GISD District Performance Committee

November 18, 2025

Agenda

- Good Things & Introductions
- District Updates from Dr. Padavil
- Introduction/Information Item:
  - Possible changes to GISD's District of Innovation Plan
- 26-27 School Year Calendar

Good Things & Introductions

- Who are you?
- What's your connection to Georgetown ISD?
- Preferred post-Thanksgiving meal activity: nap, football, or shopping?

District Updates

Dr. Devin Padavil

Introduction/Information:

Possible Adjustments to GISD's District of Innovation Plan

Lindsay Harris + Stacie Seveska + Leslie Talamantes

What is a District of Innovation Plan?

The District of Innovation concept, passed by the 84th Texas Legislative Session in House Bill 1842, gives traditional public-school districts the flexibility available to Texas charter schools. The law is intended to give districts more local control to suit their individual needs. To be granted these flexibilities, the district must adopt a District of Innovation plan. The term of the designation as a District of Innovation may not exceed 5 years and a renewal must be made to continue as a District of Innovation.

- The GISD Board of Trustees unanimously approved the first GISD District of Innovation plan in February of 2017.
- Our plan and additional information about it can be found on our website at https://www.georgetownisd.org/about-gisd/about-us/district-of-innovation

GEORGETOWN ISD
DISTRICT OF INNOVATION PLAN

COLLECTIVE DISTRICT OF INNOVATION COMMITTEE STATEMENT

As a collective group of community and district stakeholders, we enjoyed the opportunity to engage in this process and explore the designation of District of Innovation ("DOI"). By bringing together a wide range of perspectives in such a collaborative environment, we were able to design a plan that we feel will help us reach the full potential of the Georgetown ISD Learner Profile.

From the beginning, we were given full authority to organically create a plan and engaged in open dialogue, disagreements, deep discussion, consensus building and voting for collective approval for the plan as presented. Although a multitude of exemptions are allowable under such a designation, the committee feels that the plan presented best encompasses exemptions that align with the District's vision, mission and strategic plan.

Opportunities for school districts to customize teaching, learning and operations are rare, and we felt like it was our moral imperative to pursue it. **Signed by the District of Innovation Committee.**

STATUTE RECOMMENDED FOR EXEMPTION

TEC §25.0811 FIRST DAY OF INSTRUCTION

CONNECTION TO STRATEGIC PLAN

Georgetown ISD's Strategic Plan includes the following Belief Statements that guide our actions and decisions related to this recommended exemption:

- **Developing leaders is vital to our success.** Leadership development at all levels drives our performance as a district, and viability as a thriving community.
- **Instruction should be designed based on the needs of the learners.** Learners require customized, well-designed educational experience that develop their unique interests and talents to create a passion for learning.
- **It is our responsibility to prepare students for their future.** A growth mindset, ongoing evaluation, and adaptation are critical in our evolving and growing society.

RATIONALE

Currently, the first day of school may not be held prior to the fourth Monday of August.

Proposed Changes: Current statute prevents the District from designing calendars that best meet the needs of students. Having the flexibility to set the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and our community. This empowers us to personalize and customize learning for all District learners, including teachers and staff through professional development, and allows us to balance the amount of instructional time per semester. In addition, by having flexibility in the start and end of the school year, students will be able to enroll in college courses that start in early June, thereby increasing college and career readiness.

Removing the constraints of the current uniform start date will allow Georgetown ISD to implement a possible short first

GISD's Plan

TEA Texas Education Agency

To the Administrator Addressed

Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • tea.texas.gov

DATE:	**July 31, 2025**
SUBJECT:	**Legislative Updates Related to District of Innovation Prohibitions**
CATEGORY:	**Districts of Innovation**
NEXT STEPS:	**Share with appropriate staff**

During the 89th Legislature, three bills were signed into law by Governor Abbott that include new statutory provisions prohibiting districts from exempting themselves from certain requirements in the Texas Education Code (TEC) through a District of Innovation (DOI) plan. The newly prohibited exemptions are as follows:

House Bill (HB) 2

- **TEC, §21.0032, Employment of Uncertified Classroom Teachers**
  - TEC, §21.0032, is a new statute and should not be confused with TEC, §21.003, which was not changed by HB 2.
  - As a new statute, the exemption prohibition should not impact currently adopted DOI plans.
  - Additional information about the employment of uncertified classroom teachers and more detailed guidance for districts will be communicated in August.

