

The logo features a stylized blue flame above a large blue letter 'I'. To the right of the 'I' is the word 'District' in red, followed by 'of' in a smaller, italicized black font. Below these elements is the word 'INNOVATION' in large, bold, blue capital letters. The entire logo is reflected in a light blue shadow below it.

District *of* INNOVATION

To maximize potential for all Irving ISD students, the District of Innovation process was initiated by the Irving ISD Board of Trustees. It was determined that the students of Irving ISD could potentially benefit from the flexibilities offered through a locally-developed District of Innovation Plan.

District of Innovation (DoI) is a concept passed by the 84th Texas Legislature set forth in House Bill 1842, that gives traditional independent school districts most of the flexibilities available to Texas open enrollment charter schools. To access these flexibilities, a school district must adopt a DoI Plan, as set forth in the Texas Education Code Chapter 12A.



VISION STATEMENT

Excellence and Equity for All

MISSION STATEMENT

The mission of Irving Independent School District's Strategic Plan, the bridge connecting our diverse cultural heritage with unity of purpose, is to ensure each student attains intellectual and personal excellence, through a system distinguished by the following:

- Creative thinkers and learners
- Divergent pathways to chosen careers
- Instilling and personifying core values
- Interdependence with community stakeholders
- Transformative leaders, and
- Honoring all committed to this mission



DISTRICT GOALS

District Goal I

We will create an optimal unencumbered climate and culture in order to accomplish our mission and objectives.

District Goal II

We will form a comprehensive curriculum framework specifically designed for individualization.

District Goal III

We will provide advocacy and support that addresses the whole student.

District Goal IV

We will personify and infuse ethical values into the daily lives of our students.

District Goal V

We will ensure community engagement and collaboration to accomplish our mission and objectives.

District Goal VI

We will ensure total organizational capacity necessary to realize our mission.

District Goal VII

We will design a vital/living organization that simplifies and focuses our efforts on student excellence.

District Goal VIII

We will maintain a strong financial position.

STRATEGIC OBJECTIVES

Each student will...

- Achieve their self-defined goals that reflect their passion and potential.
- Possess characteristics that exemplify the highest ethical values.
- Lead and command respect in their community.
- Thrive in any cultural setting.
- Flourish in the career of their choice.



HOUSE BILL 1842 – IRVING ISD DISTRICT OF INNOVATION TIMELINE

12-05-2016	Presentation to Board of Trustees on District of Innovation
12-06-2016	Presentation to District Improvement Committee
12-12-2016	Board of Trustees Votes on Resolution to Consider District of Innovation and Public Hearing
12-12-2016	Public Hearing Held to Receive Parent, Community and Stakeholder Input
12-13-2106	Presentation to District and Campus Administrators on District of Innovation Concept
12-15-2016	Presentation to Superintendent’s Solutions Council on District of Innovation Concept
01-23-2017	Board of Trustees and Superintendent Appoint District Advisory Committee
02-02-2017	District Advisory Committee Meeting: Overview of District of Innovation Process
02-23-2017	District Advisory Committee Meeting: Exemption Recommendations
03-02-2017	District of Innovation Committee Public Meeting #1
03-02-2017	Public Posting (30 Days) of Proposed District of Innovation Plan
03-02-2017	Letter to Commissioner of Education Informing of District’s Intent to Seek Designation
03-06-2-17	District of Innovation Committee Public Meeting #2
03-07-2017	District of Innovation Committee Public Meeting #3
04-06-2017	District Advisory Committee Vote (via email)
04-24-2017	Board of Trustees Action: Vote on Proposed District of Innovation Plan (effective 2017-2018 to 2021-2022)
04-25-2017	Submission of Letter to Commissioner of Education Informing of Designation (if approved)

The District Advisory Committee developed a Local Innovation Plan, which includes the proposed exemptions from the Texas Education Code:

- Uniform School Start Date
- Minimum Minutes of Instruction
- Designation of Campus Discipline Coordinator
- Probationary Contracts / Contracts Rights
- Teacher Certification
- Teacher Appraisal System



