

Port Neches-Groves ISD
District of Innovation Plan (HB 1842)
2017-2018



Port Neches-Groves ISD is utilizing HB 1842 of the 84th Legislative Session to create more local control to better meet the needs of its community and students. HB 1842 allows school districts with acceptable or better ratings to access most of the flexibilities available to open enrollment charter schools.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from certain mandates.
- **Local Control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a district of innovation plan to the Commissioner of Education, but approval is not required.

This plan will be in effect for the 2017-2018 school year through the 2021-2022 school year unless terminated or amended earlier by the Board of Trustees in accordance with the law. According to statute, the DOI Plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC) §11.251 and two-thirds majority vote of the board of trustees. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

District of Innovation Committee Members

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| 1. | Dr. Rodney Cavness | Superintendent |
| 2. | Dr. Mike Gonzales | Assistant Superintendent |
| 3. | Dr. Brenda Duhon | Assistant Superintendent |
| 4. | Dr. Marc Keith | Assistant Superintendent |
| 5. | Annette Meier | High School Teacher |
| 6. | Crystal Werksheiser | High School Instructional Technology Specialist |
| 7. | Brandy Roy | High School Teacher |
| 8. | Ginger LeBlanc | Alternative Education Center Teacher |
| 9. | Martha Bullion | Groves Middle School Teacher |
| 10. | Victoria Angus | Port Neches Middle School Teacher |
| 11. | Terri Runte | Groves Elementary Teacher |
| 12. | Mong Nguyen | Port Neches Elementary Teacher |

13.	Angie Melancon	Ridgewood Elementary Teacher
14.	Donna Cole	Taft Elementary Title Teacher
15.	Andrea Miller	Van Buren Elementary Teacher
16.	Charlene Cobb	Woodcrest Elementary Teacher
17.	Jennifer LaValley	Elementary Special Populations Teacher
18.	Jamie Perkins	Middle School Special Populations Teacher
19.	Rene Ford	High School Special Populations Teacher
20.	Paul Bryan	Port Neches Middle School Asst. Principal
21.	Pat Briggs	PN-GHS Asst. Principal
22.	Lauren Ward	Elementary Support Professional (Nurse)
23.	Kelaine Konidis	Middle School Support Professional (Counselor)
24.	Irene Baize	High School Support Professional (Nurse)
25.	Adam Anders	Community Representative
26.	Mike Spencer	Business Representative
27.	D.E. Sosa	City of Groves Business Manager
28.	Mandy Gibson	Parent Representative
29.	Stephen Townsend	Parent Representative
30.	Rachel Richard	TCTA Representative
31.	Angela Lewis	TCTA Representative
32.	D'Anna Seward	TCTA Representative
33.	Ann Woodall	TCTA Representative
34.	Kathleen Williams	PTA Area Council Representative
35.	Nola Hall	PTA Area Council Representative
36.	Dr. Scott Ryan	PN-G High School Principal
37.	James Arnett	Groves Middle School Principal
38.	Kyle Hooper	Port Neches Middle School Principal
39.	Scarlet Hammersmith	Groves Elementary Principal
40.	Amy Gil	Port Neches Elementary Principal
41.	Julie Gauthier	Ridgewood Elementary Principal
42.	Staci Gary	Taft Elementary Principal
43.	Fae Sandifer	Woodcrest Elementary Principal
44.	Joe Cegielski	Van Buren Elementary Principal
45.	Mandie Champagne	WGELC Principal
46.	Jon Deckert	High School Curriculum Coordinator
47.	Tanya Davis	Middle School Curriculum Coordinator
48.	Roxanne Ferguson	Elementary Curriculum Coordinator
49.	Jeff Kuchar	Special Education Director

DISTRICT OF INNOVATION TIMELINE

October 12, 2016	District Administrative Team Meeting Initial meeting with Superintendent and Assistant Superintendents to discuss District of Innovation plan.
October 13, 2016	District and Campus Administrative Team Meeting Meeting with district and campus administrative team to further discuss thoughts and discuss possible members of the District of Innovation Committee.
November 7, 2016	District of Innovation Institute presented by Mansfield ISD
November 8, 2016	District DOI Administrative Team Meeting
November 10, 2016	District and Campus Administrative DOI Team Meeting
November 14, 2016	<u>6:30 p.m., Special Board Meeting</u> Board of Trustees approve resolution to hold a public hearing to discuss the possibility of using HB 1842 to become a District of Innovation. <u>6:40 p.m., Public Hearing</u> Public hearing to explain and discuss the possibility of becoming a District of Innovation. <u>7:00 p.m., Regular Board Meeting</u> Approve motion to pursue local, "District of Innovation" plan. Board of Trustees approve the members of the District of Innovation Advisory Committee.
November 14-16, 2016	Campus faculty meetings to introduce DOI initiative
November 17, 2016	<u>4:00 p.m., West Groves Education Center Board Room</u> Initial meeting of the District of Innovation Advisory Committee
November 28 – December 9, 2016	Campus CIC meetings to discuss and gather feedback for DOI initiative
December 12, 2016	<u>4:00 p.m., West Groves Education Center Board Room</u> District of Innovation Advisory Committee meeting to finalize plan
December 12, 2016	<u>7:00 p.m., Regular Board Meeting, West Groves Education Center Board Room</u> Give update of plan, if needed.
December 13 - January 20, 2017	District of Innovation plan posted on district website for a minimum of 30 days.
January 9, 2017	<u>7:00 p.m., Regular Board Meeting, West Groves Education Center Board Room</u> Give update of plan, if needed.
January 23, 2017	<u>4:00 p.m., West Groves Education Center Board Room</u> District of Innovation Advisory Meeting to finalize plan for board approval