- **TEC, §21.057, Parental Notification**
  - TEC, §21.057, requires districts that assign an inappropriately certified or uncertified teacher to the same class for more than 30 consecutive instructional days during the school year to provide written notice of the assignment to the parents or guardians of each student in that class.
  - Prior to HB 2, districts were permitted to exempt from this statute through a DOI plan. Accordingly, the new prohibition might impact currently adopted DOI plans.

House Bill 6

- **All of Chapter 37, Discipline, Law and Order**
  - HB 6 expands the prohibited exemptions from a few sections of Chapter 37 to include the entire Chapter.
  - The prohibition applies beginning with the 2025-26 school year, regardless of the adoption or renewal date of an innovation plan.
  - Prior to HB 6, districts were permitted to exempt from certain provisions of Chapter 37 through a DOI plan. Accordingly, this new prohibition might impact currently adopted DOI plans.
  - Additional information about HB 6 and its impacts on student discipline in Texas will be communicated in August.

Senate Bill (SB) 12

- **TEC, §28.004, Local School Health Advisory Council and Health Education Instruction**
  - The prohibition applies beginning with the 2025-26 school year, regardless of the adoption or renewal date of an innovation plan.

July 2025 Letter from TEA

GEORGETOWN INDEPENDENT SCHOOL DISTRICT

House Bill 2 + TEC §21.0032

Employment of Uncertified Classroom Teachers

What HB2 says:

Section 12A.004(a), Education Code, is amended to read as follows:

(a) A local innovation plan may not provide for the exemption of a district designated as a district of innovation from the following provisions of this title:

(1) A state or federal requirement applicable to an open-enrollment charter school operating under Subchapter D, Chapter 12;

(2) (Subchapters A, C, D, and E, Chapter 11, except that a district may be exempt from Sections 11.1511(b)(5) and (14) and Section 11.162;

(3) The employment of uncertified classroom teachers under Section 21.0032;

(4) Parental notification requirements under Section 21.057;

(5) State curriculum and graduation requirements adopted under Chapter 28; and

(6) Academic and financial accountability and sanctions under Chapters 39 and 39A.

HB2 + TEC §21.0032
Employment of Uncertified Teachers

What our current DOI Plan says:

STATUTE RECOMMENDED FOR EXEMPTION

TEC §21.003 TEACHER CERTIFICATION

CONNECTION TO STRATEGIC PLAN

Georgetown ISD's Strategic Plan includes the following Belief Statements that guide our actions and decisions related to this recommended exemption:

- **Instruction should be designed based on the needs of the learners.** Learners require customized, well-designed educational experience that develop their unique interests and talents to create a passion for learning.
- **It is our responsibility to prepare students for their future.** A growth mindset, ongoing evaluation, and adaptation are critical in our evolving and growing society.

RATIONALE

The district is committed to providing an excellent learning experience for students and validates the need for certified teachers.

The instructional plan and offerings for students can be impacted if a quality candidate cannot be found to teach a course due to lack of certification. The district is pursuing this exemption to provide greater flexibility for hiring individuals who are knowledgeable and equipped to fill positions other than bilingual, special education, or PreK. Flexibility in this area will assist the district in finding quality candidates in order to avoid the disruption of an instructional path for students. The exemption from Texas Education Code 21.003 will enable the district to locally certify teachers through a grow your own program in areas of high demand, to better meet the educational needs of our students today and into the future with a sustained plan of filling our teacher pipeline. In addition, this exemption will afford the District the opportunity to hire professionals in certain trades and vocations to teach the crafts of those traders and vocations (such as fine arts, etc.).

PARAMETERS

The District will establish its own local qualification requirements in lieu of the requirements set forth in Texas Education Code § 21.003. This exemption will only be exercised in a limited way in specific situations, adhering to all Chapter 22,Subchapter C, Criminal History requirements, including fingerprinting, and all applicable Board policies. Individuals hired under this exemption will be provided with district-identified training, resources and support.

