

Pleasant Grove Independent School District

District of Innovation Plan
March 2017-March 2022

Pleasant Grove ISD Local Innovation plan:

Introduction:

House Bill 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation (DOI), and obtain exemption from certain provisions of the Texas Education Code. On November 17, 2016 the Pleasant Grove ISD Board of Trustees passed a resolution to initiate the process of designation as a DOI in order to increase local control over certain district operations and support innovation and local initiatives to improve educational outcomes for the benefit of students and the community. Districts are not exempt from statutes including curriculum and graduation requirements and academic and financial accountability under a District of Innovation Plan.

On November 17, 2016 the Board appointed the District Educational Improvement Committee to serve as the local DOI Committee. This committee met on November 28, 2016 and December 12, 2016 to discuss and draft this Local Innovation Plan.

TERM

The term of the plan is five years, beginning March 2017 through March 2022, unless otherwise terminated or amended by the Board of Trustees in accordance with the law. The DOI Committee will continually monitor the effectiveness of the plan and provide routine feedback to the Board of Trustees.

I. EDUCATIONAL FOCUS

The DOI plan is guided by the District's mission statement and four key questions for instructional planning and student impact. It is also aligned with the District's strategic planning goals and strategies.

Mission statement: Pleasant Grove ISD, in collaboration with the community, is to empower students through experiential learning to successfully navigate the opportunities of a competitive and complex world.

Four key questions:

1. What do we expect our students to learn?
2. How will we know they are learning

3. How will we respond when they are not learning?
4. How will we respond if they already know?

Strategic action goals:

- (2) Execute a curriculum intentionally designed to foster a lifelong love of learning through collaboration and innovation.
- 2.1 Develop multiple pathways to ensure success beyond graduation through academic programs
 - 2.2 Build additional higher education and business partnerships to increase opportunities for students
 - (4) Partner with the stakeholders to ensure a positive educational experience for all learners.
 - 4.3 Improve a community partnerships
 - 4.5 Provide media coverage of school events and accomplishments
 - (5) Employ and recruit qualified staff who cultivate learning and create an environment that embodies the traditions of Pleasant Grove.
 - 5.1 Provide Professional Development opportunities in the core curriculum, Advanced Placement, Dyslexia, Gifted & Talented, ESL, Fine Arts strands, technology integration and research based instructional strategies to attract and maintain a highly qualified and innovative staff
 - (7) Attract and cultivate students with the potential to achieve excellence.
 - 7.2 Integrate and support new students in the district

IV: REQUIREMENTS OF THE EDUCATION CODE THAT INHIBIT THE FORWARD PROGRESS OF THE MISSION, KEY QUESTIONS, AND STRATEGIC GOALS:

1-1. Teacher Certification: CTE; Dual Credit; Foreign Language, (Exemption TEC 21.003) (Policy)

Inhibiting statute:

TEC §21.003(a) states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification.

This system limits the applicant pool further in this time of teacher shortage. The district's exemption from 21.003 would allow the district flexibility in staffing and will enrich applicant pools in specific areas of need. It also allows for the consideration of part time or full time employment of industry experts to transition to the teacher profession.

Innovation Strategies

For grades 6 -12, the campus principal may submit to the superintendent a request for local

innovation permit that will allow a non-certified, but qualified teacher to teach one subject in a related field for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials the ~~certified teacher~~ **applicant** possesses that would qualify this individual to teach the proposed subject. Emergency or financial situations creating the need for this assignment should also be noted.

- **An individual may hold a teaching certification in another state for Academic subjects or Career and Technology, after local review of credentials, education and experience.**
- **An individual may have the education, background, experience, skills or work related/ industry experience to work full time or part time in a designated area after local review of credentials, education and experience.**
- Whenever possible, lesson plans for the teacher possessing the innovation permit will be created in partnership with certified teachers in the same field.
- The superintendent will report this action to the Board of Trustees at the first board meeting following the assignment.
- A teacher certification waiver, state permit application(s), or other paperwork will not be submitted to the Texas Education Agency.
- Local innovation permits will expire at the end of each school year and may be renewed at the superintendent's discretion. An employee working under a local innovation permit ~~will not receive a contract but will be employed on an at-will basis.~~ **-will work under standard Chapter 21 contracts for professional non certified employees.**

Goal 2-1: School start date:
(TEC 25.0811a) (Policy)

Inhibiting statute:

TEC §25.0811 (Uniform School Start Date) states that a school district may not begin student instruction before the 4th Monday of August. A district may not receive a waiver for this requirement.

