



Terrell Independent School District

Expect More. Achieve More.

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TEA District #129906

Terrell Independent School District District of Innovation Comprehensive Local Innovation Plan 2021-2022 through 2025-2026

*HB 1842, of the 84th Legislative Session,
allows Texas districts to qualify as a District of Innovation.
Districts of Innovation are able to gain local control of certain operations
that are currently under the control of the Texas Education Agency that may inhibit the goals of the
district as outlined in a locally adopted Innovation Plan.*

INTRODUCTION

The 84th Texas Legislature, Regular Session, 2015, passed HB 1842, allowing eligible Texas school districts to be designated Districts of Innovation. In accordance with 19 TAC §102.1303, Terrell ISD is eligible to be designated a District of Innovation as the District's most recent accountability and performance rating under TEC §39.054 is a "B" therefore representing acceptable performance.

Districts of Innovation are able to gain local control and obtain exemption from certain operations of the Texas Education Code (TEC). Terrell ISD believes that this Comprehensive Local Innovation Plan will allow our local Board of Trustees and district staff to make decisions based on the unique needs of our students and community.

After following each step required to become a district of Innovation, the original Terrell ISD District of Innovation Comprehensive Plan was adopted by the Terrell ISD Board of Trustees on June 20, 2016 and the Commissioner was subsequently advised.

RENEWAL

Terrell ISD District Education Improvement Committee (DEIC) met March 10, 2021, and unanimously approved the pursuit of maintaining the District of Innovation Status. This recommendation was presented to the Terrell ISD Board of Trustees on March 29, 2021, and again was unanimously approved by the Board. The Board on that date also appointed a Local Innovation Committee (Committee) comprised of teachers, principals, administrators, parents, community members and business leaders to develop a Comprehensive Local Innovation Plan (Plan) for designation as a District of Innovation (TEC§12A.005).

Terrell ISD District Education Improvement Committee (DEIC) met Tuesday, March 30, 2021 - 4:00 p.m. - TISD Professional Development Center (PDC) and approved the Terrell ISD District of Innovation Comprehensive Local Innovation Plan which was then posted for public comment to the Terrell ISD Website. On April 6, 2021, the Commissioner was notified of the District's intent to adopt a DOI Plan and was provided a listing of Education Code provisions to be exempt. On April 20, 2021, an amended listing of Education Code provisions to be exempt was provided to the Commissioner. On Wednesday, May 5, 2021 the District Advisory Committee/District Education Improvement Committee (DEIC) held a Public Meeting to consider the final District of Innovation Comprehensive Local Plan. On June 21, 2021, the Terrell ISD Comprehensive Local Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency (TEA).

1st AMENDMENT

Terrell ISD District of Innovation Committee met Wednesday, July 14, 2021 - 1:30 p.m. - TISD Professional Development Center (PDC) and approved the First Amended Terrell ISD District of Innovation Comprehensive Local Innovation Plan which was then posted for public comment to the Terrell ISD Website on July 15. On July 15, 2021, the Commissioner was notified of the District's intent to adopt an amended DOI Plan and was provided an amended listing of Education Code provisions to be exempt. On Monday, August 16, 2021 the Terrell ISD Board of Trustees held a Public Meeting to consider the First Amended District of Innovation Comprehensive Local Plan and unanimously approved the plan.

2nd AMENDMENT

Terrell ISD District Educational Improvement Committee (DEIC) met Wednesday, August 25, 2021 - 3:45 p.m. - TISD Professional Development Center (PDC) and approved the Second Amended Terrell ISD District of Innovation Comprehensive Local Innovation Plan. Changes consisted of removing Section 1.6 which was not an allowable innovative strategy. The plan was then posted for public comment to the Terrell ISD Website on August 26. On August 26, 2021, the Commissioner was notified of the District's intent to adopt a 2nd amended DOI Plan and was provided an amended listing of Education Code provisions to be exempt. On Monday, October 18, 2021 the Terrell ISD Board of Trustees will hold a Public Meeting to consider the Second Amended District of Innovation Comprehensive Local Plan.

TERM

In accordance with TEC §12A.006, this Comprehensive Local Innovation Plan shall remain in effect for a period of five years (2021-22 through 2025-26 school years) unless terminated by the commissioner pursuant to TEC §12.A.008. Following adoption by the Board of Trustees, the Terrell ISD Comprehensive Local Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency (TEA).