How we propose adjusting the plan to reflect the new legislation:

Add into the parameters section:

For the 2026-2027 school year, in accordance with Texas Education Code section 21.0032(a-2), this DOI waiver does not apply to K-5 teachers of record for language arts and mathematics courses.

House Bill 6 + TEC §37.006

Removal for Certain Conduct

What HB6 says:

Section 12A.004(a), Education Code, is amended to read as follows:

(a) A local innovation plan may not provide for the exemption of a district designated as a district of innovation from the following provisions of this title:

(1) A state or federal requirement applicable to an open-enrollment charter school operating under Subchapter D, Chapter 12;

(2) Subchapters A, C, D, and E, Chapter 11, Except that a district may be exempt from Sections 11.1511(b)(5) and (14) and Section 11.162;

(3) State curriculum and graduation requirements adopted under Chapter 28;

(4) Chapter 37; and

(5) Academic and financial accountability and sanctions under Chapters 39 and 39A.

HB6 + §37.006
Removal of Certain Students

What our current DOI Plan says:

STATUTE RECOMMENDED FOR EXEMPTION

TEC §37.006 MANDATORY DISCIPLINARY ALTERNATIVE EDUCATION PROGRAM PLACEMENT FOR E-CIGARETTES

CONNECTION TO STRATEGIC PLAN

Georgetown ISD's Strategic Plan includes the following Strategic Priority Areas and Objectives that guide our actions and decisions related to this recommended exemption:

- Student and Staff Wellbeing: In GISD, caring adults advocate for students and help them make safe, healthy choices.
- Student and Staff Wellbeing: GISD students are treated with respect and are respectful to each other and to adults.

RATIONALE

Legislation from the 88th Texas Legislative Session (2023) established a requirement for how schools must administer disciplinary consequences concerning e-cigarettes on campus property. The law no longer differentiates between the substance of an e-cigarette (i.e. nicotine or THC) and mandates schools to treat e-cigarette violations the same. Under this legislation, students who are observed possessing, using, selling, giving, or delivering to another person an e-cigarette will be recommended for a mandatory disciplinary alternative education program placement (GAP). This requirement for nicotine e-cigarettes is not in alignment with current law and policy concerning nicotine or tobacco products other than e-cigarettes. By making this offense a mandatory placement to DAEP, it removes the ability of an administrator to consider the whole child and make the best possible placement decision for the student. This exemption provides the flexibility of campus and district administrators to manage student discipline in a way that is consistent with current law and GISD policy regarding tobacco products.

PARAMETERS

- Currently, the consequences for other forms of tobacco, such as cigarettes and chewing tobacco, are campus-based disciplinary actions such as In-School Suspension (ISS).
- The offense of a student possessing, using, selling, giving, or delivering to another person an e-cigarette will result in campus-based disciplinary actions, such as ISS, or a discretionary placement at the GISD disciplinary alternative education program placement (DAEP).
- This approach would align our consequences based on the substance and not the method of delivery.
- In addition, the approach allows our administrators to have discretion in ensuring that students are assigned the most appropriate disciplinary consequences when considering all mitigating factors.

How we propose adjusting the plan to reflect the new legislation:

Delete this exemption from the DOI Plan

Specific Changes to Chapter 37 as a Result of HB6

Section 37.001(a)(2), Education Code, is amended to read as follows:

In addition to establishing standards for student conduct, the student code of conduct must:

specify conditions that authorize or require a principal or other appropriate administrator to transfer a student to a disciplinary alternative education program, which must expressly provide that an appropriate administrator may place a student in a disciplinary alternative education program for the first-time offense of possession or use of a nicotine delivery product or e-cigarette, as defined by Section 161.081, Health and Safety Code;

Section 37.006(d)(1)(C), Education Code, is amended to read as follows:

If the student:

possesses or uses an e-cigarette, as defined by Section 161.081, Health and Safety Code, except that if a student who possesses or uses an e-cigarette is not placed in a disciplinary alternative education program for the first-time offense under Section 37.008, the student shall be placed in in-school suspension for a period of at least 10 school days;

