



Midland Independent School District

DISTRICT OF INNOVATION





APPROVAL

The **District of Innovation** plan was submitted to the Midland ISD School Board on May 15, 2023.

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District 1

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District 6

MISSION STATEMENT

All students will graduate prepared and ready for college or career.

CORE ACTION VALUES

Authenticity
Integrity
Awareness
Courage
Perseverance
Faith
Purpose
Vision
Focus
Enthusiasm
Service
Leadership



WHAT IS A DISTRICT OF INNOVATION?

The **District of Innovation** concept was passed into law during the 84th Legislative Session in House Bill 1842, allowing eligible Texas public school districts to obtain exemptions from certain provisions of the Texas Education Code.

The law allows traditional independent school districts to access most flexibilities available to Texas' open enrollment charter schools. To access these flexibilities, and obtain exemptions, the District must create a Local Innovation Plan.

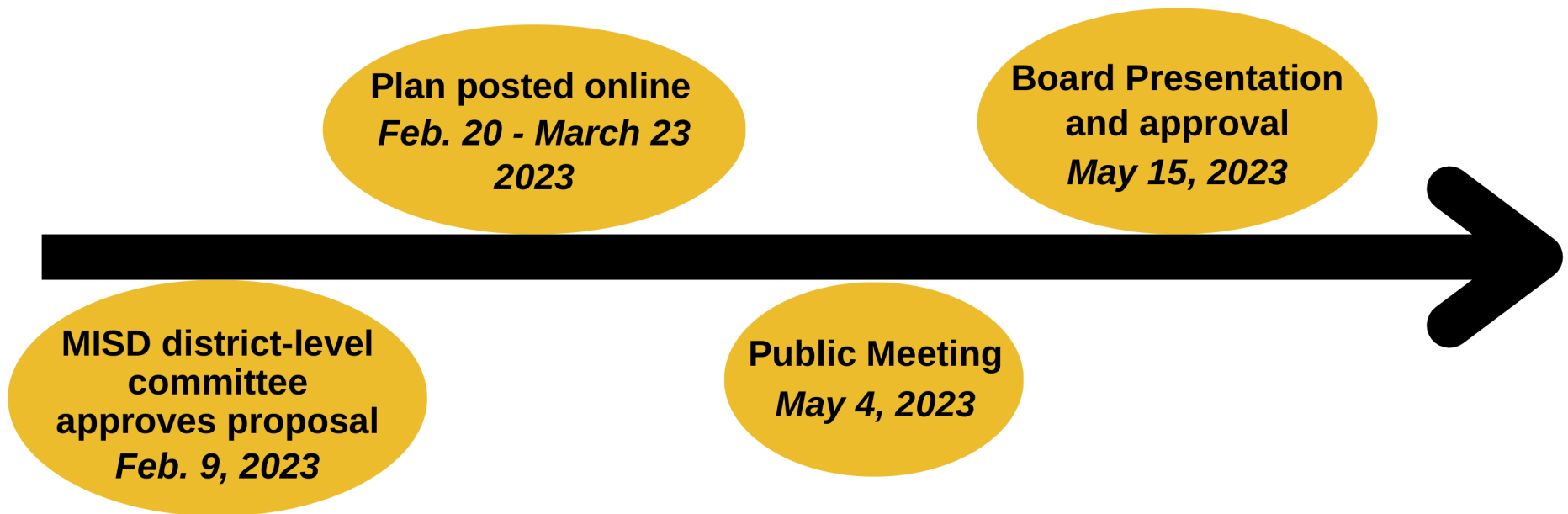


HOW LONG DOES IT LAST?

Midland ISD approved renewal for its **District of Innovation** to begin the 2023-24 school year. The approved plan will last for five years.

The **District of Innovation** committee will review the plan as needed to confirm consistent alignment with the needs of the district. Any recommended changes to the approved plan will filter through the **District of Innovation** committee and Midland ISD Board of Trustees for approval.

