

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

**Local Innovation Plan  
Table of Contents**

<b>INNOVATION PLAN</b>	
<b>INTRODUCTION</b>	2
<b>Local District of Innovation Committee Members</b>	3
<b>DISTRICT OF INNOVATION</b>	4
TIMELINE FOR Presidio ISD	4
TERM	5
A COMPREHENSIVE EDUCATIONAL PROGRAM	6
MISSION	6
STRATEGIC PLAN OBJECTIVES	6
DISTRICT GOALS	6
<b>INNOVATIONS</b>	7
Texas Education Code Chapter 25 – Admission, Transfer, and Attendance First Day of Instruction (§25.0811) Instructional Calendar	7
Texas Education Code	8
Probationary Contracts (DCA Legal) (TEC §21.002,§21.102)	8
Contracts	8
Texas Education Code Chapter 21 – Educators Certification Required (§21.003)	8
Texas Education Code Update Appraisal Waiver Section 21.0203(a) and 21.342(c)	9
Texas Education Code Update Professional Development	10

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

# **INNOVATION PLAN INTRODUCTION**

H.B. 1842 (84th Session of the Texas Legislature) in part amended Chapter 12 of the Texas Education Code (TEC) to create Districts of Innovations. Districts are eligible for designation if certain performance requirements are met and the district follows certain procedures for adoption as outlined in Statute. The designation provides the district will be exempt from certain sections of the TEC that inhibit the goals of the district as outlined in the locally adopted Innovation Plan.

On March 22, 2017, the Presidio Independent school district passed a resolution to initiate the Process of Designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiative to improve educational outcome for the benefit of students and the community.

On March 23, 2017, the Presidio School board appointed the District Wide Educational Improvement Council (DWEIC) to meet discuss, plan and draft the Presidio District of Innovation Plan. The DWEIC is comprised of diverse leaders representing a cross-section of the district's various stakeholders, principals, parents, community members, and administrators.

## **Local District of Innovation Committee Members**

<b>Name</b>	<b>Position/Title</b>
Dr. Laura Portillo	Federal Programs Director
Mr. Manuel Fausett	Director of Human Resources
Mr. Glenn Omar	Principal Presidio Elem. School Pk-2
Mr. Ernie Monte	Principal Presidio Elem. School 3-5
Mrs. Marivel Santillan	Presidio Elementary School Teacher
Ms. Michelle Kortan	Presidio High School Teacher
Ms. Yvette DeAnda	Principal Lucy Rede Franco Middle
Mr. Samuel C. Aguilar	DOI Chairperson / LRFMS Teacher
Mr. Jesus Villa	DWEIC Chairperson / LRFMS Teacher

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

## **DISTRICT OF INNOVATION**

### **TIMELINE FOR Presidio ISD**

#### **January 18, 2017**

Discussion and consideration of an approval to apply for District of innovation is presented to the Presidio ISD School Board of Trustees.

#### **February 13, 2017**

Superintendent informs District-Wide Educational Improvement Council (DWEIC) of school board approval to pursue the process and planning of District of Innovation for Presidio ISD.

#### **February 27, 2017**

The DWEIC accepted the motion to recommend to the Board of Trustees to authorize the DWEIC to move forward with the DOI plan.

#### **March 22, 2017**

The Presidio ISD school board of Trustees granted authorization for the DWEIC to pursue the implementation of the DOI Plan.

#### **March 23, 2017**

DWEIC was notified of School Board's approval to continue the DOI process and elected a subcommittee to develop the DOI Draft (refer to table on page one).

#### **March 27, 2017**

DOI subcommittee met and drafted the initial draft for the DOI Plan.

#### **March 31, 2017**

DOI subcommittee met to continue DOI planning, drafting, and editing process. The first draft of the DOI was completed in preparation to present to the DWEIC on the 5th of April, 2017.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

**April 5, 2017**

DWEIC members met and asked to review the proposed District of Innovation Plan draft.