House Bill 6 + TEC §37.012

Designation of Campus Coordinator

What HB6 says:

Section 12A.004(a), Education Code, is amended to read as follows:

(a) A local innovation plan may not provide for the exemption of a district designated as a district of innovation from the following provisions of this title:

(1) A state or federal requirement applicable to an open-enrollment charter school operating under Subchapter D, Chapter 12;

(2) Subchapters A, C, D, and E, Chapter 11, Except that a district may be exempt from Sections 11.1511(b)(5) and (14) and Section 11.162;

(3) State curriculum and graduation requirements adopted under Chapter 28;

(4) Chapter 37; and

(5) Academic and financial accountability and sanctions under Chapters 39 and 39A.

HB6 + §37.012

Designation of Campus Behavior Coordinator

What our current DOI Plan says:

STATUTE RECOMMENDED FOR EXEMPTION

TEC §37.0012 DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR

CONNECTION TO STRATEGIC PLAN

Georgetown ISD's Strategic Plan includes the following Belief Statement that guides our actions and decisions related to this recommended exemption:

- Our actions should be student-centered. All children deserve positive relationships with caring adults who recognize their potential and attend to the needs of the whole child.

RATIONALE

Implementation of TEC 37.0012 limits the ability of children to develop positive relationships with a variety of adults who have a vested interest in their mental and emotional development and wellness. Current law restricts the ability of campus administrators and educators to focus on each student's needs through a collaborative disciplinary approach.

A collaborative disciplinary approach will be developed at the campus level and may include: educators, counselors, and administrators. The Assistant Principal/Administrator most closely related to the disciplinary situation will contact the responsible adult of the student(s) involved. Each campus will undergo a development plan process that collaboratively creates a chain of communication that best meets the needs of the campus.

How we propose adjusting the plan to reflect the new legislation:

Delete this exemption from the DOI Plan

What is a Campus Behavior Coordinator (CBC)?

- The CBC's primary responsibility is to maintain student discipline and implement the disciplinary guidelines established in the Texas Education Code (Chapter 37).
- The role was created to ensure that teachers have a clearly identifiable person to contact for students who are not conforming to classroom behavior standards.
- The person designated may be the principal of the campus or any other campus administrator selected by the principal.

CBC Responsibilities

A CBC's duties are crucial for maintaining a safe and productive learning environment. They include, but are not limited to:

- **Enforcing Discipline**: Applying discipline management techniques and administering consequences for student misconduct, as outlined in the district's student code of conduct.
- **Parental Notification**: Promptly notifying a student's parent or guardian when a disciplinary action has been administered.
- **Behavior Referrals**: Addressing teacher-submitted behavior referrals with consistent, age-appropriate interventions and supporting a positive campus climate.
- **Coordinating with Teams**: Collaborating with threat assessment teams to report serious offenses.
- **Progressive Discipline**: Taking progressive steps to improve student behavior and implementing preventative practices to teach appropriate conduct.

*Additional school staff members may assist the CBC in the performance of the CBC's duties, provided that the CBC personally verifies that all aspects of the subchapter are appropriately implemented.

Next Steps

- Finalize decision on our approach to Teacher Certification impacts
- Email DPC the DOI plan with the proposed changes made to it
  - We'll also include the current plan in the same email
- Vote on these adjustments at February DPC Meeting
- If DPC approves these amendments, the Board of Trustees will consider your recommendations at February or March Board Meeting

2026-2027 School Year Calendar

Wes Vanicek

Calendar Creation Process

Oct 1
You will review the survey feedback and help us decide on most important factors to consider when creating calendar options

Oct 2 - 21
We will meet and review the DPC's input and create several calendar options to bring to the October 22nd meeting