DISTRICT OF INNOVATION TIMELINE



DISTRICT OF INNOVATION 2023 COMMITTEE

Ashley Osborne, Associate Superintendent

Karina Barrera, Director of HR

Diane Martinez-Lopez, Exec. Director

Josefa Davila, Exec. Director of T&L

Jeff Horner, Exec. Director of CTE

Mark Patrick, Technology Coordinator

Tony De La Rosa, Director of HR

Teresa Moore, Director of HR

Jennifer Rambo, Supervisor

Nicole Ramon, Director of Counseling

Jesse Garcia, Executive Director of Talent

Javier Aguilera, De Zavala Principal

Tim Allen, Emergency Management

Mechelle C. Jones, Family Outreach

Diana Dominguez, Teacher

Jami Berry, Teacher

Deanne King, Teacher

Elaina Leyba, Teacher

Cassandra Lyons, Teacher

Shirley Smith, Teacher

Lauren Langston, Teacher

Laura Aguero, Teacher

Lilia Romero, Teacher

Lacy Morrow, Teacher

Medina Smith, Teacher

Sue Anderson, Teacher

Becky Allison, Teacher

Samantha Stahl, Teacher

DISTRICT OF INNOVATION 2023 COMMITTEE

Michelle Adams, Teacher
Laura Tippen, Teacher
Lesley Stigall, Teacher
Corina Flores, Teacher
Alaina Boaz, Teacher
Cory Callaway, Teacher
Susan Couch, Teacher
Jocelyn Bowden, Teacher
Rosalinda Rogers, Teacher
Benito Ozuna, Teacher
Debra Hammond, Teacher
Paige Pryor, Teacher
John Wilks, Specialist
Isabel Reyes, Teacher

Nathan Cheney, Teacher
Nicole Trujillo, Teacher
Leslie Sanchez, Teacher
Liz Carter, Teacher
Katherine Robles, Teacher
Liz Hulslander, Teacher
Kaylynn Awbrey, Teacher
Stephanie Gannaway, Teacher
Catherine Smith, Teacher
Jessica Smith, Teacher
Teresa Padilla, Teacher
Robyn Birkla, Teacher
Caroline Simpson, Teacher
Nicole Ramos, Teacher

TEXAS EDUCATION CODE EXEMPTIONS

1. TEC 21.003 Certification Required
2. TEC 25.081 Operation of Schools
3. TEC 25.0811 First Day of Instruction
4. TEC 25.092 Minimum Attendance for Class Credit or Final Grade
5. TEC 25.111 Student/Teacher Ratio
6. TEC 25.112 Class Size
7. TEC 25.113 Notice of Class Size
8. TEC 37.0012 Designation of Campus Behavior Coordinator
9. TEC 37.006 (c-2) Student Disciplinary Procedures

CERTIFICATION REQUIRED

TEC 21.003 requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency.

Exemption Rationale: To allow the district flexibility in hiring teachers with a focus on career and technology, foreign languages, and Science, Technology, Engineering, Arts and Mathematics (STEAM). The District will create a standard to determine qualifications, such as other testing options and/or qualified experiences and work history. The District will continue to seek certified teachers and retain existing teachers in the areas being considered.

Benefits of the exemption:

- Creates the potential to afford more students the opportunity to take a wider variety of courses
- Creates flexibility to recruit teachers from the field, including individuals from trades or vocations with industry knowledge and real world experience
- Creates opportunities for community college instructors to offer additional dual credit and career preparation opportunities
- Creates opportunities to enrich teacher applicant pools



OPERATION OF SCHOOLS

TEC 25.081 that districts are required to provide 75,600 minutes of instruction (including intermissions and recess).

Exemption Rationale: To allow the district flexibility in calculating minutes of instruction that could possibly vary from the 75,600 minutes required in statute.

Benefits of the exemption:

- Permit the district to offer alternative programming designed to fit the needs of student without having to apply for an annual waiver.

Limitations:

- In the event Midland ISD has less than 75,600 minutes in a year, district funding will be impacted regardless of the DOI exemption the reason is approved through TEAs normal waiver processes.



FIRST DAY OF INSTRUCTION

TEC 25.0811 specifies that “a school district may not begin instruction for students for a school year before the fourth Monday in August.”

Exemption Rationale: To allow the district flexibility in starting school earlier than the fourth Monday in August.

Benefits of the exemption:

Additional flexibility in PD days strategically placed throughout the school year

Balance Grading Periods for more equitable instruction between both semesters

Increased days in fall allows for more natural break between semester

FIRST DAY OF
INSTRUCTION



Allow more time for teacher/leader teams to disaggregate data prior to school year starting

Aligns college schedules so students can take advantage of summer offerings

Maximized instructional days before state assessments

MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE

TEC 25.092 provides conditions for credit or a final grade for a class based on student attendance for at least 90 percent of the days a class is offered. The law also provides provisions for students who are in attendance at least 75 percent of the days a class is offered, in that he/she may be given credit or a final grade if the student completes a plan approved by the principal that meets the instructional requirements of the class.

