



# **Maypearl Independent School District District of Innovation Plan**

**Initial Planning Meeting**

District of Innovation (DOI) Committee

February 21, 2017

**Proposed Plan Posted on District Website**

Feb. 27, 2017

**Public Meeting / Approve Plan**

District of Innovation (DOI) Committee

March 2, 2017

**DOI Committee Approved Plan Posted on District Website**

March 3, 2017

**Presented to the Maypearl ISD Board of Trustees  
School Board votes to notify Texas Education Commissioner  
of Intent to Adopt Plan**

March 23, 2017

**Final Approval by Board of Trustees**

**District of Innovation plan sent to Texas Education Commissioner**

April 6, 2017

## **Mission Statement**

It is the mission of the Maypearl Independent School District to educate and equip ALL students to their unique potential creating productive and successful citizens.

## **Vision**

"A Superior Learning Community"

## **Value Statement**

We always DO WHAT IS BEST for the child(ren)  
Everything we do is QUALITY  
HONESTY is the only policy.  
Everybody is ACCOUNTABLE for his/her own activities  
Discipline fosters SELF DISCIPLINE  
We lead by EXAMPLE  
TEAMWORK is not optional.

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

### TIMELINE

<b>January 19th – Regular Board Meeting</b>	Board of Trustees vote on Resolution to begin process.
<b>February 16<sup>th</sup> –Regular Board Meeting</b>	Board of Trustees – Public Hearing to consider developing an Innovation Plan (within 30 days): <ol style="list-style-type: none"><li>1. Board of Trustees – May decline to pursue designation of the district as an innovation district or</li><li>2. Innovation Plan Committee Appointed by Board of Trustees to develop comprehensive educational program with innovations and list of education code provisions to be exempt.</li></ol>
<b>February 23<sup>rd</sup> – District of Innovation Plan Committee</b>	Innovation Plan Committee meets to develop comprehensive educational program with innovations and list of education code provisions to be exempt.
<b>March 2nd – District of Innovation Committee</b>	<ul style="list-style-type: none"><li>• Hold Public Meeting</li><li>• Approve District of Innovation Plan to be posted and sent to Board of Trustees</li><li>• Plan posted on district website for 30 days – March 3rd</li></ul>
<b>March 23<sup>rd</sup> – Regular Board Meeting</b>	<ul style="list-style-type: none"><li>• Plan Presented to Board of Trustees</li><li>• Board of Trustees voted to notify Commissioner of intent to adopt plan.</li></ul>
<b>April 6<sup>th</sup> – Special Board Meeting</b>	<ul style="list-style-type: none"><li>• Board of Trustees adopt plan with 2/3 vote.</li><li>• District notifies Commissioner and submits plan with Figure 19 TAC 102.1307(d) form completed.</li><li>• Plan is now on file for 5 years and the district may move forward with implementing the plan.</li></ul>

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

### **Innovation Plan Committee:**

Ritchie Bowling Superintendent  
Enid Johnson  
Lesley Austin  
Lisa Hyles  
Dennis Mitchell  
Cristin Votaw  
Mary Sword  
Ashley Davis  
Dallas Dees  
Javier Gonzales  
Chelsea Hyles  
Teri Lawson  
Robert Merritt  
Beth Thomas  
Ryan Vines  
Tish Creech  
Tammy Cloud  
Beth Davis  
Angie Ford  
Wendy Spence  
Teresa Hatton  
Crystal Ramirez

*Maypearl Board of Trustees appointed this committee to serve in writing the District of Innovation Plan on Feb. 16, 2017 at a Regular Board Meeting.*

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

### **Figure: 19 TAC §102.1307(d) 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.

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

Term of Plan: July 1, 2017 to June 30, 2022

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

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

- §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**

X §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**

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

### **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:

# MAYPEARL INDEPENDENT SCHOOL DISTRICT

## District of Innovation Plan 2017

### First Day of Instruction

TEC Code Requiring Exemption-

**TEC 25.0811 & EB(Legal):** A school district may not begin instruction for students for a school year before the fourth Monday in August.

#### Benefit of Exemption for Maypearl ISD:

- District Improvement Committee will have the flexibility to start the school year after the Second Monday in August or prior to the fourth Monday in August.
- Starting the school year a week or more prior to the fourth Monday will better balance the number of days within the two semesters, with Winter Break serving as a natural break between the two semesters.
- Increases instructional days prior to STAAR/EOC and other exams.

### Probationary Contracts

TEC Code Requiring Exemption-

**TEC 21.102 & DC (Legal):** 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.

#### Benefit of Exemption for Maypearl ISD:

- Experienced teacher new to the district, would be eligible for two years of probationary contract period rather than limited to one year for the first two years of employment with the district.
- Often one year of probationary contract period is not sufficient amount of time to evaluate the professional's effectiveness in the duties of the teacher, counselor, librarian, nurse or administrator.
- Currently, professional contracts are renewed in March or April of each year and that limits the evaluator's time in evaluating the effectiveness of the professional to less than one year.

# **MAYPEARL INDEPENDENT SCHOOL DISTRICT**

## **District of Innovation Plan 2017**

### **Teacher Evaluation**

TEC Code Requiring Exemption-

**TEC 21.352, DNA(Legal), & DNA(Local):** The District shall appraise teachers annually using the Texas Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

#### **Benefit of Exemption for Maypearl ISD:**

It allows the district the flexibility to develop an evaluation tool that best fits the needs of the district given the different nature of specific non-core classes or courses.

#### **Local Guidelines:**

The district administrative team may develop evaluation tools for Life Skills, Electives, and/or CTE courses to recommend to the District Improvement Committee to approve to send to the Board of Trustees for Final Adoption. All evaluation tools must be adopted by the Board of Trustees no later than October 31<sup>st</sup> of the school year the tool would be utilized.

### **Summary**

The Maypearl ISD District of Innovation Plan is a culmination of a collaborative effort between community members, parents, teachers, administrators and the Board of Trustees. The committee reviewed all available District of Innovation plans and all available areas of innovation allowed when developing this plan. This plan seeks to provide all Maypearl ISD the best educational experience possible and works to continue our vision of being a Superior Learning Community.