



**Pleasant Grove Independent  
School District**

**District of Innovation Plan Renewal**

**March 2022-March-2027**

## **Pleasant Grove Independent School District**

### **District of Innovation Renewal Plan**

#### **I. INTRODUCTION:**

Chapter 12A of the Texas Education Code, enacted in June 2015, permits Texas public school districts to become Districts of Innovation (DOI), and obtain exemption from certain provisions of the Texas Education Code. In accordance with all the substantive and procedural requirements of Chapter 12A, the Pleasant Grove Independent School District adopted a local innovation and became a District of Innovation. The District's local innovation plan began in March 2017 and expires March 2022. The plan was amended in January 2020. Accordingly, the District seeks to renew its local innovation plan in accordance with Chapter 12A and 19 Tex. Admin. Code § 102.1313. .

#### **II. TERM:**

The term of the renewed plan is five years, beginning March 2022 through March 2027, 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.

#### **III. 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:** The mission of Pleasant Grove Independent School District is to ensure high levels of learning for all students.

#### **Four Key Questions:**

1. What do we expect our students to learn?
2. How will we know if 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. RENEWAL REQUIREMENTS: Local Innovation Plans must be renewed every five years to maintain a District of Innovation Status**

Pleasant Grove ISD remains committed to ensuring high levels of learning for all students while aligning district policies, programs, and practices to reflect this commitment. Therefore, it was determined that the increased flexibility and opportunities afforded by the District of Innovation status was imperative to maintain. Accordingly, the District Education Improvement Committee, serving as the District Advisory Committee, convened on December 6, 2021 to consider the renewal process. It was determined the plan would be renewed “as is” with the exception of updating the district Mission Statement.

##### **Renewal Timeline:**

- December 14, 2021 District Education Improvement Committee (DEIC) met to review the plan and renewal process
- December 15, 2021-January 18, 2022 renewed plan posted to the Pleasant Grove ISD website for 30 days for community feedback
- January 24, 2022 District Education Improvement Committee (DEIC) approved the plan by majority vote
- February 10, 2022 Pleasant Grove ISD Board of Trustees approved the District of Innovation plan by a 2/3 majority vote
- February 11, 2022 District of Innovation Plan sent to Commissioner of Education

**District Education Improvement Committee (DEIC) Members for Renewal Plan**

<b>Name</b>	<b>Role</b>
Lindsey Head	Margaret Fischer Davis Elementary Teacher
Brittany Beaird	Margaret Fischer Davis Elementary Teacher
Rachel Begoon	Margaret Fischer Davis Elementary Teacher
Cathy Pace	Margaret Fischer Davis Special Education Teacher
Courtney Harris	Pleasant Grove Intermediate School Teacher
Emily Tate	Pleasant Grove Intermediate School Teacher
Abby Pickett	Pleasant Grove Intermediate School Teacher
Stella Cochran	Pleasant Grove Middle School Teacher
Jeanna Morris	Pleasant Grove Middle School Teacher
Melissa Colorigh	Pleasant Grove Middle School Teacher
Tiffany Beck	Pleasant Grove High School Teacher
Shane Riddell	Pleasant Grove High School Teacher
Emily Szymanski	Pleasant Grove High School Teacher
Natalie Reeves	Margaret Fischer Davis Elementary Principal
Pam Bradford	Pleasant Grove Intermediate School Principal
Ashley Barker	Pleasant Grove Middle School Principal
Kristen Giles	Pleasant Grove High School
Derick Sibley	Director of Finance
Carla Dupree	Assistant Superintendent of Schools
Kevin Avery	Business Representative
Lane Peeples	Business Representative
LaMoya Burks	Parent
Brooke Coleman	Parent
Mary Beth Womack	Community Representative

JW Bramlett	Community Representative
Chad Pirtle	Superintendent of Schools

**V: 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 sought: TEC 21.003) (Policy) [are you required to cite the policy? If so, insert here, or if not, delete reference to (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 a 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 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 work under standard Chapter 21 contracts for professional non certified employees:

Goal 2-1: School start date: (TEC 25.0811(a)) (Policy) [see above reference to 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 more timely 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.

### **§25.036 Inter-district Transfers**

Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

### **Proposed**

Pleasant Grove ISD maintains a transfer policy under FDA (Local) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary records, work habits, and attendance records are evaluated. Transfer students are expected to follow the attendance requirements, rules and regulations of the District. TEC 25.036 has been interpreted to establish the acceptance of a transfer as a one year commitment by the District. The District is seeking to eliminate the provision of a one year commitment in accepting transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In

addition, student attendance may fall below the TEA truancy standard. In these rare cases, Pleasant Grove ISD seeks exemption from the one year transfer commitment.

### **Local Guidelines**

While Pleasant Grove ISD is very generous in accepting interdistrict transfers, nonresident students who have been accepted as an interdistrict transfer may have such transfer status revoked by the Superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

### **Probationary Contract Period**

Under TEC 21.102(b), 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 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**

TEC 21.102(b) states that a probationary contract 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 in the district. The district is seeking to exempt out of the "5 of 8 years" rule in order to have the ability to extend the probationary period by up to two additional one year periods, for a maximum permissible probationary period of three school years, even for veteran teachers. This provision would apply to teachers who are new to the district.

### **Local Guidelines**

While Pleasant Grove ISD seeks to provide the most qualified teachers for the students, the ability to extend an offer of a probationary contract for up to three school years ensures that the teacher is entitled to the rights and privileges of employment that a teacher with a term contract has as well as ensures that the recommendations regarding that teacher are in the best interest of the district.

## **VI. 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 Eduphoria Strive. Adjustments will be made in the best interests of students and staff, if necessary, at any time during the term of this plan