**April 11, 2017**

DWEIC members reviewed DOI Plan Draft motioned to approve the DOI Plan and submit to TEA.

**August 24, 2017**

DWEIC members met to approve revision of the DOI Plan concerning semantics issues as suggested by TEA. DWEIC members motioned to approve DOI Plan with suggested revisions.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

## **TERM**

The term of the Plan is for five years, to begin with the 2017-18 school year and ending with the 2021-22 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District-Wide Educational Improvement Council (DWEIC) will continually monitor the effectiveness of the Plan and will review it annually. That council will recommend to the Board any suggested modifications, including addendums, to the plan.

## **A COMPREHENSIVE EDUCATIONAL PROGRAM**

The Plan's comprehensive educational program is guided by and aligned with the Board's Vision, Mission, Strategic Priorities, and Strategic Plan for the District.

## **MISSION**

*“The mission of Presidio ISD in partnership with a unified community is to graduate students who are both career and college ready and have the ability to compete on a world stage”*

## **STRATEGIC PLAN OBJECTIVES**

This plan reflects the District’s Improvement Plan in that it targets the four focus areas outlined by the district: Student Learning, Quality Learning and Working Environment, Effective and Efficient Organization, and Parent and Community Engagement.

## **DISTRICT GOALS**

Each campus mirrors the DIP targeted areas outlining district initiatives to improve student performance and organizational effectiveness. Presidio Independent School staff, students, and parents provide suggestions for writing each Campus Improvement Plan.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

# **INNOVATIONS**

To achieve the District's Vision and Mission, to align the District's practices and operations with the District's strategic objectives, and to meet the District's goals, the District needs the flexibility to exert local control to modify:

- Instructional Calendar
- Probationary Contracts
- Teacher Certification
- Appraisal Process
- Professional Development

The District needs local flexibility in the following areas to improve student outcomes. Some of these exemptions may be enacted beginning in the 2017-18 school year while others may be implemented at a future date. Additional innovations may be implemented as our Strategic Plan Action Plans move toward completion with new learning environments, programs, schedules, and instructional delivery, which may also require more specialized and focused professional learning for our educators.

## **Texas Education Code**

### **Chapter 25 – Admission, Transfer, and Attendance**

#### **First Day of Instruction (§25.0811)**

#### **Instructional Calendar**

##### **Currently:**

The TEC states that a school district may not begin instruction before the 4th Monday in August.

##### **Proposed Innovation Strategy:**

This flexibility of start date allows the district to determine locally, on an annual basis, what best meets the needs of the students, parents, and our local community. The current model does not result in a balanced school year (semester by semester). By having the flexibility in beginning instruction earlier than the 4th Monday of August, students will be able to have a semester that is more conducive to learning the required curriculum, has more balanced days of instruction, and allows for better preparation for graduation requirements. Simultaneously, the calendar changes will also allow for flexible professional development scheduling for district staff, which will result in better teacher morale.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

## **Texas Education Code Probationary Contracts (*DCA Legal*) (TEC §21.102) Contracts**

### **Currently:**

For experienced teachers new to the 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. A one year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom. Currently, contracts for employees occur in March or April which demands that employment decisions be made with very little time for evaluating teacher effectiveness as well as prior to state assessment results.

### **Proposed Innovation Strategy:**

- Teachers, counselors, librarians, or nurses new to the district will be given a probationary contract for up to two years from the first day of employment.

## **Texas Education Code Chapter 21 – Educators Certification Required (§21.003)**

### **Currently:**

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency to hire without certification, with requirement to obtain certification in a specified time. The Texas Education Agency (TEA) then approves or denies this request.

### **Proposed Innovation Strategy:**

The current state teacher certification requirements could potentially inhibit the District's ability to hire teachers to teach specialized Career and Technical Education (CTE) courses. In order to enable more students to obtain the educational benefit of specialized CTE course offerings, the District seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the certification requirements set forth in law. Before examining the employment of non-certified personnel, all efforts will be made to hire state certified teachers. The hiring process begins with the local hiring committee and ends with administrative approval.

