



## **DOI Plan Past (2022) & Amendments (2026)**

### **DOI Plan - 2022**

#### **1. Uniform School Start Date**

- a. Allows for flexibility with date (TEA - 4th Monday in August)

#### **2. Probationary Contracts**

- a. For teachers that have not taught 5 of the last 8 years, we can place on 2 years of a probationary contract

#### **3. Teacher Certifications**

- a. Allow a teacher to teach subject out of their certification
- b. Local certification requirements

#### **4. Teacher Certifications**

- a. CTE, Fine Arts, Health Science, Law Enforcement
  - i. Hard to fill positions
  - ii. Local certification requirements

### **Proposed Amendments - 2026**

#### **3. Educator Certification**

- a. TEC 21.003, 21.051, 21.057
  - i. Must be certified for all positions
- b. Strategy
  - i. Combined 3 & 4 from past plan

#### **4. Teacher Contract Days**

- a. TEC 21.401
  - i. TEA - 10 months, 187 days
- b. Strategy
  - i. Number of days will be approved by the Board of Trustees

#### **5. Teacher Class Size Ratios**

- c. TEC 25.111, 25.112, 25.113
  - i. (Class Size) K - 5 is a 1 to 22 ratio
  - ii. When we go over, we have to apply for a waiver
- d. Strategy



- i. We will continue to comply, this strategy allows us not to apply for the waiver

## **6. District Level Planning And Decision Making**

- e. TEC 11.251, 11.252
  - i. DEIC Committee Meets a minimum of 4 times during the year to involve a team of educators, community members, parents, and business members in the planning process to work in the best interest of the District. (TEC 11.252 lists 30 compliance items)
- f. Strategy will move to the Strategic Planning Process
  - i. GISD will continue to involve a team of educators, community members, parents, and business members in the planning process to work in the best interest of the District.
  - ii. We will still complete the Title I Requirements of a District Improvement Plan.

## **7. Campus Level Planning and Decision Making**

- g. TEC 11.251, 11.253
  - i. CIT Committee meets a minimum of 4 times during the year to involve a team of educators, community members, parents, and business members in the planning process to work in the best interest of the campus (TEC 11.253 lists 25 compliance items)
- h. Strategy will move to the Strategic Planning Process
  - i. Our campuses will continue to involve a team of educators, community members, parents, and business members in the planning process to work in the best interest of the campus.
  - ii. We will still complete the Title I Requirements of a Campus Improvement Plan.

## **8. Transfer Students**

- i. TEC 25.036
  - i. States transfers are to be approved for 1 year
- j. Strategy
  - i. Ability to revoke a student transfer at any time during the year if the student fails to abide by district policies.



## 9. Bank Depository Contract

- k. TEC 42.205, 45.206
  - i. District must renew every 2 years
- l. Strategy
  - i. To extend beyond the allowable contract term if there is no operational or financial reason to send the district's banking services out for bid.

## 10. Grievance Policy

- m. TEC 26.011, 26.A01, 02, 03
  - i. New Legislation - requires districts to adopt the policy under Chapter 26A
  - ii. After Informal Process
    - 1. Ninety calendar days to file a complaint from the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint; or
    - 2. Thirty calendar days to file a complaint from the date on which the District provided information to the student or parent regarding how to file a grievance.
  - iii. No Informal Process
    - 1. If the student or parent has not engaged in the informal process, the student or parent shall have no more than 60 calendar days from the date the student or parent first knew, or with reasonable diligence
- n. Strategy
  - i. To adhere to the original, established grievance policies, DGBA, FNG, and GF. Such policies ensure thorough documentation of each step in the grievance process and provide adequate time for complaints to be filed and heard.

### Level I

- ii. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
- iii. With the lowest level administrator who has the authority to remedy the alleged problem.
- iv. The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

- v. Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

### **Level II**

- i. If the student or parent did not receive the relief requested at Level
- ii. One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.
- iii. The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the

## **11. Access to Instructional Materials and Syllabi**

- a. TEC 26.006 and 26.002
  - i. Provides that parents are entitled to review all instructional materials and the district must ensure that parents can access these materials on the district's website at the beginning of each semester
- b. Strategy
  - i. Continue to welcome parents to submit any questions or concerns about instructional materials or lesson plans to their campus administration.
  - ii. GISD has a review process in place to address questions for clarifications, including the parent's ability to directly send inquiries to their child's instructor or campus administrator.

## **12. Teacher-Parent Conferences**

- a. TEC 28.002
  - i. Districts conduct two in-person parent teacher conferences each school year.
- b. Strategy
  - i. We will continue to have our fall parent conferences. GISD provides other opportunities for parents to engage with their child's educators in ways and methods that accommodate the schedules of parents and GISD teachers.

### **13. GPA Calculation Method**

- a. TEC 28.0252
  - i. Requires the Commissioner of Education to develop a standardized method for calculating high school grade point averages (GPA)
- b. Strategy
  - i. The district will continue to follow its current GPA calculation method under existing policies and procedures.

### **14. Acquisition of Library Materials**

- a. TEC 33.026
  - i. The law requires that materials be reviewed and approved in advance by a certified school librarian and be verified for compliance with age-appropriateness, educational suitability, and community standards. Additionally, it mandates a multi-step vetting process, documentation of acquisition decisions, and the public posting of selected materials before they are made available to students.
- b. Strategy
  - i. The District shall maintain and adhere to its robust, board-approved policies, implemented by certified librarians in place that govern the acquisition of library materials in a manner that ensures transparency, appropriateness, and educational value.

### **15. Local Library Advisory Council**

- a. TEC 33.025
  - i. Establish a School Library Advisory Council at any campus where either 10% of parents or 50 parents (whichever is fewer) submit a written request for such a council.
- b. Strategy
  - i. Graham ISD will be exempted from the statutory requirement that mandates the creation of a School Library Advisory Council upon petition by 10% of parents or 50 parents. The District shall continue to allow meaningful parental review and involvement, including access to their child's library checkout records if requested, formal challenge procedures, and transparency in material selection.