

TEAGUE INDEPENDENT SCHOOL DISTRICT

LOCAL INNOVATION PLAN Amended 2020



Teague ISD: Because our students, our staff and our community matters

I. Introduction

The 84th Legislative Session passed House Bill 1842, allowing Texas public school districts to become Districts of Innovation and thus permitting exemption from certain provisions of the Texas Education Code. In an effort to transform systemic improvement to better serve and accommodate the diverse needs of all 21st century stakeholders, including students, staff, parents and community members, Teague ISD seeks to become a District of Innovation. This distinction allows the District increased local control over District operations to improve the quality of services benefiting all stakeholders.

A resolution to initiate the process of Teague ISD becoming a District of Innovation was adopted by the Board of Trustees on April 26, 2018. At such time, a District of Innovation Team (DIT) was established and charged with crafting a cohesive local innovative plan to improve the outcomes of all stakeholders. The DIT met on May 18th and 25th, 2018 to discuss and craft the plan. The DIT considered multiple data points in an effort to construct a local innovation plan (LIP) to bring about systemic change in Teague ISD.

The Teague ISD LIP is for five years, beginning in 2017-2018 school year and ending in 2021- 2022 school year. The LIP may be terminated or amended by the Board of Trustees at any time in accordance with the law. The DIT will monitor the effectiveness of the LIP and provide updates and/or necessary modifications to the Board of Trustees on a regular basis.

II. Timeline

Timeline	Activity/Task	Due Date
January	Board Meeting-TISD Board of Trustees discusses rules and process for being an Innovation District	January 26, 2017
	Board Meeting – Board votes to adopt Resolution to initiate consideration for being designated as an Innovation District	January 26, 2017
	Board Meeting – Board holds public hearing, appoints the District Innovation Team (DIT), the current TISD District Administrative Team, to develop a Local Innovation Plan (LIP).	January 26, 2017
February	DIT meets to discuss innovative ideas for the school district.	February 3, 2017
	Dit meets again to review LIP.	February 3, 2017
	Board votes to notify Commissioner of its intention to vote on adopting final LIP	February 17, 2017
	Post District Innovation Plan on district website	February 23, 2017
March	District Advisory Committee hosts public meeting to consider final version of TISD Innovation Plan	February 24, 2017
April	District presents the proposed District Innovation Plan to Board of Trustees for approval with $\frac{2}{3}$ vote	April 27, 2017
	District sends approved plan to Commissioner of Education for final approval	April 28, 2017

III. District Innovation Team (DIT)

- a. Chris Skinner, Superintendent

- b. Emily Evans, Assistant Supt. of Finance and Operations
 - c. Tracie Ezell, THS Principal
 - d. Cathy Schmidt, SPED Director/Lion Academy Principal
 - e. Drake Paris, TJHS Principal
 - f. Crystal Adams, Teague Elementary Principal
- IV. Comprehensive Educational Program The LIP's comprehensive educational program is guided by and aligned to the TISD's vision and mission statements.
- a. Vision Statement: Empowering every student, every day, to learn, collaborate and contribute with discipline in the community.
 - b. Mission Statement: The mission of the Teague ISD is to educate to the fullest extent possible all children attending our schools. We will strive to do this through quality of instruction, equity for all students, and accountability and improvement of our instruction. All students will develop essential academic skills and knowledge based on which to build life-long learning. Citizenship, economic responsibilities, and an appreciation of our American heritage, including its multicultural richness, are important factors in the education of our children. All facets of the TISD education community will seek continual improvement in our educational endeavors.
- V. District Goals
- a. To perform at the Satisfactory Academic Performance Level or above on all State Assessments at all grade levels during the 2017-2018 school year.
 - b. To improve district student attendance rate from 95.4 to 97%.
 - c. To maintain the district student graduation rate of 96.4%.
 - d. To provide a safe and orderly school climate that facilitates learning.
 - e. To promote parent, school, and community relationships/communication that foster increased student achievement.
 - f. To provide research based, developmentally appropriate and relevant instruction that emphasizes higher order thinking skills.
 - g. To enrich the curriculum, expand learning opportunities and ensure the proficiency of the staff by providing enhanced technology training.
- VI. Exemptions Requested in the Texas Education Code to Benefit Identified Focus Areas and Teague ISD Opportunity Culture Initiative
- a. §25.0811 First Day of Instruction- States that a school district may not begin student instruction before the 4th Monday of August.
 - i. Innovation Strategy: Flexible Calendar- Teague ISD will begin instruction no earlier than the third Monday of August in an effort to create greater flexibility in the school calendar. This flexibility will allow more opportunities to schedule timely and meaningful staff development throughout the calendar year. Additionally, this allows the district to incorporate flex days in the spring prior to state