By obtaining exemption from existing teacher certification requirements for specialized CTE course offerings, the District will have the flexibility to hire community college instructors,

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

university professors, business professionals or certified teaching professionals seeking assignments outside of their certification area. This innovation has the potential to enrich applicant pools in specialized CTE course offerings and afford more students the opportunity to take courses if state certified teachers are not available to teach those courses.

*Presidio ISD is committed to providing high quality education and services to our community. To support the achievement of this objective we recognize the importance of employing the most suitable applicant for all vacant positions. Presidio ISD will internally advertise all vacant positions to current staff and volunteers to encourage career advancement and increase participation. In special circumstances, Campus Administrators may consider current PISD employees that have a Bachelor's degree and/or specialized training, yet do not have the appropriate teaching certification, that merits consideration due to the individual's unique skill-set and background which would enhance the student's learning experience. This circumstance would only apply to current employees, However in the event that that the school district is unable to obtain a qualified internal applicant, the school campus administrators hold the discretion to hire an external applicant that can fulfill the duties of the available position. The applicant must possess the appropriate training, skills and experience for that particular position or a combination of all of the above.*

*All recruitment and selection procedures and decisions will reflect Presidio ISD's commitment to providing equal opportunity by assessing all potential candidates according to their skills, knowledge, qualifications and capabilities. No regard will be given to factors such as age, gender, marital status, race, religion, physical impairment or political opinions.*

## **Texas Education Code**

### **Appraisal Waiver Section (TEC §21.203(a), TEC §21.352)**

#### **Currently:**

House Bill 1440 states that teachers who have been rated at least proficient on the latest appraisal, with no areas as deficient, may be appraised less frequently than annually-but at least once every five years.

#### **Proposed Innovation Strategy:**

The proposal is to allow administration the discretion to recommend that teachers who have received a "Proficient" T-TESS evaluation in the prior year. Teachers may obtain an appraisal T-TESS waiver for the upcoming fiscal school year, not to exceed three consecutive years dependent upon campus administration decision.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

## **Texas Education Code Professional Development (TEC §21.451)**

**Currently:** TEC §21.451 prescribes staff development requirements for educators. These requirements impede the District's ability to provide timely professional development to employees based on newly emerging issues, data, and student needs.

**Proposed Innovation Strategy:**

The current DOI calendar has set nine days of instructional PD, two of which are in class preparation days. With the new model, instructional staff would be allowed to substitute webinars, continuing education classes, or PD (*done on their own time*) to waive two PISD PD days. Which days will be substituted depend on prior administrative approval and discretion. Instructional staff are required to submit pertinent documentation of PD in order to be considered for this PD waiver. Acceptable PD must apply to the instructional content, classroom instruction, discipline, or pedagogy.

### **SUMMARY**

The purpose of Presidio ISD in partnership with a unified community is to graduate students who are both career and college ready and have the ability to compete on a world stage. PISD's DOI plan allows flexibility in instructional practices and administrative procedures to make decisions that are reflective of stakeholder's needs. Decisions include considerations such as our extremely rural locale; employee and student demographics; our migrant population (industrial based); and our community's low-socioeconomic status. The DOI as a whole focuses on innovative strategies to meet 21st century challenges. This includes: Instructional Calendar, Probationary Contracts, Teacher Certification, Appraisal Process, Professional Development, and Innovative Curriculum Design.

**Presidio Independent School District  
Local Innovation Plan  
Presidio ISD  
School Year 2017-2022**

**BOARD POLICY REVISIONS**

In most cases, activation of exemptions from the TEC will require the revision of Presidio ISD local policies. PISD will implement an enhanced local policy development process that is rigorous, transparent, and inclusive of stakeholder input through the District Improvement & Planning Committee. The district has developed and communicated a detailed implementation plan for the 2015 & Beyond Strategic Plan. This District of Innovation Plan will be seamlessly implemented as part of the Strategic Plan.