Ratification of District of Innovation McDade ISD

The McDade Independent School District Board of Trustees does hereby ratify, agree, and confirm to the extent expressly set forth herein that the McDade Independent School Board of Trustees did set forth and completed the requirements for District of Innovation (DOI). All such requirements for District of Innovation followed the requirements as set forth in House Bill 1842 and the Texas Education Code. The completed requirements are as follows:

Public Hearing to present idea of DOI
Board action to approve committee
DOI Committee meeting research and plan
Plan completed by DOI Committee
Public Hearing for presentation & public input DOI plan
Presentation to the Board by DOI Committee
Proposed plan posted on district website
Presentation of DOI Plan at Public Hearing
Voted on and Approved by Board of Trustees
Posted on Website
DOI amended by Board

Completed March 20, 2018
Completed March 20, 2018
Completed April 2, 2018
Completed April 6, 2018
Completed April 17, 2018
Completed April 17, 2018
Completed April 20, 2018
Completed May 15, 2018
Completed May 15, 2018
Completed May 17, 2018
Completed August 20, 2019

In Witness Whereof, the Officers of the Board of Trustees hereto have caused this Ratification to be executed on behalf of the McDade Independent School District Board of Trustee to be executed on their behalf on this 19th Day of November, 2019

Witnessed by my hand this 1st day of December, 2019:

Mark Dube President Board of Trustees
Trustees
McDade Independent School District

Win Harbison Secretary Board of
McDade Independent School District

State of Texas
County of Brazoria Sworn to and subscribed before me on the 14th day of December, 2019, by (name of signer).

(Seal)

BEVERLY M ALLEN
Notary Public, State of Texas
Comm. Expires 06-26-2023
Notary ID 38195-5

Notary Public Signature
December 5, 2019

Commissioner Mike Morath
Texas Education Agency
1701 N. Congress Avenue
Austin, TX. 78701

The McDade ISD Board of Trustees would like to notify Commissioner Mike Morath of the Ratification of the District of Innovation at the Regular Board Meeting on November 19, 2019. The length of the plan is from August 2018 through August 2023. The Board Ratification allows for the following Innovations:

- **First Day of Instruction** - McDade ISD seeks the opportunity to have an earlier start date. This option would also allow the district to balance the semester schedules and improve the instructional process. **Exemption**: TEC 25.0811 states a school district may not begin instruction for students for a school year before the fourth Monday in August. **Benefit**: The ability to establish an earlier start date will enable the district to allow for distribution of professional development throughout the year to meet the district goal for our staff to continue to learn. The instructional time would also be more balanced for teachers and students per semester. This would improve instruction quantity and quality. Align with other districts that are also DOI. **Guidelines**: School year will not begin earlier than 10 school days prior to the 4th Monday of August. The McCade District Committee comprised of teachers, administrators, support personnel, parents and business and community leaders will provide input on the development of calendar options and recommend a preferred option for Board Consideration.

- **Teacher Certification** - To supply the needed teachers for all programs, the district would like the opportunity to expand the candidates that will be recruited and trained for McDade ISD students. The district will consider this exemption based on staffing needs in the areas of CTE (Ag, Business, Technology, CAD, Law Enforcement, Marketing, and others). Secondary teachers only. Core subject areas must still hold state certifications. **Exemption**: TEC 21.003 mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial. Section 21.0031 provides that an employee’s probationary, continuing or term contract is void for failure to maintain certification in certain circumstances. Section 21.051 provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities. **Benefit**: This exemption would allow the flexibility to hire professionals in trades and vocations where skilled craftsmen are not certified teachers allowing the district to expand Career and Technical Education courses. Improved student outcomes in the area of college and trade readiness. **Guidelines**: 1.) The campus principal may submit to the superintendent a request to allow a certified teacher to instruct and supervise students out of their certified field. The principal must specify in
writing the reason for the request and document what credentials the teacher possesses in which would qualify this individual to teach this subject. 2.) McDade ISD will provide local qualifications and training requirements for professionals and experts to teach CTE courses in lieu of traditional state requirements. 3.) Teachers receiving this exemption will be required to meet other criteria established by the district in order to ensure the quality of instruction and classroom management. 4.) Parents will be notified if students are being taught by a teacher hired under this exemption.

- **Planning and Preparation Time** - Approximately 20% of the teacher planning may be allocated to district planning and collaboration.  
  **Exemption:** TEC 21.404 Education code states that teachers must receive at least 450 minutes of planning/preparation time within each two-week period. Planning and preparation period may not be less than 45 minutes per instructional day.  
  **Benefit:** Allows for collaboration between peers, vertical and horizontal teaming. Allows for data-driven decision making. Teacher accountability. Timely implementation of new strategies. **Guidelines:** For the benefit of the student and for improved student outcomes.

- **Revoke of Student Transfer** – Student transfers may be revoked before the end of the school year if the behavior, grades, and/or absences have been excessive enough to cause harm to the learning environment of other students.  
  **Benefit:** For the rare occasions where the behavior, absences, and or grades severely affect the learning environment in the classroom or of other students the removal of the one will benefit the whole. **Guidelines:** A student with more than 18 absences in a semester, excessive continuous disruption of the learning environment and/or failing grades in multiple subjects for more than one 6 weeks may be eligible to be considered for breach of transfer contract. The Principal must have documentation of multiple conversations with or and meet with parents without resolve, seek remediation through placement, counseling, or other options and then recommend to the Superintendent for the transfer to be revoked. The Superintendent will then consider to approve or deny the revoke of the transfer.

The following link takes you to the posted document: https://s3.amazonaws.com/scschoolfiles/1081/mcdade_isd_district_of_innovation_plan_amended.pdf. Please notify me if you have any questions or concerns.

Sincerely,

Barbara L. Marchbanks  
Superintendent McDade ISD  
Barbara.marchbanks@mcdadeisd.net  
512-273-5041

It is the policy of the McDade Independent School District not to discriminate on the basis of race, color, national origin, sex, disability or age in its employment or in providing education or access to benefits of educational services, activities, and programs.
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: August 2018 - August 2023

Plan applies to: ☐ Entire District  ☑ Campus (list)  ☐ 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:

[Student Transfer]