assessments. Subsequently, district staff and student attendance should improve with this flexibility. This plan will allow a more balanced number of instructional days per semester.

- b. §21.102 Teacher Employment Contracts- Currently, experienced teachers new to the district have a probationary period that 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 time period is not sufficient to evaluate a teacher's effectiveness in the classroom.
 - i. Innovative Strategy: Probationary Contracts- Experienced teachers and counselors new to TISD that 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 last date of district employment. This will allow the district more time to evaluate a staff member's effectiveness.
- c. §21.003 School District Teaching Permit- Currently districts must submit requests to the TEA to hire teachers who are teaching a subject outside of their certification area.
 - i. Innovative Strategy: The principal may submit to the superintendent a request to allow a teacher to teach subject(s) out of their certified field. The principal must specify in writing the reason for the request and document what credentials the teacher possesses which would qualify this individual to teach this subject.
 - ii. Innovative Strategy: An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. The employee will be at-will.
 - iii. Innovative Strategy: This plan will provide more flexibility in our scheduling and more options for our students in class offerings.

Teague ISD Timeline and proposed Amendments 2018:

Amendment Timeline:

Timeline	Activity/Task	Due Date
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April	Board Meeting - TISD Board of Trustees discusses rules and process for amending innovation plan	April 26, 2018
	Board Meeting – Board votes to adopt Resolution to initiate consideration of potential amendments	April 26, 2018
	Board Meeting – Board holds public hearing, appoints the District Innovation Team (DIT), the current TISD District Administrative Team, to amend the Local Innovation Plan (LIP).	April 26, 2018
May	DIT meets to discuss amendment ideas for the school district.	May 25, 2018
	DIT meets again to review LIP.	May 25, 2018
	Board votes to notify Commissioner of its intention to vote on amending LIP	May 24, 2018
	Post District Innovation Plan amendments on district website	May 25, 2018
June	District Innovation Team hosts public meeting to consider final version of amended TISD Innovation Plan	June 29 & July 26, 2018
July	District presents the proposed District Innovation Plan to Board of Trustees for approval with 2/3 vote.	July 26, 2018
	District sends approved plan to Commissioner of Education for final approval	July 27, 2018

e. §21.203,21.352,21.354 & 21.3541 Teacher and Principal Evaluations.

- i. Innovative Strategy: A committee of administrators and teachers would have the option to develop a teacher evaluation system that may be a combination of T-TESS, PDAS, and other best practices. The development of this local instrument and/or process will aim to fit the needs and goals of TISD. This plan will provide more flexibility and intentionally address all areas of employee growth.

d. §37.005 Behavior Management with Students Below Grade Three.

- ii. Innovative Strategy: The principal may submit to the superintendent a request to suspend a student below grade three in extreme cases. The principal must specify in writing the reason for the request and how it aligns with the goals of TISD. The principal will be required to follow the behavior management plan that the committee creates. This committee consist of teachers, principals, and community

members. This plan will provide a safe learning environment for the students and staff of Teague ISD.

Teague ISD Amendments 2020

f. §25.0811 First Day of Instruction

Innovative Strategy: Teague ISD may begin Instruction before the 4th Monday in August. This will allow us to build additional banked days into the calendar. Additionally, this will provide additional staff development days during the year.

g. §25.092 90% Attendance. Minimum Attendance for Class Credit or Final Grade

Innovative Strategy: Teague ISD will create a plan to implement a non-traditional educational system. This may include alternate methods, times, and locations for instruction. This may include, online classwork, project-based learning, and other best practices.