



ALEDO

Independent School District
A Past to Remember; A Future to Mold

District of Innovation Plan

DRAFT

District of Innovation Overview:

The District of Innovation (DOI) concept, passed into state law by the 84th Texas Legislature, provides Texas public schools the opportunity to access operational flexibilities in an effort to improve the way that students are served, as determined by local needs.

The Aledo Independent School District believes that this level of local control would add flexibility and empower our district to think and act in innovative ways to meet our District's priorities. Through DOI opportunities, Aledo ISD can leverage the freedom and flexibility afforded as a District of Innovation to ensure all students are provided with a premiere education. The proposed DOI plan works in alignment with our district instructional goals to ensure a culture of excellence that supports teaching and learning.

Aledo ISD's Innovation Plan aligns to the District's priority of ensuring all students demonstrate yearly progress at expected levels. The Innovation Plan is also aligned to our district instructional priorities which include:

1. What We Teach: Teaching to depth of the standards
2. How We Teach: Promoting critical thinking skills, critical writing, and academic discussion
3. Authentic Literacy: Ensuring that all students are proficient readers and writers
4. Culture of Excellence: Committing to continuous improvement district-wide

The term of the Plan is for five years, beginning February 20, 2019 and ending February 20, 2024, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement and Planning Committee will continually monitor the effectiveness of the Plan and will review it annually. That committee will recommend to the Board of Trustees any suggested modifications, including addendums, to the plan.



District of Innovation Timeline:

October 15, 2018

Board of Trustees Meeting

- Board approved DOI Resolution (See attached)
- Held DOI Public Hearing
- Appointed DOI Committee

October 23, 2018

DWEIC/DOI Meeting

- Committee members worked in collaborative teams to explore other district's DOI plans.
- Committee members discussed and came to consensus on proposed exemptions.
- Committee members presented the proposed exemptions to each campus to solicit feedback through a survey.

October 30, 2018

DWEIC/DOI Meeting

- Committee members analyzed District employee survey responses noting common patterns and trends.
- Each sub-committee team unanimously reached consensus on the four proposed exemptions.

November 12, 2018

Board of Trustees Meeting

- The draft plan was presented to the Board of Trustees and will be posted on the district website to begin the 30-day public comment/feedback timeframe (November 15, 2018 through December 17, 2018 is the 30-day comment window).

November 15, 2018 through December 17, 2018

- Draft Plan posted for stakeholder feedback on the district webpage.

November 16, 2018

- Notify Commissioner of Education of Board of Trustees' intent to adopt a DOI plan.

December 12, 2018

DWEIC/DOI Meeting

- Review all the feedback received from the November 12, 2018 board meeting and the 30-day website posting to date.
- Possible plan revisions will be considered by the DWEIC/DOI committee.
- All feedback received from December 13, 2018 to December 17, 2018, following the DWEIC/DOI meeting will be shared with all committee members via email. If an additional meeting is needed, due to the amount or nature of the feedback, a meeting will be called.

December 17, 2018

Board of Trustees Meeting

- Revised draft DOI plan will be presented as an information item for Board review.

January 9, 2019

DWEIC/DOI Meeting

- DWEIC/DOI hosts a public meeting to consider the final proposed DOI plan.
- Review the draft plan and the Committee will vote to approve the plan by majority vote.
- Approved DOI plan will be presented to the Board of Trustees on January 22, 2019 regular meeting for the first reading.

January 22, 2019

Board of Trustees Meeting

- First reading of the DOI plan.

February 19, 2019

Board of Trustees Meeting

- Conduct their second reading of the DOI plan and administration will request Board approval.
- A 2/3 majority vote of approval is necessary. If the Board approves the DOI plan, the District will notify the Commissioner of Education of the Board of Trustees' approval on February 20, 2019 and will send the DOI plan to TEA within 15 days of the vote (by March 8, 2019).

RESOLUTION TO CONSIDER DESIGNATION AS DISTRICT OF INNOVATION

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the Aledo Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Aledo Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held within 30 days to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that within 30 days of the public hearing the Board of Trustees of Aledo Independent School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 15th day of October, 2018, by the Board of Trustees.



Presiding Officer



Secretary

Aledo ISD District of Innovation Plan

Committee Member Name	Campus	Position/Role
Kris Grgurich	Aledo High School	Teacher
Gena Berry	Aledo High School	Teacher
Jamie Rinehart	Aledo High School	Teacher
Gayla Fernandez	Aledo High School	Teacher
Rachael Black	9 th Grade Campus	Teacher
Kim Cox	9 th Grade Campus	Teacher
Alicia Albin	Aledo Middle School	Teacher
Paula Boldt	Aledo Middle School	Teacher
Ashley Davis	Coder Elementary	Teacher
Ashleigh Estes	Coder Elementary	Teacher
Leslie Leech	McAnally Intermediate	Teacher
Rebecca Buchanan	McAnally Intermediate	Teacher
Samantha Buckles	McCall Elementary	Teacher
Carol Rogers	McCall Elementary	Teacher
Rebekah Getz	Stuard Elementary	Teacher
Maggie Lozano	Stuard Elementary	Teacher
Mandy Lindsay	Vandagriff Elementary	Teacher
Stephanie Smith	Vandagriff Elementary	Teacher
Heather Holt	Walsh Elementary	Teacher
Melanie Atkins	Walsh Elementary	Teacher
Ron Shelton	Non-Teaching Role	Principal
Mandy Musselwhite	Non-Teaching Role	Principal
Cindy Fergus	Parent	Community
Chrystal Bissett	Parent	Community
Jennifer Taylor	Parent	Community
Randy Keck	Business	Community
Janet Coble	Business	Community
Mindy Flowers	Community	Community
Shawn Callaway	Community	Community
Marvin Herring	Community	Community
Lynn McKinney	District	Deputy Superintendent
Amber Crissey	District	Assistant Superintendent
Rebecca Faulkner	District	Special Programs Coordinator
Sherry Taylor	District	Human Resources Director
Mary Smith	District	CTE
Angi Tims	District	Principal

