



Judson Independent School District

**Local Innovation Plan
2018-2023**



VISION

Judson ISD is Producing Excellence!

MISSION

All Judson ISD students will receive a quality education enabling them to become successful in a global society.

INTRODUCTION

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices that support local needs, including exemptions from certain mandates such as the uniform school start date and required minutes of instruction.
- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a District of Innovation Plan to the Commissioner of Education, but approval is not required.

On November 16, 2017, the Judson Independent School District's Board of Trustees ("Board") passed a Resolution to explore the development of a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On January 19, 2018, the Board appointed a 36-member District of Innovation Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators. The Committee met on February 8, 2018 and February 21, 2018 to discuss and draft the Local Innovation Plan.

TERM

The term of the Plan is for five years, beginning July 1, 2018 and ending June 30, 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

District Of Innovation Committee Members:

<i>Sue Arredondo</i>	<i>Academic Dean</i>
<i>Cheryl Berny</i>	<i>Teacher</i>
<i>Judith Boehme</i>	<i>Teacher</i>
<i>Greg Brauer</i>	<i>AP</i>
<i>Marlin Castaneda</i>	<i>Specialist</i>
<i>Jermaine Coleman</i>	<i>Teacher</i>
<i>Janet Daniel</i>	<i>Director</i>
<i>Gale Edwards</i>	<i>Para</i>
<i>Lamondi Fields</i>	<i>Teacher</i>
<i>Erika Garza</i>	<i>AP</i>
<i>Joe Gonzalez</i>	<i>Exec. Director</i>
<i>Yliana Gonzalez</i>	<i>Principal</i>
<i>Debbie Grady</i>	<i>Exec. Director</i>
<i>Sylvia Greenwood</i>	<i>Specialist</i>
<i>Linda Jenkins</i>	<i>Parent</i>
<i>Josephine Juarez</i>	<i>Principal</i>
<i>Bertin Lys</i>	<i>Webmaster</i>
<i>Melissa Martinez</i>	<i>IT Specialist</i>
<i>Marilyn McKinney</i>	<i>Teacher</i>
<i>Sonny Merrill</i>	<i>Community</i>
<i>Roberto</i>	<i>Teacher</i>
<i>Moncadaozuna</i>	
<i>Carl Murphy</i>	<i>Teacher</i>
<i>Alma Neira</i>	<i>Teacher</i>
<i>Margaret Olson</i>	<i>Parent</i>
<i>Cynthia Peterson</i>	<i>Librarian</i>
<i>Shanelle</i>	<i>Teacher</i>
<i>Richardson</i>	
<i>Paul Ritter</i>	<i>Director</i>
<i>Monica Rodriguez</i>	<i>Human Resources</i>
<i>Lorraine Roussin</i>	<i>Librarian</i>
<i>Susaye Scott</i>	<i>Acad Facilitator</i>
<i>Doug Smith</i>	<i>Parent</i>
<i>Nicole Taguinod</i>	<i>Director</i>
<i>Cortney Taylor</i>	<i>Parent</i>
<i>Steven Tobias</i>	<i>Teacher</i>
<i>Jay Trees</i>	<i>Teacher</i>
<i>Michelle Triplett</i>	<i>Coordinator</i>
<i>Linda Wells</i>	<i>Nurse</i>

Timeline of Events:

- November 16:** Judson ISD Board passes District Of Innovation Resolution.
- December 11:** Judson ISD Board holds public hearing to discuss possibility of pursuing District Of Innovation Plan.
- January 25:** Judson ISD Board takes action to pursue District Of Innovation Plan and Judson ISD Board approves District Of Innovation Committee members.
- Feb. 8 & 21:** District Of Innovation Committee develops Plan.
- Feb. 27:** Plan posted for public view/Judson ISD Board notifies Commissioner of Education of intent to vote on Plan.
- March 7:** Judson ISD Site-Based Decision Making Committee holds meeting and votes on District Of Innovation Plan.
- March 29:** Board approved the Judson ISD District Of Innovation Plan.

AREA OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

1. School Start Date

Exemption from: TEC §25.0811

Related Board Policies: EB (LEGAL)

Manner in which statute inhibits the goals of the plan

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows no flexibility in the design of annual calendars to fit the needs of all Judson ISD stakeholders and the wishes of the local Board of Trustees who represent community interests in this matter.

Historically, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday of August. Several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday of August, with no exceptions.

Innovation Strategies

- a. Increased local control of the instructional calendar allow the District to be responsive to community needs.
- b. Relief from the statute will allow the JISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes requirement, rather than days. (75,600 minutes per year).
- c. Alignment of the district calendar with local universities, local districts with shared service arrangements, etc. will be possible.
- d. Completion of first semester at Christmas Break is more beneficial for instructional pacing.
- e. Provides additional days of instruction and planning for local, state and national assessments.
- f. Flexibility by considering the start date to begin no earlier than the second week of August.=

Proposed Amendment presented and adopted by the Board of Trustees on April 21, 2022

2. Teacher Certification

Exemption from: TEC §21.003 and TEC §21.053

Related Board Policies: DK (LEGAL), DBA (Local) DK (Local), and DK Exhibit

Manner in which statute inhibits the goals of the plan

TEC §21.003 and TEC §21.053 state a person may not be employed as a teacher unless the he/she holds an appropriate certificate or permit issued as provided by the appropriate state agency. The current process does not allow the District flexibility for administrators or local Board of Trustees to hire knowledgeable, experienced, and qualified individuals who would normally be able to fill specific vacancies.

Innovation Strategies

- a. Flexibility to establish hiring requirements affords the District the opportunity to be responsive to campus needs.
- b. Relief from the statutes allows JISD to fill vacancies in specific settings, including advanced academic and CTE settings, as well as hard-to-fill core content areas.
- c. Grants educators who wish to teach outside of their certification area the opportunity to succeed in other contents.

Proposed amendment presented and adopted by the Board of Trustees on October 21, 2022

3. Admission, Transfer and Attendance

Exemption from: TEC 25.036

Related Board Policies: FDA: Admissions: Interdistrict Transfers and FDB: Admissions: Intradistrict Transfers and Classroom Assignments

Manner in which the statute inhibits the goals of the plan

Sec. 25.036. TRANSFER OF STUDENT. (a) Any child, other than a high school graduate, who is younger than 21 years of age and eligible for enrollment on September 1 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 or person having lawful control of the child jointly approve and timely agree in writing to the transfer.

(b) A transfer agreement under this section shall be filed and preserved as a receiving district record for audit purposes of the agency.

Innovation Strategies

Judson ISD is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants.

1. Nonresident students who have been accepted as inter or intra-district transfer students **may** have such transfer status revoked by the superintendent or designee at any time during the year if:
 - a. the student is assigned discipline consequences of suspension (out of school),
 - b. student is placed in a disciplinary alternative program, or expulsion.
 - c. student is not meeting the State's 90% attendance standard
 - d. student has failed a course within a nine-week grading period
2. In order to proceed with revocation of transfer, administration will provide evidence of:
 - a. behavioral, attendance, or grade non-compliance
 - b. parent and student conference warning of revocation
 - c. complete a Revocation of Transfer Form

Figure: 19 TAC §102.1307(d)

Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: July 01, 2018 - June 30, 2023 _____

Plan applies to: Entire District Judson ISD
 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:

Sec. 25.036. TRANSFER OF STUDENT