



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

Amendment of Plan 2020

**Initial Planning Meeting
District of Improvement Committee
February 10, 2020**

**Proposed Plan Posted on District Website
Feb. 11, 2020**

**District Improvement Committee Presents Proposed Amended 2020 Plan to
the Maypearl ISD Board of Trustees
Feb. 27, 2020**

**Public Meeting / Approve Plan
District Improvement Committee
March 16, 2020**

**District Improvement Committee Approved Plan Posted on District Website
March 16, 2020**

**Presented to the Maypearl ISD Board of Trustees School Board votes to
notify Texas Education Commissioner
of Intent to Adopt the Amended Plan
March 26, 2020**

**Final Approval by Board of Trustees
District of Innovation plan sent to Texas Education Commissioner
April 23, 2020**

Mission Statement

The Mission of Maypearl ISD, a tradition-rich community, is to cultivate the unique potential of all students through innovative education

Motto

Tradition - Pride - Purpose

Vision

Maypearl ISD, where all learners will embrace their unique potential to excel, serve others, and own their future

Value Statement

In Maypearl ISD, we value...

- ★ Every student as our 1st priority
- ★ Building relationships
- ★ Safe, secure environments
- ★ Collaboration & teamwork for all
- ★ Commitment to excellence

TIMELINE

January 19th – Regular Board Meeting	Board of Trustees vote on Resolution to begin process.
February 16th –Regular Board Meeting	Board of Trustees – Public Hearing to consider developing an Innovation Plan (within 30 days): <ol style="list-style-type: none">1. Board of Trustees – May decline to pursue designation of the district as an innovation district or2. Innovation Plan Committee Appointed by Board of Trustees to develop comprehensive educational program with innovations and list of education code provisions to be exempt.
February 23rd – District of Innovation Plan Committee	Innovation Plan Committee meets to develop comprehensive educational program with innovations and list of education code provisions to be exempt.
March 2nd – District of Innovation Committee	<ul style="list-style-type: none">• Hold Public Meeting• Approve District of Innovation Plan to be posted and sent to Board of Trustees• Plan posted on district website for 30 days – March 3rd
March 23rd – Regular Board Meeting	<ul style="list-style-type: none">• Plan Presented to Board of Trustees• Board of Trustees voted to notify Commissioner of intent to adopt plan.
April 6th – Special Board Meeting	<ul style="list-style-type: none">• Board of Trustees adopt plan with 2/3 vote.• District notifies Commissioner and submits plan with Figure 19 TAC 102.1307(d) form completed.• Plan is now on file for 5 years and the district may move forward with implementing the plan.

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.

AMENDMENT TIMELINE

<p>February 10, 2020 – District Improvement Committee</p>	<p>District Improvement Committee considers amendment and approves posting amendment for the required 30 days, take to the MISD Board of Trustees for consideration, and if consideration is approved by MISD Trustees set Public Hearing / Committee Approval date.</p>
<p>February 27th –Regular Board Meeting</p>	<p>Board of Trustees – Hear Proposed Amendment to District of Innovation Plan and timeline.</p>
<p>March 16th – District Improvement Committee</p>	<ul style="list-style-type: none"> • Hold Public Meeting • Approve District of Innovation Amended Plan to be sent to the Maypearl ISD Board of Trustees for approval
<p>March 26th – Regular Board Meeting</p>	<ul style="list-style-type: none"> • Plan Presented to Board of Trustees • Board of Trustees voted to notify Commissioner of intent to adopt plan.
<p>April 23rd – Regular Board Meeting</p>	<ul style="list-style-type: none"> • Board of Trustees adopt District of Innovation Amended Plan with 2/3 vote. • District notifies Commissioner and submits plan with Figure 19 TAC 102.1307(d) form completed. • Amended Plan is now on file for remaining 2 years and the district may move forward with implementing the plan.
<p>District Improvement Committee:</p>	<p>Lisa Hyles, Debbie Griffin, Cristin Votaw, Brian Garrison, Eric Janszen, Amanda Stinson, Kerrah Turner, Leslie Pantoja, Rosanna Simpson, Todd Watts, Adele Mooney, Teresa Hatton, Tish Creech, Chelsea Hyles, Ashley Davis, Teri Lawson, Wanda Jordan, Jessica Winningham, Prissy Talley, and Kathy DeGeest.</p>

**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.

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

- §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
- X §22.004(i) Group Health Insurance plan requirements
- §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

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:

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 21.003, 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.

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 31st of the school year the tool would be utilized.

Amendment 2020

Preclusion from providing alternative Uniform Group Health Coverage program (H.B. 3343) once the program of coverage under Chapter 1579 Insurance code is implemented.

TEC Code Requiring Exemption –

TEC 22.004(i), CRD (LEGAL) and CRD (LOCAL): The District shall offer to all employees additional health coverage plan options alongside the TRS-ActiveCare Plans each year.

Benefit of Exemption for Maypearl ISD:

- Increased local control of group health benefit plans to allow district to be responsive to employee needs.
- Improve employee compensation after cost of selected group health plan option.
- Increase competitiveness in recruitment of highly qualified, experienced and high performing educators in our local area.

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.