Meeting Oct 22
You will help us select 3 calendar options

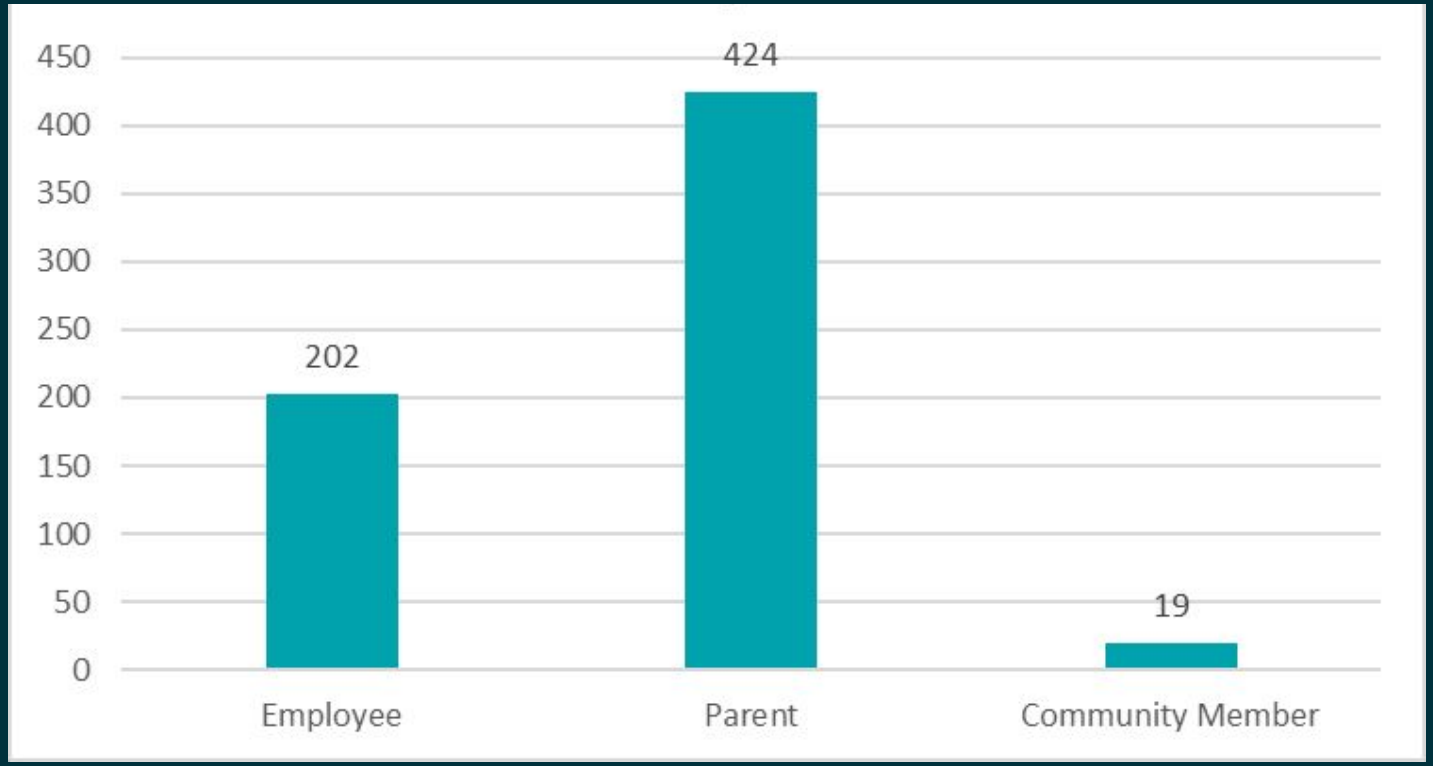
Oct 23 - Nov 17
You will present the 3 calendar options to those you represent (i.e. campus, other parents, etc.) and land on a calendar selection

