Instructional Technology Coordinator
Amy Broaddus	Admin	Director of Human Resources



Kilgore ISD – DOI Areas of Focus

DISCIPLINE FOR USE OR POSSESSION OF AN E-CIGARETTE

A school district requires school districts to remove a student from class and place in DAEP when the student possesses an e-cigarette.

Kilgore ISD has determined an amendment to its current District of Innovation Plan is necessary based on the language included in HB114 during the 88th Regular Legislative Session. This amendment was approved by the KISD School Board on September 18, 2023.

Discipline for Use or Possession of an e-Cigarette

Texas Education Code § 37.006(a)(2)(C-2) requires school districts to remove a student from class and place the student into a Discipline Alternative Education Program (DAEP) when the student possesses, uses, sells, gives, or delivers to another person an e-cigarette (as defined by Texas Health and Safety Code § 161.081), on or within 300 feet of school property or while attending a school-sponsored or school related activity on or off of school property. (HB 114, effective September 1, 2023.)

Rationale for Exemption

This amendment to the Kilgore ISD District of Innovation Plan allows the District to claim exemption from TEC § 37.006(a)(2)(C-2) regarding mandatory student placement into DAEP for e-cigarettes. Kilgore ISD understands that student vaping has become and will continue to be a growing concern. However, the District believes that a state-mandated DAEP placement for possessing, using, selling, giving, or delivering of non-marijuana and/or non-tetrahydrocannabinol e-cigarettes limits and restricts the authority and responsibility of Campus and District Administrators to investigate, consider, determine, and administer appropriate student discipline within the District's Student Code of Conduct which may or may not include DAEP assignment depending on the individual circumstances of each infraction. Kilgore ISD believes these student disciplinary decisions are best made at the local level as opposed to a state mandate.

Local Guidelines

The District's Student Code of Conduct prohibits and will continue to prohibit students from possessing, using, giving, or delivering e-cigarettes; and the District intends to continue to apply appropriate discipline for such conduct.

Possession, use, selling, giving or delivering to another person an e-cigarette or vape device that contains any amount of marijuana or tetrahydrocannabinol (THC) will remain a mandatory DAEP offense.



COUNSELOR WORK TIME

Senate Bill 179 places restrictions on duties that can be fulfilled by school counselors, requires policy adoption and annual review by the school board, and limits contracting options with counselors in the district.

Kilgore ISD has determined that amendments to its current District of Innovation Plan are necessary based on the passage of mandates from Chapter 33, 37 of the Texas Education Code and the passage of SB 179 during the 88th Regular Legislative Session. This amendment was approved by the KISD School Board on June 26, 2024.

Texas Education Code:

Section 33.006 (d) – (h). COUNSELOR WORK TIME

Kilgore ISD School Board Policy:

DB Legal and Local: Personnel Positions

Rationale for Exemption

The amendment to the Kilgore ISD District of Innovation Plan allows the district to claim exemption from Texas Education Code § 33.006 (d) – (h) regarding the restrictions on duties that can be fulfilled by school counselors including a policy adoption with annual review. Kilgore ISD wishes to maintain flexibility in its school counseling and guidance program by waiving compliance of TEC § 33.006 (d) that a counselor spends 80 percent of total work time identified by statute, as well as removing burdens imposed by subsections (e) – (h) related to policy adoption, annual review, and counselor employment contracts. The requirements of TEC § 33.006 (d) – (h) impede the district's ability to meet the ever-changing needs of its students and school operations by restricting the ability of KISD counselors to fulfill other important roles throughout the district, including but not limited to, special education and 504 monitoring, scheduling, student assessment, etc. While it is still the intent and goal of KISD that its certified counselors focus on the school counseling program, temporal restrictions and time logging/tracking requirements, which would be necessary to confirm strict adherence to an 80/20 duty allocation, are an ineffective use of employee time and impedes the district's ability to use its counseling staff in a variety of roles to best serve the needs of KISD students and the community. KISD will exercise local discretion in determining the additional duties fulfilled by certified counselors in the district, by taking into account each individual counselor's professional education, certifications, experience, and knowledge, and will also consider the specific needs of the students and staff on each campus.



THREE-DAY LIMITATION ON SUSPENSIONS

The principal or other appropriate administrator may assign in or out of school suspension for a student who engages in conduct identified in the student code of conduct. In and out of school suspensions may not exceed three school days.

