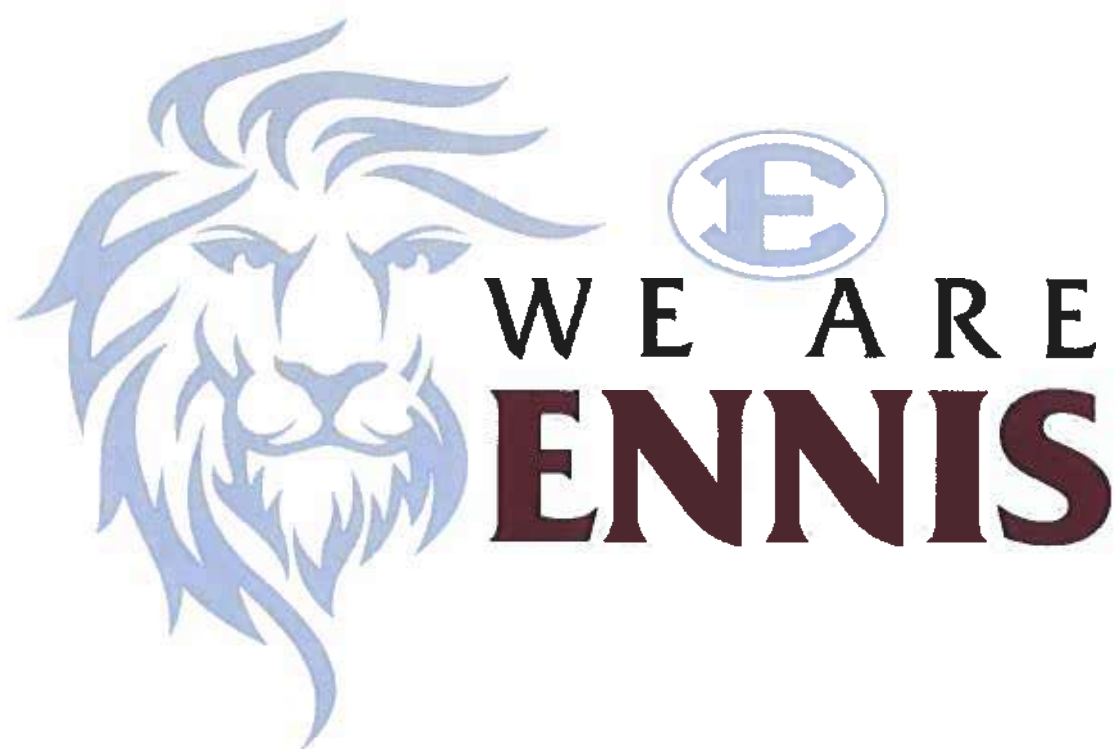


Ennis ISD
District of Innovation
Plan



2021-2025

Ennis ISD

District of Innovation Plan

Introduction

House Bill 1842 was passed during the 84th Legislative Session. This bill provides the opportunity for Texas public school districts to pursue becoming a District of Innovation, which allows districts to obtain exemptions from certain provisions of the Texas Education Code to allow more flexibility and local control for innovative programming. District of Innovation Plans also allow some of the flexibility that publicly funded charter schools are allowed.

The initial Ennis ISD District of Innovation Plan was adopted by the Board of Trustees on April 11, 2017. Ennis ISD Trustees are tentatively scheduled to discuss and approve the amending and renewal of the EISD DOI Plan at the August 10, 2021 meeting.

The plan will be in effect beginning in the 2021-2022 school year until the 2025-2026 school year.

Timeline

The following is the proposed timeline to amend and renew the DOI Plan.

June 17, 2021	Post Committee Meeting
June 21, 2021	Committee Meeting
June 22, 2021	Notify TEA intent to renew DOI Plan, along with the intended adoption date and link to proposed renewed plan on district's website.
June 22 – July 21, 2021	Post final version of committee approved plan on EISD website for 30 days
August 10, 2021	Board adopts proposed local innovation plan
August 11, 2021	Board will notify TEA with adoption date and link to final plan on EISD website, along with a checklist of exemptions reflecting all sections of code.

District-Wide Committee

Wade Bishop	Asst. Supt. of Accountability & Operations
Naomi Chapa	Bilingual/ESL Coordinator
Tammy Duke	Lummus Inter
Lisa Fincher	EISD CFO
Nancy Hancock	Ennis JH
Sami Hinson	Houston Elem
Dr. Darin Jolly	Deputy Superintendent
Karen Hixson	Ennis HS
Chad Knight	Community/Business
Andrea Loveless	Carver ECC
Amanda Mach	Crockett ECC
Emily Martinez	Travis Elem
Cliff Mathes	Special Programs
Johna McGuire	Ennis JH
Jennifer Nelson	Special Education
Dr. Lacey Padgett	Asst. Supt. of Curriculum & Instruction
Lonnie Redning	Ennis HS
Danielle Robinson	Bowie Elem
Nancy Rojas	ESL Specialist
Whitney Slovak	Miller Inter
Hayli Thompson	Austin Elem
Erica Todd	Parent/Family
Jay Tullos	Superintendent
Booker Washington	Community
Jake Willingham	Business
Bella Bishop	Student
Luke Regas	Student

I. School Calendar

Exemptions from TEC Code(s): TEC §25.0811 & 25.0812

Exemptions from Board Policy: EB

Current Code: Students may not begin school before the 4th Monday of August or end the year before May 15.

