



Alpine Independent School District

Alpine ISD will provide our children with learning experiences to be responsible, productive, and successful citizens of an ever changing world.

District of Innovation Overview

The District of Innovation concept, passed by the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open enrollment charter schools.

Potential benefits of becoming a District of Innovation include:

- **Local Control:** Districts decide which flexibilities best suit their local needs.
- **Customization:** Districts can create an innovation plan for a level of school (e.g., only high schools), grade level, or a single campus.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.
- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools.

Alpine ISD is driven by four Board Goals. These goals drive all decisions regarding instruction and operations in Alpine ISD.

1. Provide a safe learning environment which allows for academic excellence.
2. Provide sound fiscal and resource management.
3. Enhance family, school, and community relationships, partnerships and communication.
4. Maintain and improve all Alpine ISD facilities/infrastructure.

Alpine ISD has developed this five year District of Innovation Plan, beginning with the April 20, 2022 school year and concluding on April 20, 2027 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District of Innovation Committee will continually monitor the effectiveness of the plan and make recommendations to the board accordingly.

Timeline

- March 3, 2022 - Met with DOI stakeholders
- March 18 - - Final plan on website for 30 days
- March 23 - School Board notifies Commissioner of intention to vote on adoption of proposed plan.
- April 11, Public Meeting announcement sent to newspaper
- April 19, Public Meeting with DOI committee meeting 4:30pm at AISD Admin Building.
- April 20 - Goes to School Board for approval
 - Adopt with $\frac{2}{3}$ vote
 - District notifies Commissioner of approval
 - Copy of local plan goes on website
 - No later than the 15th day from approval, copy goes to TEA
 - School Board adopted the proposed local innovation plan unanimously.
- May 4 – Newly approved final innovation plan is placed on AISD website.
 - District notifies the commissioner of approval of the plan.
 - Link of the AISD plan sent to TEA for placement on agency website.
- May 25
 - DOI Stakeholder meeting to discuss amending plan.
- July 20, 2022
 - Public Meeting for amending.
 - School Board approved and adopted newly amended plan.
 - Newly amended plan goes on website

Committee Members

Elaina Sharron	AMS Teacher
Felicia Locke	AES Teacher
Jessica Murphy	AES Principal
Kimra Rogers	AES Counselor
Adrienne Reyes	AMS Counselor
Clay Braden	AISD CFO
Christopher Thomas	AMS Asst. Principal
Darin Nance	Director of Technology
Dennis McEntire	AISD Interim Supt.
Johanna Wells	Community Member
Judith Pardo-Alferez	AMS Principal
Katy Matthews	AMS Teacher
Kayla McKee	AMS Teacher
Peggy Low	AES Teacher
Ruby Dominguez	AMS Teacher
Sandra Alvidrez	AHS Counselor
Tracy Perdue	AMS Teacher
Verl O'Bryant	AHS Principal
Caroline Fox	Director of Special Programs
Mandi Reno	AES Parent
Angie Ruiz	AMS Parent
Ronnie Emerson	AHS Parent

District of Innovation Flexibilities

TEACHER CERTIFICATION

(Texas Education Code 21.003)

(DK LEGAL, DK LOCAL, DBA LEGAL, DBA LOCAL)

Alpine ISD Board Goals – 1, 2, 3

Current Law

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.

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 submit a request to the Texas Education Agency. TEA then approves or denies this request. In certain circumstances, a district can use a local one-year permit.

Proposed

The district will establish its own local qualification requirements for positions designated by the district as critical need.

Benefits of this exemption for Alpine ISD include:

- The statutory certification requirements inhibit the District's ability to hire professionals with industry experience to teach in areas designated by the district as critical need, including but not limited to Career and Technical Education (CTE), STEM Courses and non-core electives.
- Local Qualifications will allow the district to :
 - Allow experienced teachers to pick up an elective in an area they are qualified
 - Hire experienced and qualified instructors
 - Offer dual credit opportunities
 - Offer CTE courses
 - Recruit teachers from the field, including individuals from certain trades and/or vocations with industry knowledge and real world experience
 - Determine its own local qualification requirements for individuals without proper teacher certification so that they might fit the specific needs of AISD rather than requirements set forth in law that account for uncertified hires around the entire state.
 - Allow experienced, certified teachers within the district could teach a course outside of their certification area due to their education, experience, and/or background.
 - Consider out-of-state certified teachers for positions upon a local review of experience, education, and credentials.

Alpine ISD Local Guidelines

- The District will first make all attempts to hire certified teachers for all positions prior to considering local qualification requirements.
- The District will establish local qualification requirements, such as years of experience, qualifications, credentials, and industry certifications to qualify for a local (district) teaching certificate.
- Campus principals, along with the department chair (if applicable), will submit candidates, including credentials, qualifications, and supporting documentation, to the Superintendent.
- The Superintendent will determine whether it is in the best interest of the district to recommend the individual for employment.
- The Superintendent will recommend, to the Alpine ISD Board of Trustees, the individual employment.
- Final employment decisions will be made by the Alpine ISD Board of Trustees. Any changes or

additions to previously approved position(s) will require further board approval.

- The board of trustees would issue the school district teaching permit for an individual teaching these courses based on qualifications presented by the superintendent. The individual qualifications would include demonstrated subject matter expertise, such as
 - Professional work experience
 - Formal training and education
 - Relevant industry license, certification, or registration
 - Any combination of work experience, training and education or industry credential related to the subject matter he or she will be teaching.
 - Demonstration of successful experience working with students.

All candidates would be carefully considered to ensure the individual has sufficient education and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught.