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Texas Education Code:

Texas Education Code § 37.005. SUSPENSIONS

Kilgore ISD School Board Policy:

FOB Legal: Out of School Suspensions

Rationale for Exemption:

Currently TEC § 37.0012 requires a suspension may not exceed three school days. This exemption is desired to be able to change the maximum number of days of suspension allowed. The law has been interpreted to apply to both in and out of school suspensions. This limitation minimizes the options a campus has for discipline without sending a student to DAEP. Additional days on campus in school suspension (ISS) could provide a way for a campus to avoid excessive discretionary DAEP placements.

Local Guidelines:

Exemption from this requirement will provide campuses with the option of keeping students on campus instead of sending students to the disciplinary alternative educational placement for placements that exceed three days as determined by the KISD Code of Conduct and Campus Discipline Matrix.



SUSPENSION LIMITATION FOR STUDENTS BELOW 3rd GRADE

Under the law, a student who is enrolled in a grade level below grade 3 may not be placed in out-of-school suspension unless the conduct contains the elements related to specific Penal Code violations outlined within the Kilgore Independent School District Code of Conduct.

Kilgore ISD has determined that amendments to its current District of Innovation Plan are necessary based on the passage of mandates from Chapter 33, 37 of the Texas Education Code and the passage of SB 179 during the 88th Regular Legislative Session. This amendment was approved by the KISD School Board on June 26, 2024.

Texas Education Code:

Texas Education Code § 37.005. OUT OF SCHOOL SUSPENSION BELOW GRADE 3

Kilgore ISD School Board Policy:

FOB Legal: Out of School Suspensions

Rationale for Exemption:

To best serve the students of KISD and provide a high-quality educational environment for all students, faculty, and staff, the District proposes that school administrators be able to exercise professional judgement and place students of any grade level in out-of-school suspension for a violation of the Student Code of Conduct and when they deem it necessary for safety and to maintain an orderly learning environment for all stakeholders.

Local Guidelines:

The Kilgore Independent School District will continue to monitor the suspension of all students, regardless of grade level, to ensure that District Policy and the Student Code of Conduct are applied appropriately across the District. Exemption from this requirement will provide elementary campuses placement options in the event a student's behavior reaches a level of such disruption that immediate action should be taken to maintain the effectiveness and safety of the educational environment for all students.



CALENDAR – FIRST DAY OF INSTRUCTION

A school district may not begin instruction for students for a school year before the fourth Monday in August.

Texas Education Code:

Sec. 25.0811. FIRST DAY OF INSTRUCTION

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.25.htm#25.0811>

Kilgore ISD School Board Policy:

EB: SCHOOL YEAR

EB (LEGAL) [http://pol.tasb.org/Policy/Download/539?filename=EB\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=EB(LEGAL).pdf)

EB (LOCAL) [http://pol.tasb.org/Policy/Download/539?filename=EB\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=EB(LOCAL).pdf)

Rationale:

Currently, Texas law prohibits public school students from beginning school before the 4th Monday of August. Kilgore ISD believes our local community should be responsible for deciding what is best for our students in setting the first day of instruction. By claiming exemption from Sec. 25.0811, the district shall determine the first day of instruction for its students on an annual basis with input from stakeholders. Potential benefits to Kilgore ISD include:

- A DOI plan that allows a school district *to begin school no earlier than the 3rd Monday in August* would give the KISD District Planning Committee the flexibility to start school earlier than current Texas law allows
- Starting school earlier would allow the district to better balance the two semesters
- The balanced semesters will align with college semesters as well, allowing more opportunities for summer school, internships, and industrial certification opportunities.
- The ability to begin school earlier would allow the District Planning Committee to consider calendar options that provide the most local autonomy and flexibility to KISD.

Regardless of whether any adjustments or changes are made to the current start date law, Kilgore ISD believes this issue is best served as a local decision as opposed to a state mandate.



MINIMUM MINUTES OF INSTRUCTION

For each school, all public school districts must operate so that the district provides for at least 75,600 minutes of instruction for full time programs and 37,800 minutes of instruction for half-time programs such as Pre-K.

Texas Education Code:

Sec 25.081 OPERATION OF SCHOOLS

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.25.htm#25.081>

Kilgore ISD School Board Policy:

EC: SCHOOL DAY

EC (legal) [http://pol.tasb.org/Policy/Download/539?filename=EC\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=EC(LEGAL).pdf)

EC (local) [http://pol.tasb.org/Policy/Download/539?filename=EC\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=EC(LOCAL).pdf)

Under current law, for each school year, every public school district must operate so that the district provides for at least 75,600 minutes of instruction, including intermissions and recesses. The state requires 75,600 minutes for full day programming. For half-day programs such as Pre-K and PPCD the required minute requirement is 37,800 minutes. There is not enough time in the normal school day to be able to accommodate 37,800 minutes for both a morning and afternoon group of students in our school calendar. Kilgore ISD would like to request that we be allowed to offer a 185-minute school day for half-day programs such as Pre-K and PPCD. This will allow each teacher to have a morning and an afternoon group of students along with their conference period and duty-free lunch within the regular school day. Regardless of whether any adjustments or changes are made to the current minimum number of instructional minute's law, Kilgore ISD believes this issue is best served as a local decision as opposed to a state mandate.



