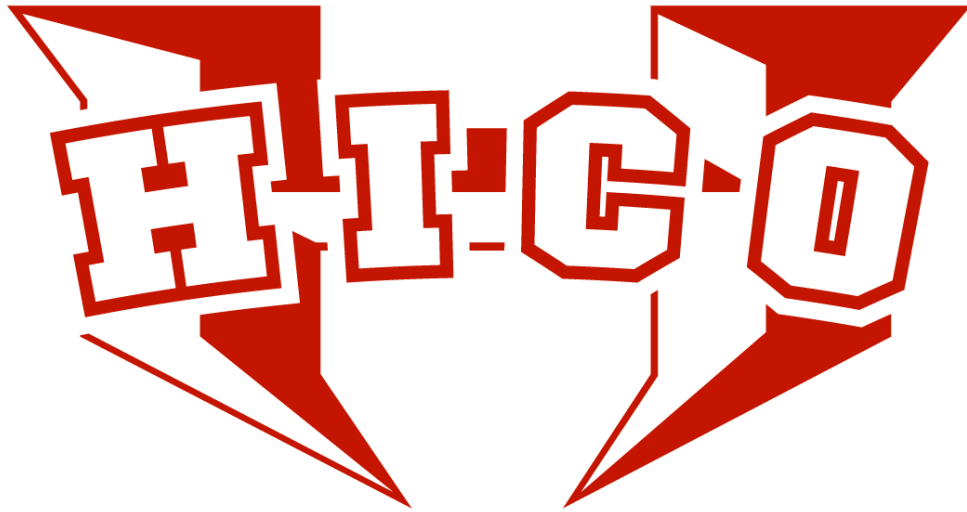


Hico ISD

District of Innovation Plan



HISD Board of Trustees Adoption Date
March 21, 2022
Revision adopted March 20, 2023

District of Innovation Committee

Jon Hartgraves	Superintendent
Shelli Stegall	Asst. Superintendent
Dixie Watson	Administrator
Brian Hunt	Administrator
Dana Broumley	Educator
Crystal Finch	Educator
Sherry Gerber	Educator
Jennifer Harris	Educator
Katy McLean	Educator
Breanna Morrow	Educator
Callie Owens	Educator
Nancy Post	Educator
David Surley	Educator
Kristi Underwood	Educator
Lisa Weatherley	Educator
Diona Whitely	Parent/Para
Lynette Johnson	Parent
Keisha Booth	Parent
Joanna Mills	Parent

District of Innovation Plan Timeline

February 14, 2022	The District Site-Based Committee meeting to review the current DOI and determine proposed revisions.
February 16, 2022	Revised District of Innovation plan presented to the Hico ISD staff.
February 16, 2022	Draft DOI plan posted to the Hico ISD website and submission of notification of intent to renew to the commissioner.
March 21, 2022	The District Site-Based Committee meeting to approve the 2022 DOI. Hico ISD School Board public hearing for input on the District of Innovation Plan renewal. The Hico ISD School Board approval of motion to renew the local District of Innovation plan.
March 22, 2022	Approved 2022 DOI posted to the Hico ISD website and submission of notification of approval to the commissioner.
March 20, 2023	District Site-Based Committee approved the addition of the Bank Depository Bid Exemption. Hico ISD School Board approved the addition of the Bank Depository Bid Exemption.
March 21, 2023	Approved 2023 Revised DOI posted to the Hico ISD website and submission of notification of approval to the commissioner.

Hico ISD District of Innovation Plan

Hico ISD is utilizing HB 1842 of the 84th Legislative Session in order to have more local control in certain areas. HB 1842 allows a traditional public school to have the local flexibility necessary to customize student learning experiences. As a school district that puts the needs of students first, Hico ISD values the ability to make important educational decisions locally.

In order to best serve our students and align our learning to the Hico ISD board goals, we have developed a five-year District of Innovation Plan to provide opportunities that allow the Hico ISD Board of Trustees the ability to use their best judgment to make decisions regarding the students of Hico ISD.

Term

The District of Innovation Plan will become effective upon board approval in March 2022 and end in March 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The district will review the plan annually.

