

**Irving Independent School District
District of Innovation District Advisory Committee Meeting Minutes
February 23, 2017**

The Irving ISD District of Innovation District Advisory Committee met on Thursday, February 23, 2017, at the Administration Building. The meeting was called to order at 6:10 p.m. by Dr. Laina McDonald, Division Director for Student Support Services.

Members in attendance: Dr. Andre Smith, Brian Parham, Curtis Mauricio, Jaime Mendoza, Janice Houston, Jennifer Dickson, Jorge Acosta, Laurie Gilcrease, Lynette Bigfoot, Mary Richarte, Peggy Yard, Jason Curry, Sarah Stegall, Stephanie Strike, Sandra Vela, and Dr. Adam Grinage.

Dr. McDonald began the meeting with a review of the minutes from the February 2, 2017 meeting. The goal of developing plan of innovation that will create positive outcomes for students was reviewed. The District of Innovation timeline was reviewed and the addition of two additional public hearing opportunities on March 6th @ 6:30 p.m. and March 7th @ 5:00 p.m. were discussed. It was shared with the committee that the first public hearing on March 2nd @ 4:00 p.m. will be televised and that a telephone hotline will be provided so stakeholders can get questions answered. The District of Innovation website was also reviewed www.irvingisd.net/Dol. One talking point was that two thirds of the Irving ISD appointed DoI Advisory Committee is teaching staff. Each member was then provided a worksheet of the committee developed reasons for seeking exemption options that were developed at the February 2nd meeting.

Dr. McDonald gave the committee instructions on an activity that each individual member could show support for or identify areas that wanted to discuss further. Committee members completed the activity. The innovation exemption areas reviewed were:

- Uniform School Start Date
- Minimum Minutes of Instruction
- Class Size Ratio
- 90 Percent Attendance Rule
- Designation of Campus Discipline Coordinator
- Probationary Contracts
- Teacher Certification
- Teacher Appraisal System
- Site-Based Decision Making

The Committee came back together to discuss innovation exemption areas that members identified as warranting further discussion. The discussion areas were:

- Minimum Minutes of Instruction:
 - Do not want to adjust minutes if it impacts ADA funding
 - PreK minutes is the focus in this exemption
 - Will need to seek TEA guidance as it applies to loss of funding for PreK under this exemption

- **Teacher Certification:**
 - Desire to maintain/implement hiring under the current certification standards first
 - Exception to the above only if the certified candidate pool is exhausted
 - Ensure that specific criteria are established, which include; a bachelor degree/advanced degree, industry specialization, college credentials, content or grade level/certification to be considered for bilingual; must gain certification within one school year, and partial stipend only in areas where offered
 - Exemptions afforded for CTE, Dual-Credit, Advanced Math and Science, and Dual Language certifications only

- **Teacher Appraisal System:**
 - Concern that growth has not been defined as it applies to adding it to the appraisal system
 - No data has been provided to indicate that any other appraisal system is beneficial to IISD
 - IISD determined last year to implement a local appraisal system (L-PDAS) and staff is pleased with the current tool
 - Do not want to test students more
 - Want this to be a five-year decision

- **Class Size:**
 - Concerns expressed for seeking an exemption in this area for K-4
 - No exemption is being sought

- **Probationary Contracts / Contracts:**
 - Addressing relief on for teachers who come the IISD with 5 years of experience in the past 8 years – these teachers under current law qualify for a term contract in year two
 - Seeking financial relief for employees that are being investigated and placed on administrative leave

The committee then finalized a list of innovation exemptions and provided rationale in each of the following recommended areas:

- **Uniform School Start Date**
 - *(TEC 25.0811, 25.0812; IISD Board Policy EB)*
 - Allow for local choice
 - Can be assessed annually to meet needs of the district
 - Allows for flexibility of choosing start and end date each school year

- **Minimum Minutes of Instruction**
 - *(TEC 25.081; IISD Board Policy EC)*
 - PreK data indicates that current minutes offered meet the needs of students
 - Transitions at campuses are needed

- Local decision on start and end time for all Pre-K-12 students
- **Designation of Campus Discipline Coordinator**
 - *(TEC 37.0012; IISD Board policy FO)*
 - Campuses will use a collaborative approach to handling discipline
- **Probationary Contracts/Contract Rights**
 - *(TEC 21.102, 21.104; IISD Board policy DCA)*
 - Flexibility in offering a probationary contract for up to three years for teachers hired under the 5 of 8 rule will allow flexibility to the district and an option to provide more support and/or coaching prior to offering a term contract
 - Flexibility from provisions that address employment issues as they apply to administrative leave and salary in order to protect the best interests of the district
- **Teacher Certification**
 - *(TEC 21.004, 21.003, 21.057; IISD Board Policy DK)*
 - 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
- **Teacher Appraisal System**
 - *(TEC 21.003, 21.351, 21.352; IISD Board Policy DNA)*
 - No benefit to students by adding a growth measure to the current appraisal system
 - District has chosen to implement a local appraisal system
 - Do not want to add more burden on students through testing

The committee was briefed on how the recommended innovation exemptions will be drafted into a plan by the IISD administrative team on Monday, February 27th. The draft plan will be shared electronically with committee members for review/feedback prior to Wednesday, March 1st. The draft plan will be presented at the March 2nd Public Hearing. The meeting was adjourned at 7:55 p.m.

The next meeting is the first District of Innovation Public Hearing which will be held on Thursday, March 2nd at 4:00 p.m. in the IISD Board Room.