

# Killeen ISD

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DISTRICT OF INNOVATION RENEWAL

2025

# Mission and Goal of the District and HR

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**Mission: Teach so that students learn to their maximum potential.**

## **Priority 1: Student Success**

- 1.1 Pathways for **All** students to build connections.
- 1.4 **All** students will graduate from high school ready to enroll in post-secondary education, enlist in the military and/or enter the workforce.

## **Priority 2: Human Capital**

- 2.2 The District will implement effective standards and practices that will consistently and strategically staff campuses and departments.



# What is DOI?

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Texas public school districts are granted the opportunity to pursue a designation as a District of Innovation (DOI). The DOI designation provides districts the flexibility to obtain exemptions from certain provisions of the Texas Education Code (TEC) to increase local control over District operations and to support local initiatives.

On January 14, 2020, the Board approved the KISD DOI Plan for a term of five years, effective August 4, 2020, through August 4, 2025.

# DOI Renewal Meeting Purpose

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The District of Innovation (DOI) Plan must be renewed every five years through the Texas Education Agency (TEA) and the Commissioner of Education. This meeting is intended to present the proposed renewal plan to the DOI Advisory Committee and any members of the public in attendance. Following the presentation, the DOI Advisory Committee will vote on the renewal plan. If the majority approves, the plan will be submitted to the KISD Board of Trustees for final approval.



# Current DOI Exemptions

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- **Absences for College, University, or Military Visit**
- 3 approved Junior visits; 3 approved Senior visits (Texas Education Code Section 25.087 (b-2) allows for 2 excused days for visits)
- Increasing the number of days a junior and/or senior are excused from school for the purpose of college, university, and/or military visits will increase the College, Career, and/or Military readiness rate for the district. In addition, the flexibility of an additional day would provide students additional travel time for long distance/out of state visits.

# Current DOI Exemptions

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- **First Day of Instruction**

- Start school prior to the fourth Monday in August (Texas Education Code Section 25.0811 prohibits instruction from beginning prior to the fourth Monday in August.)
- A school calendar starting prior to the fourth Monday in August provides greater learning opportunities for students and teachers. Flexibility in the school calendar affords the District the ability to deliver professional development sessions throughout the school year, as opposed to the first two weeks teachers are back on contact. An additional benefit to the district is the ability to balance grading periods for more equity in instruction between the first and second semester. An increased number of days in the fall will also create a more natural break between the semesters. In addition, as recommended by the Gibson Academic Program Management audit, starting instruction before the fourth Monday in August would provide leadership the opportunity to hold individual data meetings with teachers to discuss student progress and plan action steps to increase student achievement.



# Current DOI Exemptions

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- **Teacher Certification**

- Career and Technical Education Teachers; Instructors; KISD Teach (Texas Education Code Section 21.003 states a person may not be employed as a teacher...unless a person holds an appropriate certification or permit issued as provided by TEC)
- Teaching positions often go unfilled due to the lack of certified applicants. In Career and Technical Education (CTE), qualified professionals, with industry-based experience/education, often do not want to spend the additional time and money it takes to become a certified teacher. Specifically, it has been and/or potentially could be difficult to hire certified teachers in the area of law enforcement, health science, and trade and industrial education. An exemption for Career and Technical Education professionals would allow the district to hire non-certified professionals for hard to fill vacancies.

# Current DOI Exemptions

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- In all other non-CTE teaching positions an exemption from TEC §21.003 and TEC §21.053 would allow the district to hire qualified individuals as well as individuals who have started the path to certification by enrolling in an Educator Preparation Program.
- Due to federal mandates the following subjects/content are excluded from the exemptions:
  - Bilingual
  - ESL
  - PK-4
  - SPED



# Current DOI Exemptions

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- **Consequences for E-Cigarettes/Vaping**
- District levels of consequences for E-Cigarettes/Vaping (Texas Education Code §37.006 requires districts to remove a student class and place them in a disciplinary alternative education program (DAEP) as provided by Section 37.008, if the student possesses, uses, sells, gives, or delivers to another person an e-cigarette.
- Students found in possession of e-cigarettes containing nicotine will receive additional wellness education and appropriate consequences on the home campus for the first offense. Second and subsequent offenses may result in assignment to DAEP. This exemption request does not apply to controlled substances such as marijuana and THC or to the selling/distribution of e-cigarettes/vaping products.

# DOI Renewal Steps

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- DOI Renewal Plan posted on HR website for 30 days- posted April 24, 2025
- Meeting of DOI Renewal Advisory Committee/Public Meeting- hosted April 23, 2025
- DOI Renewal Advisory Committee votes on current DOI plan- April 23, 2025
- DOI Renewal Advisory Committee approved plan presented to the KISD Board of Trustees for discussion- May 20, 2025
- DOI Renewal Advisory Committee approved plan presented to the KISD Board of Trustees for approval (by 2/3 vote of the membership of the board)- June 10, 2025
- Final plan sent to the Commissioner of Education