



**DISTRICT OF
INNOVATION**

IRVING ISD

AMENDED PLAN



INTRODUCTION

The 84th Legislative Session, through House Bill 1842, created Districts of Innovation (DOI) in Chapter 12A of the Texas Education Code. This law allows independent school districts to access flexibilities available to Texas' open enrollment charter schools. Districts are permitted to adopt these flexibilities through the approval of a school district's board of trustees. Irving ISD adopted the innovation plan in 2017. The term of the Local Innovation Plan is for a period of five years, beginning at the start of the 2017-18 school year and ending at the 2021-22 school year.



BACKGROUND AND PROCESS

On December 12, 2017, the Irving ISD Board of Trustees voted to approve a Resolution, allowing the district to initiate the process to be designated as a District of Innovation. Moreover, the Board voted to approve the original District of Innovation plan on April 4, 2017. The plan was amended on three separate occasions over the five-year period.

On February 22, 2022, the Irving ISD Board of Trustees and the Superintendent appointed a District Advisory Committee composed of teachers, principals, parents, administrators, and community members. The committee membership represented a cross-section of the District. The committee met on March 3, 2022, and March 10, 2022, to review and revise the DOI plan for renewal. In addition, the committee was provided the final document for their approval on March 24, 2022, to finalize the proposed DOI language. The District Advisory Committee held a public meeting on May 12, 2022, on the approval DOI plan.

TERM OF DOI PLAN

The term of the plan is for five years, May 16, 2022 through May 16, 2027 (**board approval May 16, 2022**), unless terminated or amended earlier by the Board of Trustees in accordance with the law. In addition, the Board of Trustees may consider exemptions in the form of an amendment at any time during the term of this plan.

Irving ISD seeks to make the following amendments to our District of Innovation plan



IRVING ISD SEEKS EXEMPTIONS FROM THE FOLLOWING TEXAS EDUCATION CODE PROVISIONS:

DESIGNATION OF CAMPUS DISCIPLINE COORDINATOR

Texas Education Code 37.0012(a)

FO(LEGAL)



INNOVATION

Texas Education Code 37.0012(a) states that a person at each campus must be designated to serve as the Campus Behavior Discipline Coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal.



RATIONALE/BENEFITS:

Relief from this status will allow the following opportunities:

- Principals and Assistant Principals already serve to monitor and respond to campus behaviors and discipline concerns and it is necessary in Irving ISD.
- The collaboration between a principal and their assistant principal(s) is valued in implementing Chapter 37 of TEC.
- Developing rapport with students, administrators can hold students accountable while supporting students to effectively monitor their own behavior.
- Having both Principals and Assistant Principals respond to behavior and discipline concerns allows for better use of staff resources to address student behavior in a timely manner. Students will benefit when behaviors are addressed immediately rather than waiting for the availability of a single Campus Behavior Coordinator to respond.

CONTINUED

PLANNING AND PREPARATION PERIODS

Texas Education Code 21.404

DL(LEGAL)(LOCAL)



INNOVATION

Texas Education Code 21.404 requires each classroom teacher to receive at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.



RATIONALE/BENEFITS:

- To best serve the students of Irving ISD, we propose flexibility in meeting the needs of our students by affording secondary teachers an opportunity to voluntarily provide temporary classroom coverage for other classes during their planning time, on an as-needed basis
- The District would afford those teachers with additional compensation for voluntarily opting to participate in assisting the campus with their ongoing needs to provide constant, appropriate supervision for all students.
- This innovation allows for greater school-based decision making, assists in maintaining an orderly learning environment for all students, and allows school administrators to more effectively ensure the safety and security of all students.

CONTINUED

PROBATIONARY CONTRACTS

Texas Education Code 21.102

DCA(LLEGAL)



INNOVATION

Texas Education Code 21.102 states that new hires entitled to a Chapter 21 are generally employed for up to three years on a probationary contract. An exception to this rule is for employees who have been employed as a teacher in public education for at least five of the eight years immediately preceding employment by the District; under current law, these employees (if rehired) are entitled to a term contract in their second year of employment (this procedure is commonly referred to as the “five of eight” rule.) Texas Education Code 21.102 also limits the District from extending probationary contracts for a fourth year without seeking Board approval in the event there is doubt as to whether the teacher should be given a term contract.



RATIONALE/BENEFITS:

- Flexibility in offering a probationary contract for up to three years for employees hired under the “five of eight” rule will allow the District to provide more support and/or coaching to employees new to the District and/or newly promoted to a new position prior to offering a term contract.
- This innovation would allow the District to place employees who meet the “five of eight” criteria for years of experience outside the District to be placed on a probationary contract for up to three years upon hire into the District.
- Flexibility in offering a teacher a fourth year on a probationary contract would allow the District to provide teachers with additional opportunity for professional growth and increase opportunities for employee retention for those employees prior to offering a term contract to those employees.