EDUCATOR CERTIFICATION

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 public school district unless the person holds an appropriate certificate or permit issued.

Texas Education Code:

Sec. 21.003. CERTIFICATION REQUIRED

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.21.htm#21.003>

Sec. 21.053. PRESENTATION AND RECORDING OF CERTIFICATES

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.21.htm#21.053>

Sec. 21.057. PARENTAL NOTIFICATION

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.21.htm#21.057>

Kilgore ISD Board Policy:

DBA: EMPLOYMENT REQUIREMENTS AND RESTRICTIONS CREDENTIALS AND RECORDS

DBA (LEGAL) [http://pol.tasb.org/Policy/Download/539?filename=DBA\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=DBA(LEGAL).pdf)

DBA (LOCAL) [http://pol.tasb.org/Policy/Download/539?filename=DBA\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=DBA(LOCAL).pdf)

DK: ASSIGNMENT AND SCHEDULES

DK (LEGAL) [http://pol.tasb.org/Policy/Download/539?filename=DK\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=DK(LEGAL).pdf)

DK (LOCAL) [http://pol.tasb.org/Policy/Download/539?filename=DK\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=DK(LOCAL).pdf)

DK (EXHIBIT) [http://pol.tasb.org/Policy/Download/539?filename=DK\(XHIBIT\).pdf](http://pol.tasb.org/Policy/Download/539?filename=DK(XHIBIT).pdf)

Rationale:

Under current Texas law, a public school may not employ a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor unless that person holds an appropriate certificate or permit. Kilgore ISD shall have the right to recruit individuals from certain trades, industries, and vocations with industry knowledge and real-world experience and consider qualifications based on experience, industry certification, etc., with the exception of Special Ed and bilingual/ESL certifications. Additionally, Kilgore ISD shall have the authority to allow certified teachers to teach one subject outside their certified field. Furthermore, the district shall establish local criteria for training and locally certifying individuals rather than adhere strictly to mandates outlined in Sec. 21.053. In doing so, parental notification of “inappropriately certified or uncertified teachers” under Sec. 21.057 would no longer be necessary. Regardless of whether any adjustments or changes are made to the certification laws, Kilgore ISD believes this issue to be a local decision as opposed to a state mandate.

Note: May have to be limited to 9-12 because of Federal and State funding requirements



MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE

A student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.

Texas Education Code:

Sec. 25.092. MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE
<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.25.htm#25.092>

Board Policy:

FEC: ATTENDANCE FOR CREDIT

FEC (LEGAL) [http://pol.tasb.org/Policy/Download/539?filename=FEC\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=FEC(LEGAL).pdf)

FEC (LOCAL) [http://pol.tasb.org/Policy/Download/539?filename=FEC\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/539?filename=FEC(LOCAL).pdf)

Rationale:

Texas Education Code Section 25.092 restricts a public school district from issuing class credit or a final grade if a student is not in attendance the required “seat time”. Kilgore ISD believes 90% is an arbitrary percentage emphasizing “seat time” over content mastery. By claiming exemption from Sec. 25.092, the district can abstain from penalizing students who miss class time due to extra- and co-curricular activities, academic activities, and/or other extenuating circumstances enabling the district to accommodate students with legitimate scheduling conflicts while reducing dropouts and increasing the number of qualifying graduates. Note that relief from Sec. 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Furthermore, in no way does this exemption limit a teacher's right to determine the finality of a grade in accordance with Texas Education Code Sec. 28.214 nor does it restrict or alter a teacher's right to assign grades in accordance with Texas Education Code Sec. 28.216. Regardless of whether any adjustments or changes are made to the minimum attendance for class credit or final grade laws, Kilgore ISD believes this issue to be a local decision as opposed to a state mandate.



PROFESSIONAL EMPLOYEE CONTRACTUAL DAYS

A public school professional employee hired as a classroom teacher, counselor, or nurse shall be employed on a 10-month contract equivalent to 187 days.

