

Frost ISD



DISTRICT OF INNOVATION

2018-2023

**Frost Independent School District
District of Innovation Plan
June 2018 – May 2023**

A District of Innovation is a concept passed by the 84th Legislative Session in House Bill 1842 that allows school districts greater local control and flexibility regarding certain state-level regulations in an effort to utilize the designation to better serve students.

The proposed plan, once adopted, will remain in effect for the next five years (June 2018-May 2023). The plan may be amended at any time by the District of Innovation Committee with the approval of the school board.

District of Innovation Committee:

Mickie Jackson	Superintendent
Dan Lunsford	Secondary Administrator
Natalie Rose	Elementary Principal
Janet Carson	Instructional Coach
Lara Herd	School Counselor
Kimi Muldner	High School Teacher
Bobbette Butler	Junior High School Teacher
Becky Williams	Intermediate Teacher
Molly Revill	Primary Teacher
Milly Vickery	CTE Teacher
Ron Franks	Parent / Grandparent
Kristol Watson	Parent
Kevin Diggs	Community

**Frost ISD
District of Innovation Timeline**

Monday, January 29th, 2018	Conduct an administrator meeting to discuss the possibility of becoming a District of Innovation.
Wednesday, January 31st, 2018	Site based committee meeting – discussion of District of Innovation.
7:00 Monday, February 13, 2018	Board of Trustees approve a resolution to hold a public hearing to discuss the possibility of using HB 1842 to become a District of Innovation.
7:00 Monday, March 5, 2018	Public Hearing for questions and comments regarding Frost ISD becoming a District of Innovation.
Monday, March 26, 2018	Board of Trustees appoints a committee to develop the District of Innovation Plan.
Wednesday, March 28, 2018	Initial planning meeting of the District of Innovation committee.
Thursday, March 29, 2018	Second planning meeting of District of Innovation committee.
Thursday, March 29, 2018	Post District of Innovation plan on website for 30 days.
Friday, April 28, 2018	Notify Commissioner of Education of the board's intention to vote on adoption of the proposed plan.
Monday, May 14, 2018	Approve the District of Innovation plan.
Wednesday, May 15, 2018	Notify the Commissioner of Education of the approval of the District of Innovation plan. Notify TASB of Policy Updates

I. School Calendar – First Day of School TEC 25.0811

- a. Goal
 - i. Align with other area DOI districts
 - ii. Balance the days per semester while concluding the first semester before winter break.
 - iii. Improve attendance through flexibility in the calendar
 - iv. Improve student success by providing more instructional days before state testing.
- b. Current Policy – Students may not begin school before the fourth Monday of August.
- c. Revised DOI Policy
 - i. Students would begin school no earlier than the 2nd Monday of August.
 - ii. Teachers would begin no earlier than the 1st week of August.

II. Teacher Employment – Contract Days TEC 21.401(b)

- a. Goal
 - i. Teacher recruitment and retention
 - ii. Better align with the 75,600 minutes required of students.
- b. Current Policy – An educator employed under a 10 month contract must provide a minimum of 187 days of service.
- c. Revised DOI Policy – An educator employed under a 10-month contract must provide a minimum of 182 days of service. This reduction of days would have no effect on teacher salaries. An educator’s daily rate would simply increase to reflect the change.

III. Teacher Employment – Probationary Contracts TEC 21.102 (b)

- a. Goal
 - i. Increase student success by providing high quality teachers in every classroom.
 - ii. Improve educator growth through professional development and instructional coaching.

- b. Current Policy – A probationary contract may not be for a term exceeding 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 by the district. *This time period is often insufficient for determining a teacher’s effectiveness in the classroom.*
- c. Revised DOI Policy – A probationary contract may be extended beyond the one year term for an educator hired by Frost ISD who has been employed as a teacher in public education for at least five of the eight years preceding employment in the district. The probationary contract could be extended by one additional year for a maximum probationary period of two years.

IV. Teacher Employment – Required Certification TEC 21.003, TEC 21.053

- a. Goal
 - i. Provide innovative instruction and broaden CTE options and certifications for students by partnering with community resources
 - ii. Teacher recruitment and retention
 - iii. Provide high quality teachers in every classroom
- b. Current Policy – (TEC 21.003) A person may not be employed as a teacher by a school district unless the person holds an appropriate certification or permit issued as provided by Subchapter B. In the event that a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and / or State Board of Educator Certification (21.053) a) A person who desires to teacher in a public school shall present the person’s certificate for filing with the employing district before the person’s contract with the board of trustees of the district is binding; b) an educator who does not hold a valid certificate may not be paid for teaching work done before the effective date of issuance of a valid certificate. *The current certification requirements inhibit the District’s ability to hire professionals with industry experience to teacher Career and Technical Education (CTE), Science, Math, Technology, Engineering, Arts, Mathematics (STEAM), Foreign Language, History, and English Language Arts.*
- c. Revised DOI Policy – To allow flexibility in hiring, Frost ISD will make all decisions regarding teacher certification and assignments locally and based on the needs of the campus and students.
 - i. In the event that the district cannot recruit a highly qualified certified teacher for an open position, Frost ISD would allow for a teacher to teach up to 3 classes outside of his / her held certification not to exceed 25% of a student’s schedule of classes.

