



Alvin Independent School District
District of Innovation Plan
March 2022-March 2027
[Proposed Renewal Plan]

ALVIN INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

House Bill 1842 was passed by the 84th Texas Legislature in the spring of 2015. This bill allows public school districts to be designated as Districts of Innovation and obtain exemptions from certain provisions of the Texas Education Code. This designation will provide for more local control at the district level, providing the opportunity for Alvin Independent School District to better serve our community and to focus on the unique needs of each student. All of the exemptions in the District of Innovation Plan are in line with the District Vision, Core Beliefs and District Goals.

Alvin ISD became a District of Innovation with its approved Innovation Plan on March 21, 2017. Based on the requirements in TEC, Chapter 12A and its implementing regulations, Texas public school districts are required to renew their District of Innovation status every five years.

This document serves as Alvin ISD’s Local Innovation Plan, as Renewed and Amended.

The original plan provided exemptions from the following legal requirements that we seek to renew or add:

- First Day of Instruction - TEC §25.0811
- Teacher Certification - TEC Code §21.003
- Teacher and Principal Evaluations - TEC §21.203, TEC §21.352, TEC §21.3541
- Class Size in Pre-Kindergarten to Fourth - TEC §25.112, TEC §25.113

Due to change in the law or lack of necessity, the district no longer seeks exemption from TEC Code §25.081, TEC §25.082(a), TEC §25.083(b), TEC §25.092, TEC §28.025(b-2), 19 TAC Codes §130.10, §130.135, §130.413, §130.231, §132.231, and TEC §39.022.

Timeline:

Activities to Renew DOI Plan	Date
AISD administration submits Proposed DOI Plan draft to DEIC to review	December 6, 2021
AISD BOT notifies commissioner of an action taken to begin the renewal process	January 6, 2022
Proposed final plan posted on district website for 30 days	January 6 – February 6, 2022
DEIC holds a public meeting to consider approval of the posted version of the plan with a majority vote	February 7, 2022
BOT votes on the plan with 2/3 majority vote needed to pass	March 8, 2022
If approved, notify the commissioner within 15 days via email or US Mail (include link to plan and exemptions checklist)	No later than March 23, 2022

District Vision

Alvin ISD is a dynamic learning organization committed to excellence for each student and every program.

Core Beliefs

- We believe students achieve their maximum potential when provided engaging learning opportunities.
- We believe parents expect excellence in educational experiences that will make each child's goals become achievable.
- We believe teachers create a safe and engaging learning environment that fosters the success of each student.
- We believe campus leaders establish a climate where everyone matters by creating a culture of pride and ownership in their schools.
- We believe the central office provides the foundation to equip staff with resources in a supportive environment so that each student has the opportunity to thrive.
- We believe the Board of Trustees engages the community to create an environment where excellence is prioritized to ensure each student reaches his or her maximum potential.

District Goals

Academic Performance

Student academic performance on state and national exams will reflect continuous improvement and excellence in learning.

Emphasis will be placed on initiating strategies aimed at closing the achievement gap for at-risk, limited English proficient, special education, and economically disadvantaged students. Students will have access to extensive advanced academic offerings and programs designed to provide college credit.

Alvin ISD will expand course offerings in Career and Technology Education with an emphasis on skilled trades.

Teachers and Staff

Alvin ISD will attract and retain the highest quality teachers and staff and support their efforts with quality professional development.

Competitive district salary schedules, benefits, and a quality environment for teaching and learning will be emphasized.

Meaningful professional development opportunities will be provided that support school district goals and continuous professional growth for personnel.

Technology

Alvin ISD will invest in evolving technology and maintaining existing infrastructure in order to

promote student/technology engagement in the teaching and learning process.

The district will provide technology that supports efficient administrative, district support, and teaching activities.

Technology professional development and training opportunities for personnel will be emphasized.

Facilities

Facilities will be provided that are supportive of a quality instructional program and represent the importance of public education within the community.

Facility improvements will reflect the importance of energy management and conservation in maintaining efficient fiscal operations.

Community input and involvement will be sought if new facilities or significant renovations are proposed by the district.

Facilities will be provided that provide a safe and secure environment for students and district personnel.

Parental/Community Involvement

Alvin ISD will actively engage parents and the district communities in the education process of our students.

The district will provide opportunities for parents and community members to become active campus volunteers.

Available positions on the District Improvement Committee, Campus Improvement Committees, and other committees that contribute to the success of the district will be made known to the general public.

Fiscal Responsibility

Alvin ISD will be efficient managers of all district revenues by targeting expenditures through careful planning and goal setting strategies.

District goals and priorities will be supported by appropriate budget allocations.

Alvin ISD will widely distribute information concerning the district budget, tax rate, and accountability ratings associated with fiscal management.

The term of the renewed District of Innovation Plan is five years, beginning March 8, 2022 and ending March 8, 2027, unless terminated or amended earlier by the Alvin Independent School District Board of Trustees in accordance with the required steps set forth by law.