Texas Education Code:

Sec. 21.401 MINIMUM SERVICE REQUIRED

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.21.htm#21.401>

Kilgore ISD Board Policy:

DC: EMPLOYMENT PRACTICES

DC (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=DC\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=DC(LEGAL).pdf)

DC (LOCAL) [https://pol.tasb.org/Policy/Download/539?filename=DC\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=DC(LOCAL).pdf)

Rationale:

Current Texas education law in Chapter 21 defines a professional employee contract (teacher, counselor, or nurse) as a 10-month contract equivalent to 187 work days. This proposal would allow Kilgore ISD to reduce teacher contract days from 187 to a decreased length with no effect on teacher salaries to better align with the instructional day calendar. It is understood that all current district employee required professional development guidelines will still be met. This exemption would allow the district to better align professional employee contract days to the 75,600 instructional minutes required of students. Regardless of whether any adjustments or changes are made current professional employee contractual days, Kilgore ISD believes this issue to be a local decision as opposed to a state mandate.



PROFESSIONAL EMPLOYEE PROBATIONARY EMPLOYMENT CONTRACTS

A 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.

Texas Education Code:

Sec. 21.102 PROBATIONARY CONTRACTS

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.21.htm#21.102>

Kilgore ISD School Board Policy:

DCA: EMPLOYMENT PRACTICES – PROBATIONARY CONTRACTS

DCA (Legal) [https://pol.tasb.org/Policy/Download/539?filename=DCA\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=DCA(LEGAL).pdf)

Rationale:

Under current Texas Chapter 21 professional employee employment guidelines, probationary periods for newly hired teachers, counselors, and nurses who have been employed within public education for at least five of the previous eight years cannot exceed one year. Kilgore ISD believes this limited probationary contract time period is insufficient in some cases to fully determine the professional employee’s effectiveness. Relief from Texas Education Code 21.102 will permit the Kilgore ISD the option to issue a probationary contract for a period in length of up to two years for experienced teachers, counselors, or nurses newly hired by the district. This will allow the district additional time to evaluate professional performance. Regardless of whether any adjustments or changes are made to Texas Education Code employment laws, Kilgore ISD believes this issue is best served as a local decision as opposed to a state mandate.



STUDENT/TEACHER RATIO & CLASS SIZE

A public school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.

Texas Education Code:

Sec. 25.112 CLASS SIZE

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.25.htm#25.112>

Sec 25.113 NOTICE OF CLASS SIZE

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.25.htm#25.113>

Kilgore ISD School Board Policy:

EBB (Legal) [https://pol.tasb.org/Policy/Download/539?filename=EEB\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=EEB(LEGAL).pdf)

Rationale:

Under current Texas Education Code, public school districts are prohibited from enrolling more than 22 students in grades K-4. If a district exceeds this student class size limit at any point other than the last 12 weeks of a school district, the district has 30 days either employ additional professional teaching staff as needed to regain the 22-student class size requirement or file a waiver request with the Texas Commissioner of Education. Kilgore ISD has frequently found this class size mandate to be problematic given recent year student enrollment trends occurring both at the beginning and during the school year. By claiming exemption from Sec. 25.112 and 25.113, the district can locally determine and establish local criteria to determine appropriate student class size ratios as they pertain to instruction and budgetary goals. Regardless of whether any adjustments or changes are made to current state-mandated teacher/student classroom size ratios, Kilgore ISD believes this issue is best served as a local decision as opposed to a state mandate.



DISTRICT SITE-BASED DECISION-MAKING

To implement the decision-making process at the district and campus levels, administration should consider the following critical success factors [which include but are not limited to]: Extensive and continuous training prior to and during implementation within the school district. Training should include, but not be limited to, developing skills on consensus building, brainstorming, problem solving, managing change and interpersonal communication skills such as conflict resolution, value clarification and negotiation. An extensive amount of time will be spent changing role definitions, training school district staff, educating the community, establishing objectives, developing and implementing programs and monitoring program success.

Texas Education Code:

Sec. 11.251. PLANNING AND DECISION-MAKING PROCESS

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.11.htm#11.251>

Sec. 11.252. DISTRICT-LEVEL PLANNING AND DECISION-MAKING

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.11.htm#11.252>

Sec. 11.253. CAMPUS PLANNING AND SITE-BASED DECISION-MAKING

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.11.htm#11.253>

Sec. 11.255. DROPOUT PREVENTION REVIEW

<http://www.statutes.legis.state.tx.us/Docs/ED/htm/ED.11.htm#11.255>

Kilgore ISD School Board Policy:

BQ: PLANNING AND DECISION-MAKING PROCESS

BQ (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=BQ\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQ(LEGAL).pdf)

BQ (LOCAL) [https://pol.tasb.org/Policy/Download/539?filename=BQ\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQ(LOCAL).pdf)