- ii. Frost ISD would have the flexibility to consider entering into at will agreements with non-certified individuals that have field experience in CTE, STEAM, and Vocational skill that would provide more options for students and flexibility in scheduling.
- iii. In all subjects except for Special Education and Bilingual / ESL, the principal may submit a request for a local certification of uncertified individuals. The principal must document the credentials the individual possesses qualifying him/her to teach the subject.
- iv. Uncertified teachers will be provided teacher mentoring, increased observation feedback, professional development, instructional resources, and other supports. They would also be expected to actively pursue appropriate certification within one year.
- v. FISSD will locally document the reason for any local decision and the credentials or experience that the teacher / instructor possesses which would qualify the him or her to teach the class. Emergency certificates / permits through TEA will no longer be necessary under this plan.
- vi. Any employee hired under a local district teaching permit in accordance with this plan must (1) comply with the professional standards, ethics, and requirements outlined in Section D of the Frost ISD School Board Policy for Personnel, except as such standards, ethics, and requirements are amended by this plan and (2) be appraised according to the same teacher appraisal system outlined in district policies DNA (Local) and DNB (Local).

V. Inter-District Transfer Students TEC 25.036

- a. Goal
 - i. Increase student enrollment
 - ii. Maintain current safe and positive educational climate and culture for district students.
- b. Current Policy – A district may choose to accept, as transfers, students who are not entitled to enroll in the district. The transfer is understood to be a commitment of one school year. *This policy allows a district few options when transfer students continually violate attendance, discipline, or other policies, thereby demanding a disproportionate level of district resources.*
- c. Revised DOI Policy – Frost ISD would be exempt from the one year commitment associated with acceptance of a transfer student and allowed to rescind the

transfer at any time during the school year. Determinations would be made by appointed committees on each campus.

VI. Student Discipline – Students Below Grade 3 TEC 37.005(c)

- a. Goal - Provide a high quality learning environment for all students
- b. Current Policy – A student who is enrolled in a grade level below grade 3 may not be placed in out-of-school suspension unless while on school property or while attending a school-sponsored or school-related activity on or off of school property, the student engages in:
 - i. Conduct that contains the elements of an offense related to weapons under Penal Code 46.02 or 46.05;
 - ii. Conduct that contains the elements of a violent offense related under Penal Code 22.01, 22.011, 22.02, 22.021; or
 - iii. Selling, giving, or delivering to another person or possessing, using, or being under the influence of any amount of:
 - 1. Marijuana or a controlled substance, as defined by Health and Safety Code Chapter 481, or by 21 U.S.C. Section 801 et seq.;
 - 2. A dangerous drug, as defined by Health and Safety Code Chapter 483; or
 - 3. An alcoholic beverage, as defined by Alcoholic Beverage Code 1.04.
- c. Revised DOI Policy – Frost ISD would have the option to place a student in ISS or OSS for ‘persistent misconduct.’ This will be determined by a Student Assistance Team based on previous documented interventions and office referrals.

VII. 90 Percent Attendance Rule Exemption from: Texas Education Code 25.092

Relevant Board Policies: FEC Local

Manner in which statute inhibits the goals of the plan

Texas Education Code 25.092 requires students to attend class for at least 90 percent of the days the class is offered in order to earn class credit or be given a final grade for the class. The 90 Percent Rule is an arbitrary standard, which means school districts award credit based on seat time rather than based on content mastery.

Innovation Strategies:

- A. FISD will no longer be required to penalize students who miss class due to extra/co-curricular activities, academic activities, or other extenuating circumstances. This exemption will allow the district to promote student engagement, as well as social and

emotional development, by encouraging more students to participate in such activities.

- B.** FISD administrators will be able to award credit to students because they can show they understand the concepts and have mastered the required content, rather than because they have attended a certain number of school days. The proposal would allow counselors and administrators to refocus efforts on students who are truly at risk, while simultaneously providing rigor and relevance in the curriculum.
- C.** Flexibility from this requirement will provide educational advantages to students of the district by promoting learning through innovation in the methods, locations, and times instruction may be delivered to students, thereby accommodating students with legitimate scheduling conflicts, reducing dropouts, and increasing the number of qualifying graduates.
- D.** FISD will also explore other innovative ways to demonstrate content mastery, given this exemption. This exemption supports the districts overarching goals and provides the flexibility needed to implement tools, resources, and training that support personalized learning for both students and teachers. e.

Exempting the District from the 90 Percent Rule does not, in any way, impact or alters existing compulsory attendance requirements or University Interscholastic League ("UIL") rules. Moreover, opting out of Section 25.092 in no way limits or modifies a teacher's right to determine the finality of a grade in accordance with Texas Education Code Section 28.0214, nor does it restrict or alter a teacher's right to assign grades in accordance with a District grading policy adopted pursuant to Texas Education Code Section 28.0216.