Exemptions

Teacher and Principal Evaluations

Exemption from: Tex. Educ. Code §§ 21.352, 21.3541

Related Board Policies: DNA (Legal), DNA (Local), DNB (Legal), DNB (Local)

Manner in which statute inhibits the goals of the plan: Beginning with the 2016-2017 school year, the State issued a teacher appraisal system called the Texas Teacher Evaluation and Support System (T-TESS) and a principal appraisal system called the Texas Principal Evaluation and Support System (T-PESS). While these systems are designed to meet the needs of the entire state, Aledo ISD seeks to customize certain aspects of the system to better meet the unique needs of its teachers and administrators.

Local Guidelines and Innovations Strategies: Aledo ISD is seeking flexibility within the recommended Texas appraisal process for teachers and administrators evaluated using the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal and Support System (T-PESS). Aledo ISD seeks to continue utilizing portions of the T-TESS and T-PESS models as the evaluation appraisal instrument, while desiring exemption from the Student Growth Measure. Data provided from district and campus local assessments will continue to be utilized to determine overall student growth and performance.

School Calendar

Exemption from: Tex. Educ. Code § 25.0811

Related Board Policies: EB (Legal), EB (Local)

Manner in which statute inhibits the goals of the plan: The Texas Education Code requires that students may not begin school before the fourth Monday of August. For many years this was the rule. However, districts had the option of applying for a waiver to begin school earlier. The waiver process was eliminated several years ago, mandating that all schools begin school no earlier than the fourth Monday of August, with no exceptions. This requirement inhibits the District's flexibility to develop a calendar that best meets students', staff, and community needs.

Additionally, Aledo ISD is currently at a disadvantage in hiring processes due to surrounding DOI districts that begin school prior to the fourth Monday in August. As stipulated by state law regarding educator contracts, the first day of school impacts when educators may resign without penalty, impacting the District's hiring processes.

Local Guidelines and Innovations Strategies: Research has found that a catalyst to accelerating student learning and improving teacher practice is allowing for structured time for educators to prepare, lesson plan, and engage in professional learning. A more flexible school calendar will allow for timely and meaningful staff development. Before the school year begins, teachers will have ample professional development and teacher preparation and planning time. In addition, the calendar will provide for additional designated time for professional development throughout the year.

When Aledo ISD has flexibility with respect to the instructional calendar start date, and is able to start school earlier, the District will have access to more qualified educators because they will still be in the time frame in which they are permitted (under state law) to resign from any contract they may have with another school district.

Teacher Certification for Career and Technical Education (CTE) and Language Other Than English (LOTE) Educators

Exemption from: Tex. Educ. Code §§ 21.003, 21.053; 19 Tex. Admin. Code § 231

Related Board Policies: DBA (Legal), DBA (Local), DK (Legal), DK (Local), DK (Exhibit)

Manner in which statute inhibits the goals of the plan: State law and regulation require that all teachers be fully certified by the Texas Education Agency (TEA) / State Board for Educator Certification (SBEC), regardless of previous work experience and/or demonstrated knowledge and skills in their area of specialty. Although it is possible to seek an emergency certificate, certification is dependent upon TEA approving the request. The current statute limits the ability to hire teachers in highly specialized or hard-to-fill areas such as Career and Technical Education (CTE) and Languages other than English (LOTE).

Local Guidelines and Innovations Strategies: Aledo ISD remains committed to hiring highly qualified professionals with appropriate certifications, and will continue to seek certified teachers to best serve its students. Through an exemption from existing teacher certification requirements, Aledo ISD will be granted flexibility to hire professionals in specialized trades and vocations to teach identified Career and Technical Education courses and native speakers to teach Languages other than English courses, if certified teachers are not available. This exemption permits these professionals to meet standards designated by the State of Texas and permits the District to obtain the same weighted funding as would be available should the professional hold a traditional teaching certification for the course.

Behavior Coordinator

Exemption from: Tex. Educ. Code § 37.0012

Related Board Policies: FO (Legal), FO (Local)

Manner in which statute inhibits the goals of the plan: State law requires the designation of a campus behavior coordinator on each campus. Districts are required to name one individual per campus to serve as behavior coordinator. Due to the number of students on any given campus, it is unrealistic for the role of Campus Behavior Coordinator to be assigned to one person.

Local Guidelines and Innovations Strategies: Aledo ISD is seeking a more collaborative approach to behavior management through the utilization of a disciplinary committee and a coordinated team of professionals collaborating to address student behavior needs.