LOCAL INNOVATION PLAN COMMITTEE MEMBERS:

Melanie Magee	Deputy Superintendent of Leading & Learning
Larry Polk	Assistant Superintendent
Julie Fisher	Executive Director of Continuous Improvement
Renee Jones	Director of SEL (Social Emotional Learning) & MSST (Multi-Tiered Systems of Support)
Tiffany Swain	Principal, Global Leadership Academy
Bertha Lloyd-Fuller	Teacher, Furlough Middle School
Micah Holloway	Teacher, JW Long Elementary
Patricia Walker	Teacher, Gilbert Willie, Sr. Elementary
Tanisha Davenport	Teacher, Dr. Bruce Wood Elementary
Rosa Luna	Parent, JW Long Elementary
Jeff Graham	Parent, Global Leadership Academy & DEIC Member
Carlton Tidwell	Community Member
Cary Harwell	Business Leader & DEIC Member

DISTRICT OF INNOVATION TIMELINE 2021

- Wednesday, March 10, 2021 – 3:30 p.m., TISD Professional Development Center (PDC)
 - Initial meeting with District Education Improvement Committee (DEIC) (TEC§11.521) to discuss if the District should seek renewal of the “District of Innovation” status and develop/review a local innovation plan for the designation of the District as a “District of Innovation” for the school years 2021-2022 through 2026-2027 or decline to pursue this option.
 - Unanimous vote of the district-level DEIC committee members to pursue renewal of the District of Innovation status for Terrell ISD. (*TEC 12A.001 (c)(1)*)
- Friday, March 12, 2021 - Board Book & Agenda
 - Board is notified of the District Education Improvement Committee (DEIC)’s request to seek designation as a district of innovation (*TEC 12A.002*)
- Monday, March 29, 2021 – 6:30 p.m., TISD Performing Arts Center (PAC)
 - Board votes to pursue renewal District of Innovation Comprehensive Local Innovation Plan
 - Board approval of members of the District of Innovation Committee (*TEC 12A.002(b)(2)*, *12A.003*) and appoints them to review the current District of Innovation Comprehensive Local Plan and make adjustments as necessary.
- Tuesday, March 30, 2021 - 4:00 p.m. - TISD Professional Development Center (PDC)
 - First meeting of the District Innovation Committee
 - Innovation Committee reviews and approves the plan by a majority vote
- Wednesday, March 31, 2021 - 10:00 a.m.
 - District of Innovation Comprehensive Educational Plan posted on the district website for 30 days (*TEC 12A.005(a)(1)*)
 - Plan sent to commissioner (*TEC 12A.005(a)(2)*)
- Wednesday, May 5, 2021 – 3:30 p.m. - TISD ExCEL Center
 - District Advisory Committee/District Education Improvement Committee (DEIC) holds a Public Meeting to consider the final District of Innovation Comprehensive Local Plan (*TEC 12A.005(a)(3)*) and list of Education Code provisions to be exempt (*TEC 12A.003*).
- Monday, June 21, 2021, 6:30pm, Regular Board Meeting
 - Terrell ISD Board of Trustees Approves the District of Innovation Comprehensive Local Plan 2021-2022 through 2026-2027 plan by 2/3 majority (*TEC 12A.005(a)(1)*)
- Tuesday, June 22, 2021
 - District notifies commissioner of approval of the plan along with a list of approved TEC exemptions by completing TEA’s form (*19 TAC 102.1307(d)*)
 - District posts and maintains plan online in prominent location (*TEC 12A.0071(a)*)
 - District sends plan to the Texas Education Agency (*TEC 12A.0071(b)*)
- Wednesday, July 14, 2021 – 1:30 p.m. - TISD Jamie Foxx Performing Arts Center
 - The District Innovation Committee holds a Public Meeting to discuss possible changes to the District of Innovation Comprehensive Local Plan (*TEC 12A.005(a)(3)*) and list of Education Code provisions to be exempt (*TEC 12A.003*). Removal of Student Discipline and Physical Education sections of the Board adopted DOI plan.
- Thursday, July 15, 2021
 - District of Innovation Comprehensive Educational Plan posted on the district website for 30 days (*TEC 12A.005(a)(1)*)
 - Plan sent to commissioner (*TEC 12A.005(a)(2)*)
- Monday, August 16, 2021, 6:30pm, Regular Board Meeting

