

# HOLLAND

## INDEPENDENT SCHOOL DISTRICT



## DISTRICT OF INNOVATION PLAN 2023 - 2028



# Holland ISD

## District of Innovation Plan

### Introduction

House Bill 1842, passed during the 84th Legislative Session, allows Texas public schools with sufficient academic ratings to become a District of Innovation. Holland ISD will obtain exemptions from certain regulations of the Texas Education Code. On January 23, 2019, Holland ISD Board of Trustees passed a resolution to initiate the process to become a District of Innovation (DOI). The purpose of passing the resolution is to increase local control over Holland ISD operations and the district's goals by supporting innovation and local initiatives to improve educational opportunities for the benefit of our students, staff, and community. HB 1842 does not allow for exemptions from statutes including curriculum and graduation requirements, or academic and financial accountability.

### Process

The Holland ISD Board of Trustees appointed the Site Based Decision Making Committee to create the plan for the district. The plan will be created by the Site Based Decision Making Committee over several meetings and then posted on the Holland ISD website for 30 days. The committee will vote on the plan after hearing any feedback, and will present the proposal to the school board for approval.

**Holland Independent School District Site-Based Decision Making/DOI  
Committee for Renewal**

Shane Downing	Superintendent
Alex Swick	High School Principal
Gracie Schlickeisen	Middle School Principal
Lori Kinard	Elementary Principal
AJ Walker	High School Teacher
Jessica Cammack	High School Teacher
Kandi Downing	Middle School Teacher
Kelly Taisler	Middle School Teacher
Amanda Chaney	Math Specialists
Tori Brothers	Elementary Teacher
Wendy Frei	Elementary Teacher
Mindy Walker	Reading Specialist
Lauren Harris	Parent
Lauren Patterson	Parent

### **District of Innovation Timeline**

January 23, 2019	Board of Trustees voted to adopt the Resolution to Consider Designation as District of Innovation
February 13, 2019	Board held a public hearing to consider whether the district should become a District of Innovation
February 13, 2019	Board appoints the Site Based Decision Making Committee to develop a local District of Innovation Plan
February 20, 2019	Site Based Meeting to create District of Innovation plan
February 27, 2019	Site Based Meeting to create District of Innovation plan
March 6, 2019	Site Based Meeting to create District of Innovation plan
March 6, 2019	Final Draft posted onto district website for public review and comment (30 days)
April 4, 2019	Site Based Committee had a unanimous vote at public meeting to recommend District of Innovation Plan to Holland ISD Board of Trustees
April 5, 2019	Notify TEA of proposed District of Innovation Plan
April 10, 2019	Board of Trustees approved the District of Innovation Plan
May 10, 2022	Site Based Committee had a unanimous vote at public meeting to recommend an amendment to the District of Innovation Plan to Holland ISD Board of Trustees
June 8, 2022	Board of Trustees consider approving the amended District of Innovation Plan

### **Renewal Timeline**

February 8, 2023	Board voted to begin DOI renewal process and appointed the Site Based Committee to create the revised DOI Plan
February 22, 2023	Site Based Committee Meeting to revise DOI Plan
February 23, 2023	Final Draft posted on district website for public review and comment (30 days)

## Term

The plan will begin April 10, 2019 and end July 31, 2023 unless terminated, amended or renewed by the board of trustees in accordance to the law. The Site Based Committee will review the plan annually and will continue to determine the effectiveness of the plan.

The Renewed plan will begin April 12, 2023 and end April 12, 2028 unless terminated, amended or renewed by the board of trustees in accordance to the law. The Site Based Committee will review the plan annually and will continue to determine the effectiveness of the plan.

## Innovations

Holland ISD proposes flexibility and seeks an exemption in the following areas:

### 1. **First Day of Instruction** (TEC 25.0811)

- A. State law currently prohibits school districts from starting class before the fourth Monday in August
- B. Rationale for exemption
  - More professional development opportunities during the school year for teachers
  - Balances grading periods for more equity in instruction of scope and sequence
  - Balance the amount of instructional time/days per semester.
  - Additional instructional days prior to required state assessments (E.O.C./S.T.A.A.R.)
  - Allow an option to start school with a shorter week, easing the transition back to school for all students
  - Calendar would be more aligned with college schedules, allowing students to enroll in summer courses that start in early June
- C. Proposed Innovation
  - The Holland ISD Site Based Committee will continue the current calendar recommendation process to meet the needs of the district.

