

Denver City ISD
DISTRICT OF INNOVATION PLAN
2017-2018 through 2021-2022

Approved Considerations:

School Start Date

(EB LEGAL) (Ed. Code 25.0811)

FIRST DAY OF INSTRUCTION. Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

Denver City ISD reserves the freedom to develop a calendar which better fits the needs of the community (pending approval by the District Improvement Committee and the School Board). This would provide greater flexibility in this area and would allow the District Committee to better balance the first and second semesters, providing more instructional days prior to state testing.

Denver City ISD also reserves the freedom to begin school up to one week before the 4th Monday in August. Any start of school date will be approved by the Denver City ISD Board of Trustees.

Teacher Appraisal

(Ed. Code 21.353)

REMOVAL OF STUDENT ACHIEVEMENT FROM T-TESS. The commissioner shall adopt a recommended appraisal process and criteria on which to appraise the performance of teachers. The criteria must be based on observable, job-related behavior, including the performance of teachers' students

Proposed

We feel that the T-TESS instrument is robust enough without the addition of student achievement to the teacher evaluation. Administrators already take into account student achievement whether it is retention rates, passing rates, STAAR, CBAs, or other test measures. We feel that with state assessment, which can only be used with approximately 30-40% of our staff, the use of student achievement data should be removed from the teacher evaluation. Using performance objectives to determine student performance appears to be subjective and/or arbitrary depending on what subject(s) we were looking at to incorporate student achievement into the T-TESS instrument.

Teacher Certification

(DK Legal) (Ed. Code 21.003)

CERTIFICATION REQUIRED. A person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Proposed

While having the most qualified teacher in every classroom will remain of utmost importance to Denver City ISD, there are certain times and circumstances when a certified teacher is not available due to our remote location and our inability to recruit certified teachers to our

community. There are also times and circumstances when a non-certified expert might have certain vocational skills that might be beneficial to students, but lacks the certification to teach. Denver City ISD reserves the freedom to make decisions regarding certifications locally and based on the needs of the campus and students. In the event that the district cannot retain the services of a certified teacher for a position, Denver City ISD reserves the autonomy to enter into an at-will employment agreement with a noncertified individual. This individual must agree to make significant progress toward achieving certification as defined by the agreement. Denver City ISD also reserves the freedom to enter into an at-will employment agreement with part-time personnel with field experience in particular vocational areas. This could prove beneficial to students in CTE or vocational classes and provide more options for students and flexibility in scheduling. This allows for flexibility in hiring hard-to-find positions in the CTE field such as welding, process tech, health sciences, law enforcement and other technical positions.

Teacher Contract Days

(DC LEGAL) (DEA LEGAL) (TEC 21.401)

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

Proposed

This plan reduces teacher contract days from 187 to 182 with no effect on teacher salaries. This reduction in contract days at the current salary schedule would make our salaries more competitive by increasing the daily rate the district pays teachers. Many schools are able to offer signing bonuses and annual stipends as a recruitment tool. This will give us the ability to offer similar incentives without increasing costs to the district. In addition, this plan will be helpful in the area of teacher recruitment and staff morale. It will provide teachers with more flexibility during the summer months to seek out beneficial professional development that relates specifically to their field. In each year of the plan, it will be part of the calendar planning process to maintain the reduced number of teacher contract days.

Probationary Contracts

(TEC 21.102)

Current education law located in Chapter 21 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 the district.

Proposed

This period of time 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 the availability of end-of-year classroom and student data. Beginning in the 2017-2018 school year, experienced teachers, counselors, librarians or nurses new to Denver City ISD that have been employed in public education for at least five of the eight previous years, the probationary period at DCISD shall be for a period of two years, with probationary contracts issued for each of the two years.

Site-Based Decision Making (amended 11/27/18)

(TEC 11.251, TEC11.252) (BQA Legal) (BQA Local) (BQB Legal) (BQB Local)

Current law and policy mandate that the District and all Campuses establish and maintain planning and decision making committees.

Proposed

Denver City ISD proposes an exemption from the site-based decision making process at the campus levels. We propose in place of both District and Campus Site-Based Decision Making Committees, we establish one committee, the District Educational Improvement Council, to meet, review, analyze, and respond to both qualitative and quantitative data regarding the District's successes and most importantly, students' successes. The Council will convene at least three times per year to guide the general direction of district resources and efforts. This consolidation of committees will yield an opportunity for one council to address multiple needs of the students served by the District as opposed to having multiple committees addressing a more narrow focus of needs. DCISD views this Council as a more efficient and effective way to serve our students, parents, and community.

DCISD District of Innovation Timeline

January 23, 2017	Present resolution to the Board
February 13, 2017	Public hearing to consider adoption of the innovation plan Appoint a committee to develop the plan
February 15, 2017	Committee meets to develop the plan
February 16, 2017	Post plan on the website for 30 days (March 17, 2017)
March 23, 2017	District SBDMC public hearing for plan approval Notify TEA Commissioner
April 17, 2017	Implement District of Innovation Plan Approve 2017-2018 School Calendar

Board-approved District of Innovation Committee

(Compass Committee Members)

Mr. Gary Davis, Superintendent

Mrs. Kristy Kostelich, Director of Curriculum & Instruction

Mrs. Angie Sutton, Dodson Primary Principal

Mrs. Elizabeth Calk, Dodson Primary Assistant Principal

Mrs. Lori Alexander, Kelley Elementary Principal

Ms. Tori Prothro, Kelley Elementary Assistant Principal
Mr. Billy Moore, Junior High Principal
Mrs. Kristy Ivy, Junior High Assistant Principal
Mr. Rick Martinez, High School Principal
Mr. Beau Rains, High School Assistant Principal
Mrs. Katy Duncan, Dodson Primary teacher
Mrs. Karla Riewe, Dodson Primary teacher
Mrs. Sonya Roberts, Kelley Elementary teacher
Mrs. Nancy Competio, Kelley Elementary teacher
Mrs. Lisa Williams, Junior High teacher
Ms. Jennifer Casas, Junior High teacher
Mrs. Kala Parker, High School teacher
Mrs. Carrie Conley, High School teacher

Approved by DCISD Board of Trustees
April 17, 2017

Revision Approved by DCISD Board of Trustees
November 27, 2018