- o Terrell ISD Board of Trustees Approves the First Amended District of Innovation Comprehensive Local Plan 2021-2022 through 2026-2027 plan by 2/3 majority (*TEC 12A.005(a)(1)*) and the list of Education Code provisions to be exempt (*TEC 12A.003*).
- Wednesday, August 25, 2021 - 3:45 p.m. - TISD Professional Development Center (PDC)
 - o The District Educational Improvement Committee (DEIC) holds a Public Meeting to discuss possibility of a 2nd Amendment to the District of Innovation Comprehensive Local Plan (*TEC 12A.005(a)(3)*) and list of Education Code provisions to be exempt (*TEC 12A.003*). Removal of Paper Reduction Act sections of the Board adopted DOI plan.
- Thursday, August 26, 2021
 - o District of Innovation 2nd Amended Comprehensive Educational Plan posted on the district website for 30 days (*TEC 12A.005(a)(1)*)
 - o Plan sent to commissioner (*TEC 12A.005(a)(2)*)
- Monday, August 16, 2021, 6:30pm, Regular Board Meeting
 - o Terrell ISD Board of Trustees Approves the 2nd Amended District of Innovation Comprehensive Local Plan 2021-2022 through 2025-2026 plan by 2/3 majority (*TEC 12A.005(a)(1)*) and the list of Education Code provisions to be exempt (*TEC 12A.003*).

TERRELL ISD COMPREHENSIVE EDUCATIONAL PROGRAM

The Terrell ISD's Comprehensive Local Innovation Plan includes a comprehensive educational program that is guided by and aligned with the Board's Vision, Mission, and priorities for the District. The District needs the flexibility to exert local control both at the District and campus levels and the Plan will allow the District's practices and operations to better align with the District's priorities. Therefore, the Comprehensive Local Innovation Plan is as follows:

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Goal 1: The Terrell Independent School District will make governance decisions based on the unique needs of the district's students and community.
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1.1 CLASS SIZE -- Submitting waivers for Kindergarten – Grade 4

(TEC 25.111) (TEC 25.112) (TEC 25.113)
(EEB LEGAL)

Manner in which statute inhibits goals of the plan

TEC §25.111 requires that districts employ a sufficient number of teachers certified to maintain an average ratio of not less than one teacher for each 20 students in average daily attendance except as provided by §25.112.

TEC §25.112 requires districts to maintain a class size of 22 students or less for Kindergarten – 4th Grade classes.

TEC §25.113 requires districts to notify parents of waivers or exceptions to class size limits.

Districts are required by state law to maintain a 22:1 student to teacher ratio for Kindergarten – 4th Grade classes. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency. These waivers have never been rejected by TEA. Therefore, it represents a bureaucratic step unnecessary for the education of our students. Additionally, a letter must be sent home to the parents of each student in the class informing them that a waiver has been filed. In many cases, the class has returned to a smaller student to teacher ratio before the waiver is even approved negating the need for this correspondence.

Additionally, hiring staff mid-year is not best practice. The statute does not take into consideration the impact of students being transferred to new classrooms in the middle of the school year.

Innovation Strategies

It is the philosophy of Terrell ISD that lower class sizes have a positive impact on Kindergarten -4th grade students and the district does not seek to unilaterally create higher class sizes. Terrell ISD has created a staffing model for grades K-4 that is less than TEA's 22:1 ratio requirement. However, we believe that appropriate class sizes should be monitored and maintained at the local level without the necessity of waivers from the Texas Education Agency.

- a. Hiring decisions can be based on projected 22:1 ratios.
- b. Terrell ISD will, to the extent possible, begin each school year with enough teachers to establish a homeroom student to teacher ratio of 22:1 or less per Kindergarten-4 homeroom class.
- c. In the event that two or more core classrooms in any given grade level (grades Kindergarten -4) reaches 24:1 during the first grading period of the year, the District will actively seek an additional teacher.
- d. A teacher may be hired at any time during the school year if the Superintendent determines it to be in the best interest of the students to do so.
- e. A TEA waiver request and related notifications shall not be necessary when a Kindergarten-4th classroom exceeds the 22:1 ratio.