BOARD OF TRUSTEES APPOINTED DISTRICT ADVISORY COMMITTEE

Name	Group Represented	School/Location
Christi Jones	Parent	District Improvement Committee
Sarah Stegall	Parent	Irving Council of PTAs
Efrain Chavez	Parent	Irving Council of PTAs
Marie Romanowski	Parent	Irving Council of PTAs
Amanda Raymundo	Parent	Irving Council of PTAs
Richard Jason Curry	Business	District Improvement Committee
Jon Griffin	Business	Community-at-Large
Mir Uzair	Business	Community-at-Large
Mary Richarte	Community	District Improvement Committee
Peggy Yard	Community	Community-at-Large
Sandra Vela	Teacher - ECS	Pierce ECS (SSC)
Lynette Bigfoot	Teacher - Alt Ed	Cardwell Career Prep Center (DIC)
Brian Parham	Teacher - ES	Haley, J. ES (DIC)
Jaime Mendoza	Teacher - ES	Townsell ES (DIC)
Sara Darden	Teacher - MS	Travis MS (DIC)
Janice Houston	Teacher - MS	Houston MS (SSC)
Stephanie Strike	Teacher - HS	MacArthur HS (SSC)
Prana Thoppil	Teacher - HS	Nimitz HS (SSC)
Jennifer Dickson	Principal - ECS	Pierce ECS
Jorge Acosta	Principal - ES	Gilbert ES
Laurie Gilcrease	Principal - MS	Travis MS
Dr. Andre Smith	Principal - HS	Singley Academy
Curtis Mauricio	Principal - HS	Nimitz HS
Ruth Pervis	Ad Hoc (non-voting)	Central Office
Dr. Karen Zeske	Ad Hoc (non-voting)	Central Office
Dr. Adam Grinage	Ad Hoc (non-voting)	Associate Superintendent
Dr. Laina McDonald	Ad Hoc (non-voting)	Division Director



DISTRICT OF INNOVATION PLAN

I. Introduction

House Bill 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. On December 12, 2016, the Irving Independent School District's Board of Trustees passed a Resolution to Initiate the process of designation as a District of Innovation.

On January 23, 2017, the Irving ISD Board of Trustees appointed a twenty-four-member District Advisory Committee comprised of teachers, principals, parents, administrators, and community members. The committee membership represents a cross-section of the District. The committee meetings were facilitated by Irving ISD administrator, Dr. Laina McDonald. The committee met on February 2, 2017, and February 23, 2017, to discuss and develop the local innovation exemptions. A Plan Development Team, which included IISD cabinet and administrative team members, met on February 27, 2017, to finalize the plan.

The District Advisory Committee proposes this Innovation Plan for approval as required by TEC §12A.005. The plan will be shared at three public meetings to be held on March 2, March 6, and March 7, 2017. The plan will be posted for a required 30-day public comment period beginning on March 2, 2017. The District Advisory Committee will vote on the plan on April 6, 2017. The IISD Board of Trustees will vote on the plan on April 24, 2017.

II. TERM of the Local Innovation Plan

The term of the Local Innovation Plan is for a period of five years, beginning at the start of the 2017-18 school year and ending at the end of the 2021-22 school year, unless the plan is terminated or amended earlier by the IISD Board of Trustees in accordance with statute.



III. Innovations

The District proposes flexibility in the following areas:

A. School Calendar (Start/End Dates)

Texas Education Code Sections Requiring Exemption: §25.0811, §25.0812
Irving ISD School Board Policy: EB (Legal)

Current Status:

Texas Education Code §25.0811 and §25.0812 require that a district may not begin a school year before the fourth Monday in August or end instruction prior to May 15.

Proposed Innovation and Benefits of Exemption:

To best serve the students of Irving ISD, we propose to annually assess the needs of the students and local community and to create a school calendar which meets these needs. Specifically, the District seeks the flexibility to set the start of the school year before the fourth Monday in August annually.

Benefits:

- Allow for local choice
- Can be re-evaluated annually to meet needs of the district
- Allows for flexibility of choosing start and end date each school year

B. Minimum Minutes of Instruction

Texas Education Code Requiring Exemption: §25.081(e), 25.082(a)
Irving ISD School Board Policy: EC (Legal)

Current Status:

Texas Education Code §25.082(a) and §25.081(e) define a school day as 420 minutes of instruction or 75,600 minutes for the school year. Each pre-kindergarten half-day group (morning and afternoon) must have 37,800 minutes for the school year to comply with the requirements of HB 2610.