CONTINUED

REMOVAL OF INDIVIDUALS FROM DISTRICT PROPERTY/FACILITIES

Texas Education Code 37.105

GKA(LOCAL)(LEGAL)



INNOVATION

Texas Education Code 37.105 states the District must maintain a record of each verbal warning of potential removal from district property/facilities, including the name of the person to whom the warning was issued and the date of the issuance. At the time a person is refused entry or removed from district property/facilities, the District is also required to provide to the person written information explaining the appeal process.



RATIONALE/BENEFITS:

- To better ensure the safety and security of students and staff in Irving ISD, we propose that the District not be required to maintain a record of each verbal warning of potential removal from District property/facilities, nor be required to provide written information explaining the appeal process to those who have been refused entry to District property/facilities or removed from District property/facilities.
- Under this innovation, District staff/administrators will be better able to maintain an orderly and safe environment for students, staff and visitors and ensure that potentially dangerous or disruptive situations are handled as expeditiously as possible.

CONTINUED

TEACHER CERTIFICATION

Texas Education Code (21.003) and 21.053

DBA(LEGAL, LOCAL) and DK(LEGAL) DCA(LOCAL) and DCE(LOCAL)



INNOVATION

Texas Education Code 21.003(a) requires that all district teachers be certified in accordance with rules adopted by the State Board for Educator Certification (SBEC). 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 school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. Similarly, Texas Education Code 21.053 prevents a Chapter 21 contract from being binding or an educator from being paid without a valid certificate with an effective date prior to the first date of work.



RATIONALE/BENEFITS:

- These exemptions allow the District to hire the most qualified candidates for teaching positions that are difficult to fill, if qualified and certified teachers are not available.
- Under this innovation, the District can best use local discretion to hire teachers who meet District teaching qualifications in high needs areas; Career and Technology (with an addendum to attain qualifications in three years), Advanced Math/Science, and Dual Credit programs.
- The District will set local criteria in order to maintain high standards of excellence in hiring.

CONTINUED

UNIFORM SCHOOL START DATE

Texas Education Code 25.0811

EB(LLEGAL)



INNOVATION

Texas Education Code 25.0811 prohibits a school district from beginning instruction for students for a school year before the fourth Monday in August and ending instruction prior to May 15.



RATIONALE/BENEFITS:

- Under this innovation, the District is able to balance the instructional time/days per semester.
- This exemption also offers flexibility at the start and end of the school year to create opportunities for professional development, discretion in calendar planning, and additional instructional days for students before required state assessments.

2022-2027 Local Innovation Plan Amendments



BACKGROUND INFORMATION:

To maximize potential for all Irving ISD students, the District of Innovation process was initiated by the Irving ISD Board of Trustees. It was determined that the students of Irving ISD could potentially benefit from the flexibilities offered through a locally developed District of Innovation Plan. District of Innovation (“DOI”) is a concept passed by the 84th Texas Legislature set forth in House Bill 1842, that gives traditional independent school districts most of the flexibilities available to Texas open enrollment charter schools. To access these flexibilities, a school district must adopt a DOI Plan, as set forth in the Texas Education Code Chapter 12A.

On April 24, 2017, the District Advisory Committee presented the plan to the Board where it was approved and adopted. The term of this DOI plan was for a period of five years, beginning at the start of the 2017-18 school year and ending at the end of the 2021-22 school year. The Board renewed the DOI plan on May 16, 2022. The term of the plan is for five years, May 16, 2022, through May 16, 2027.

**AMENDMENT TO IRVING ISD DISTRICT OF INNOVATION PLAN
RENEWED BY THE BOARD OF TRUSTEES ON MAY 16, 2022**

A. ACQUISITION OF LIBRARY MATERIALS

EXEMPTIONS

Texas Education Code §33.025 (Local School Advisory Council), §33.026 (Acquisition of Library Materials), §33.027 (Challenge of Library Materials)

LOCAL SCHOOL ADVISORY COUNCIL

Statute: Texas Education Code §33.025

Texas Education Code §33.025 allows school boards to establish a Local School Library Advisory Council (SLAC). A SLAC established under this statute is encumbered with several statutory duties, membership requirements, and meeting requirements. The District values engagement of parents, community members, and staff in providing feedback on campus library collections and participating on challenge committees if needed. However, the requirements are restrictive and burdensome.

Benefits of Exemption

Exemption from this statute allows the District to develop a process to better serve the needs of the Irving ISD community.

Implementation Guidance

The District already has and will continue to have an orderly process for campus library collections and participating on challenge committees if needed.

