



Red Oak ISD District of Innovation Plan

Term of Plan

The term of the Red Oak ISD District of Innovation (DOI) Plan is five (5) years, beginning **July 1, 2026** and ending **June 30, 2031**, unless amended or terminated earlier by the Board of Trustees.

District Vision and Alignment

The Plan aligns to the Board's vision: **"Realizing Our Individual Students' Dreams."**

Red Oak ISD believes education is not one-size-fits-all. The district prepares each student to thrive in a rapidly changing world through personalized learning and multiple pathways to success, while honoring the values of the community.

Strategic Priorities in Academics

- Preparation for postsecondary success through multiple pathways (Dual Credit, CTE, Advanced Placement, NJROTC)
- Student-centered, engaging instruction
- Personalized learning opportunities
- Strong partnerships with higher education, parents, and the community

This plan reflects the work of the **District Advisory Committee** and **District Leadership Team**.

I. Teacher Certification Flexibility

Exemption From:

TEC §21.003, §21.053

What the TEC Requires:

- TEC §21.003 requires that a person may not be employed as a teacher or other professional educator unless the individual holds an appropriate state-issued certificate or permit.

- TEC §21.053 requires educators to present a valid certificate before a contract is binding and prohibits payment to an educator who does not hold a valid certificate at the time of service.

Manner in Which Law Inhibits District Goals:

Texas Education Code Sections §21.003 and §21.053 limit the ability to hire teachers in highly specialized, hard-to-fill areas, and limits the district’s ability to adjust course offerings based upon student demand and State regulations.

Innovative Plan:

Through an exemption from existing teacher certification requirements, Red Oak ISD will be granted the flexibility to hire professionals in specialized trades and vocations to teach identified career and technical courses. The District will also have the flexibility to hire credentialed community or university college instructors in specific content areas to afford more students the opportunity to take dual-credit courses if certified teachers are not available to teach those courses, and allows the district to accommodate student incremental course requests with the current staff until reasonable staffing adjustments can be accomplished.

II. Probationary Contracts

Exemption From:

TEC § 21.102

What the TEC Requires:

TEC §21.102(b) states that a probationary contract 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 with the district.

Manner in Which Law Inhibits District Goals:

A one-year probationary period may not provide sufficient time to fairly assess effectiveness, particularly when evaluation data is not fully available. This limited timeframe may not be sufficient to evaluate the effectiveness of the employee since contract timelines demand that employment decisions must be made prior to the end of the year.

Innovative Plan:

All new contract employees will be subject to the probationary period up to two years to allow more time for the district to fairly and thoroughly assess an employee's performance.

"Teacher" for purposes of §21.102 with this exemption means a principal, supervisor, classroom teacher, school counselor, or other full-time professional employee who is required to hold a certificate issued under Texas Education Code Chapter 21 Subchapter B or a nurse.

III. Flexible School Start Date

Exemption From:

TEC §25.0811

What the TEC Requires:

TEC §25.0811 prohibits school districts from beginning instruction before the fourth Monday in August, with limited statutory exceptions.

Manner in Which Law Inhibits District Goals:

The uniform start date limits local flexibility in calendar development, semester balance, and alignment with instructional priorities.

Innovative Plan:

Red Oak ISD will establish locally determined calendars that better meet student, staff, and community needs, such as achieving a balance of instructional days between semesters.

IV. Class Size Ratios

Exemption From:

TEC §25.112, §25.113

What the TEC Requires:

- TEC §25.112 limits PK–4 class size to 22 students per teacher and requires state waivers for exceptions.
- TEC §25.113 requires written parental notice when class size exceptions are granted.

Manner in Which Law Inhibits District Goals:

During periods of continued growth, Red Oak ISD is committed to hiring the best candidate for our campuses which can cause periods of delay as we seek candidates.

Innovative Plan:

Red Oak ISD will manage class size locally while maintaining instructional quality without repeated waiver filings. The District works to minimize the number of State waivers filed to address class size. These waivers have never been rejected by TEA. Given that Red Oak ISD is anticipating continued growth, relief from the class size mandate will allow the District to follow local protocols in determining class size, without the additional requirement to file a State waiver in the event of overage.

V. Depository Contracts

Exemption From:

TEC §45.205

What the TEC Requires:

TEC §45.205 requires school districts to enter into two-year contracts with depository banks, with limited extension options.

Manner in Which Law Inhibits District Goals:

Short contract terms increase costs, reduce service stability, and require repeated procurement processes.

Innovative Plan:

Red Oak ISD may continue depository relationships beyond two years when fiscally advantageous.

VI. Transfer Students

Exemption From:

TEC §25.036

What the TEC Requires:

TEC §25.036 allows non-resident students to transfer annually with written agreement, creating a one-year commitment for districts.

Manner in Which Law Inhibits District Goals:

The statute limits district flexibility to respond to exceptional behavioral or attendance circumstances, which would include, but not limited to: student misbehavior warranting in or out of school suspension, placement in DAEP or expulsion; or attendance which falls below the TEA truancy standard.

Innovative Plan:

Red Oak ISD will retain discretion to revoke transfer status under defined circumstances.

VII. Grievance Procedures

Exemption From:

TEC §26A

What the TEC Requires:

Chapter §26A mandates standardized grievance procedures, timelines, documentation requirements, electronic filing access, and annual reporting to the commissioner.

Manner in Which Law Inhibits District Goals:

Uniform timelines and expanded requirements delay resolution and reduce flexibility for local grievance management.

Innovative Plan:

Red Oak ISD will continue its local grievance process while maintaining statutory protection for parents and students, which has a requirement to submit a complaint within 15 days of the incident to provide timely information.

VIII. Library Collections

Exemption From:

TEC §33.026

What the TEC Requires:

TEC §33.026 requires school boards to approve all library materials, mandates a 30-day public review period for proposed acquisitions, requires School Library Advisory Committee (SLAC) involvement if established, and approval in an open meeting.

Manner in Which Law Inhibits District Goals:

The required approval and review process delays access to instructional materials and limits professional discretion.

Innovative Plan:

Red Oak ISD will streamline library acquisitions through SLAC review and professional vetting while maintaining transparency and policy compliance.
