



# Eagle Mountain Saginaw ISD District of Innovation

*Date of Approval*

## District of Innovation Planning Committee Members

Member	Position
Dr. Dana Barnes- Chair	Executive Director Of Educational Services
Lisa Dunn	Director of Elementary Services
Carrie Harrison	Director of Secondary Staffing
Karen Ray	Director of Professional Learning and Advanced Academics
Jane Valdez	Director of Finance
Stacy Summerhill	Director of Curriculum and Learning Services
Dana Eldridge	Director of Career and Technology
Chelsea Baldwin	UEA Representative
Tami Sanford	UEA Representative
Jaimie Morgan	Teacher
Mallory Bui	Teacher
Stacey Flake	Teacher
Leslie Harvey	Teacher
Keila Mena	Teacher
Wes Adair	Teacher
Kelli Dougher	Teacher
Jen Penrod	Teacher
Nika Davis	Principal
Danny Knowles	Principal
Whitney Wheeler	Principal
Susan Cook	Principal
Dr. Chaney Curan	Principal
Natasha Provo	Librarian
Blake Mabry	Community Leader/Parent

## District Planning and Advisory Committee

### **Boswell High School**

Jaime Morgan (2018)  
James McCarry (2017)

### **Chisholm Trail High School**

Wes Adair (2018)  
Stacey Flake (2017)

### **Saginaw High School**

Rebecca Russell (2018)  
Keila Mena (2017)

### **Watson High School**

Kelli Dougher (2018)  
Kayla Pearce (2017)

### **Hollenstein CTC**

Steve Tucker (2018)  
Chera Onderko (2017)

### **Creekview Middle School**

Terri Schryvers (2018)  
Jodi Brownlee (2017)

### **Highland Middle School**

Omar Chavira (2018)  
Paul Montreuil (2017)

### **Prairie Vista Middle School**

Erica Sidman (2018)  
Abbey LaSalle (2017)

### **Wayside Middle School**

Brandy McDonner (2018)  
Jill Touraine (2017)

**Ed Willkie Middle School**

Stephen Corkill (2018)  
Jennifer Smith (2017)

**Hafley Development Center**

Brittany Williamson (2018)  
Angie Sinclair (2017)

**Bryson Elementary**

David Prince (2018)  
Ronda Collier (2017)

**Chisholm Ridge**

Jana Price (2018)  
John Collett (2017)

**Comanche Springs**

Christina Dauphinais (2018)  
Angela Renee Gillen (2017)

**Dozier Elementary**

Molly Davis (2018)  
Brittany Schlueter (2017)

**Eagle Mountain Elementary**

Beth Welch (2018)  
Lynnette Darden (2017)

**Elkins Elementary**

Gina Schirico (2018)  
Tammie Shelton (2017)

**Gililand Elementary**

Melinda (Mary) Franco (2018)  
Autumn Wood (2017)

**Greenfield Elementary**

Jeannie Cook (2018)  
Jeannine Germaine (2017)

**High Country Elementary**

Sandy Thompson (2018)  
Diane Young (2017)

**Lake Pointe Elementary**

Emilee Albritton (2018)  
Leslie Harvey (2017)

**Northbrook Elementary**

Jana Mueller (2018)  
Mallory Bui (2017)

**Parkview Elementary**

Lesley Atchley (2018)  
Rebecca Bills (2017)

**Remington Point Elementary**

Sharon Hall (2018)  
Jennifer Stoffle (2017)

**Saginaw Elementary**

Marla Hanson (2018)  
Lindsey Kokenzie (2017)

**Willow Creek Elementary**

Amanda Doll (2018)  
Yvette Stanley (2017)

**Other Professional  
Representatives**

Mylie James (2018)  
Dana Barnes (2018)  
Eva Marie Quintero (2017)

**Parent Representatives**

Laura Puckett (2018)  
Blake Mabry (2017)

**Business Representatives**

Cindy Willeford (2018)  
Aaron White (2017)

**Community Representatives**

Tom Bainter (2018)  
Doug Fox (2017)

**District Level Professional  
Staff**

Dana Eldredge (2017)

**District Resource  
Representatives**

Jim Chadwell  
Linda Parker  
Jim Schiele  
Clete Welch  
Megan Overman  
Lisa Dunn  
Stacy Summerhill  
Kirk Murdock  
Aaron Wylie  
Karen Ray  
Dana Eldredge  
Ron Hastings  
Shawn Bell  
Bobby Jester  
Jennifer Villines  
Deborah Dockens  
Mary Jones  
Heather Hughes

Steve Williams – Committee Chair

## **I. Eagle Mountain-Saginaw ISD District of Innovation Introduction**

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public schools to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. On May 16, 2016, the Eagle Mountain-Saginaw Independent School District's Board of Trustees ("Board") passed a Resolution to Adopt a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On May 16, 2016, the Board held a public hearing and appointed a six-member District of Innovation Planning Committee ("Committee"). The Committee met on September 12, 2016; October 3, 2016; and December 1, 2016; to discuss and draft the Local Innovation Plan ("Plan").

## **II. 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 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 appoint a 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.

