



Aubrey Independent School District

Local District of Innovation Plan

**Effective
2018-2019 to 2022-2023
School Years**

Local Innovation Plan

AISD District of Innovation Planning Committee

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November 15, 2017

Board Meeting

AISD Board of Trustees approved a resolution to pursue a District of Innovation Plan (TEC 12A.00(C)(1)).

December 13, 2017

Board Meeting

AISD Board of Trustees held a public hearing to pursue a District of Innovation Plan with the following charge and appointed the DOI committee members. CHARGE: "It is the desire of the Board of Trustees that the committee determine innovations focusing specifically in the areas of the instructional school calendar and certification flexibility for middle and high school CTE instructors." (TEC 12A.002(a)).

December 13, 2017

Board Meeting

Board approval of members of the District Advisory Committee to explore DOI (TEC 12A.002(b)(2)).

January 18, 2018

1st DAC/DOI Committee Meeting

The DOI committee met to discuss the DOI process, timeline, term, and innovations.

January 19, 2018-February 19, 2018

Plan posted online

Plan posted on district website for 30 days (TEC 12A.005(a)(1)).

February 13, 2018

Review

Plan reviewed by school counsel, Mike Leasor, and Leah Martin and Brandon Spenrath at TEA.

February 19, 2018

DAC/DOI Public Hearing/Vote

Committee hosts public meeting and approved plan with majority vote.

February 20, 2018

Notification

February Notify Commissioner of Education of board's intent to vote on District of Innovation.

February 21, 2018

Board approval

Aubrey ISD Board of Trustees discuss and approve AISD District of Innovation Plan (TEC 12A.005(b)).

February 22, 2018

Notification

Commissioner of Education notified of AISD DOI plan using form TAC 102.1307(d).

February 22, 2018

Send to TASB for local policy updates

Aubrey Independent School District

District of Innovation Plan

I. INTRODUCTION

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. On December 13, 2017, the Aubrey 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 December 13, 2017, the Board appointed a District of Innovation District Advisory Committee ("Committee") comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators. The Committee met on January 11, 2018, to discuss and draft the Local Innovation Plan ("Plan").

II. DISTRICT STRATEGIC PLAN

a. Mission

The mission of the Aubrey I.S.D. Chaparral family is to INSPIRE, NURTURE, and EMPOWER all students to realize their potential and to succeed in an ever-changing world.

b. Vision

Inspire passion, empower excellence, nurture innovation. WE are AUBREY ISD. Challenging ourselves to be World Class.

c. Values

The Aubrey ISD family values: Integrity, Respect, Compassion, Loyalty, Service, Excellence

d. Goals

All students will influence the world in a positive way.

All students will fulfill their individual gifts, talents, and passions.

All students will succeed in an ever-changing world.

e. Portrait of a Graduate

Aubrey I.S.D. graduates have an awareness of self, are equipped with essential life skills, and are:

Critical and creative thinkers,

Effective collaborators and communicators,

Academically and digitally astute,

Confident, self-motivated leaders who are dedicated to service and making a difference in the world.

f. Parameters

WE WILL make decisions in the best interest of the students we serve.

WE WILL reflect the core values of AISD.

WE WILL NOT confine our thinking to the limits of our existing organization.

WE WILL NOT allow government restraints to compromise the quality of learning opportunities.

WE WILL embrace diversity and global awareness.

WE WILL be accountable for our success.

g. Strategies and Tactics

STRATEGY 1: We will ensure an innovative and challenging learning environment in all classrooms PK–12.

TACTIC 1: By June 2019, the AISD family will ensure teachers are prepared to provide innovative learning experiences for their students by providing training and support.

TACTIC 2: By September 2019, the AISD family will ensure students have opportunities to explore their own passions and interests.

TACTIC 3: By September 2019, the AISD family will ensure students have authentic opportunities to integrate learning with multiple disciplines and to apply their learning to the real world.

STRATEGY 2: We will ensure increased learning opportunities and choices in PK–12 to create an environment that cultivates students' interests, gifts, skills, and academic strengths.

TACTIC 1: By May 2018, the Aubrey ISD family will ensure implementation of programs that expand students' interests, gifts, and skills.

TACTIC 2: By May 2018, the Aubrey ISD family will increase diversity of extra-curricular programs offered in the high school.

TACTIC 3: By May 2018, the Aubrey ISD family will support and develop the post-secondary educational and vocational/occupational goals of each student.

TACTIC 4: By May 2018, the Aubrey ISD family will implement methods for students to understand and show self-awareness through a variety of learning activities.

STRATEGY 3: We will ensure appropriate facilities, resources, and training for continued growth.

TACTIC 1: By May 2018, each campus will create and use flexible learning spaces to empower innovation.

TACTIC 2: By May 2019, each campus will provide on-going facilitation to nurture excellence in instruction and digital learning.

TACTIC 3: By January 2018, implement a strategic process to proactively develop, retain, and recruit high quality personnel.

TACTIC 4: By August 2018, establish leadership and career development opportunities to increase the capacity for all staff to equip all students for success.

STRATEGY 4: We will foster a working partnership between the schools and community.

- TACTIC 1: By May of 2019, ensure a district culture that celebrates the diversity of our school communities.
- TACTIC 2: By May 2018, design a parent and community engagement plan.
- TACTIC 3: By May 2020, community connections and relationships will be fostered that contribute to the success of all students.

III. INNOVATIONS

A. **Uniform School Start Date** (EB LEGAL) (TEC 25.0811)

Current Statute

Texas Education Code Section 25.0811(a) "Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August."

Rationale

Local control of the instructional calendar affords the District the following advantages:

- Elimination of imbalanced 9 weeks and semester schedules while still ending the first semester prior to the holiday break.
- Alignment of calendar with our Special Education Cooperative Districts and UIL Districts.
- Additional instructional time prior to Advanced Placement Exams and STAAR/EOC tests.
- Ability to offer a more flexible summer school timeline.

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Aubrey ISD is requesting local control of its school calendar. With continued input from staff and community members, the annual calendar will be developed and approved by the Board of Trustees. Through this exemption, the first day of instruction can begin prior to the fourth Monday in August.

B. **Certification Required** (DBA LOCAL) (DBA LEGAL) (TEC 21.003) (TEC 21.057)

Current Statute

TEC §21.003(a) Certification Required "A person may not be employed as a teacher, teacher intern or teacher trained, 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."

TEC §21.057(a-e) Parental Notification (a) "A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom." (b) "The superintendent of the school district shall provide the notice

required by Subsection (a) not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.”

Rationale

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.
- Greater number of CATE 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.
- Additional course interests align with our Strategic Plan.

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The district fully intends to maintain its commitment to hire certified professionals and will continue to seek employees with appropriate certifications. However, this exemption will permit district leadership to have the flexibility to establish its own criteria in hiring quality personnel who may have knowledge in the hard-to fill areas of CTE but lack the traditional certifications. This would permit hiring community college instructors, university professors, and individuals from trades, industries and vocations with real world experience and industry knowledge of the field. The district will establish its own criteria for such hiring under this exemption.

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.

V. TERM

The term of the Plan is for five years, beginning with the 2018-2019 school year and ending with the 2022-2023 school year, 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 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.