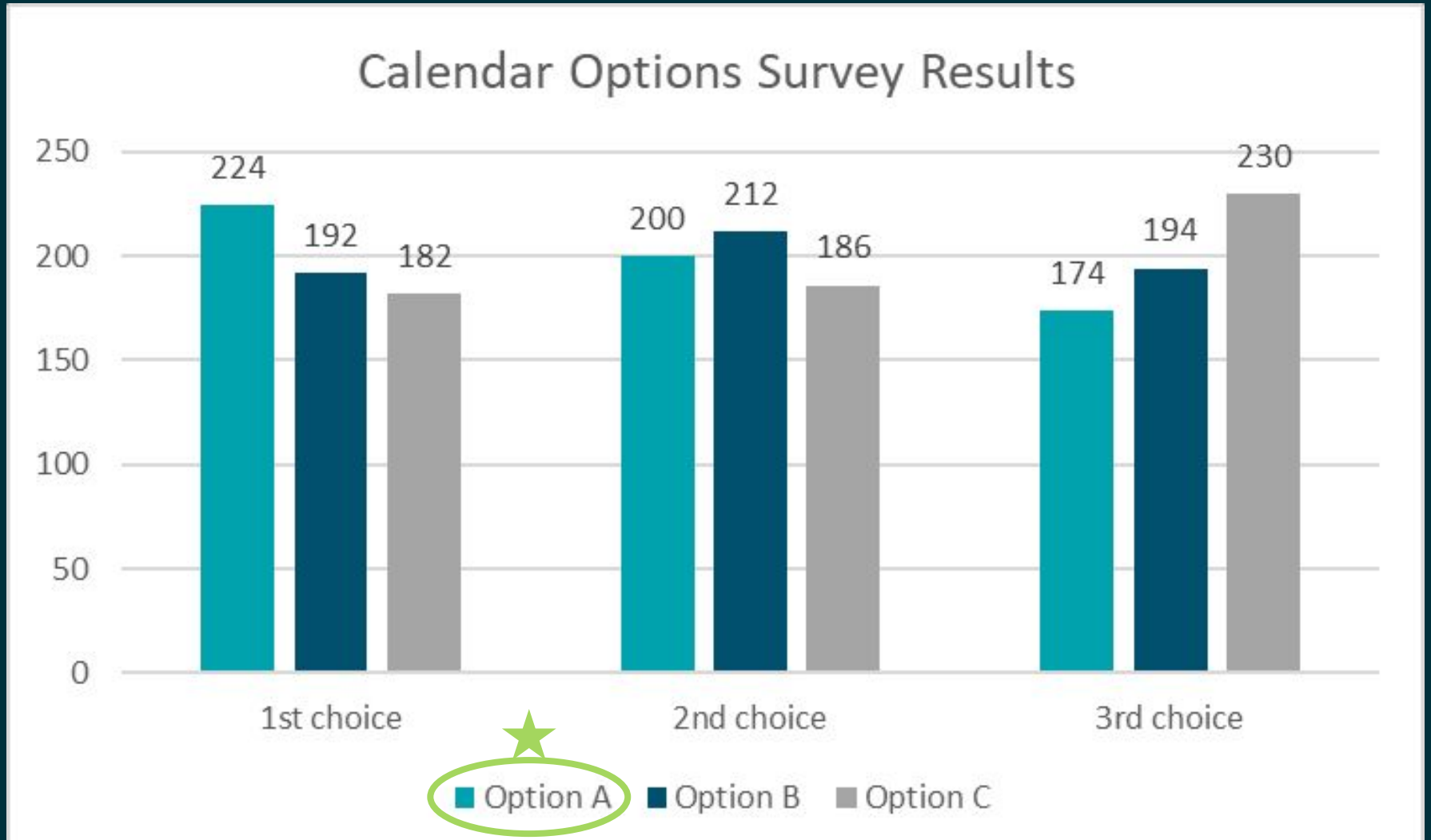
Meeting Nov 18
You will vote for the calendar as selected by your constituents

Early Dec
We will present the selected calendar to the Board and expect to have final approval at the board meeting on December 15th

Calendar Options Survey Feedback

Participation: 598 responses




Calendar Options Survey Results
250
200
150
100
50
0
224
192
182
200
212
186
174
194
230
1st choice
2nd choice
3rd choice
Option A
Option B
Option C

Option A

Option A

Georgetown ISD

2026 - 2027 District Calendar

August '26

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September '26

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October '26

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January '27

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February '27

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March '27

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April '27

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May '27

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- Professional Learning/Student Holiday
- District Closed/Holiday
- Early Release/Full Staff Day
- Staff Exchange Day/Student Holiday
- First Day/Last Day of School
- Start/End Grading Period

