

Deweyville

INDEPENDENT SCHOOL DISTRICT



Local Innovation Plan 2023-2028

HB 1842, of the 84th Legislative Session, allows Texas districts to qualify as a District of Innovation. Districts of Innovation are able to gain local control of certain operations that are currently under the control of the Texas Education Agency.

RESOLUTION

RESOLUTION TO APPROVE THE DESIGNATING DEWEYVILLE INDEPENDENT SCHOOL DISTRICT AS A DISTRICT OF INNOVATION AND ADOPT THE DISTRICT OF INNOVATION PLAN

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the Deweyville School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Deweyville School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

Adopted this 20th day of March, 2023 by the Board of Trustees.

LaJuan Addison- Superintendent

Robert Smith- President

Joe Waldrum-Vice-president

Deana Gibson-Secretary

Sharron Shepherd- Member

J.T. Kroutter- Member

Lori Williams-Member

Mark McCall-Member



DEWEYVILLE INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

2023-2028

Timeline	
Wednesday, November 30 th , 2022	Innovation Plan Committee Meeting Local Innovation Committee will evaluate and discuss current Innovation Plan and discuss any additions/edits.
Monday, December 5 th , 2022	Innovation Plan Hard Copy Developed A hard copy of the updated DOI Plan is edited to add any DOI Committee suggestions and dates updated
Monday, February 13 th , 2023	Public Hearing On February 13 th , 2023 the Deweyville ISD Board of Trustees will hold a public hearing for public input on the District of Innovation
Monday, February 27 th , 2023	DISD District of Innovation Plan Posted The Deweyville ISD DOI Plan will be posted on the DISD website for at least 30 days.
Monday, February 27 th , 2023	TEA Notification The Commissioner of Education will be notified of DISD Board's intention to vote on the extension of the proposed District of Innovation Plan.
Monday, March 20 th , 2023	DISD Board of Trustee Approval The DISD Board of Trustees will be asked to approve the DISD Innovation Plan. A hard copy of the approved DOI Plan will be provided to the Texas Education Agency for posting on its website.
Monday, October 13, 2025 through Wednesday October 15, 2025	Innovation Plan Committee Approval The committee approved, via email, the wording of Area of Innovation #7 – Grievance Policies.
Monday, October 20, 2025	DISD Board of Trustee Approval The Board of Trustees approved the addition of Area of Innovation #7 – Grievance Policies.



Committee	
Welborn, Grady	Superintendent
Fountain, Amy	Secondary Principal
Parkhurst, Jennifer	Elementary Principal
Willett, Shannon	Counselor
Willis, Pam	Director of Support Services
Crabtree, Brandi	Elementary Teacher
Jordan, Carla	Secondary Teacher
Allen, Jackie	Diagnostician
Manning, Lydia	Registered Nurse
Powell, Heavenlee	Elementary Para
Prouse, Brandon	Athletic Director
Welch, Janae	Business Manager
McKay, Deidra	Human Resources/Payroll
George, Jeremy	Technology Director
Wofford, Brenda	Business Office Assistant
Hogan, Kenzie	Superintendent's Secretary
Powell, Leonard "Bubba"	Community Business Owner
Grantham, Lesley	Community Business Owner/Parent
Wimmer, Chelsea	Parent
Lout, Shawnique	Parent
Collins, Nicki	Parent



DISD INNOVATION PLAN

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.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from certain mandates including the uniform school start date and required minutes of instruction.
- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.

On November 30th, 2022 the Deweyville Independent School District 22-member District of Innovation Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators met to evaluate and discuss a draft the Local Innovation Plan. The Board of Trustees held a public hearing to accept input on the proposed District of Innovation Plan on February 13th, 2023. Based on the input received from the community, the Committee made adjustments to the plan, and then approved the plan by a unanimous vote. The DISD Board of Trustees will consider the Plan at its meeting on Monday, March 20th, 2023.

TERM

The term of the Plan is for five years, beginning March 2023 and ending March 2028 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 new Committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.



AREAS OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

1. School Start and End Date

Exemption from: TEC §25.0811; TEC §25.0812

Related Board Policies: EB LEGAL

Manner in which statute inhibits the goals of the plan

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. TEC §25.0812 states that a school district may not schedule the last day of school before May 15. The current process allows no flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests this matter.

Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. 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.

Innovation Strategies

- a. Relief from the statute will allow DISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minute's requirement, rather than days.
- b. Alignment of the district calendar with local universities, advanced placement exams, and ST MR time lines.
- c. Provide for increased local control of the instructional calendar in order to be responsive to community needs.
- d. Utilize more instructional time prior to the state assessments



2. Teacher Certification

Exemption from: TEC §21.003; TEC §21.053; TEC §21.055; TEC §21.057

Relevant Board Policies: DBA LEGAL/LOCAL; DK LEGAL/LOCAL

Manner in which statute inhibits the goals of the plan

TEC §21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor 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 for Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district.

TEC §21.053 requires a teacher to present his or her certificate to the District before their employment contract will be binding, and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at the time.