Proposed Innovation and Benefits of Exemption:

To best serve students in the pre-kindergarten program, the flexibility will allow for continued half-day pre-kindergarten programs. Specifically, the District seeks relief from the 210 minutes of daily instruction/37,800 minutes of yearly instruction as a minimum requirement for pre-kindergarten students.

Benefits:

- Pre-kindergarten data indicate that current minutes offered meet the academic, social and emotional needs of students
- Transition times at early childhood campuses are needed
- Local decision on start and end time sought for all pre-kindergarten students



C. Designation of Campus Discipline Coordinator

Texas Education Code Requiring Exemption: §37.0012

Irving ISD School Board Policy: FO (Legal)

Current Status:

Senate Bill 107 requires the designation of a Campus Behavior Coordinator on each campus. This person is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Proposed Innovation and Benefit of Exemption:

To best serve the needs of students and staff in Irving ISD, we propose the District abstain from designating only one person as the Campus Behavior Coordinator per campus.

Benefit:

- Campuses will use a collaborative approach to handling discipline on each campus
- Allows for better use of staff resources to address student behavior in a timely manner. Students will benefit when they are heard quickly rather than wait for the one Campus Behavior Coordinator.

D. Probationary Contracts / Certified Employee Contract Rights

Texas Education Code Requiring Exemption: §21.102, §21.211(b)(c)

Irving ISD School Board Policy: DCA (Legal)

Current Status:

Texas Education Code §21.102 states: A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 by the district.

Proposed Innovation and Benefit of Exemption:

Flexibility in offering a probationary contract for up to three years for teachers hired under the five of eight rule will allow flexibility to the district and an option to provide more support and/or coaching prior to offering a term contract.

Benefit:

- Teachers who have five of eight years of experience may be placed on a probationary contract for up to three years



Current Status:

Texas Education Code §21.211(b) states for a good cause, as determined by the Board of Trustees, the Board may suspend a teacher without pay for period not to extend beyond the end of the school year: (1) pending discharge of the teacher; or (2) in lieu of terminating the teacher. Texas Education Code 21.211(c) states a teacher who is not discharged after being suspended without pay pending discharge is entitled to back pay for the period of suspension.

Proposed Innovation and Benefit of Exemption:

Flexibility from some of the provisions of Chapter 21 of the Education Code will allow the District to approach some employment issues in ways that best meet the needs of the district and take quick action to protect students when necessary. Specifically, the District seeks the flexibility to not pay employees for administrative leave for suspected violations of the Texas Educator Code of Ethics should the result of the investigation for which an employee was placed on administrative leave result in the termination or resignation of the employee.

Benefit:

- Flexibility from provisions that address employment issues as they apply to administrative leave and salary to protect the best interests of the district.

E. Teacher Certification

Texas Education Code Requiring Exemption: §21.003(a)
Irving ISD Board Policy: DK (Legal)

Current Status:

Texas Education Code §21.003(a) requires that all District teachers be certified in accordance with rules adopted by the State Board for Educator Certification (SBEC). 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.

Proposed Innovation and Benefit of Exemption:

Exemption from this requirement will provide the District with flexibility to hire the most qualified candidate for teaching positions in hard to fill areas if qualified and certified teachers are not available.

Benefits:

- Need local discretion to hire teachers who meet district teaching qualification in high need areas
- Flexibility offered in Career and Technology, Advanced Math/Science, Dual Credit, and Bilingual
- Local criteria will be set and adhered to in order to maintain standards of excellence in hiring.



E. Teacher Appraisal System

Texas Education Code Requiring Exemption: §21.352(a)(1)

Irving ISD School Board Policy: DNA (Legal)

Current Status:

Texas Education Code §21.352 (a)(1) states that (a) 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: (1) teachers' implementation of discipline management procedures; and (2) the performance of teachers' students.

Proposed Innovation and Benefit of Exemption:

Flexibility in this area will allow the district to select the appraisal process and performance criteria for teachers. Specifically, the District seeks the flexibility to not include a student performance measure in the teacher appraisal process/instrument.

Benefits:

- District has chosen to implement a local appraisal system
- Would not increase amount of student testing

IV. IMPLEMENTATION

The Local Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. Specific implementation plans, tasks, and timelines will be developed to ensure the execution of the Innovation Plan. Revisions to Board policy and regulations will be developed and adopted where appropriate.