

New Waverly ISD
District of Innovation Plan

Contents

Committee Members..... 2

Timeline 2

School Start Date 3

Teacher Contract Days..... 3

Probationary Contracts..... 3

Teacher Certification 4

Teacher and Principal Evaluations..... 5

Committee Members

Name	Affiliation
Billnoske, Donna	Teacher
Caraci, Cindy	Teacher
Cole, Ricky	Teacher
Edney, Kevin	Parent
Gray, Justin	Assistant Superintendent
Hail, Darol	Superintendent
Hamm, Lindy	Community Member
Hawkes, Dudley	Principal
Hayman, Madison	Teacher
Klawinsky, Leigh Anne	Parent
Kleiber, Mary	Teacher
McKibbins-Oliphant, Shejuan	Parent
Minyard, Cynthia	Parent
Namken, Mike	Parent
Schwechten, Dawn	Teacher
Shevlin, Patrick	Teacher
Yargo, Janice	Dyslexia Specialist

Timeline

Date	Activity
February 20 2017	Board Information The board was provided with an overview of the District of Innovation process.
March 20, 2017	Adopting Resolution The board approved a resolution to explore the opportunity for New Waverly ISD to become a District of Innovation.
March 20, 2017	Public Hearing The board held a public hearing to receive input on the District of Innovation opportunity.
March 20, 2017	Appoint Committee The board approved the committee members to develop District of Innovation Plan.
March 31, 2017	Developing the Plan of Innovation Committee met to discuss options and formulate suggestions for the District of Innovation Plan.
April 13, 2017	Revision and Approval of Plan of Innovation Committee met to revise and approve the District of Innovation plan.
February 19, 2018	Amended Plan approved by Board of Trustees Committee recommend word changing on plan regarding contracts

School Start Date

(EB Legal) (TEC §25.0811, §25.0812)

Currently:

Students may not begin school before the 4th Monday of August.

Proposed:

To allow for a calendar that fits the local needs of our community, we would like to consider a flexible calendar option which may include an early start date. Students may begin earlier than the fourth Monday of August. This earlier start date will allow the opportunity for a more balanced first and second semester number of days of instruction.

Teacher Contract Days

(DCB Legal, Local) (TEC §21.401)

Currently:

Current education law located in Chapter 21 defines a teacher contract as a ten-month contract equivalent to 187 days.

Proposed:

To better align calendars to the 75,600 minutes required of students, New Waverly ISD would have the option to reduce the amount of scheduled work days with no effect on employee salary. This will enhance teacher recruitment, therefore putting the district on a more level playing field with larger districts.

Probationary Contracts

(DCA Legal) (TEC §21.102)

Currently:

For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. A one-year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom. Currently, contracts for New Waverly ISD employees occur in April which demands that employment decisions must be made with very little time for evaluating teacher effectiveness and prior to receiving state assessment results.

Proposed:

For experienced principals, teachers, counselors, librarians, or nurses new to the district that have been employed in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment with New Waverly ISD.

Teacher Certification

(DK Legal, Local, Exhibit) (TEC §21.003)

Currently:

As a small school district it is sometimes difficult to find qualified applicants for certain fields. When an applicant is unavailable it occasionally becomes necessary for a teacher to teach outside their certified teaching field. In order for a teacher to teach outside their teaching field, the district is required to submit a request to TEA. TEA then approves or denies this request.

Another area in which flexibility would benefit New Waverly ISD would be the ability to hire full time employees, with industry experience, for innovative, dual credit, or new classes in which we are unable to find certified teachers for a position.

Proposed:

It would benefit the district and students to have the ability to allow a teacher to teach one subject out of their certified teaching field. It would also benefit the students and the district to have the flexibility to hire individuals with college teaching or industry experience on a part or full time local certification. The district's first option would be to hire a qualified applicant with a TEA certification. In order to meet the criteria above, the following procedures would be implemented:

- a) When mutually agreed by the teacher, the campus principal may submit to the superintendent a request to allow a certified teacher to teach one class period out of their certified field.
- b) An individual with college teaching or industry experience could be eligible to teach a non-core academic course through a local teaching certificate. The campus principal would make a request to the superintendent and make all credentials available. The superintendent would have the capability to hire this person on a local certification and the employee would obtain an at-will contract.

Teacher and Principal Evaluations

(DNA Legal, Local)(TEC §21.203, §21.352, §21.3541)

Currently:

The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017, that will be called the Texas Teacher Evaluation and Support System (T-TESS). The state has also developed a principal evaluation system, the Texas Principal Evaluation and Support System (T-PESS.)

Proposed:

New Waverly ISD will have the option, with the mutual consent of the teacher and the certified appraiser, of conducting the required 45 minutes of observation in shorter time segments. The time segments must aggregate to at least 45 minutes.

New Waverly ISD will develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices that fits the needs and goals of New Waverly ISD.

New Waverly ISD will develop a Principal evaluation system that would be a combination of T-PESS and PDAS, and other best practices that fits the needs and goals of New Waverly ISD.

New Waverly ISD will have the option of local control to appraise less frequently than annually.

These locally developed plans should reflect the strengths, areas of concern, and goals for New Waverly ISD.