1.2 SCHOOL START DATE & LAST DAY OF SCHOOL

(TEC 25.0811)(TEC 25.0812)
(EB LEGAL)

Manner in which statute inhibits goals of the plan

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. TEC §25.0812 states that a school district may not schedule the last day of school for students for a school year before May 15.

Students may not begin school before the 4th Monday of August and may not end before May 15. Districts may not receive a waiver from this restriction. For many years prior this was the rule; however, districts did have the option of applying for a waiver to start earlier. The vast majority of districts applied for the state waiver and began the 3rd Monday, some even going as early as the 2nd Monday in August. Several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday in August, with no exceptions. Recent legislation prevents the last day of school prior to May 15. Terrell ISD, however, will provide a calendar that addresses student instruction and focused professional development plan in conjunction with the new instructional minutes rather than instructional days required. Local control of the instructional calendar affords the District the flexibility to end the school year prior to May 15, should the district deem it necessary and appropriate.

Innovation Plan:

To allow for a school calendar that fits the local needs of our community, emphasizes active learning, college & career readiness, and social and emotional needs of students, Terrell ISD will:

- a. Provide flexibility to begin instruction earlier and develop a school calendar that meets the needs of the district.
 - a) This will enable Terrell ISD to improve active learning by balancing the amount of instructional time in each semester.
 - b) This will allow teachers to better pace and deliver instruction before and after the winter break.
 - c) This will promote social and emotional learning and allow students transitioning from kindergarten to first grade, from elementary school to middle school and from middle school to high school to receive support to enable them to adjust to their new campus environments.
- b. Terrell ISD students will begin instruction no earlier than the 2nd Monday of August.

1.3 DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR

(TEC 37.0012)

(FO LEGAL) (FO LOCAL)

Manner in which statute inhibits goals of the plan

TEC§37.0012 requires that a person be designated to serve as the campus behavior coordinator (CBC) who is primarily responsible for maintaining student discipline and implementation of Chapter 37 and allows duties imposed on a campus principal or other campus administrator to be performed by the campus behavior coordinator.

This requirement inhibits social and emotional learning because it restricts the District's ability to promote a more collaborative discipline program that provides social and emotional support to students. It takes the control of the discipline plan out of the principal's control and does not take into consideration situations where discipline is handled by multiple assistant principals.

Innovation Plan:

The District will focus on establishing classroom protocols and utilizing school culture to foster the development of individual responsibility, positive behavioral interventions and support while encouraging the social and emotional development of each student and his/her responsibility toward the community. The District seeks to help students become socially and emotionally intelligent.

- a. Terrell ISD will restore control and management of maintaining student discipline to the oversight of the campus principal.
- b. The specific duties of the Campus Behavior Coordinator will be given to the campus principal who may divide and/or delegate duties to assistant principals as needed. Examples: parent notification of disciplinary action, notice of law enforcement action, restraint reports, corporal punishment, video recordings, etc.

1.4 PROBATIONARY CONTRACTS

(TEC 21.102(b))

(DCA LEGAL)

Manner in which statute inhibits goals of the plan

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.

This period of time is not 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.

Innovation Plan:

For experienced teachers, counselors, librarians, or nurses new to Terrell ISD that have been employed as a teacher in public education for at least five of the eight previous years, the probationary period when becoming employed by Terrell ISD shall be for a period of two years with probationary contracts issued for each of the two years.

1.5 TEACHER CONFERENCE

(TEC 21.404)

(DL LEGAL)

Manner in which statute inhibits goals of the plan

TEC §21.404 guarantees each classroom teacher a planning period. Specifically, each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning period may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

Based upon Commissioner of Education interpretation, all conference period assignments must take place when the students are in instructional attendance. For example, an instructional day of 7:45 a.m.-3:15 p.m. cannot have a teacher conference/planning time of 3:15 p.m.-4:00 p.m.

Terrell ISD and its teachers place high value on teacher planning, teacher effectiveness and collaboration.

In order to maintain compliance, Terrell ISD teachers must *voluntarily* choose to utilize their conference/planning time to engage in Professional Learning Community (PLC) activities. If any members of the PLC opts to *not voluntarily* participate, the collaboration of the entire group is jeopardized and causes the entire group of teachers to sacrifice after school time for PLC collaboration. This creates a hardship for teachers that otherwise prefer utilizing their conference period to work toward campus goals.