TEC §21.055 states that if a teacher is not certified, the District may issue a teaching permit to employ the individual. This process requires notice to the Commissioner and its usefulness is extremely limited. Additionally, the language of this section could be construed to prohibit the issuance of a local teaching certificate.

TEC §21.057 requires that the District provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive instructional days.

Innovation Strategies

a. The District will maintain its current expectations for employee certification. The District will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the District will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question.



b. For grades 5-12, the campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach a course or grade level for which 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.

c. 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. Examples: an experienced homebuilder teaching a building trade's course, a licensed corrections officer teaching a criminal justice course, or a retired CPA teaching an entry level accounting course.

d. Whenever possible, instructional planning for the uncertified teacher's Course will be created in partnership with certified teachers in the same Field. Uncertified teachers will be provided teacher mentoring, increased observations and feedback, professional development or instructional resources, or other supports.

e. The superintendent will report this action to the Board of Trustees at the first board meeting following the assignment.

f. 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.

3. Probationary Contracts

Exemption from: TEC §21.102(b)

Relevant Board Policies: DCA (LEGAL)

Manner in which statute inhibits the goals of the plan



For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. A one-year probationary period is not sufficient to evaluate the teacher's effectiveness in the class room since teacher contract renewal time lines demand that employment decisions be made prior to District receipt of state assessment results.

Innovation Strategies

For experienced teachers, counselors, or nurses new to the district that have been employed as a teacher in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years. All other teachers hired in the District may remain on probationary status for three years, and may be issued a fourth year of probation in accordance with TEC §21.102(c).

By providing additional year(s) of probationary status, the district/campus administration can:

- Better evaluate a teacher's effectiveness
- Ensure fit for the district/campus culture
- Provide an opportunity for teacher growth

4. Depository Contract

Exemption/ram: TEC §45.205, TEC §45.206, TEC §45.207, TEC §45.208, TEC §45.209

Relevant Board Policies: BDAE

Manner in which statute inhibits the goals of the plan

Small, rural district choices for its depository bank are limited. Historically, the District has found difficulty in successfully securing bids for depository contract due to its proximity to local banks.

Innovation Strategies

- a. The District will only send depository services out to bid if the district determines contract pricing becomes uncompetitive or there is operational or financial reason to bid.
- b. This exemption will allow DISD to extend the existing bank contract beyond the total 6-year allowable contract term if the district determines contract terms



remain competitive, lessening the administrative burden relating to the Request for Proposal process as well as mitigate any impact to employees in regards to direct deposits and uninterrupted accounts payable and payroll processes.

5. Planning and Decision-Making Process, District-Level Planning and Decision-Making, Campus Planning and Site-Based Decision-Making

Exemption from: TEC §11.251, TEC §11.252, TEC §11.253

Relevant Board Policies: BQ LEGAL/LOCAL, BQA LEGAL/LOCAL

Manner in which statute inhibits the goals of the plan

Deweyville ISD has limited human capital to include personnel and community residents for the purpose of serving as members of District/Campus Planning Committee and other school-related committees causing undue stress on those that volunteer and service on multiple committees.

Innovation Strategies

- a. The District will make every effort to ensure all decision-making committees are well represented by district stakeholders.
- b. Claiming exemption to these provisions allows the District to determine the processes, including but not limited to, the number of meetings within the school year, and memberships of the committee along with which decisions will be referred to the committee, excepted those prescribed by law.

6. Local School Health Advisory Council (SHAC)

Exemption from: TEC §28.004

Relevant Board Policies: BDF (Legal)

Manner in which statute inhibits the goals of the plan

Due to the District's size, the SHAC meeting four times a year is a burden on its committee members and unnecessary since the SHAC is consistently aware of the needs of students and are often able to review, advise, and revise plans in less than four statutory meetings.



Innovation Strategies

The Local School Health Advisory Council will be made up of district chosen members and will meet as often as deemed necessary by the district. DISD will, however, meet a minimum of once per year.

7. Grievance Policies

Exemption from: TEC §26.011; TEC §26A

Relevant Board Policies: DGBA(LOCAL), FNG(LOCAL), GF(LOCAL)

Manner in which statute inhibits the goals of the plan

Texas Education Code Chapter 26A requires districts to adopt a standardized grievance policy that includes extensive administrative procedures, prolonged filing timelines, and restrictive deadlines for conducting conferences at each level. These requirements create unnecessary administrative burdens that limit local flexibility and efficiency in resolving complaints. Additionally, the provisions conflict with existing sections of the Texas Government Code by granting the complainant—rather than the individual named in the complaint—the authority to determine whether the matter is heard in open or closed session.

Innovation Strategies

Deweyville ISD will maintain its current local grievance policies and procedures as outlined in Board Policy, ensuring a fair, efficient, and transparent process for resolving concerns. The district will continue to review all complaints in a timely manner and ensure that responses remain compliant with applicable state and federal laws, while preserving local control and flexibility in managing the process.

