



Wildorado Independent School District

PO Box 120 Wildorado, Texas 79098 806/426-3317 Fax: 806/426-3523 www.wildoradoisd.org

WILDORADO INDEPENDENT SCHOOL DISTRICT

Local Innovation Plan

Local Innovation Plan Committee Members

- Troy Duck - Superintendent
- Sherry Clark - Principal
- Jill Rankin - Special Education Teacher / Administrator
- Cody Bonds - Ag. Teacher
- Ty James - Athletic Director/Teacher
- Michelle Tarver - Teacher
- Kara Lucherk - Teacher/Coach
- Laci Merrekk - Counselor
- Michelle Fithen - Instructional Assistant/Intervention
- Jane Mason - Parent
- Shelby Leavitt - Community Member

Introduction

House Bill 1842, passed the 84th Texas Legislature, during Regular Session 2015, permits eligible Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. In accordance with 19 TAC § 102.1303 On December 14, 2016, the Wildorado Independent School District's Board of Trustees (to be known as "Board") passed a Resolution to Initiate the Process of Designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community.

On January 13, 2017 the Board appointed the members of the District Site Based Team as the Local Innovation Plan Committee ("Committee") composed of district administrators, teachers, parents, and community members. The Committee met on May 22, 2017 to discuss and draft this Local Innovation Plan ("Plan").

Term

The term of this Plan is for five years, beginning August 1, 2017, and ending on August 1, 2022, unless terminated or amended earlier by the Board in accordance with TEC § 12A.008. The committee will annually monitor the effectiveness of the Plan and recommend to the Board any suggested modification to the Plan each year of



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implementation. Following adoption by the Board of Trustees, the Wildorado ISD Local Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency.

Innovations

The district proposes flexibility in the following areas:

Teacher Certification - TEC § 21.003, DBA (LEGAL), DBA (LOCAL)

Texas Education Code § 21.003 (a) states that a person may not be employed as a teacher, teacher intern, or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certification of permit issued as provided by Subchapter B. 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.

The current certification requirements inhibit the District's ability to hire professionals with industry experience to teach Career and Technical Education (CATE) and Science, Math, Technology, Engineering, Arts, Mathematics (STEAM), Foreign Language, History, and English Language Arts courses. The District would also like to honor candidates with Bachelor's degrees and certifications from bordering states as fully certified teachers eligible for a Texas Probationary teaching contract in our District and remain eligible for the period of time outlined in the District policy DCA (LEGAL) for Probationary Certificate. This provision would mirror the DCA (LEGAL) policy term of one year with the District's option to extend two additional years.

Our Plan:

- To allow the flexibility for hiring certified personnel, Wildorado ISD will
- Make all decisions on teacher certification and assignments local
- Notifications of district teaching permits (local certification) shall not be necessary
- The campus principal may consider the following criteria as a minimum qualification for eligibility to contractually hire certified personnel under a district teaching permit:
 - Formal training, professional work certification in related field



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- Combination of work experience, training, and education
- Demonstration of successful working experience with students
- Equal or similar out of state certification
- Teacher certification waivers, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.
- Any employee hired under this local district teaching permit must comply with the same professional standards, ethics, and requirements outlined in the Wildorado ISD School Board policy for Personnel located in “Section D”.
- Any employee hired under the local district teaching permit must be appraised according to the same teacher appraisal system outlined in district policies DNA and DNB (LOCAL).

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

House Bill 2610 signed into law during the Regular Session of the 84th Legislature in 2015 permits school districts to operate a full school year as defined by 75,600 minutes. Section 25.081 (e) of the bill defines a full instructional day as 420 total minutes.

Districts are no longer afforded the flexibility through a waiver to alter the start and end dates of the school calendar. Also school districts are not afforded the flexibility intended in the HB 2610 to bank minutes of instruction to be used when an emergency or bad weather event happens within the district’s regular approved calendar. It is the intent of Wildorado ISD to build and operate a calendar that best serves the instructional needs of our students and meets the needs of our community. This flexibility will not allow the district to evaluate these needs manually and make the best decision for the well being of our students and community.

Our Plan:

To allow for the flexibility in the calendar start and end dates and to use the minutes earned within the district with flexibility, Wildorado ISD will:

- Provide flexibility in the calendar start and end dates
 - This will allow Wildorado ISD students to improve academic success by balancing the instructional time evenly between semesters
 - This will allow Wildorado ISD teachers the proper instructional time to pace the first and second semesters



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- This will promote Wildorado ISD additional time within the first semester transitioning students in grades K, 6, and 9.
- Provide flexibility in “banking” minutes for emergency situations
 - This will allow Wildorado ISD to define a full instructional day, in the event of a late start or early release for students due to an unforeseen circumstance.
 - Wildorado ISD will maintain the school calendar year as 75,600 minutes but will use these minutes with the flexibility outlined in the plan to account for the maximum instructional time while limiting the impact on parents and community.

Contract Service Days (TEC § 21.41)

TEC § 21.401 (b) states that an educator under a 10-month counteract must provide 187 days of service.

With the passage of § 25.081 which changed the required days of instruction to minutes the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee’s contract should be a local decision, given the district does not reduce the annual pay of the employee’s contract.

Our Plan:

To allow flexibility in the contractual days for certified personnel, Wildorado ISD will”

- Maintain the current salary schedule for all certified employees
- Annually the Board will consider the certified salary schedules as a part of the regular budgeting process
- Annually the administrative staff will evaluate the number of contract days needed for certified staff in that school year and shall set the number of calendar work days prior to September 1st of the contract year.
- Wildorado ISD will not reduce the annual salary of certified staff, except in accordance with TEC § 21.4021 (furloughs) which the district is not seeking exemption.

Transfers

Transfer students (FDA) (25.036) Under TEC 25.001, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

WISD’s Plan, Innovation Strategy:



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TEC 25.036 has been interpreted to establish the acceptance of a transfer student as a one year commitment by the district. The district is seeking to eliminate the provision of one year commitment in accepting transfer applications. The district's policy in looking at transfer students is based on attendance, grades, and discipline. With the current law, the district would be very cautious in accepting transfer applications. However, Wildorado ISD will seek exemption from one year transfer commitment. By having this exemption Wildorado ISD may consider transfer students in hopes that by permitting a school change, for the student, will help in areas such as grades, attendance, and discipline.

Implementation

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities for academic success. Specific implementation plans will be developed by the appropriate campus leaders and grade level teacher leaders. Adjustments to the Board Policy will be researched and adopted where appropriate.