

Term of Plan: August 2018 - July 2023

Plan applies to: Entire District
 Campus (list) _____
 Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
- §21.403 Placement on Minimum Salary Schedule
- §21.4031 Professional Staff Service Records
- §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
- §21.404 Planning and Preparation Time
- §21.405 Duty-Free Lunch
- §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
- §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
- §21.408 Right To Join or Not To Join Professional Association
- §21.409 Leave Of Absence for Temporary Disability
- §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
- §21.452 Developmental Leaves of Absence
- §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan:

- X 25.081 Length of School Day
- X 22.004 Group Health Coverage



Water Valley Independent School District
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District of Innovation Plan

Introduction

With the passage of House Bill 1842 during the 84th legislative session, a district of innovation gives public schools flexible strategies to meet the unique climate and needs of a school district. Similar to the state's open enrollment charter schools. HB 1842 delivers Water Valley ISD an opportunity to transform state requirements at the local level to satisfy the essentials of our student population, in order to prepare them for life-long success and learning.

Our district has an academic performance rating of at least Met Standard, which allows WVISD to adopt an innovation plan.

Water Valley ISD took the first step in exploring this opportunity when the WVISD Board of Trustees approved a resolution initiating the process in November. The District Advisory committee was appointed to develop an innovation plan. The committee created a district of innovation plan. The plan then will be posted on-line for at least 30 days. The District Advisory Committee will have a public meeting to approve it before it can go back to the Board.

Term

The term of the District of Innovation Plan is for five years, unless terminated or amended earlier by the Board of Trustees in accordance with the law.

DISTRICT OF INNOVATION COMMITTEE WATER VALLEY ISD 2016-2017 AMENDED APRIL 16, 2020

PRINCIPAL	WAYLAND COOKSEY/DEEANNA BLANTON
PRINCIPAL	DANE HOOVER
SUPERINTENDENT	FABIAN GOMEZ
COUNSELOR	PAM ASHLEY
TEACHER	JENNIFER SIMS
TEACHER	SONJA YOUNG
TEACHER	PERRI BROWN
TEACHER	BRENDA GREEBON
PARAPROFESSIONAL	TAMMIE URBANTKE
TECHNOLOGY	JAMES DITMORE
ATHLETIC DIRECTOR	KEITH WOOLF/NATHAN HAYES
BUSINESS REP/PARENT	AMY MCMILLEN
PARENT	MONICA DEMERE
PARENT	LEANNA HERZOG

School Start Date TEC 25.0811a

State law currently prohibits school districts from starting class before the fourth Monday in August, unless districts are year-round districts.

Rationale for Exemption

1. Water Valley ISD proposes to begin instruction no earlier than the 3rd Monday of August. This change will create better flexibility in the creation of the district calendar as well as allowing more opportunities in scheduling meaningful and balanced staff development days.
2. The start date will allow the district to provide more instructional days before state assessment.
3. The primary goals of this change will be to better align calendars and balance the instructional days during the first and second semester of instruction.
4. This strategy will provide for more concentrated professional development in key areas during instruction instead of planning before needs are realized.

Teacher Certification TEC 21.003a

TEC 21.003(a) states 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.

Rationale for Exemption

Proposed Innovation Strategy The campus principal may submit a request to the superintendent for local certification that will allow the certified teacher to teach in a related field for which he/she is not certified. The principal must specify in writing for the request and document what credential the certified teacher possesses that would qualify this individual to teacher the course.

Rationale for Exemption

The current certification rules limit the districts options to hire professionals with work related experience. A rural community can benefit from many qualified professional within its community. There are variety of STEM and CATE related courses that professionals can provide valuable work information and experience. In order to maximize the opportunities for students to take such courses, the district will consider the qualifications necessary to create a local requirement for these courses instead of the requirements in TEC 21.0003(a). The exemption will allow the district to:

1. Provide more variety for CATE and STEM classes
2. Provide valuable work related experience to be communicated to students

The superintendent will report the qualifications to the Board of Trustees at the first board meeting following these assignments.

Contract Service Days TEC 21.401

Current Law State law currently requires educators employed on a 10-month contract to provide a minimum of 187 days of service.

Rationale for Exemption

With the passage of Ed. Code 25.081 which changed the required days of instruction to minutes, the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee's contract should be a local decision.

Length of School Day TEC 25.081

Current Law State law currently requires that all school days must be 420 minutes long each day in order to count for ADA calculations and funding purpose, and to accumulate instructional minutes toward the 75,600 minutes required annually.

Rationale for Exemption

Exemption from the 420-minute day requirement would allow Water Valley ISD the flexibility needed to alter the school day schedule on selected days whenever it was locally determined as necessary or beneficial to the districts and its stakeholders.

Probationary Contracts TEC 21.102

Current Law 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.

Rationale for Exemption

This time period is not sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to state assessment results. Water Valley ISD will have the authority to offer a probationary contract for up to two years from the last date of district employment for experienced teachers new to the district that has been employed as a teacher in public education for at least five of the previous eight years.

Retire/Rehire Minimum Salary TEC 21.402

Current Law currently requires that school districts, when hiring a retired educator must pay them their salary based upon the TEA minimum salary pay scale; in addition, the districts are required to pay a TRS surcharge.

Rational for Exemption

Water Valley ISD would like the opportunity to hire an eligible retired educator and pay them below the TEA minimum pay scale while also paying the required TRS surcharge. Doing so will allow the district to hire veteran educator (s) that know TEKS content and are well versed in all areas in the educational process of our students. In addition the district will be able to have an experienced educator at a significantly less cost than had the district paid them based upon the TEA minimum salary pay scale plus TRS surcharge. In times of budget constraints this is of great benefit for the district.

District Offering of Alternative Uniform Group Health Coverage in Addition to TRS-Activecare TEC §22.004(i)

Current Law Currently states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code.

Rational for Exemption

The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Water Valley ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This provision is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.

Related Board Policies: Water Valley ISD CRD (LEGAL) and CRD (LOCAL)