



GANADO ISD

District of Innovation Plan



Ganado ISD - District of Innovation Plan

Overview

Ganado ISD exercised authority created by the passage of House Bill (HB) 1842 during the 84th Legislative Session which permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. On January 23, 2017, the Ganado District Improvement Planning Committee met and decided they would create a plan to present to the school board that would allow the district to tailor plans based on the needs of the students, staff, and community.

Amendments and renewal of the local innovation plan may be done if the action is approved by a vote of the district-level committee established under the Texas Education Code 12A.007, 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. 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 approval dates. Renewal of the plan must follow the adoption process outlined in 19 TAC 102.1207.

Term

The term of the plan will be for five years. The original plan began on September 1, 2017 with an end date of August 31, 2022. The renewal plan will begin September 1, 2022 and will end on August 31, 2027. A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district committee and the Board of Trustees in the same manner as required for initial adoption of a local innovation plan. The plan will be reviewed annually by the JCISD administration and District Improvement Committee (DEIC).

Benefits of becoming and remaining a District of Innovation:

- **Local Control:** Districts decide which flexibilities best suit their local needs.
- **Customization:** Districts can create an innovation plan for a level of school, grade level, or a single campus.
- **Autonomy:** Districts must submit a District of Innovation plan to the commissioner of education, but approval is not required.
- **Flexibility:** Districts will have the flexibility to implement practices that include exemptions from certain mandates.



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Vision

Ganado ISD is committed to educating the whole child in safe and appropriate facilities to be high academic performers by extending academic and extra-curricular choices in a consistent, fair, positive, and transparent environment.

Mission

We will successfully maximize every learning opportunity in an engaging and equitable learning environment by following planned protocols and procedures, while creating a positive, supportive, and accountable atmosphere.

Strategic Priorities

Staff Quality, Recruitment and Retention
 Operational Excellence and Financial Stewardship
 Effective Communication with All Stakeholders
 Strong School Leadership and Positive School Culture
 School Safety and Climate
 High Academic Performance

Timeline of Founding District of Innovation Plan 2017

Board Adopts DOI Resolution	Board Holds Public Hearing	Board Appoints DOI Planning Committee	Planning Committee Develops DOI Plan	30 Day Public Review Notification of Intent of Vote	DEIC Vote	Board of Trustees Vote	Notify TEA of Approval & Publish
Feb 16, 2017	Feb 16, 2017	Feb 16, 2017	Feb, 2017	Feb – March, 2017	Feb, 2017	March 23, 2017	March, 2017

Founding District of Innovation Committee 2017

Amy Prove – Parent Andy Bridges – High School Principal Angi Gorman – Elementary Aide BJ DeBord – Junior High Teacher Brandon Karl – Secondary Teacher Elizabeth Teague – Secondary Teacher Jackie Fowler – Parent/Business Jane Riddle – Elementary Teacher Joe Barrow – Secondary Teacher Joey Rosalez – Junior High Principal John Hardwick – Superintendent/Facilitator Kayla Peters – Secondary Teacher Keith Wright – Athletic Director	Malina Andel – Elementary Teacher Manda Lesak – Secondary Teacher Maria Hernandez – Parent Melinda Engelmohr – Secondary Teacher Nache Holub – Elementary Teacher Rebecca Hughes – Elementary Teacher Robin McCann – Secondary Counselor Rosa Hernandez – Parent Sharon Foltyn – Facilitator Susan Carter – Community Member Tiffany Keszler – Elementary Teacher Virgil Knowlton – Elementary Principal
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District Educational Improvement Committee (DEIC) SY 2021-2022

Allison Bennett – HS Teacher	Jana Johnson – EL Teacher
Amy Thedford – Sec. Parent	Jennifer Stephenson-Smiga – Elem Principal
Angela Stancik – Community Member	Joann Hernandez - Sec. Parent
Barbara Larson – Community Member	John Harkrider – HS Teacher
Bowen Malek – Business Rep	Kathy Edwards – Secondary Principal
Cassie Tomanek – EL Teacher	LeiAnn Girndt – JH Teacher
Christina Carrasco – EL Parent	Melissa Cunningham – Non-teaching Staff
Clara Connor – EL Teacher	Norman Hurt – Business Rep
Diane Bubela – EL Teacher	Ronald Leos – HS Teacher
Erin Fasel – Superintendent/Facilitator	Sarah Woodring – C&I Director
Esmeralda Salinas – JH Teacher	Tiffany Gonzales – EL Parent

Renewal Timeline of the District of Innovation Plan

1 st Board Notification of Intent to Renew	30 Day Public Review of the Plan	DEIC holds public meeting to consider the final plan and vote on the plan.	Board of Trustees Votes on the Final Plan	2 nd Notification to Commissioner	Post the Plan on Website	Provide a Final Website Link to TEA
3.23.2022	4.7.2022-5.20.2022	3.8.2022	5.19.2022	5.20.2022	5.20.2022	5.20.2022

