

Munday CISD District of Innovation Plan

District Goal: Excellence in Academics - Accelerate student academic achievement to ensure students are college and career ready.

District Goal: Staff Quality - Ensure a high-performing faculty and staff to accomplish our mission.

Introduction

House Bill 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation (DOI) and to obtain exemption from certain provisions of the Texas Education Code. The DOI concept allows for a return of local control to school districts and provides an opportunity to gain the flexibility that state charter schools already experience. On January 26, 2017, the Munday CISD District Leadership Team (DLT) received information concerning the District of Innovation process, and on February 20, 2017 the Munday CISD Board of Trustees also received DOI information at their regular Board meeting. On February 23, 2017, the District Leadership Team considered many possible innovations allowed by law and narrowed the list for MCISD consideration to the five innovations listed in the plan.

The Board of Trustees authorized the District Leadership Team to continue their work in developing a final DOI plan on February 15 2016 and again on February 20 2017, at their regularly scheduled board meeting. Input was sought from all district stakeholders at 3 campus meetings held between February 21 and February 24th 2017. The District Leadership Team met on February 24th to consider campus and community input, as well as write the final draft of the plan reflected in this document. The plan will be posted online from February 24th 2017, through March 27th, 2017. On March 27th, the District Leadership Team will hold a public meeting to vote on the final District of Innovation plan. If the plan passes by a majority, the Munday CISD Board of Trustees will consider its adoption at its regular December board meeting on March 27th 2017.

Term of Plan

The term of the plan is four years with implementation beginning July 1, 2017, and ending June 30, 2021. The plan may be amended, rescinded, or renewed only in the same manner as required for initial adoption of a local innovation plan under TEC §12A.005. The Board of Trustees voted to extend the term another 4 years, ending June 30, 2025.

Munday CISD INNOVATIONS

Probationary Contracts – Experienced Teachers New to District (TEC §21.102b) (DCA LEGAL)

Manner in which the statute inhibits district goals

TEC§21.102b states that for experienced teachers new to a district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. This one-year time period is not sufficient to evaluate the teacher's effectiveness and provide opportunities for growth before contract decisions are made.

Innovation Strategies:

- a. For experienced teachers new to the district who have been employed in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the date of employment with Munday CISD.
- b. TEC §21.101 defines a "teacher" as "principal, supervisor, classroom teacher, school counselor, or other full-time professional employee who is required to hold a certificate issued under Subchapter B or a nurse."

Teacher Certification – Local District Teaching Certificate (TEC §21.003a) (TEC §21.057) (DK LEGAL)

Manner in which the statute inhibits district goals

TEC §21.003(a) states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency.

TEC §21.057 requires districts to provide written notice to parents when an inappropriately certified teacher is assigned to the same classroom for more than 30 consecutive instructional days during the same school year.

Innovation Strategies:

- a. The campus principal may submit to the Superintendent a request to allow a certified teacher to teach subject(s) out of his/her field. The principal must submit the reason for the request in writing along with the credentials the certified teacher possesses which would qualify the individual to teach the subject. If the Superintendent grants the request, he/she will report the action to the Board at the next regularly scheduled board meeting.
- b. The Principal may submit to the Superintendent a request to grant a local district teaching certificate to an individual with experience in a CTE or special-skill related field. The Principal will submit the request in writing along with the individual's qualifications. If the Superintendent deems the individual to be qualified, he/she will grant the request and report the action to the Board at the next regularly scheduled board meeting. Local district teaching

certificates will be issued in one-year terms, and teachers will continue in probationary status until the appropriate state certification is obtained.

- c. The high school campus principal may submit to the Superintendent a request to allow a Texas Higher Education Coordinating Board qualified teacher to teach a class or classes for which the individual is qualified. The principal must submit the request for a local teaching certificate in writing along with the credentials the teacher possesses. If the Superintendent deems the individual to be qualified, he/she will grant the request and report the action to the Board at the next regularly scheduled board meeting. Local district certificates will be issued in one-year terms, and teachers will continue in probationary status until the appropriate state certification is obtained.
- d. Whenever possible, lesson plans for an uncertified teacher will be created through a mentor-mentee partnership.
- e. All certification actions of the superintendent will be reported to the Board of Trustees in open session, and the board agenda, minutes, and related reports will be available to the public to serve as parent notification.

Minimum Minutes of Instruction per Day **(TEC §25.081e)**

Manner in which the statute inhibits district goals

TEC §25.081 currently requires that each school day must be 420 minutes long in order to count for ADA calculations and funding purposes and to accumulate instructional minutes toward the 75,600 minutes of instruction required for students annually.

Innovation Strategies:

- a. The superintendent may alter the length of an instructional day on a limited basis when it is locally determined as necessary or beneficial to the district and its stakeholders.
- b. Munday CISD does not have any intention to shorten the school day on a regular basis or without specific purpose (i.e. bad weather, professional development, early dismissal for events of community interest, etc).
- c. To the greatest extent possible, shortened days would be planned ahead of time and noted in the district calendar, which is approved by the Board of Trustees and published and distributed to stakeholders in advance of the school year and continuously published using school media.

School Start Date **(TEC §25.0811)**

Manner in which the statute inhibits district goals

TEC §25.0811 currently requires that a school district may not begin student instruction before the 4th Monday in August. The current process allows little flexibility in the design of annual calendars to fit the needs of the district and community stakeholders.

Innovation Strategies:

- a. Munday CISD students will begin instruction no earlier than the 3rd Monday of August.
- b. A district committee made up of teachers will continue to work with Administration to develop a proposed calendar to present to the Board of Trustees for consideration and adoption.

Class Size Ratio

(TEC §25.111) (TEC §25.112) (TEC §25.113)

Currently Kindergarten – 4th Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. Along with the waiver, it is required that a letter is sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted. Many times soon after the waiver is submitted, students move out of the district and we are below the 22:1 ratio. While we certainly believe that small class size plays a positive role in the classroom, this must be balanced with the logistics of the timing of adding staff, and the best teacher to student ratio that can be achieved given the total number of students. We do not believe it has a negative effect when a district adds only one or two more students. Student/Teacher Ratios will be set by the campus administrator in conjunction with the teacher(s) and superintendent. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment.

Innovation Strategies:

- a. Munday CISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds the ratio, the superintendent will report to the Board of Trustees for approval, at the next regularly scheduled meeting.
- b. In the event a K-4th core classroom reaches 25:1, the campus will notify the parents of the students in the classroom and inform them of the situation.
- c. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.
- d. This gives Munday CISD the flexibility without having to file a waiver with the Texas Education Agency.

This exemption allows Munday CISD local control over class size and student/teacher ratios, not a disregard for the intent of the ratio requirements. Most importantly, research clearly shows it is the teacher in the classroom that has the greatest impact on student learning.