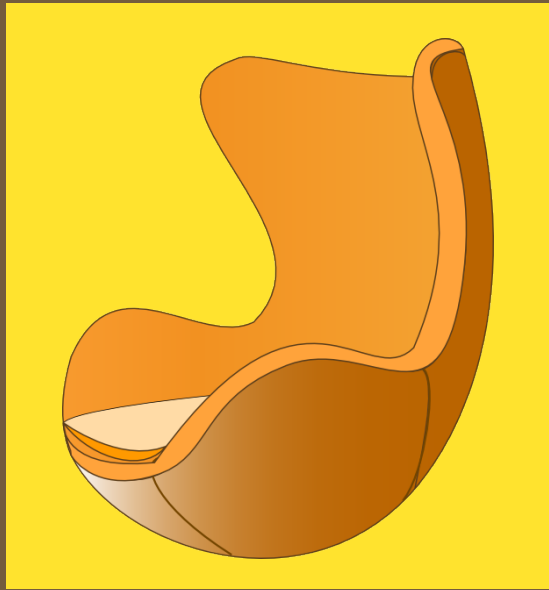




Renewing Texas
District of Innovation
Designation

Innovation: Lessons Lear





EPISD 2020

STRONG FOUNDATION

We leverage a strong foundation and continuous improvement processes to ensure quality learning in every classroom every day.

FOCUS AREAS

In order to meet established student learning goals, through EPISD 2020, We are...

STUDENT LEARNING GOALS

Supporting EPISD students as they become...

VISION

The El Paso Independent School District will be a premier educational institution, source of pride and innovation, and the cornerstone of emerging economic opportunities producing a twenty-first century workforce.



MISSION

The El Paso Independent School District graduates every student prepared for higher learning and careers to empower them as knowledgeable and engaged citizens, innovators, and drivers of a robust, bicultural economy.

CONTINUOUS IMPROVEMENT PROCESSES

Board and Superintendent Goals
District Improvement Plan
Campus Improvement Plans
Department Goals and Plans



Providing Engaging & Challenging Learning



Critical, Knowledgeable & Creative Thinkers



Informed Problem Solvers



Building Strong Supports



Effective Bilingual Communicators



Modernizing Learning Environments



Responsible Leaders & Productive Citizens



Socially & Emotionally Intelligent Individuals

HB 1842 District of Innovation-- Why is this important?

“For years, Texas school board members and administrators have complained about the ever-increasing number of state mandates and prescriptive laws and bemoaned the continual erosion of local control. Now there is a realistic process for districts to do something about this. Take advantage. Investigate the possibilities and potential of becoming a district of innovation.”

James B. Crow

Executive Director, TASB



Potential benefits of being a District of Innovation include:

- **Local control**
- **Customization**
- **Autonomy**
- **Flexibility**



Why is this important for ISDs?

- “Charter” like flexibility- First time Texas legislature provided this to public school districts
- Use it or lose it- We want more flexibility and if we do not take advantage of the process, we will lose this important privilege.



§102.1303. Eligibility

- (a) A district is eligible for designation as an innovation district if the district's most recent performance rating under the Texas Education Code (TEC), §39.054, ***is at least acceptable performance***, as indicated in the applicable year's academic accountability manual adopted under §97.1001 of this title (relating to Accountability Rating System).
- (b) A board of trustees may not vote on the final approval of the innovation plan if the district is assigned ***either a final or preliminary rating below acceptable performance***, as indicated in the applicable year's academic accountability manual adopted under §97.1001 of this title. In the event the preliminary rating is changed, the board of trustees may then vote to become an innovation district.





Required Steps

- Board adopts resolution to develop Local Innovation Plan
- Board approves Local Innovation Committee members
- Committee develops Local Innovation Plan
- Notification to TEA of intention to vote on proposed Plan
- Final Plan posted on District website
- District Improvement Team (aka DEIC) holds public meeting and votes on Plan (majority required for approval)
- Board votes on Plan (2/3 of ***membership*** required)



EPISD Local Innovation Committee

Make Up

Twenty-One Members total (One Vacancy)
Interim Superintendent -7 members
Trustees -2 members each

What your Committee must be able to Do

Sec. 12A.003. LOCAL INNOVATION PLAN. (a) A local innovation plan must be developed for a school district before the district may be designated as a district of innovation.