Innovation Plan:

It is the philosophy of Terrell ISD that teachers become more effective educators when they collaborate and share ideas together on a regular and consistent basis and that a teacher is the most important school-related factor impacting student achievement gains. High quality instruction in the classrooms is expected to lead to greater student achievement gains.

- a. In years that the district calendar is a 4 ½ day student calendar, thereby embedding ½ day for teacher planning/learning, Terrell ISD may utilize up to one additional planning period per week for the purpose of group planning and collaboration (PLC).
- b. In years that the district calendar is a traditional 5 day calendar, Terrell ISD may utilize up to two planning periods per week for the purpose of group planning and collaboration (PLC).
 - a) This would:
 - i. reduce the amount of extended day planning for teachers,
 - ii. help develop less effective teachers into more effective teachers,
 - iii. ensure continuity of curriculum application in the classroom, and
 - iv. allow for mentoring of new teachers.
 - v. address varying degrees of teacher effectiveness
 - vi. providing time for collaboration and sharing of ideas among colleagues to the success of the students.
- c. Teachers may be assigned a conference period that is at the beginning or end of their scheduled workday, regardless of the students' instructional day schedule.

- d. District will continue the TEA allowable practice of being allowed to ask teachers to engage in group-planning during conference periods when a teacher has more than the statutory minimum conference time. For example, when a teacher receives a 50 minute conference period, the administration may require participation in one group planning period every two weeks.

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Goal 2: The Terrell Independent School District will make teacher certification decisions based on district qualifications that meet the unique needs of the district’s students and community.

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2.1 TEACHER CERTIFICATION: General Education

*(TEC 21.003) (TEC 21.055) (TEC 21.057)
(DK LEGAL) (DK LOCAL) (DK EXHIBIT) (DBA LEGAL) (DBA LOCAL)*

Manner in which statute inhibits goals of the plan

TEC §21.003(a) 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§21.057 requires that a school district provide parental notification if the district assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year.

Rural, high poverty districts have the hardest time filling positions with quality instructors, especially in subjects where state-wide shortages exist. 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/local certification from the Texas Education Agency and/or State Board of Educator Certification. TEA then approves or denies this request. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district. Furthermore, there have been instances when persons meeting the criteria outlined in TEC§21.057 have been denied local certification because they were actively, yet unnecessarily, pursuing an alternative certification. Additionally, highly qualified standards/notifications have been removed from federal requirements under repeal of the NCLB Act.

Innovation Plan:

Terrell ISD will continue its quest for highly effective educators.

- a. In order to best serve Terrell ISD students, all decisions on teacher certification and assignments will be handled locally.
- b. Notification of Local Certification shall not be necessary.
- c. The campus principal may submit to the Superintendent a request to allow a certified teacher to teach one subject in a related field for which he/she is not certified.
 - a) The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify this individual to teach the subject/field of study.
 - b) Emergency or financial situations creating the need for this assignment should also be noted.
- d. Terrell ISD will allow Local Certification based on skills and experiences outside the traditional teacher certification pathway.
 - a) An individual with certain qualifications who is *not* certified as a teacher can be eligible to teach in hard to fill positions including, but not limited to, TEA approved shortage areas such as mathematics, science, Languages Other than English (LOTE), Career & Technical Education (CTE), etc.
 - b) A person seeking Local Certification should have the abilities and related knowledge/experience to fulfil the requirements of the position.
 - c) The principal may submit to the superintendent and/or the superintendent's designee, a request for Local Certification outlining all the individual's credentials/qualifications.
 - d) Qualifications that may be considered include but are not limited to:
 - i. Professional work experience
 - ii. Formal training and education
 - iii. Active professional relevant industry certification or registration
 - iv. Combination of work experience, training, and education
 - v. Demonstration of successful experience working with students.
 - e) The superintendent or his/her designee will then approve the request if they believe the individual possesses the knowledge, skills and experience required of the position and feel the individual could be an asset to students.
 - f) An employee working under a Local Certification will not receive a contract but will work on an at-will basis and have a separate pay scale from state certified teachers.
 - g) Determinations shall be made on a case-by-case basis.
- e. A teacher certification waiver, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.
- f. An employee working under a Local Certification will adhere to the same professional standards, ethics, and requirements of all certified teachers.
- g. An employee working under a Local Certification will be appraised under the same teacher appraisal system as required of all certified teachers.