## **III. CONTINUAL IMPROVEMENT**

The Local Innovation Plan is guided by and aligned with Eagle Mountain-Saginaw ISD Mission, Beliefs, and ASPIRE 2022 Strategic Plan.

### **Mission**

The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion** for a **lifetime of continuous achievement** in **every student**.

### **Beliefs**

1. Every student is a unique individual with unique potential.
2. Effective communication is key to success.
3. Engaged and interested students learn more effectively.
4. Respect is a key to success.
5. Education is a team effort.
6. High quality educational facilities optimize student and staff success.
7. Accountability is essential to success.
8. A physically and emotionally safe environment promotes student learning.
9. A high quality education is barrier free.

### **ASPIRE 2022 Strategic Objectives**

An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability.

1. Each student will have a dynamic-customized education plan from registration to graduation which contains post-secondary goals and inspires individual success.

2. Each student will be equipped with innovative technological skills to compete and contribute in a constantly-evolving global society.
3. Each student will be challenged to fulfill the district's high expectations and leave the district prepared and qualified to succeed in their chosen path(s).

### **ASPIRE 2022 Strategies**

Strategies are bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.

#### Strategy #1

We will design and implement a system in which personal education plans are created that promote high expectations and meet the academic, social, emotional, and extra-curricular needs of each student.

#### Strategy #2

We will create an interconnected community where technology is integrated into the fabric of all we do. The district will provide the resources, training, and skill development to drive our students' future success.

#### Strategy #3

We will provide each teacher with the resources and opportunities to collaboratively plan the innovative implementation and delivery of the instructional program.

#### Strategy #4

We will create a culture that promotes each student's inner drive, providing the opportunity to reach full potential.

#### Strategy #5

We will systematically evaluate and assess learning, processes, and programs against internal and external benchmark standards to hold staff and students accountable for our culture of excellence.

#### Strategy #6

We will employ and retain high-performing, dynamic educators with character and conviction to improve themselves and their students through effective strategies by innovative, targeted continuing education, freedom and flexibility to teach beyond established assessments, all with District support.

## **IV. INNOVATIONS**

The EMS ISD School Board and the Local Innovation Committee considered all areas available for local innovation and created a plan in the best interests of the District and its students that centers around five areas:

### 1. Educator Certification Required (TEC 21.003) (DK Exhibit) (DK Legal) (DK Local)

TEC 21.003 states "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) and Science, Technology, Engineering & Mathematics (STEM) 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:

#### Benefit of Exemption for EMS ISD

- Industry certified and/or trade professionals to teach specialized certification courses.
- Greater number of CTE course offerings resulting in more opportunities for students.
- Realistic requirements for professionals transitioning from industry to teaching.
- Ability to employ part-time professionals to teach specialty courses.

#### Local Guidelines

- The District will establish Local Criteria, such as years of experience, qualifications, and industry certifications, to qualify for a local (district) teaching certificate.

- Principals, along with District Directors, will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the District to certify the individual.
- Local policy would be developed to provide internal training for key instructional components such as classroom management, lesson design, instructional strategies, etc.

2. First and Last Day of School (TEC 25.0811) (TEC 25.0812) (EB Legal)

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15. Local control of the instructional calendar affords the District the following advantages:

Benefit of Exemption for EMS ISD

- Elimination of imbalanced 6 weeks and semester schedules while having the ability to end the first semester prior to the holiday break.
- Alignment of calendar with college/university semesters for Dual Credit, Advanced Placement Exams, and STAAR/EOC timelines.
- Ensure hour/seat time requirements are met for Certification courses.
- The balanced semesters will align with college semesters as well, allowing more opportunities for summer school, internships, and industrial certification opportunities.
- Starting one week earlier will also accommodate new and innovative educational models such as longer and more effective summer programming.

Local Guidelines

The District Planning and Advisory Committee will provide opportunities for parent and staff input prior to School Board approval regarding calendar decisions.

3. Minimum Minutes of Instruction: (TEC 25.081) (HB 2610) (EB Legal)

For each school year, each school district must operate so that the District provides for at least 75,600 minutes of instruction, including intermissions and recesses.

**Pre-Kindergarten Exemption**

Benefit for EMS ISD Pre-Kindergarten Program:

- The state requires 75,600 minutes for full day programming. For half-day programs such as Pre-Kindergarten, the required minimum minutes of instruction would be 37,800 minutes. There is not enough time in the day to be able to accommodate 37,800 minutes for both a morning and an afternoon group of students.
- This exemption will allow for a 180-minute school day for half-day programs, ensuring that each teacher will receive a conference period and duty free lunch within the regular school day.

Local Guidelines for Pre-Kindergarten Program

- EMS ISD will offer a Pre-Kindergarten schedule consisting of two, three-hour sessions of 180 minutes each.
- Each teacher will be able to teach two groups of students while still having the required conference period and 30-minute duty-free lunch.

**Alternative Education Setting Exemption**

Benefits for EMS ISD Alternative Campuses

- Alternative campuses offer an education program designed to meet the needs of non-traditional students. This program offers an opportunity for students to acquire credits at a faster rate and mitigate credit deficiencies.
- This provides an alternate route to graduation for students who require a more flexible educational setting.
- Being exempt from the minimum minutes requirement will permit the District to offer alternative programming with fewer minutes that focuses on quality programming and cost savings that is to fit the needs of these students.