(b) A local innovation plan must:

- (1) provide for a comprehensive educational program for the district, which program may include:
 - (A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement;
 - (B) modifications to the school day or year;
 - (C) provisions regarding the district budget and sustainable program funding;
 - (D) accountability and assessment measures that exceed the requirements of state and federal law; and
 - (E) any other innovations prescribed by the board of trustees; and
- (2) identify requirements imposed by this code that inhibit the goals of the plan and from which the district should be exempted on adoption of the plan, subject to Section [12A.004](#).

Added by Acts 2015, 84th Leg., R.S., Ch. 1046 (H.B. [1842](#)), Sec. 4, eff. June 19, 2015.



Current EPISD DOI Plan

Exemptions from the Texas Education Code:

- Minimum Attendance for Class Credit or Final Grade (90% Rule)
- First Day of Instruction
- Teacher Certification for Dual Credit and Career and Technical Education Instructors
- Designation of Campus Behavior Coordinator
- Teacher and Administrator Appraisals
- Preclusion from providing alternative Uniform Group Coverage (By amendment)



2020 EPISD Resolution Wording

WHEREAS Chapter 12A of the Texas Education Code provides Texas public school districts the opportunity to be designated as Districts of Innovation.

WHEREAS Texas 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.

WHEREAS the El Paso Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

WHEREAS El Paso Independent School District first achieved its designation as a District of Innovation after adopting a Local Innovation Plan at its May 17, 2016 meeting of the Board of Trustees. The District gave Notice of that adoption to the Commissioner of Education on May 20, 2016.

WHEREAS Chapter 12A of the Texas Education Code requires districts seeking renew their designation as Districts of Innovation by developing a Local Innovation Plan providing for a comprehensive educational program and identifying the requirements imposed by the Texas Education Code that inhibit the goals of the Local Innovation Plan.

WHEREAS the Board of Trustees does not desire the District to be exempted from any existing laws relating to teacher contracts or teacher benefits, except to the extent that the Texas Education Code 22.004 (i) precludes the District from providing alternative group health coverage available to its employees under this section after the date on which the program of coverages provided under Chapter 1579, Insurance Code, is implemented "program" (TRS ActiveCare) established by 1579 of the Insurance Code.

WHEREAS the Board of Trustees believes that any Local Innovation Plan, if ultimately adopted, should be developed in collaboration with the community and District stakeholders.

WHEREAS before considering the creation of a Local Innovation Plan, the Board of Trustees will hold a public hearing to receive feedback from the community and District stakeholders.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of El Paso Independent School District by adoption of this Resolution initiates the process under Texas Education Code Chapter 12A to renew its designation as a District of Innovation.

Adopted this _____ day of December 2020, by the Board of Trustees.



Prohibited Exemptions (*What the statute really means.....*):

No exemptions from:

Elected boards of trustees

Powers and duties of school boards, superintendents, and principals

PIEMS

Criminal history record checks and educator misconduct reporting

Curriculum and graduation requirements

Bilingual education

Special Education

Prekindergarten

Academic accountability, including student assessments

Financial accountability and related reporting

Reporting of improper relationships between employees and students

Open meetings

Public records

Certain purchasing requirements and conflicts of interest

Nepotism

Civil immunity under Texas Education Code, chapter 22, subchapter B

Other state and federal laws outside of the Texas Education Code



Most Frequent Exemptions

First Day of Instruction (§25.0811)

A school district may not begin instruction for students for a school year before the fourth Monday in August.

Certification Required (§21.003)

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 certificate or permit issued as provided by Subchapter B [certification of educators].

Class Size (§25.112)

A school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.

Notice of Class Size (§25.113)

A campus or district that is granted an exception under Section 25.112(d) from class size limits shall provide written notice of the exception to the parent of or person standing in parental relation to each student affected by the exception.

Student/Teacher Ratios (§25.111)

Each school district must employ a sufficient number of teachers certified under Subchapter B, Chapter 21, to maintain an average ratio of not less than one teacher for each 20 students in average daily attendance.



