



## KENNEDALE ISD DISTRICT OF INNOVATION PLAN

### I. TERM

The term of the Plan is for five years, beginning July 1, 2017 and ending June 30, 2022, unless terminated or amended earlier by the Kennedale ISD 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 nominate a new committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the Board will adhere to the same term as the original plan. The District may not implement two separate plans at any one time.

### II. PROPOSED ALIGNMENT OF THE PLAN

The Plan is in alignment with the Board's Mission and Goals and the District's Improvement Plan for the upcoming school year.

**Mission:** The mission of Kennedale Independent School District, as an educational leader in partnership with families and the community, is to provide opportunities for academic excellence in a safe and supportive environment so that today's students can become tomorrow's leaders.

**Goal #1** KISD has quality, highly motivated faculty and staff.

**Goal #2** KISD will develop learning standards to meet the needs of all learners.

**Goal #3** KISD partners with families and community to strengthen the educational process.

**Goal #4** KISD recognizes and appreciates people who contribute to the success of our schools and community.

### III. INNOVATIONS

The District proposes flexibility in the following areas:

**A. Certification Required (TEC 21.003) (DBA LEGAL) (DBA LOCAL)**

TEC 21.003 states that “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.” The current certification requirements inhibit the District’s ability to hire professionals with industry experience to teach Career and Technical Education (CTE) courses. In order to provide more students the opportunity to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits. Flexibility to establish its own teacher certification requirements affords the District the following advantages:

- Industry certified and/or trade professionals to teach specialized certification courses.
- Realistic requirements for professionals transitioning from industry to teaching.
- Ability to employ part-time professionals to teach specialty courses.

This exemption permits the District to obtain the same weighted funding as would be available should the professional hold a traditional teaching certification for the course.

**B. Uniform School Calendar (TEC 25.0811) (EB LEGAL) (EB LOCAL)**

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Local control of the instructional calendar affords the District the following advantages:

- Elimination of imbalanced 6 weeks and semester schedules while still ending the first semester prior to the holiday break.
- Alignment of calendar with TCC, Advanced Placement Exams, and STAAR/EOC timelines.
- Ensure hour/seat time requirements are met for Certification courses.
- Creates flexibility for the District to pursue year round school of choice for identified populations.

**C. Probationary Contracts (TEC 21.102) (DCA LEGAL)**

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year. This limited time period is insufficient in some cases to fully determine the teacher’s effectiveness in the classroom. Relief from Texas Education Code 21.102 will permit the District the option to issue a probationary contract for a period of up to two years for experienced teachers, counselors or nurses newly hired in Kennedale ISD.

**D. Teacher Mentors (TEC 21.458) (DEAA LEGAL)**

TEC 21.458 lays out several requirements for teacher mentors. An exemption from these requirements would allow for any teacher in need of mentor assistance or support to be assigned a mentor. In addition, mentors would be exempt from the qualifications described in Subsection (b), thus increasing the pool of teachers from which the district could draw for these targeted mentoring programs.

E. **Minimum Minutes of Instruction for Pre-kindergarten** (TEC 25.081) (EC LEGAL)

The law as currently written requires pre-K students to attend 3.5 hours per day in order to receive half-day funding. Kennedale ISD has long maintained a half-day program for its pre-K students. Because time must be allowed between the morning and afternoon sessions in order to accommodate transportation of the morning group home and pick up and drop off of the afternoon group to school, (and comply with duty free lunch provisions of TEC 21.405 and the planning and preparation time provision of TEC 21.404), Kennedale ISD's half day program operates 3 hours per session.

**IV. IMPLEMENTATION**

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. Specific implementation plans will be developed by the appropriate campuses and departments. Adjustments to Board Policy will be researched and adopted where appropriate.

## Kennedale Independent School District

### District of Innovation Committee 2016

Logan Barrett	Project Director of ACE	ACE
Anthony Bichel	Parent	JAA / JFD
Mark Biondi,	Associate Superintendent	ADM
Cari Blackstone	Parent/Principal	RFP
Frankie Bryson	Principal	JAA
Michael Cagle	Principal	KJH
Jan Cleere	Director of Instructional Services	CIA
Amber Demroski	Parent	JAA / JFD
Kelly Fail	Parent	KJH / JAA / JFD
Jackie Fisher	Teacher	RFP
Missy Glenn	Deputy Superintendent	ADM
Melisa Greenfield	Parent	KJH / KHS
Seth Hay	Assistant Principal	KHS
Priscilla Hightower	Teacher	RFP
Erin Jamison	Public Relations Coordinator	ADM
Justin Marchel	Principal	KHS
Katina Martinez	Principal	JFD
Shaheen Matuni	Parent/Teacher	JFD / KHS
Christie Miller	Finance & Federal Programs	ADM
Kim Padgett	Parent / Teacher	KHS
Barbara Payne	Counselor	RFP
Charity Simmons	Counselor	JFD
Daniel Soliz	Teacher	KHS
Katrina Strait	Parent	JFD
Michael Strange	Parent / Teacher	RFP / KHS
Charity Woods	Director of Special Programs	CIA
Tanya Widner	Teacher	JAA