Innovation strategies:

- Embed professional development and collaborative meetings in the school year calendar to map out curriculum and spiral SEs in a timelier manner.
- Balance semesters to better pace and deliver instruction before and after winter break and prior to state assessments.
- Align with Advanced Placement and Dual Credit semester requirements.
- Seek to reduce summer regression in learning by beginning school before the fourth Monday in August.
- Gain transition time for social and emotional learning for those students who are transitioning campuses.

V. SUMMARY:

The PGISD DOI Committee created this plan with careful consideration to the selection of the exemptions contained within this plan. All were chosen to provide opportunities for Pleasant

Grove ISD to personalize and enhance learning for all students.

The Board of Trustees will work with the Superintendent of Schools to approve changes to school year calendars and local innovation permits. Exemptions will be monitored by district staff, DOI committee, and the Board of Trustees by using student performance data and T-TESS appraisal data from our Data Management System (DMAC). Adjustments will be made in the best interests of students and staff, if necessary, at any time during the term of this plan.

DISTRICT OF INNOVATION TIMELINE

PLEASANT GROVE ISD

Thursday, November 10, 2016- 9:00 a.m., PGCS Conference Room

- Initial meeting with administrative staff to discuss preliminary thoughts and discuss possible members of the District of Innovation Committee

Thursday, November 17, 2016- 5:30 p.m., PGCS Board Room

- Board approval of Resolution that will begin the decision process (TEC 12A.001(c)(1))
- Public Hearing to explain and discuss the possibility of becoming a District of Innovation (TEC12A.002(b)(2), 12A.003)
- Board approval of members of District of Innovation Committee (TEC 12A.002(b)(2), 12A.003)

Thursday, November 17, 2016- 9:00 a.m., PGCS Conference Room

- Meeting with administrative staff to discuss District of Innovation plan and proposed members of the District of Innovation Committee

Monday, November 28, 2016- 6:00 p.m., PGCS Board Room

- First meeting of the District of Innovation Committee

Monday, December 12, 2016- 6:00 p.m., PGCS Board Room

- Second meeting of the District of Innovation Committee

Wednesday, January 4, 2017- 11:00 a.m., PGHS Central Office

- District Advisory Committee Public Meeting (TEC 12A.005)(a)(3)
- 3:45 p.m. PGISD District of Innovation Plan is discussed at campus faculty meetings

Monday, January 9, 2017- PGCS

- Commissioner notified of Board's intent to vote on DOI on January 12, 2017

Thursday, January 12, 2017

- DOI plan posted on the district website for 30 days (TEC 12A.005)(a)(1))

February 13, 2017- 5:30 p.m., PGCS Board Room

- DOI committee passes the plan by a majority vote

Thursday, March 9, 2017- 5:30 p.m., PGCS Board Room (Regular Business)

- Approve the District of Innovation plan by $\frac{2}{3}$ majority (TEC 12A.005(b))

Friday, March 10, 2017- 8:00 a.m., PGCS

- District of Innovation plan sent to Commissioner of Education (TEC 12A.005 (a)(2))

District of Innovation Committee

2016-2017

Appointed Committee by Board of Trustees:

Elementary School

Teachers – Lori Mueller, Mandy Davis, Michelle Couch

Professional Non-Teaching - Chad Blain

Intermediate School

Teachers

Jessi Martin

Kelsey Reynolds

Melissa Thigpen

Professional Non-Teaching – Pam Bradford

Middle School

Teachers – Sylvia McElhany, Judith Stone, Marica Nicholas

Professional Non-Teaching – Jon Tomberlain

High School

Teachers – Michelle McInnis, Marion Houff, Debby Sutton

Professional Non-Teaching – Karen Carpenter

District Level Non-Teaching – Kristen Giles

Business Members – Keith Laing, Sara Whitaker

Parent – Danielle Patterson, Dr. Abbie Strunc

Community – Lamova Burks, Jon Sheppard

District Staff – Mendy Sharp, Bill Harp

Chairperson – Dr. Jason Smith