Option B

Option B

Georgetown ISD

2026 - 2027 District Calendar

August '26

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October '26

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November '26

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December '26

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January '27

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February '27

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March '27

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April '27

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May '27

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- Start/End Grading Period

Option C

Option C

Georgetown ISD

2026 - 2027 District Calendar

August '26

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September '26

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November '26

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May '27

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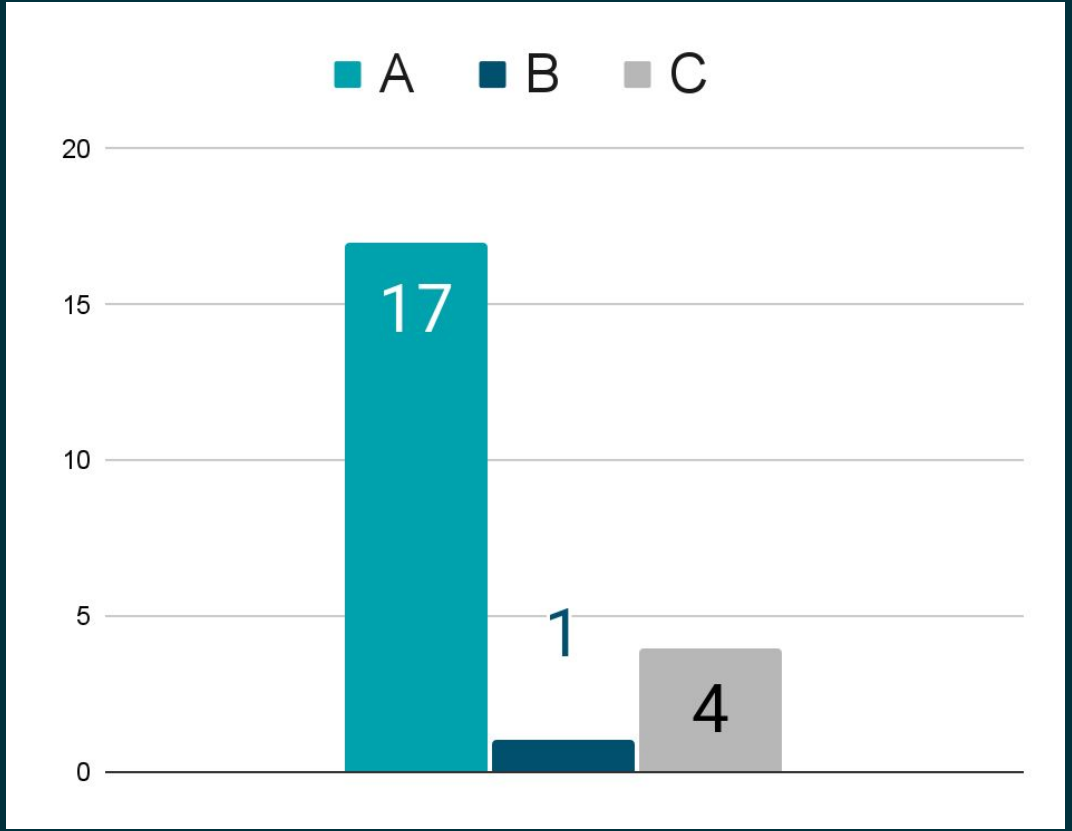
Let’s Vote

- Recommendation will be based on simple majority of 51%
- The community survey will count as 1 vote in addition to the DPC membership vote
- Paper Ballots with Name/Campus
- We’ll review right away

Notes about ½ days for Elementary

- While these calendar options do not have the current "teacher time task force" ½ days in the calendar - the committee is reviewing inputs related to these days and any considerations will be communicated with DPC (either in February or via email if sooner)
- We may seek additional feedback in the coming weeks/months regarding this concept
- This work also dovetails with other work in GISD related to transportation and operations

Calendar Options Vote Results



Closing Out the Meeting

- **Next Meeting:**

  February 4 @ 5:30pm

  - Vote on adjustments to the District of Innovation Plan
  - District Improvement Plan updates + progress reports