TEC Exempted Statutes

- I. First Day of Instruction TEC 25.0811
- II. Teacher Certification TEC 21.003, TEC 21.053
- III. Teacher Employment Contracts TEC 21.102
- IV. Class Size and Student/Teacher Ratio TEC 25.111, TEC 25.112
- V. Transfer of Students TEC 25.036
- VI. Disciplinary Alternative Education Program (DAEP) TEC 37.008
- VII. Local School Health Advisory Council and Health Education Instruction (SHAC) TEC 28.004 (d-1)
- VIII. Term of Depository Contract TEC 45.205



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Rationale and Parameters of the DOI Plan

First Day of Instruction

Statute Recommended for Exemption: TEC 25.0811

Board Policy: EB

Connection to District Strategic Priorities

High Academic Performance

Rationale

TEC 25.0811 states that a school district may not begin student instruction before the 4th Monday of August. For many years this was the rule; however, districts had the option of applying for a waiver to start earlier, even as early as the 2nd Monday in August.

The flexibility to set the start and end date of school allows the district to determine locally, on an annual basis, what best meets the needs of our students and community. An earlier start date allows teachers additional planning and preparation time, a better balance between semesters, more instructional days prior to college readiness exams and state assessments, and a school end date prior to June. This will allow our students the opportunity to enroll in college courses that begin in June, thereby increasing college and career readiness. In addition, removing the constraints of this statute will allow Ganado ISD the opportunity to provide more frequent breaks for students/staff and flexible professional development for teachers.

Parameters

1. The District, through input from the Campus Administrators, Campus Teachers, and DEIC, shall determine locally, on an annual basis, the upcoming school calendar.
2. The District will design and adopt a calendar with a start date after the second Monday of August.

Teacher Certification

Statute Recommended for Exemption: TEC 21.003, TEC 21.053

Board Policy: DK, DBA

Connection to District Strategic Priorities

Staff Quality, Recruitment and Retention

Operational Excellence and Financial Stewardship

High Academic Performance

Rationale

TEC 21.003 states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency.



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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.

The District is committed to providing an excellent learning experience and values the need for certified teachers. However, the District periodically experiences difficulty hiring educators in certain areas. The District is pursuing this exemption to provide greater flexibility to fill these teaching positions. Teachers with industry certifications could be eligible to teach a course through a local teaching certification. In addition, flexibility in this area will assist the District in hiring quality candidates to teach certain courses and allow a certified teacher to teach outside their field in order to avoid the disruption of an instructional pathway for students. This would allow the District to increase course offerings while reducing schedule conflicts.

Parameters

1. The District will establish local requirements, such as years of experience, qualifications, and industry certifications, to qualify for a local District teaching certificate.
2. The District will not seek exemptions from core subject areas of Mathematics, Science, ELA, Social Studies, Special Education, and Bilingual Education unless the applicant holds at least a Bachelor's degree from an accredited university.
3. The District will only utilize this exemption in the areas of Career and Technical Education (CTE), Languages Other Than English (LOTE), dual credit and hard to fill electives. The exemption would also allow a certified teacher to teach a course outside their field. This will allow candidates with real-life experience and industry certifications to qualify for a local teaching certificate.
4. Principals will submit candidates to the superintendent with credentials. The superintendent will determine whether it is in the best interest of the District to locally certify the individual. The Board will be notified prior to beginning employment.
5. Teachers employed under a local District certification will receive classroom management training.
6. Teachers employed under a local District certification, will be issued a Non-Chapter 21 contract and will be paid according to the state based salary schedule.

Teacher Employment Contracts

Statute Recommended for Exemption: TEC 21.102

Board Policy: DCA, DCB

Connection to District Strategic Priorities

High Academic Performance

Staff Quality, Recruitment and Retention

Rationale

TEC 21.102 states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with



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the District. In this statute, “teacher” means a principal, supervisor, classroom teacher, school counselor, nurse, or other full time professional employee who holds a Chapter 21 Probationary Contract.

This statute in the TEC provides a three-year probationary period for newly hired teachers and only a one-year probationary period for teachers who have been in public education for at least five of the previous eight years. This limited period of time may not be sufficient to evaluate the employee’s effectiveness since contract timelines demand that employment decisions must be made prior to the end of the year.

Upon exemption from TEC 21.102, Ganado ISD will have the flexibility to extend a probationary contract for all professional employees in order to allow ample time for the District to fairly and thoroughly assess an employee’s performance.

Parameters

1. District employees currently holding a probationary contract that have been employed in public education for at least five of the previous eight years may be issued a probationary contract for up to two years from the date of employment with the District

Class Size & Student/Teacher Ratio

Statute Recommended for Exemption: TEC 25.112

Board Policy: BF, EEB

Connection to District Strategic Priorities

High Academic Performance

Operational Excellence and Financial Stewardship

Rationale

TEC 25.112 sets a limit of 22:1 student/teacher ratio for grades K-4.