ACQUISITION OF LIBRARY MATERIALS

Statute: Texas Education Code §33.026

Texas Education Code §33.026 requires the board of trustees to approve all library materials procured for or donated to a school library. However, the board of trustees is made up of unpaid elected officials, many of whom have families and full-time jobs separate from their unpaid work for the District. The requirement in expecting the board of trustees to be familiar with every title on every campus in the District is unreasonable and overly burdensome, considering the current process for review and acquisition.

Benefits of Exemption

Exemption from this statute allows the board of trustees to rely on the District's full-time educators and professionals hired to do this work, many of whom have graduate degrees in library science, education, or literature. The District's EFB(LOCAL), sets standards for library collection development, evaluation of materials, and a request for reconsideration of library material.

Implementation Guidance

The District already has and will continue to have an orderly process for acquisition of library materials procured for or donated to a school library.

A. ACQUISITION OF LIBRARY MATERIALS CONTINUED

CHALLENGE OF LIBRARY MATERIALS

Statute: Texas Education Code §33.027

Texas Education Code §33.027 creates a process for a person residing in the District to challenge library materials. The statutory process requires the board of trustees to consider a challenge to library materials within 90 days after the challenge is submitted. The statute requires that all students must be prohibited from accessing the challenged material immediately after a challenge is filed and pending, without any consideration of where the library materials were housed or the intended age and maturity level of the students prohibited from accessing them. The District values community input, but the statutory framework for resolving challenges is restrictive.

Benefits of Exemption

The District can more effectively consider challenges through its own framework, tailored to meet the needs of its community. Exemption from this statute allows Irving ISD to implement its own challenge procedures, set out in EFB(LOCAL), which provides informal and formal challenges.

Implementation Guidance

The District already has and will continue to have an orderly process for the challenge of library materials and participating in challenge committees if needed.



B. GRIEVANCES

EXEMPTIONS

Texas Education Code §26A.001 (Grievance Policy), §26A.002 (Filing and Appeal Timelines), §26A.003 (Posting of Procedures and Forms)

During the 89th legislative session, the legislature approved new rules that amended timelines, filing requirements, and grievance procedures. The new rules make the process less efficient and create complications for the District to be able to timely address and remedy matters. They provide an extended period for bringing in or filing a complaint with the district, up to sixty days from when the person knew or had reason to know of the facts, giving rise to the grievance. If the person engaged in informal attempts to resolve the grievance, the later of ninety days to file a formal grievance from the date on which the district provided information to the person regarding how to file the grievance. Complainants also have up to twenty days to appeal a decision, compared to the ten business days in the District's policies. This makes it difficult to investigate claims, gather evidence, obtain witness statements, some of whom may be students. The new rules also allow complainants to supplement the record with additional documents or claims, which extends and complicates the process. The District's current policy allows for a complainant to supplement the record to address any evidence or information the District relied upon or discovered at the various levels of the grievance process.

The new rules do not specify whether a day is business or calendar days, which can lead to confusion and error by both parties.

This exemption does not include exemptions from requirements imposed upon or authority bestowed upon the Texas Commissioner of Education or the Texas Education Agency such as those in § 26A.001(f), § 26A.001(h), and § 26A.001(i).

Benefits of Exemption

These sections of the Education Code restrict the District's ability to maintain local control and an orderly process over grievances. The exemptions allow the District to maintain local control over the District's grievance policies and procedures from employees, parents, or community members.

Implementation Guidance

The District already has and will continue to have an orderly process whereby grievances are addressed through the District's local publicly posted grievance policies and procedures which include timelines for filing grievances and appeals, grievance and appeal forms, meeting/conferences, and decisions, which also prohibit retaliation against an individual who files a grievance.

DOI AMENDMENTS PLAN

C. REMOVAL OF CHAPTER 37 EXEMPTIONS

New legislation passed during the 89th Legislative Session impacted the plan's exemptions, prohibiting school districts from Chapter 37 exemptions.

The District renewal plan previously included the exemptions from Texas Education Code §37.0012(a) (Designation of Campus Discipline Coordinator) and Texas Education Code §37.105 (Removal of Individuals from District Property Facilities).

2022-2027 Local Innovation Plan Amendment Timeline

Date	Action
January 13, 2026	DOI Committee Meeting hold meeting to approve amendment (majority vote)
January 13, 2026	District Advisory Committee holds public meeting to approve the DOI plan (majority vote)
January 20, 2026	Board of Trustees vote to approve the DOI amendments (2/3 majority)
February 4, 2026	Post the approved final amendments on the District website and notify the TEA commissioner of approval of the plan.
February 4, 2026	Provide a copy of [link to] the new DOI amendments to the TEA for posting on the agency website.



**DISTRICT OF
INNOVATION**
IRVING ISD

AMENDED PLAN



2621 W. Airport Fwy., Irving , TX 75062 | 972.600.5000 | IrvingISD.net