Before issuing a school District Teaching Permit to an individual, the district would ensure that the individual completed the criminal background check in compliance with the State Board of Education (SBEC) rules. In addition, the individual would be required to obtain a set number of hours in classroom management training and work with a mentor teacher the first year of employment

An employee working under a District Teaching Permit who is non-certified to teach, in any state, may not receive a contract, but will work on an at-will basis and have a separate pay scale from state certified teachers in Texas. The District Teaching Permit may become void at the end of the school year in which it is issued.

A teacher certification waiver, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.

An employee working under a District Teaching Permit (local certification) will be appraised under and will adhere to the same professional standards, ethics, and requirements of all certified teachers. Also, where applicable and appropriate, employees working under a District Teaching Permit will be encouraged to seek state certification in the area that they are teaching.

Non-certified individuals hired by the district to teach courses in a core subject, such as Mathematics, English, History, or Science, will be placed on a local plan outlining and monitoring progress toward completion of a teacher certification in the assigned teaching area or field.

All state certified teachers will continue to receive a contract and will be paid according to the state and district teacher pay scale.

All special education and bilingual education teachers must continue to be SBEC certified.

Alpine ISD will continue to seek traditionally certified candidates for all teaching positions.

UNIFORM SCHOOL START DATE

(Texas Education Code 25.0811)

(EB LEGAL, EB LOCAL)

Alpine ISD Board Goals – 1, 3

Current Law

25.0811 - Students are prohibited from starting school before the 4th Monday of August. For years, this was strictly a local decision. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Sec. 25.0812 – A school district may not schedule the last day of school for students for a school year before May 15.

Proposed

The district will have the flexibility to determine the school start date on. This allows the district to determine locally, on an annual basis, what best meets the needs of the students and the local community. This flexibility enables us to customize learning and increase college and career readiness. This will also allow for more flexible professional development opportunities for our staff. Alpine ISD will not start school earlier than the second Monday in August for students and the first Monday in August for teachers, not including new teacher training.

Alpine ISD Local Guidelines

The district will have the flexibility to designate the first day of school each year. During the calendar planning process, the District Improvement Committee will receive staff and parent input. All attempts will be made to ensure the Fall Semester ends prior to the Winter Break. All calendar decisions will be made on an annual basis and the recommended district calendar will be presented to the Alpine ISD Board of Trustees for approval.

TEACHER CONTRACT DAYS

(Texas Education Code 21.401)

(DC LEGAL)

Alpine ISD Board Goals – 1, 2

Current Law

A contract between a school district and an educator must be for a minimum of 10 months' service. An educator employed under a 10-month contract must provide a minimum of 187 days of service.

Proposed

The minimum required days of service, for an educator employed under a 10-month contract, will be determined on an annual basis. This exemption will allow the district to reduce teacher contract days. This would provide flexibility to align teacher contract days to instructional days, which would improve morale and help with recruitment efforts. This exemption would better align the number of teacher contract days teacher days to the required 75,600 minutes of instruction for students.

Alpine ISD Local Guidelines

The number of contract days will be determined on an annual basis, per the approved district calendar. The decrease in the number of contract days will have no effect on teacher salaries. The reduced number of contract days will result in an increased daily rate.

INTER-DISTRICT TRANSFERS

(Texas Education Code 25.036)

(FDA LOCAL)

Alpine ISD Board Goal - 1

Current Law

Currently, under Texas Education Code 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036, has been interpreted to require a transfer to be for a period of one school year.

Proposed

The district is seeking to eliminate the provision of a one school year commitment in accepting transfer students. Transfer students will be admitted upon district approval, following district requirements and procedures. Transfer students not meeting the local guidelines, may be subject to immediate revocation of the transfer status.

Alpine ISD Local Guidelines

Transfers shall be granted for one school year at a time, based on the transfer requirements, available space, and instructional staff. A new, written application shall be required for each school year that a transfer is sought. Nonresident students, who voluntarily withdraw from Alpine ISD during the school year, will not be permitted to reapply for transfer status during that same school year.

Transfer students may have their transfer status immediately revoked if they do not meet the following academic and conduct requirements:

1. Maintain at least a 90 percent attendance rate.
2. Maintain at least a 70 average in all core subjects.
3. Demonstrate competency on state assessments, if applicable and/or pass appropriate state assessments.
4. Comply with the Student Code and Conduct and maintain good conduct. Any assignment, to an in- school suspension program, disciplinary alternative education program, suspension, and/or felony conviction is not considered good conduct. Transfer students shall be subject to the same disciplinary consequences as all other Alpine ISD students. Alpine ISD will attempt to provide the same resources to transfer students, as all other students receive, prior to their transfer status being revoked. The resources include, academic tutorials and assistance, behavioral interventions, parent/guardian meetings, and private conversations with the campus counselor. A transfer student, whose transfer status is revoked, is not permitted to reapply for transfer status during that same school year.

The principal and/or counselor, with teacher input, will review the parameters of the transfer student agreement each grading cycle to determine if there are any violation of the terms within the agreement.

School Health Advisory Council Meetings

(Texas Education Code 28.004)

AlSD Board Goal 2-3

Current Law:

TEC 28.004 states that a school district shall establish a local school health advisory council ("SHAC) to assist the district in ensuring that local community

values are reflected in the district's health education instruction. While the District has established a SHAC, it will claim an exemption to section 28.004. An exemption would allow local control by the board of trustees, district administration, and the SHAC committee members to make determinations regarding the SHAC, such as the required number of days for meetings, the notices and retention of meeting minutes, the appointment and make-up of SHAC members and officers, the recording of meetings, and the adoption of curriculum material for the District's human sexuality instruction.

Alpine ISD Guidelines

Increased local control of the SHAC processes and procedures to allow Alpine ISD to be adaptive to the District's local community values regarding the district's health education instruction.