Local Guidelines for Alternative Campuses:

EMSISD Alternative Campuses will provide a flexible and innovative variety of options to meet the individual needs of students.

**General School Day Exemption (TEC 25.082)**

Benefits for EMS ISD Campuses

- Options for individualized plans for students who have a life circumstances that prevent them from attending a standard school day (e.g. full time work, pregnancy/parenting, etc.).
- Allow for flexibility in minutes when impacted by severe weather or campus emergencies.

Local Guidelines for Campuses:

EMSISD Campuses will provide a flexible and innovative variety of options to meet the individual needs of students with life circumstances that prevent attendance in a standard school day.

**4. 90 Percent Attendance Rule (TEC 25.092) (FEC Local) (FEC Legal) (EI Legal).**

State law currently requires students attend class 90 percent of the school days in order to earn credit. The law currently requires the District to award class credit to students based on "seat time" rather than based on content mastery.

Benefits of Exemption for EMS ISD

- The 90 percent rule is an arbitrary percentage, which means school districts award credit based on seat time rather than on content mastery. Abstaining from the requirement means the District will not be forced to penalize students who miss class due to extra/co-curricular activities, academic activities, or other extenuating circumstances. This exemption will allow the District to promote student engagement, as well as social and emotional development, by encouraging more students to participate in such activities.
- Allow the District to provide educational advantages to students by promoting learning through innovation in the methods, locations, and times instruction may be delivered to students, thereby accommodating students with legitimate scheduling conflicts, reducing dropouts, and increasing the number of qualifying graduates.

Local Guidelines

- Given this exemption, EMS ISD will explore other innovative ways to demonstrate mastery.
- This exemption supports overarching goals in the Strategic Plan to implement tools, resources, and training that support personalized learning for both students and teachers.
- Relief from Section 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League ("UIL") rules. Moreover, opting out of Section 25.092 in no way limits or modifies a teacher's right to determine the finality of a grade in accordance with Texas Education Code Section 28.0214, nor does it restrict or alter a teacher's right to assign grades in accordance with Texas Education Code Section 28.0216.

**5. Student Discipline Provisions (TEC 37.0012) (FO Legal).**

Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Benefits

- EMS ISD's approach to discipline is collaborative, with multiple administrators sharing responsibilities for providing emotional and social support to students, rather than one individual.
- Exemption from this requirement will allow the option of increasing collaboration in regard to student discipline, as outlined in the EMS ISD Student Code of Conduct.

## V. DISTRICT OF INNOVATION TIMELINE

- May 16, 2016 School Board Meeting  
EMS ISD Board of Trustees voted to adopt a Resolution to explore the designation of a District of Innovation
- May 16, 2016 School Board Meeting  
Board of Trustees appointed a District of Innovation Planning Committee to develop a plan.
- May 16, 2016 School Board Meeting  
Board of Trustees declared an open public hearing to hear public comment.
- September 12, 2016 Districts of Innovation Planning Committee Meeting  
The appointed Committee met and drafted a plan to present to the Board of Trustees.
- October 3, 2016 Districts of Innovation Planning Committee Meeting  
The appointed Committee met and drafted a plan to present to the Board of Trustees.
- November 17, 2016 Principal Leadership Meeting  
Chairman Dr. Barnes and Deputy Superintendent Dr. Parker presented the District of Innovation purpose, plan, and timeline to the district leadership team, which includes principals, coordinators, and directors. An invitation to the DPAC committee to participate in the planning committee was delivered.
- December 1, 2016 Districts of Innovation Planning Committee Meeting  
The appointed Committee and DPAC representatives met and drafted a plan to present to the Board of Trustees.
- December 5- January 11, 2016 Presentation to all campuses  
Principals presented the District of Innovation Plan points to each campus to provide for feedback.
- December 5, 2016, Superintendent address to all Eagle Mountain-Saginaw ISD  
Dr. Chadwell, EMS ISD Superintendent, presents the purpose of the District of Innovation plan and the focus of the plan to EMS ISD via video message sent to staff and posted on website for community viewing.
- December 5 through January 11, 2016 EMS ISD District of Innovation Plan posted on EMS ISD Website for a minimum 30-day period

Proposed Dates for Completion: Changes in dates may occur

- December 12, 2016 Board of Trustees Meeting  
Chairman Dr. Barnes presents the District of Innovation plan to the Board.  
Board President Newcom notifies Commissioner of Education Morath of Intent to Adopt District of Innovation plan report.
- January 11, 2017 District Planning and Advisory Committee  
DPAC meet and are presented the plan draft for feedback and suggestions for improvement.  
Final version is approved with a majority vote.
- January 17, 2017 EMS ISD District of Innovation Public Hearing
- January 17, 2017 EMS ISD Board of Trustees Meeting  
Board of Trustees adopts the proposed District of Innovation plan with two-thirds majority vote.

- January 18, 2017  
EMS ISD District of Innovation plan is filed with the Commissioner of Education.

DRAFT