First Day of Instruction

Exemption from: TEC 25.0811, EB(LEGAL), EB(LOCAL)

A district may not begin instruction for students for a school year before the fourth Monday in August. A district may not receive a waiver of this requirement.

Proposal:

This flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This flexibility of the start date also offers the following opportunities:

1. This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
2. Students participating in dual enrollment opportunities will work with balanced semesters, which align with our local colleges.
3. An early start date permits students an additional week of instruction prior to state assessments in December.
4. This will allow the district time to provide proper remediation to students in summer school.
5. Students will be afforded opportunities to enroll in summer college sessions with finalized official transcripts and staff will be able to attend summer school classes as well.
6. This would allow an option to start school with a shorter week, easing the transition back to school for all students.

Procedure:

The district will determine when each school year will begin through the calendar development process. The first day of instruction will not take place prior to the second Monday in August.

Teacher Certification Requirements

Exemption from: TEC 21.003, TEC 21.053, DBA(LEGAL), DBA(LOCAL).

TEC 21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. 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 request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district. TEC 21.053 requires a teacher to present his or her certificate to the district before their employment contract will be binding, and prohibits the district from paying an educator or teacher if the educator does not hold a valid certificate at the time.

Proposal:

The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. However, when that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. The district's exemption from TEC 21.003 would allow the district to consider part-time professionals to teach courses, allow industry expert professionals to transition into the teaching profession in Career and Technology and also assist in staffing high need STEM and dual credit course offerings.

Procedure:

- a) For grades 6-12, in all subjects except Special Education and ESL/Bilingual, the campus principal may submit to the superintendent a request for a local certification that will allow a certified teacher to teach a subject in a related field for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify the individual to teach the proposed subject for a local certificate.
- b) An individual with experience in a Career and Technology field may be eligible to teach a vocational skill or course. An individual may hold a teaching certification in another state for core areas or Career and Technology. An individual may have background, experience, skills or work related/industry experience to work full-time or part-time in a designated area. The principal shall submit a request to the Superintendent for local certification. The principal must specify the reason for the request and document what credentials the individual possesses qualifying this individual to teach the subject.
- c) The Superintendent will approve or deny requests for local certification.
- d) The Superintendent will report this action to the Board of Trustees.

Probationary Contracts

Exemption from: TEC 21.102(b), DCA(LEGAL).

TEC 21.102(b) states that a probationary contract may not exceed 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 with the district.

Proposal:

This period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data. Probationary contracts for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with the district may be extended for a second year.

Procedure:

The Superintendent will make contract recommendations to the Board of Trustees as per policy.

Transfer Students

Exemption from: FDA(LOCAL) and TEC 25.036.

Currently under TEC 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036 has been interpreted to require a transfer to be for a period of one school year. Hico ISD maintains a transfer policy under FDA(LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules and regulations of the District.

Proposal:

The district is seeking exemption from the one-year commitment in accepting transfer applicants and to allow the district to rescind a transfer at any time during the school year.

Procedure:

Campus principals will refer requests to rescind transfer students to the superintendent who will make the final decision to retain or rescind a transfer student.

District-Level and Site-Based Decision-Making (TEC §11.252, §11.253)

***Texas Education Code §11.252** states each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee established under Section 11.251. The purpose of the district improvement plan is to guide district and campus staff in the improvement of student performance for all student groups in order to attain state standards in respect to the achievement indicators adopted under Sections 39.053(c)(1) -(4). **Texas Education Code §11.253** states that each school district shall maintain current policies and procedures to ensure that effective planning and site-based decision-making occur at each campus to direct and support the improvement of student performance for all students.*

In an effort to add meaning and relevance to the district and campus level decision-making process, Hico ISD would like to implement the following Strategic Planning process to replace the District and Campus Improvement Plans.

Proposed

HISD district and campus level strategic planning committees will be established as outlined in TEC §11.251 to review, learn, study, and analyze multiple data sources regarding success of all aspects of district operations, most importantly students' success. The committee will meet at least two times per year and generate a strategic plan for district resources and efforts. Under the DOI, the prescriptive list of requirements in the District and Campus Improvement Plans will be replaced with a Strategic Planning process. Compliant items listed in the TEC §11.252 & TEC §11.253 will be replaced by relevant strategic plan components that will directly address the unique needs, talents, and interests of HISD's community and staff with a targeted focus on the Board of Trustees vision and mission.