February 13, 2017 7:00 p.m., West Groves Education Center Board Room
School Board approve the District of Innovation Plan

February 14, 2017 District of Innovation Plan sent to Commissioner

February 14, 2017 Update all policy changes with TASB

AREAS OF INNOVATION

1. School Start and End Dates

Exemption from: TEC 25.0811; TEC 25.0812

Related Board Policies: EB LEGAL

Current:

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 before May 15. The current practice allows no flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests related to school calendars. Currently, there are no exceptions to this mandate.

Proposed Innovation Strategies:

Port Neches-Groves ISD will develop a calendar with start and end dates that addresses student instruction and focused professional development in line with district goals and the 75,600 instructional minutes requirement, rather than days. Relief from these statutes will provide for increased local control of the district's instructional calendar to better meet the needs of its two communities.

2. Instructional Minutes / Length of Instructional Day

Exemption from: TEC 25.082(a)

Related Board Policies: EB LEGAL

Current:

TEC 25.082(a) references a day of instruction as seven hours each day including intermissions and recesses.

Proposed Innovation Strategies:

The district seeks relief from this section in order to provide focused staff development and professional learning networks in alignment with the district improvement plan either before the start of instruction or as additional days throughout the school year. These non-instructional days will be purposefully placed throughout the calendar to allow for teachers to plan instruction based on student instructional data in addition to engaging in relevant, targeted professional development and professional learning networks.

The district also seeks additional flexibility to schedule early release days in the calendar in order to provide for student and district needs.

3. Teacher Certification

Exemption from: TEC 21.003; TEC 21.053; ~~TEC 21.055~~; TEC 21.057

Related Board Policies: DBA LEGAL/LOCAL; DK LEGAL/LOCAL; DK EXHIBIT

Current:

TEC 21.003 states that a person may not be employed as a teacher, teacher intern, or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor 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 for Educator Certification.

TEC 21.053 requires a teacher to present his or her certificate to the district before their employment contract will be binding, and prohibits the district from paying an educator for teaching if the educator does not hold a valid certificate at the time.

~~TEC 21.055 states that if a teacher is not certified, the district may issue a teaching permit to employ the individual. This process requires notice to the commissioner and its usefulness is limiting. Additionally, the language of this section could be construed to prohibit the issuance of a local teaching certificate.~~

TEC 21.057 requires that the district provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive instructional days.

Proposed Innovation Strategies:

The district will maintain its current expectations for employee certification. The District will make every attempt to hire secondary teachers according to TAC Title 19, Part 7, Subchapter 230; however, where that is not reasonably possible, the District will have the flexibility to create local certification requirements for qualification and training for individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. If the teacher is performing on T-TESS at a level that is acceptable to the District, the District may consider retaining the services of this employee with the expectation that the employee show they are working toward obtaining the appropriate teacher certification through workshops, college classes, and/or other venues to prepare them for the examination. In addition, the employee will remain on a probationary contract until full certification is acquired. The District will maintain the documentation at the local level.

The District will also allow certified secondary teacher(s) to teach subject(s) out of their certified area for individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. The campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach a course for which he/she is not certified. The principal must specify in writing the reason for the request and document the credentials or life experience the teacher possesses that would qualify this

individual to teach the proposed subject. Paperwork will not be submitted to the Texas Education Agency but will be filed locally. The District will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

4. Class Size Reporting Requirement

Exemption from: TEC 25.112; TEC 25.113

Related Board Policies: EEB LEGAL

Current:

TEC 25.112 requires districts to maintain a class size of 22 students or less for Kindergarten through Grade 4. When any class exceeds this limit, the district must complete and file a waiver with TEA. TEC 25.113 requires districts to notify parents of waivers or exceptions to class size limits.

Proposed Innovation Strategies:

Port Neches-Groves ISD will strive to keep the 22:1 student to teacher ratio for grades K-4, but in the event that class size exceeds 22 in grades K-4, the District will take every effort to provide teacher support, as needed. The requirement to notify TEA and parents of larger class size will be eliminated.

Resolution

For Port Neches-Groves ISD to Initiate the Process of
Designation as a District of Innovation Under HB 1842

INNOVATION DISTRICTS

RESOLUTION TO ADOPT A DISTRICT OF INNOVATION

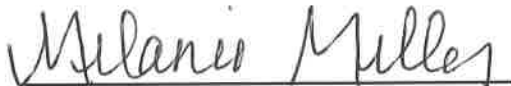
WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated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

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

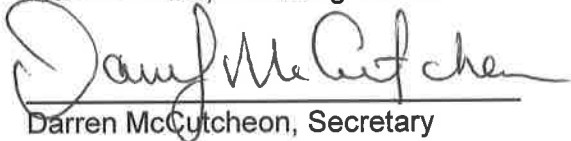
NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Port Neches-Groves Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a district of innovation.

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

Adopted this 14th day of November, 2016, by the Board of Trustees.



Melanie Miller, Presiding Officer



Darren McCutcheon, Secretary