Proposed: EISD will have the flexibility to make a local decision proposed by the District Wide Committee and approved by the Board of Trustees to determine the first and last day of school.

II. Teacher Certification

Exemptions from TEC Code(s): TEC §21.003(a)

Exemptions from Board Policy: DBA, DK

Current Code: Mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial.

Proposed: The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possess which qualify this individual to teach this subject. Teachers must continue to be SBEC certified for special education and bilingual positions.

An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year, which may be reapplied for in multiple years. The employee will be at-will.

III. Teacher Contracts

Exemptions from TEC Code(s): TEC §21.102

Exemptions from Board Policy: DCB, DCA

Current Code: Experienced teachers, new to EISD, the probationary period may not exceed one year if the teacher has been employed as a teacher in public education for at least five of the previous eight years.

Proposed: A one-year probationary period may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract renewal timelines demand that employment decisions be made early in the spring semester.

All teachers, counselors or nurses new to EISD 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. All other teachers hired in the district may remain on probationary status for three years and may be issued a fourth year of probation if deemed necessary by the campus principal.

IV. Staff Development

Exemptions from TEC Code(s): TEC §21.451

Exemptions from Board Policy: DMA{LEGAL}{LOCAL}

Current Code: Districts are currently mandated staff development requirements at the campus level.

Proposed: EISD will have the flexibility to develop a staff development plan that is responsive to campus needs and data with the goal of improving student success in all areas.

V. District Insurance Provisions

Exemptions from TEC Code(s): TEC §22.004

Current Code: Allows no flexibility in the design of group health insurance to fit the needs of all EISD employees. This provision also prohibits EISD from procuring group health insurance benefits that may provide better coverages for its employees at a lower cost.

Proposed: EISD will utilize increased local control to procure group health benefits in order to be most responsive to the needs of all of our employees.

VI. Inter-district Transfers

Exemptions from TEC Code(s): TEC §25.036

Exemptions from Board Policy: FDA(LEGAL)(LOCAL)

Current Code: Inter-district transfers are accepted for one school year.

Proposed: Transfer students are expected to follow the attendance requirements, and all policies of EISD. In the rare event a transfer student has excessive absences, excessive discipline, assigned DAEP, assigned JJAEP, or other behavior the campus principal feels is detrimental to the student's success or the campus, the student's transfer may be immediately revoked and the student returned to the district where they reside or another educational setting at the discretion of the parent.

I. School Calendar

Exemptions from TEC Code(s): TEC §25.0811

Exemptions from Board Policy: EB

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

Proposed: EISD will have the flexibility to make a local decision proposed by the District Wide Committee and approved by the Board of Trustees to determine the first and last day of school.

II. Teacher Certification

Exemptions from TEC Code(s): TEC §21.003(a), TEC §21.057(a-e)

Exemptions from Board Policy: DBA, DK

Current Code: Mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial.

Proposed: The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possess which qualify this individual to teach this subject. Teachers must continue to be SBEC certified for special education and bilingual positions.

An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year, which may be reapplied for in multiple years. The employee will be at-will.

III. Teacher Contracts

Exemptions from TEC Code(s): TEC §21.102

Exemptions from Board Policy: DCB, DCA

Current Code: Experienced teachers, new to EISD, the probationary period may not exceed one year if the teacher has been employed as a teacher in public education for at least five of the previous eight years.

Proposed: A one-year probationary period may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract renewal timelines demand that employment decisions be made early in the spring semester.

All teachers, counselors or nurses new to EISD 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. All other teachers hired in the district may remain on probationary status for three years and may be issued a fourth year of probation if deemed necessary by the campus principal.

IV. Staff Development

Exemptions from TEC Code(s): TEC §25.081

Exemptions from Board Policy: DMA(LOCAL)

Current Code: Districts are currently mandated staff development requirements at the campus level.

Proposed: EISD will have the flexibility to develop a staff development plan that is responsive to campus needs and data with the goal of improving student success in all areas.

V. District Insurance Provisions

Exemptions from TEC Code(s): TEC §22.004

Current Code: Allows no flexibility in the design of group health insurance to fit the needs of all EISD employees. This provision also prohibits EISD from procuring group health insurance benefits that may provide better coverages for its employees at a lower cost.

Proposed: EISD will utilize increased local control to procure group health benefits in order to be most responsive to the needs of all of our employees.

VI. Inter-district Transfers

Exemptions from TEC Code(s): TEC §25.036

Exemptions from Board Policy: FDA(LEGAL)(LOCAL)

Current Code: Inter-district transfers are accepted for one school year.

Proposed: Transfer students are expected to follow the attendance requirements, and all policies of EISD. In the rare event a transfer student has excessive absences, excessive discipline, assigned DAEP, assigned JJAEP, or other behavior the campus principal feels is detrimental to the student's success or the campus, the student's transfer may be immediately revoked and the student returned to the district where they reside or another educational setting at the discretion of the parent.