Rationale

Using a systematic strategic planning process will eliminate the use of prescriptive requirements and allow the district and campuses to develop meaningful strategic plans that include goals, objectives, and action steps that address the unique needs, talents, and interests of our prospective stakeholders to empower and impact achievement.

PROCEDURES			
	<i>District Level</i>		<i>Campus Level</i>
1.	<i>Appoint a District Strategic Planning Committee that includes representatives from all stakeholders as outlined in TEC 11.251.</i>	1.	<i>Appoint a Campus Strategic Planning Committee that includes representatives as outlined in TEC 11. 251.</i>
2.	<i>Learn, study, and analyze the strengths, needs, and challenges of the district through the use a formal and informal review process. Review will include but is not limited to state, district, campus and classroom assessments.</i>	2.	<i>Learn, study, and analyze the strengths, needs, and challenges of the campus through the use a formal and informal review process. Review will include but is not limited to state, campus, and classroom data.</i>
3.	<i>Design a strategic plan that aligns with the Board's vision and meets the needs of HISD's students, community, and staff.</i>	3.	<i>Design a strategic plan that aligns with the Board's vision and meets the unique needs of the campus's students, community, and staff.</i>
4.	<i>Communicate the strategic plan to all stakeholders in various ways— post on website, DEIC meetings, and leadership meetings.</i>	4.	<i>Submit campus strategic plan for review and feedback.</i>
5.	<i>Schedule yearly review of strategic plan and revise and modify based on an ongoing continuous improvement model process.</i>	5.	<i>Communicate the strategic plan to all stakeholders in multiple ways—post on campus website, faculty meetings, and CIP meetings.</i>
6.	<i>Report to the Board of Trustees the status of the District strategic plan.</i>	6.	<i>Schedule yearly reviews of strategic plan and revise and modify based on an ongoing continuous improvement model process.</i>
7.	<i>Provide reports to the community on the status of the school district and campuses through the development of a community based accountability system.</i>		

Local School Health Advisory Council and Health Education Instruction (FFA Local) (TEC 28.004)

Manner in which statute inhibits the goals of the plan Sec. 28.004 (d) 1 of this code requires the SHAC to meet four times annually.

Proposed

In a small district, the same staff members are required to sit on several different committees thus limiting their ability to effectively serve on those that meet at the same time, or require several meetings throughout the year. Additionally, the members of the SHAC will have a much more intimate relationship with the needs and goals of this committee due to the small number of students it serves, thus not requiring four meetings throughout the year to update its plan and vision. Hico ISD seeks exemption from the requirement to hold a minimum of 4 meetings per year under Sec. 28.004(d-1) The HISD committee shall meet at least once each year.

Rationale

As a small district committee members are intimately aware of the needs of the District's students and are often able to review and revise the District's plan in a single meeting. This should be a matter for the local board of trustees and the committee members to determine how often they need to meet to meet the district's needs.

Amendment Approved March 20, 2023

Bank Depository Contract (BDAE Local) (TEC 45.205, 45.206)

45.205 TERM OF CONTRACT. (a) Except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified. (b) A school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The contract may be modified for each two-year extension if both parties mutually agree to the terms. An extension under this subsection is not subject to the requirements of Section 45.206.

(c) The contract term and any extension must coincide with the school district's fiscal year.

45.206 BID OR REQUEST FOR PROPOSAL NOTICES; BID AND PROPOSAL FORMS. (a) Not later than the 60th day before the date a school district's current depository contract expires, the district shall choose whether to select a depository through competitive bidding or through requests for proposals.

Proposed

Hico ISD is seeking exemption from TEC 45.205 and 45.206 to allow the District's banking contract to be extended beyond the allowable six year term. The District may choose to remain with the institution if the District determines that there is no operational or financial reason to send the District's banking business out for bid.

Rationale

This exemption will lessen the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there are limited banking institutions within the District's boundaries available to bid for the District's depository contract. In addition, this would further mitigate any impact to employees that would have to alter direct deposits and provide the District with flexibility with respect to local banking relationships.