The District begins the year with staff based on projections of student enrollment. Due to fluctuating enrollment during the school year, teachers and/or students must be moved from class to class to meet the 22:1 requirement. This exemption would give the District flexibility by allowing students to remain with the teacher and classmates they began the year with, fostering continuity and stability that will support increased student achievement. In addition, class sizes can be organized so that student groups who need specialized assistance, can have a reduced student/teacher ratio while remaining classrooms could accommodate the other students. Lastly, the District will not be forced to hire new teachers not accounted for in the Boards adopted budget when the class counts go above the 22:1 ratio.

Parameters

1. The District will continue to strive to keep class sizes at or below 22:1, with the flexibility to go above 22:1 if needed.
2. The student/teacher ratio in a single class will not exceed 24:1.



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3. The District will consider in the decision-making process: the makeup and chemistry of the classroom, the potential for disruption to student learning from splitting a class, and the expertise of the teacher.

Transfer of Students

Statute Recommended for Exemption: TEC 25.036

Board Policy: FDA

Connection to District Strategic Priorities

High Academic Performance

School Safety and Climate

Operational Excellence and Financial Stewardship

Rationale

TEC 25.036 states that any child eligible for enrollment of any school year may transfer annually from the child's school district of residence to another district in this state if both the receiving district and the applicant parent or guardian jointly approve and timely agree in writing to the transfer.

A district may choose to accept, as transfers, students who are not entitled to enroll in the district under TEC 25.001. Ganado ISD accepts transfer students from outside the district according to Policy FDA. Under 25.036, a transfer is for a period of one school year. Transfer students are expected to follow all attendance requirements and all rules and regulations of the district. Ganado ISD loses funding when a student has excessive absences, and/or requires additional services and resources due to violating rules and regulations. In order to maintain operational excellence and financial stewardship, Ganado ISD will be able to revoke a student's transfer at any time during the academic year.

Parameters

1. GISD will maintain its current transfer policy requiring a non-resident student to file a transfer application and be accepted each school year.
2. In approving a transfer request, the District shall consider the availability of space and instructional staff, academic progress, and the student's disciplinary history, and attendance records.
3. GISD will monitor the attendance, academic progress, and behavior of transfer students as well as evaluate the impact on the District budget and resources.

Disciplinary Alternative Education Program (DAEP)

Statute Recommended for Exemption: TEC 37.008

Board Policy: FOCA

Connection to District Strategic Priorities

School Safety and Climate

Operational Excellence and Financial Stewardship



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Rationale

TEC 37.008 (A3, A7) states that each school district shall provide a disciplinary alternative education program that provides for students who are assigned to DAEP to be separated from students who are not assigned to the program and employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21.

The District has a limited number of students assigned to DAEP and classes are often provided using computer based instruction and or a blended model of face to face and computer based instruction. As such, it is not necessary to have certified teachers permanently assigned to DAEP. Exemption from this statute would allow to better utilize staff and facilities by allowing DAEP students to attend the same classroom as the In School Suspension students when necessary.

Parameters

1. The District will ensure that the staff assigned to DAEP has the support necessary to properly supervise students.
2. Campus principals will ensure that assistance of teachers with specific certification is provided as needed.
3. To the extent possible, the superintendent will ensure the physical separation of DAEP and ISS students within the same space.

Local School Health Advisory Council and Health Education Instruction (SHAC)

Statute Recommended for Exemption: TEC 28.004 (d-1)

Board Policy: FFA

Connection to District Strategic Priorities
School Safety and Climate

Rationale

TEC 28.004 (d-1) states that the local school health advisory council shall meet at least four times each year.

In a small district, the same staff members are required to sit on several different committees thus limiting their ability to effectively serve on those that meet at the same time, or require several meetings throughout the year. Additionally, the members of the SHAC will have a more intimate relationship with the needs and goals of our community due to the small number of students it serves, thus not requiring four meetings throughout the year to update our health education plan.

Parameters

1. The Ganado ISD SHAC shall meet at least twice each year to review and make recommendations on the districts health education or instruction as outlined in TEC 28.004.



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Term of Depository Contract

Statute Recommended for Exemption: TEC 45.205

Board Policy: BDAE

Connection to District Strategic Priorities

Operational Excellence and Financial Stewardship

Rationale

TEC 45.205 states (a) except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified. (b) A school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms.

By gaining exemption from this statute, Ganado ISD would be able to allow the District's exiting depository contract to be extended beyond the total of the six-year allowable contract term if the District determines contract pricing remains competitive and there is no operational or financial reason to send the District's depository services out to bid. This exemption would lessen the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there are very limited banking institutions within the District boundaries available to submit a bid. In addition, this would further mitigate any impact to alter accounts payable, state direct deposits, and bond payments.

Parameters

1. Ganado ISD will have the option to extend our current bank depository contract beyond the three additional 2-year terms.
2. Ganado ISD will investigate interest rates, fees, and services to determine our current contract remains competitive.