### 2. **Teacher Certification** (TEC 21.003)(TEC 21.057)

- A. TEC 21.003 restricts the district's ability to hire educators outside the SBEC approved certification fields and TEC 21.057 requires written notice to parents if an uncertified teacher is assigned to a classroom for more than 30 consecutive instructional days.
- B. Rationale for exemption

- In an effort to provide HISD students with educational opportunities that best serve our community, decisions pertaining to teacher certification will be handled locally.
- With the current teacher shortage, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need.
- The law limits the district's ability to hire non-certified instructors for Career and Technical Education courses.
- Small school district's schedules need flexibility in order to avoid the disruption of an instructional path.

#### C. Proposed Innovation

- The District will make every attempt to hire individuals with appropriate core content course certification for the position in question; however, where that is not reasonably possible, the District will have the flexibility to hire a certified individual who are knowledgeable in the area and equipped to effectively perform the duties of the position in question.
- The campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach where he/she is not certified. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject.
- An individual with experience in the content of an elective course could be eligible to teach a vocational skill or elective course through a local teaching certificate. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject. The superintendent, after consultation with the campus principal, will examine the candidate's professional work experience, formal training and education, relevant licensure, certification or registration related to the subject matter he or she will be teaching.
- The district will establish local requirements such as years of experience, qualifications, and industry certifications.
- The teacher must complete classroom management training along with any other continuing education requirements prior to teaching in the classroom and will be assigned a state certified teacher as a mentor
- Teacher certification waiver requests, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. The District will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.
- The superintendent will approve or deny the request for local certification and notify the board at the next meeting if a teacher is teaching under local certification. Written notification of parents will not be required.

### **3. Absences for College, University, or Military visits** (TEC 25.087)

- A. Texas law states that students are excused for a maximum of two days for college or university visits in their junior year and again in their senior year
- B. Rationale for exemption
  - High school students are not allowed to receive an excused absence if they take more than two visits during their junior and senior year
- C. Proposed Innovation
  - The district shall excuse a student for up to two days during their junior year and up to four days during their senior year to visit an accredited institution of higher education and/or military enlistment activity

### **4. Transfer Students** (TEC 25.036)

- A. Texas law allows a district to accept students as transfers who are not eligible to enroll in the district. TEC 25.036 requires the school district to enroll a student as a transfer for a period of one school year. Holland ISD maintains a transfer policy under FDA (Local) requiring non-resident students wishing to transfer to file a transfer application each school year. Before approving a transfer request, the availability of space, availability of instructional staff, availability of programs and services, disciplinary records, work habits, and attendance records will be evaluated for each student. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district
- B. Rationale for exemption
  - On rare occasions, student behavior warrants in school suspension, out of school suspension, placement in a disciplinary alternative education program (DAEP), or expulsion
  - The district's efforts to improve attendance rate could be negatively impacted by transfer students with poor attendance
  - A transfer student's enrollment of one year could negatively impact campus culture due to behavior or attendance concerns
- C. Proposed innovation
  - The district is seeking exemption from the one year commitment in accepting transfer applicants
  - Transfer students may have transfer status revoked by the superintendent at any time during the year if the student is assigned disciplinary consequences of in school suspension, out of school suspension, placement in DAEP, or expulsion

- Students not meeting the state's attendance and/or truancy standard may also be subjected to immediate revocation of the transfer status

## **5. School Health Advisory Council** (TEC 28.004)

- A. Texas law states that school districts will hold a minimum of four meetings per year.
- B. Rationale for exemption
  - The size and stability of the membership of the SHAC committee ensures that committee members are aware of the needs of the district's students and are often able to review, advise and revise plans in fewer than four meetings.
- C. Proposed Innovation
  - The SHAC committee will meet at least twice per year.

## **6. Probationary Contracts** (TEC 21.102)

- A. Texas law 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 with the district.
- B. Rationale for exemption
  - Holland ISD believes one year is not always a sufficient amount of time to evaluate a teacher's effectiveness in the classroom and the appropriate fit for the campus and the district. Administrators make contract recommendations in the early spring each year, which is prior to some observations and summative conferences.
- C. Proposed Innovation
  - The District will renew the probationary contract for two additional one year periods, for a maximum of three school years, for all employees that are new to the district, regardless of previous years of experience.