BQA: PLANNING AND DECISION-MAKING PROCESS DISTRICT-LEVEL

BQA (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=BQA\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQA(LEGAL).pdf)

BQA (LOCAL) [https://pol.tasb.org/Policy/Download/539?filename=BQA\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQA(LOCAL).pdf)

BQA: PLANNING AND DECISION-MAKING PROCESS CAMPUS-LEVEL

BQB (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=BQB\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQB(LEGAL).pdf)

BQB (LOCAL) [https://pol.tasb.org/Policy/Download/539?filename=BQB\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=BQB(LOCAL).pdf)

Rationale:

Site-based decision-making is a process for decentralizing decisions to improve the educational outcomes at every school campus through a collaborative effort by which principals, teachers, campus staff, district staff, parents, and community representatives



assess educational outcomes of all students, determine goals and strategies, and ensure that strategies are implemented and adjusted to improve student achievement.

DISTRICT SITE-BASED DECISION-MAKING...CONTINUED

While all stakeholders are represented, it is often a difficult task for parent, community, and business reps to offer a voice in a broad sense. Although each offers perspective,

feedback is typically more representative of individual perspective than as an advocate for those in similar roles (i.e., a business rep should ideally speak on behalf of local businesses based on feedback from other business members). Outside representatives have proven valuable in the manner in which the EIC has operated over the past several years, which has served as a discussion-based group on a variety of topics. Over time, both district- and campus-level parents of students enrolled in the district, community members, and business and industry representatives have expressed concerns feeling they had little to contribute to the overall conversation in the traditional format of these committees. Because so much is to be considered as a part of the district and campus improvement plan (including federal and state law), leaders (both principals and teacher leaders) must have deep conversation prior to the site-based management committee meetings. As a result, the committee is merely a rubber-stamp committee with considerable de jure power but little de facto power. In addition, a comprehensive needs assessment, measurable performance objectives, strategies, resources (including staff), and evaluative measures, the number of strategies mandated in Sec. 11.252 are excessive.

Kilgore ISD is claiming exemption from the specific provisions of Sec. 11.251 – 11.255 and shall determine the processes and memberships of its site-based management committees. While Kilgore ISD will continue to develop district and campus improvement plans based upon a comprehensive needs assessment, the district is claiming exemption from the specific mandates of these sections and shall determine the contents of its plans while honoring federal mandates that cannot be excluded. Regardless of whether any adjustments or changes are made to site-based decision-making rules and laws, Kilgore ISD believes this issue to be a local decision as opposed to a state mandate.



STUDENT TRANSFERS

Students who transfer from other districts will be granted admission for one regular school year at a time.

Texas Education Code:

Sec. 25.036. <https://statutes.capitol.texas.gov/Docs/ED/htm/ED.25.htm>

Kilgore ISD School Board Policy:

FDA: ADMISSIONS – INTERDISTRICT TRANSFERS

FDA (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=FDA\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=FDA(LEGAL).pdf)

FDA (LOCAL) [https://pol.tasb.org/Policy/Download/539?filename=FDA\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=FDA(LOCAL).pdf)

Rationale:

Under current Texas Education Code, a transfer student is granted admission for one complete school year. Kilgore ISD requires nonresident students to file an application for transfer and meet certain eligibility requirements including having passed all sections of the most recently administered state-mandated assessment, successful completion of all coursework from the previous year, no record of discipline problems, good attendance and compliance with attendance policies from the previous district, and sufficient space and availability of instructional staff and programs. By claiming exemption from section 25.036 of the Texas Education Code, nonresident students who have been accepted as interdistrict transfers may have such transfer status revoked by the Superintendent or Superintendent’s designee at any time during the year if the student falls below the standards for acceptance.



REQUIRED PROFESSIONAL DEVELOPMENT

The staff development provided by a district to an educator other than a principal must be conducted in accordance with standards developed by the district and designed to improve education in the district.

Texas Education Code:

Sec. 21.451. <https://statutes.capitol.texas.gov/Docs/ED/htm/ED.21.htm>

Kilgore ISD School Board Policy:

DMA: PROFESSIONAL DEVELOPMENT – REQUIRED STAFF DEVELOPMENT

DMA (LEGAL) [https://pol.tasb.org/Policy/Download/539?filename=DMA\(LEGAL\).pdf](https://pol.tasb.org/Policy/Download/539?filename=DMA(LEGAL).pdf)

Rationale:

Kilgore ISD will exercise local discretion in determining areas of need, content, duration, and frequency of Professional Development for professional and paraprofessional staff.