Local Innovation Plan Committee

- | <u>Committee Member</u> | <u>Appointment</u> |
|--|--|
| • Patricia Cortez | Interim Superintendent Vince Sheffield |
| • Assistant Superintendent of Human Resources | |
| • | |
| • Dr.Tamekia Brown | Interim Superintendent Vince Sheffield |
| • Chief Academic Officer | |
| • | |
| • Nancy Tovar | Interim Superintendent Vince Sheffield |
| • Assistant Superintendent of Elementary Schools | |
| • | |
| • Norma De La Rosa | Interim Superintendent Vince Sheffield |
| • President, El Paso Teachers Association | |
| • | |
| • Ross Moore | Interim Superintendent Vince Sheffield |
| • President, El Paso American Federation of Teachers | |
| • | |
| • Laura Strelzin Bagley | Interim Superintendent Vince Sheffield |
| • Teacher, Franklin High School | |
| • | |
| • Martha Aguirre | Interim Superintendent Vince Sheffield |
| • Executive Director | |
| • Budget & External Financial Management | |



Local Innovation Plan Committee

- Gustavo Arriaga
• Lead Program Manager, Southwest Region
• Microsoft Philanthropies TEALS Program
• Trustee Freddy Khlayel-Avalos
- Michael Martinez
• City Manager, Sunland Park, NM
• Trustee Freddy Khlayel-Avalos
- Dr. Sarah Chavez-Gibson
• Principal, Stanton Elementary School
• Trustee Diane Dye
- Nancy Hanson
• Principal, Logan Elementary School
• Trustee Diane Dye
- Ray Adaauto
• El Paso Association of Builders
• Board President Bob Geske
- Dow Farley
• Retired Teacher
• Board President Bob Geske
- Jessica Silva
• Librarian, El Paso High School
• Trustee Joshua Acevedo



Local Innovation Plan Committee

- Richard Gutierrez
- UTEP Professor
- Trustee Joshua Acevedo
- Mari Vanpelt
- Community Member
- Trustee Daniel Call
- Jonathan Childress
- Community Engagement Manager
- Microsoft TechSpark Program
- Trustee Daniel Call
- Mica Short
- Vice President of Development
- Paso Del Norte Community Foundation
- Board Vice President Al Velarde
- Dr. Deborah Fetzer
- Youth Education Support Services Director
- Fort Bliss Liaison
- Trustee Charles Taylor
- Dr. Elena Izquierdo
- UTEP Professor
- Trustee Charles Taylor



Committee Meeting Dates

12:00-1:30 p.m.

February 10, 2021

February 17, 2021

February 24, 2021

March 3, 2021(Cancelled)

March 10, 2021

March 24, 2021

March 31, 2021

April 8, 2021



Local Innovation Plan Committee

Discussed Current Exemptions and Rationales

Reviewed Plans from Other Districts Based on Relative Size and A or B ratings:

Katy ISD, Mansfield ISD, Childress ISD, Lewisville ISD, Humble ISD, Frisco ISD, Eanes ISD, Dripping Springs ISD, Pasadena ISD, Clear Creek ISD, Plano ISD, Carroll ISD, Highland Park ISD, Klein ISD, Killeen ISD, Brownsville ISD, Alamo Heights ISD, Grandview ISD, Garland ISD, Alief ISD, United ISD, Northwest ISD, Fort Bend ISD, Arlington ISD, and San Antonio ISD



Proposed Local Innovation Plan Exemptions



Minimum Attendance for Class Credit or Final Grade

Texas Education Code Section 25.092 “Minimum Attendance for Class Credit or Final Grade” currently requires students to attend class 90% of the time a class is offered in order to earn credit or a final grade, placing value on “seat time” rather than content mastery. An exemption from this requirement would mean that the District would not be required to penalize students who miss class due to extra/co-curricular activities, academic activities, or other extenuating circumstances. This exemption will allow the District to promote student engagement, as well as social and emotional development, by encouraging more students to participate in such activities and allow credit to be awarded based on content mastery instead.

Relief from Section 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League (“UIL”) rules. Moreover, opting out of Section 25.092 in no way limits or modifies a teacher’s right to determine the finality of a grade in accordance with Texas Education Code Section 28.0214, nor does it restrict or alter a teacher’s right to assign grades in accordance with Texas Education Code Section 28.0216.



First Day of Instruction

Texas Education Code Section 25.0811 prohibits the District from beginning instruction before the fourth Monday in August. Flexibility to begin instruction earlier in the calendar year enables the District to improve active learning by balancing the amount of instructional time in the semesters, which allows teachers to better pace and deliver instruction before and after the winter break. In addition, by having the flexibility to start and end the school year earlier, students can enroll in college courses that start in early June, thereby increasing college and career readiness. Finally, starting the school year earlier for students transitioning from elementary school to middle school and from middle school to high school promotes social and emotional learning by giving those students additional time and support to enable them to adjust socially and emotionally to their new campus environments.



