

# **Nazareth ISD**

## **Revised District of Innovation Plan (HB 1842)**

### **2016-2021**

During of the 84<sup>th</sup> 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 Education Law that charter schools currently are entitled to. 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 (2016-2021).

#### Timeline of Actions to Meet Requirements

|                               |   |
|-------------------------------|---|
| Tuesday, May 23, 2017         | SBDM and Assigned Committee meet to develop and review Revised Innovation Plan for 2016-2021 to be posted on school website for 30 days prior to BOE consideration for adoption.                |
| Thursday, June 8, 2017        | Revised Innovation Plan for 2016-2021 posted on district website.   |
| Tuesday, August 15, 2017      | SBDM Public Meeting for consideration of approval of Revised Innovation Plan for 2016-2021 to recommend to BOE.   |
| Wednesday, September 13, 2017 | BOE review (2 <sup>nd</sup> Reading) and consideration adoption of proposed SBDM Revised Innovation Plan for 2016-2021 and the continued designation of Nazareth ISD as District of Innovation. |

### **1. Teacher Contract Days**

*(DCB Legal, DCB Local) (Ed. Code 21.401)*

#### Current Law

Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

#### Plan

This plan reduces teacher contract days from 187 to 182 with no effect on teacher salaries. Due to low property values, it is difficult for Nazareth ISD to compete with area schools in the area of teacher salary. This reduction in contract days at the current salary schedule would make our salaries more competitive.

- a. This plan will increase the daily rate the district pays teachers.
- b. This plan should enhance teacher recruitment, therefore putting the district on a more level playing field with neighboring districts.
- c. This plan will significantly improve teacher morale.
- d. This plan will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.
- e. In the four other plan years, it will be part of the calendar planning process to maintain the reduced number of teacher contract days.

## **2. Length of Instructional Day**

*(Ed. Code 25.081) (Ed. Code 25.082)*

### Current Law

Current education law located in Chapter 25 outlines that the district operate for a least 75,600 minutes of instruction, including intermissions and recesses for students each school year. Education Code 25.081(e) defines a day of instruction to mean 420 minutes of instruction while 25.082(a) requires a school day to be at least seven hours each day, including intermissions and recesses.

### Plan

This plan would increase each school day to 450 minutes to meet the 75,600 minutes in 172 days of instruction to reduce the number of teacher contract days to 182.

- a. This plan will increase the school day to 450 minutes to meet the 75,600 minutes in 172 days of instruction.
- b. During the 2017-18 school year, the school calendar will offer 172 days of instruction.
  1. This plan would reduce the number of instructional days after STAAR and EOC testing in May maximizing instructional days prior to state testing.
  2. This plan would create more balanced days each semester with 83/89 for a total of 172 days.
- c. In the four other plan years this would be part of the calendar planning process to end school one week after the approved state testing calendar.

## **3. School Start Date/Last Day of School**

*(EB LEGAL) (Ed. Code 25.0811)(Ed. Code 25.0812)*

### Current Law

Students are prohibited from starting school before the 4<sup>th</sup> Monday of August. For years, school start date was a local decision. Once legislation moved to set a uniform start date, district could file a waiver through TEA for a few years to start earlier.

The Texas tourism groups lobbied to have this local control stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and mandated that districts may not begin school prior to the 4<sup>th</sup> Monday of August.

In Section 25.0812, the last day of school may not occur before May 15.

### Plan

To meet local and community needs, this plan would allow a more balanced number of instructional days per semester and use more instructional prior to the state assessments given in early May. With minute requirement at 75,600 and the state assessment given in early May, it might be possible to finish the school year prior to May 15.

- a. Students will start school no earlier than the 2<sup>nd</sup> Monday of August.
- b. Teachers will report for duty no earlier than the 1<sup>st</sup> Monday of August.

#### **4. Teacher and Principal Evaluation**

*(DNA LEGAL, DNA LOCAL) (TEC 21.351) (Ed. Code 21.352) (Ed. Code 21.3541)*

##### Current Law

The state of Texas has used the Professional Development and Appraisal System (PDAS), teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017, that will be called the Texas Teacher Evaluation and Support System (T-TESS). There is also a recommended principal appraisal system called the Texas Principal Evaluation and Support System (T-PESS)

Nazareth ISD teachers were formally evaluated annually but changed policy this summer to develop a three year rotation for teachers on term contract along with T-TESS.

Principals are evaluated annually with a locally developed plan.

##### Proposal

A committee of administrators would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of NISD.

Nazareth ISD will request a waiver for the 2017-2018 school year from the provisions of the Texas Education Code, §21.351(a)(2) and 21.352(a)(2)(B), as they relate to student growth within teacher appraisal as clarified in the Texas Administrative Code §150.1001(f)(2). As a condition of the waiver request, Nazareth ISD will pilot at least one student growth measure related to teacher appraisal during the 2017-2018 school year for the purposes of building district capacity to implement student growth related to teacher appraisal during the 2018-2019 school year.

- a. Nazareth ISD will utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from central administration and campus administration. It will use staff input, PDAS, T-TESS, T-PESS, and any other relevant best practices.
- c. All teachers will be formally evaluated at a minimum of once every three years. Every teacher will receive a minimum of six, informal walk-throughs per year.
- d. Probationary teachers will be evaluated every year.
- e. All teachers will have an annual summative conference to discuss the year and set classroom goals.
- f. Principals will continue to be evaluated annually on a locally developed plan including P-TESS and any other relevant best practices.
- g. These locally developed plans should reflect the strengths, areas of concern, and goals for Nazareth ISD.

## **5. Teacher Certification**

*(DK LEGAL, DK LOCAL, DK EXHIBIT)(Ed. Code 21.003)(Ed. Code 21.055)(Ed. Code 21.056)*

### Current Law

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request. In certain circumstances, a district can use a local one-year permit.

### Plan

In order to best serve NISD students, decisions on certification will be handled locally.

- a. The principal may submit to the superintendent a request to allow a certified teacher to teach subject(s) out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses in which would qualify this individual to teach this subject.
- b. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all 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. The employee will be at-will.
- c. This plan will provide more flexibility in our scheduling and more options for our students in class offerings.

## **6. School Health Advisory Council**

*(BFDLEGAL, (Ed. Code 28.004)*

### Current Law

A board shall establish a local school health advisory council (SHAC) to assist a district in ensuring that local community values are reflected in the district's health education instruction. The SHAC shall meet at least four times each year.

### Plan

The SHAC shall meet at least one time each year and jointly with SBDM as needed.

As a small school district, council members are intimately aware of the needs of District and District students. We believe that one meeting and joint meetings with SBDM as needed should be sufficient to review and revise the District's Wellness Plan and develop annual report. The SHAC will meet more often than the one required meeting throughout the year if needed.

## Figure: 19 TAC §102.1307(d)

### Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an 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 manner in which 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 with regard to 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 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: 2016-2021

Plan applies to: ☒ Entire District  
☐ Campus (list) Nazareth ISD  
☐ 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
- ☐ §21.057 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
- ☐ §22.006 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**

- ☒ §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:

21.056 Additional Certification  
25.081 Operation of Schools  
25.082 School Day  
28.004 Local School Health Advisory Council and  
Health Education Instruction