



**Pleasanton Independent
School District**

**Local Innovation Plan
2020-2025**

Motto

Learn Today. Lead Tomorrow

Mission Statement

Pleasanton Independent School District is committed to provide the environment which inspires every student to think, to learn and to succeed.

Vision Statement

Pleasanton Independent School District will be the exceptional education foundation for all students to succeed in an ever-changing society as life-long learners.

District Goals

- Provide a quality education that is evident by student growth.
- Establish a collaborative culture to create a student centered learning environment.
- Develop community connections that focus on effective communication and partnerships.
- Commit to District fiscal responsibility which supports District goals and aligns with the Long Range Planning Committee's vision.

I. OVERVIEW

House Bill (HB) 1842 passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code.

Potential benefits of becoming a District of Innovation include:

- Flexibility: PISD will have the flexibility to implement practices that support local needs, including exemptions from certain mandates such as the uniform school start date and specific certification requirements
- Local Control: PISD will have the ability to decide which flexibilities best suit its local needs
- Autonomy: PISD must submit a District of Innovation Plan to the Commissioner of Education, but approval does not require approval dates.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan.

On December 10, 2019, the Pleasanton Independent School District's Board of Trustees ("Board") passed a Resolution to explore the development of a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On January 14, 2020, the Board appointed a 15-member District of Innovation Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, and administrators. The Committee met on January 15, 2020 to discuss and draft the local innovation plan.

II. TERM

The term of the Plan is for five years, beginning July 1, 2020 and ending June 30, 2025, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. 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.

III. ORIGINAL COMMITTEE MEMBERS

Alison Alvarado	Pleasanton Primary School Teacher
Cheryl Barron	Assistant Superintendent of Personnel & Student Services
Nadine Barrow	Pleasanton Elementary School Teacher
Rhonda Bourland	Pleasanton Junior High Teacher
Nacona David	Atascosa McMullen COOP
Tab Dumont	Athletic Director
Shanna Greer	District Literacy Specialist
Twila Guarjardo	Pleasanton High School Principal
Mary Hamble	Transportation
Amber Kostek	Pleasanton Elementary School Teacher
Alyssa Luna	Pleasanton Primary Teacher
Joey Moczygemba	Director of Food Services
Stefanie Sims	Pleasanton High School Teacher
Venus Vela	Executive Director of Curriculum & Instruction
Sarah Yarnell	Pleasanton Junior High Teacher

IV. TIMELINE OF EVENTS

December 10, 2019	Board of Trustees adopts a resolution to pursue District of Innovation Designation
January 14, 2020	District hosts a public hearing to consider developing an Innovation plan
January 14, 2020	Board of Trustees appoints the District of Innovation Committee to develop a local innovation plan
January (last two weeks)	District of Innovation Committee meets and develops plan
January (end)	District Plan posted for public view on District website for 30 days Board of Trustees notifies Commissioner of Education of intent to vote on the plan
February 17, 2020	DEIC meets to review final plan and votes on the plan

March 3, 2020	Board approves the final District of Innovation plan
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V. AREA OF INNOVATION

The District of Innovation Committee and the internal team will work to align strategies with innovations that will address and support the needs of the district with the allowed exemptions. The innovation category is:

First Day of Instruction

1. First Day of Instruction

TEC §25.0811

Related Board Policies: EB (Legal)

Manner in which statute inhibits the goals of the plan:

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows no flexibility in the design of annual calendars to fit the needs of all Pleasanton ISD stakeholders and the wishes of the local Board of Trustees who represent community interests in this matter. Historically, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday of August. Several years ago, the legislature took away all waivers and dictated that districts may not begin until the 4th Monday of August, with no exceptions.

Potential Benefit:

The ability to establish an earlier start date will enable the district to better balance the amount of instructional, time available in each semester and grading period. This change would allow the teachers to deliver more equitable learning experiences for students in the fall and spring semesters. The flexibility of the start date of instruction would also address the District Goal of Professional Development by allowing professional development days to be distributed throughout the school year, rather than grouped together in August. This change allows teachers more opportunity to process their learning and respond to the needs throughout the school year.

VI. AMENDMENTS

TEC §12A.007

A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251, or a comparable committee if the district is exempt from that section, and the board of trustees in the same manner as required for initial adoption of a local innovation plan under Section 12A.005.

19 TAC §102.1313

(a) A district innovation 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, or a comparable committee if the district is exempt from that section and a two-thirds majority vote of the board of trustees.

(b) The district shall notify the commissioner of education of any actions taken pursuant to subsection (a) of this section along with the associated TEC exemptions and local

19 TAC §102.1313(a)

(1) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

- An amendment may be made to a DOI plan at any time during the term of the plan.
- An amendment to a DOI plan does not require the district to repeat the adoption process in its entirety
- An amendment to a DOI plan does not change the date of the term of the plan; the original adopted term must remain the same.