Teacher Certification for Dual Credit and Career and Technical Education Instructors

Texas Education Code Sections 21.003, 21.053, 21.044 limit the District's ability to hire noncertified teachers to teach hard-to fill, high demand dual credit and career and technical/STEAM (Science, Technology, Engineering, Arts & Mathematics) courses when high quality certified teachers are not available. By obtaining exemption from existing teacher certification requirements for dual credit and career and technical/STEAM teachers, the District will have the flexibility to hire credentialed community college instructors or university professors in specific content areas to afford more students the opportunity to take dual credit courses if certified teachers are not available to teach those courses. In addition, this exemption will afford the District the flexibility to hire professionals in certain trades and vocations to teach the crafts of those trades and vocations (such as welding, fine arts, etc.) in career and technical/STEAM courses if certified teachers are not available to teach those courses. In order to enable more students to obtain the educational benefit of such dual credit and career and technical/STEAM course offerings, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law.



Designation of Campus Behavior Coordinator

Texas Education Code Section 37.0012 requires one person at each campus to be designated to serve as the campus behavior coordinator. This requirement restricts the District's ability to promote a more collaborative discipline program, including allowing the District to determine how to delegate or distribute disciplinary responsibilities and authority at its schools. By obtaining exemption from Section 37.0012, the District will be better able to focus on establishing classroom protocols and utilizing school culture to foster the development of individual responsibility, positive behavioral interventions and supports while encouraging the social and emotional development of each student and his or her responsibility toward the community.



Teacher and Administrator Appraisals

Texas Education Code Sections 21.351, 21.352, 21.354, 21.3541 that govern teacher and administrator appraisals require that state standardized test scores be used as one of the evaluation measures for teachers and administrators. Limited exemption from these laws is sought to the extent they require state standardized test scores be used as one of the evaluation measures for teachers and administrators. In order to promote professional development that focuses on individual growth, the District needs to maintain local flexibility to continue its current practice of using various measures, including multiple observations, goal setting and tracking, and student growth progress toward learning objectives, as evaluation measures on teacher and administrator appraisals.



Alternative Group Health Coverage

Texas Education Code Section 22.004 (i) prohibits a school district from making alternative group health coverage available to its employees after the date a district enters the TRS ActiveCare Plan. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all District employees. This Section also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. Exemption from this Section will give the District increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.



Visits to Accredited Institutions of Higher Education

Texas Education Code Section 25.087 (b-2) provides that a district may excuse a student from attending school to visit an institution of higher education accredited by a generally recognized accrediting organization during the student's junior and senior years of high school for the purpose of determining the student's interest in attending the institution of higher education, provided that: (1) the district may not excuse for this purpose more than two days during the student's junior year and two days during the student's senior year. The Committee recognizes that visits to institutions of higher education can be pivotal in a student's decision to apply to school or institution. The Committee believes that increasing the number of days a junior and/or senior are excused from school for the purpose of institutions of higher education visits may 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. Exemption from this Section is sought to allow for the flexibility to allow up to three (3) days for institutions of higher education visits during the student's junior year and three (3) days during the student's senior year, with administrator approval.



Visits to Accredited Institutions of Higher Education (Continued)

The Committee understands that exemption from this Section cannot alter the State's funding provisions aligned with this Section and that excusing students for additional days will affect funding. The District, however, is not seeking exemption from adopting a policy under 25.087 (b-2) (2) (A) to determine when an absence will be excused for this purpose. Nor is the District seeking exemption from creating a procedure to verify the student's visit at the institution of higher education under 25.087 (b-2) (2) (B).



EPISD Timeline



KEY:

Blue = Board Meeting
Yellow = LIC meetings
Green = Website posting
Orange = DEIC meeting



12/08/2020 Board adopts Resolution/holds public hearing/votes to develop Local Innovation Plan

January 2021 Board approves/announces members of Local Innovation Committee

January – April 2021 Committee develops Plan with comprehensive educational program & statutory exemptions

April 9, 2021 Final Plan posted on District's website for 30 days

April 20, 2021 Board votes to notify TEA of its intention to vote on the proposed Plan

May 2021 DEIC holds public meeting and votes on Final Plan (majority vote required)

May 11, 2021 Board votes on Final Plan (2/3 vote of the *membership* of the Board is required)

QUESTIONS?