Exemption Rationale: To allow the district to assimilate a plan that allows for students to miss more than 10% without attendance intervention.

Benefits of the exemption:

- Each freshman and senior high school campus has developed a Secondary School Plan for Minimum Attendance in order to help students with many absences
- The plan also to provides interventions based on each student's academic and personal needs as collaboratively determined by the campus administration, counselors and teachers.
- As stated in law and policy, absences resulting from serious or life-threatening illnesses or accidents, or related treatment are exempted from this rule.
- Through innovative teaching and learning methods our teachers will
- continue providing engaging, rigorous learning experiences resulting in higher attendance.
- Students who struggle with meeting the 90% rule can master the
- requirements of the curriculum through various options:
 - Online learning platform
 - Google Classroom
 - Targeted teacher support
 - Direct instruction
- Awarding a student credit or a final grade for a class based on content-based mastery rather than seat time will improve student achievement, student test scores and graduation rates.

STUDENT/TEACHER RATIO, CLASS SIZE, NOTICE OF CLASS SIZE

TECs 22.111, 25.112, and 25.113 require public school districts to maintain a 22:1 student to teacher ratio for Kindergarten-4th grade classes. When any class exceeds this limit, then the district must complete and file a waiver with the Texas Education Agency. These waivers have never been rejected by Texas Education Agency. Therefore, this represents a bureaucratic step unnecessary for the Education action of our students. Additionally, a letter must be sent home to the parents of each student in the class informing them that a waiver has been filed.

Exemption Rationale: To allow the district flexibility in grades Kindergarten-4th grade to increase class sizes from 22:1 when deemed appropriate and in the best interest of students. The district will continue to work diligently with principals to collaborate and make appropriate recommendations that impact class sizes. The Midland ISD School Board will continue to receive a report listing any K-4th grade classes that have exceeded the 22:1 ratio.

Benefits of the exemption:

- Provide flexibility to adjust the maximum class size when it is determined to be in the best interest of the students.
- Minimize disruptions to established class sizes.
- Increase opportunities to innovate classroom models.
- Increase opportunities to build capacity and better prepare student teachers and/or noncertified personnel by allowing them gain classroom experience in a team-teaching classroom environment alongside a certified teacher.
- When students participate in special programs there may be situations when classroom numbers exceed the 22:1 ratio.
- Allows more opportunity/flexibility for students to access schools of choice. such as magnet campuses.

DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR

TEC 37.0012 requires that a person be designated to serve as the campus behavior coordinator (CBC) who is primarily responsible for maintaining student discipline and implementation of Chapter 37 and allows duties imposed on a campus principal or other campus administrator to be performed by the campus behavior coordinator.

Exemption Rationale: To allow the district to better support a collaborative approach to the development of effective, individualized responses to discipline issues.



Benefits of the exemption:

- Allows campuses the flexibility to assign person or persons most knowledgeable about the student to develop the individualized discipline plan with teachers, student, and family;
- Supports individualized and innovative approaches to discipline management;
- Creates more personal and effective approach to student discipline, decreasing classroom removals and increasing exposure to academic material as appropriate;
- Improves communication between families and schools

STUDENT DISCIPLINARY PROCEDURES

TEC 37.006 (c-2) requires that students who possess, use, sell, give, or deliver to another person an e-cigarette as defined by Section 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, shall be removed from class and placed in a disciplinary alternative education program (DAEP).

Exemption Rationale: To allow administrators to offer students on their first offense a lesser consequence for violating the above statute, such as in-school suspension.

Benefits of the exemption:

- Allows principals and administrators the flexibility to address student behavior with a lesser consequence such as in-school suspension, on a first offense. Student will be assigned to DAEP on the second offense and thereafter.
- Ensures the availability of DAEP seats for more severe, aggressive, and persistent misbehaving students;
- Relief from the statute will enable MISD to provide students a "second chance" if found with e-cigarettes, vape pens, or other related paraphernalia

AMENDMENT APPROVED BY DEIC 8/1/23, APPROVED BY TRUSTEES 8/15/23