VII. AMENDMENT PROCESS REQUIREMENTS

Process	Required for Amendment
The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee member (*meeting must be public for renewal)	Yes
The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board	Yes
The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided.	Yes
The district shall ensure that a copy of the local innovation plan is posted on the district's website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.	Yes
Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link	Yes

to] the current local innovation plan to the Texas Education Agency for posting on the agency website.	
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VIII. PISD PROPOSED INNOVATION AMENDMENTS

Chapter 21 – Educators

Subchapter A – General Provisions

§21.003 Certification Required

Subchapter B – Certification of Educators

§21.053 Presentation and Recording of Certificates

§21.057 Parental Notification

Chapter 37- Discipline; Law and Order

§37.0012 Designation of Campus Coordinator

IX. PROPOSED AMENDMENTS

The District of Innovation Committee and the internal team will work to align strategies with innovations that will address and support the needs of the district with the allowed exemptions. The innovation categories are:

Certification Required

Presentation and Recording of Certificates

Parental Notification

Campus Behavior Coordinator

Related Board Policies: DK (LEGAL), DBA (Local), DK (Local), DK Exhibit, FO (LEGAL)

Manner in which statute inhibits the goals of the plan:

Currently, it is mandated that a person may not be employed as an educator unless the individual holds an appropriate certificate issued by the state agency. In the event that a school district cannot locate a certified teacher for a position, the district must request emergency certification from the Texas Education Agency and/or the State Board of Educator Certification. The current process does not allow PISD flexibility for administrators or the PISD Board of Trustees to hire knowledgeable, experienced, and qualified individuals who would otherwise be able to fill specific vacancies.

TEC §21.003: A person may not be employed as a teacher by as school district unless the person holds appropriate certification or permit issued as provided

TEC §21.053 (a) A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.

(b) An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

TEC §21.057: A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.

TEC §37.0012: Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and implementing Chapter 37, Subchapter A. Currently, legal policy states, "A person at each campus must be designated to serve as the campus behavior coordinator (CBC). The person may be the campus principal or any other campus administrator selected by the principal. The CBC is primarily responsible for maintaining student discipline and implementing education Code Chapter 37."

Potential Benefit:

PISD will continue to seek traditionally certified candidates for all teaching positions. The lack of ability for the district to hire the most qualified individual to teach certain course offerings, particularly Career and Technical Education and other courses creates challenges in course offerings to meet the needs of students and our community. Additionally, a teacher is required to present their certificate before their employment contract will be binding, prohibiting the District from paying an educator for teaching, if the teacher does not hold a valid certificate at the time.

- Flexibility to establish hiring requirements affords the District the opportunity to be responsive to campus needs.
- Relief from the statutes allows PISD to fill vacancies in specific settings, including advanced academics, CTE, as well as hard to fill core content areas.
- Allows educators who wish to teach outside of their certification the opportunity to succeed in other content areas.
- Principals may submit a request to the Superintendent to allow a non-certified yet highly qualified professional to teach a CTE course, high specialized, hard to fill area, or a certified educator to teach a subject area in a related field for which s/he is not credentialed by the state prior to employing the applicant. The request will outline the reason for the request and document the credentials the recommended teacher possesses. Possible credentials could include
 - Professional work experience
 - Formal training and education
 - Relevant industry licensure or certification
 - Certification in another subject
- Any teaching positions that would typically earn a stipend would waive that stipend until certification is obtained.

- Employees that are not currently SBEC certified will be at-will.
- The District may establish procedures and timelines for employees to obtain certifications.
- State waivers for certification will not be requested.
- Parent notification of instructors that do not hold a teaching certification will not be submitted.
- The District will consider these educators appropriately qualified and will not provide special notification to parents of students in identified innovative courses where the instructor does not hold a traditional teaching certificate.
- PISD assistant principals will be named as CBCs to match current operating practices.

X. PISD DISTRICT OF INNOVATION AMENDMENT COMMITTEE MEMBERS

Cheryl Barron	Superintendent of Schools
Nadine Barrow	PES
Erica Bernal	Director of Strategic Initiatives
Angela Black	PHS
Lisa Carpenter	PJHS
Ruth Conroy	Primary
Keri Cooper	Director of Special Programs
Genevieve DeWaal	PHS
Lyndsey Dockery	PJHS
Tab Dumont	Athletic Director
Vickie Haynie	Primary
Happiness Krause	CO-OP
Anthony Kosub	Asst. Superintendent of Personnel and Student Services
Shelly Lingo	PES
Veronica McCauley	Primary
Joey Moczygamba	Dir. of Food Services

Dr. Venus Vela	Asst. Superintendent of Curriculum & Instruction
Adam Portillo	PHS
Jennifer Shearrer	CTE/CCMR Coordinator

XI. TIMELINE OF EVENTS

September 22, 2022	District committee meets to discuss amendments to the current DOI plan. Committee meets to discuss and develop DOI innovation strategies related to §21.003 (Certification Required) and §21.057 (Parental Notification)
October 18, 2022	Public meeting held to consider the final version of the proposed plan
November 9, 2022	The PISD Board of Trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board
November 10, 2022	PISD will post a copy of the DOI plan on the PISD website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.
November 15, 2022	Not later than the 15th day after the date on which the PISD Board of Trustees finalizes the DOI plan and amendment, PISD will provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website.