First Day of Instruction

Texas Education Code §25.0811:

Currently

A school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

Creating a school calendar that best meets the needs of students, teachers, and the community is essential for providing engaging instruction, ensuring authentic student learning and individual student success. Annually, members of the District Education Improvement Committee (DEIC), which is comprised of teachers, parents and community leaders, collaborate to develop the academic calendar by gathering data and input from our community and staff.

Exemption from the current first day of instruction statute will allow:

- the DEIC to recommend a school start date for either the entire District or individual campuses before the fourth Monday in August;
- a more balanced number of instructional days in the two semesters, allowing more flexibility in providing appropriate breaks, and align the calendar with local colleges allowing for more opportunities for summer school, internships, and industrial certification opportunities.

The DEIC will continue the process of developing the calendar using the flexibility allowed by this Plan.

Action Plan

1. DEIC will begin the calendar discussion at the first DEIC meeting of the school year. Discussions will include meeting student's needs through instructional days and teacher's needs for adequate professional learning.
2. DEIC will create the calendar through collaborative input from community members and district staff.
3. DEIC will recommend the calendar to the Board for approval.

Teacher Certification

Texas Education Code §21.003

Currently

The current law limits the ability of the District to hire teachers in hard-to-fill, high demand dual credit and career and technical courses when high quality certified teachers are not available. These limitations restrict the learning opportunities of many students if a certified teacher cannot be found.

Proposed

Alvin ISD will retain local control over certification requirements so that the best interest of our students and community are served.

- 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 professionals, except for Special Education, ESL and Bilingual certifications, who may be:
 - Community college instructors, university professors, or internal applicants seeking assignments outside of their traditional certification area for full and/or part-time course loads, and,
 - Knowledgeable in the area and equipped to effectively perform the duties of the position in question.
 - In core subjects, K-12, individuals must have a Bachelor's Degree.

Action Plan for Certified Teachers Providing Instruction Outside of Certified Field

1. 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(s) the teacher possesses that would qualify this individual to teach the proposed subject.
2. The campus principal may submit to the Superintendent a request for local certification that will allow a teacher enrolled in an Educator Preparation Program and holds an Intern or Probationary certificate issued by SBEC to teach in a course or grade level that is in an area outside of those approved by the EPP. The principal must specify in writing the reason for the request and document what credentials or life experience(s) the teacher possesses that would qualify this individual to teach the proposed subject.
3. The Superintendent shall determine whether it is in the best interest of the district to certify the individual.

Action Plan for Other Professionals in Certain Trades/Vocations

1. An individual with experience in the content of a course could be eligible to teach a vocational skill or a course.

2. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher individually possesses that would qualify this individual him/her to teach the proposed subject. Examples: an experienced homebuilder teaching a building trades course, a licensed corrections officer teaching a criminal justice course, or a CPA teaching an entry level accounting course.
3. The employee shall be considered an at-will employee.
4. The Superintendent shall then report this action to the Board of Trustees at the next regularly scheduled meeting.

DRAFT

Teacher and Principal Evaluations

Texas Education Code §21.203, Texas Education Code §21.352, Texas Education Code §21.3541

Currently

The state of Texas used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997 to evaluate teacher performance. Under PDAS, districts had the autonomy to formally appraise teachers once every five years.

The state issued a new teacher appraisal system in 2016-17, the Texas Teacher Evaluation and Support System (T-TESS). Under T-TESS, all teachers must be evaluated every year.

Principals are currently evaluated annually on a locally developed plan.

Proposed

Alvin ISD will use the T-TESS appraisal system with modifications to any Dimension determined by the Appraisal Committee.

A local principal appraisal system will be used that aligns with the Alvin ISD vision, beliefs and goals.

This exemption will allow local flexibility to evaluate various performance measures, including classroom observations, goal setting and tracking, and student growth progress toward identified learning objectives.

Action Plan

1. Initiate a committee, comprised of teachers and administrators to review the T-TESS evaluation system and make modifications that align with the district vision, beliefs and goals.
2. After the development of the evaluation instrument, the DEIC will review and approve.
3. The Superintendent will notify the Board of the evaluation instrument to be used by teachers and principals.

Class Size in Pre-Kindergarten through 4th Grade

Texas Education Code §25.112, Texas Education Code §25.113

Currently

The current law limits the class size in Pre-Kindergarten through 4th Grade to no more than 22 students. If a campus or district is granted exception to the class size limit, written notice of the exception shall be provided to the parent of or person standing in parental relation to each student affected by the exception.

Proposed

Alvin ISD is a fast growth district, growing by over 1,000 students each school year. This exemption would no longer require the district to submit annual class size waivers that are continuously approved by TEA and send multiple communications to parents each six weeks allowing the district to redirect resources more effectively.

Action Plan

1. The district will continue to monitor class size and provide additional instruction support as needed to ensure effective classroom instruction to meet the needs of all students.
2. The district will provide parents class size notification at the start of each school year.