

KARNES CITY

INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

The KCISD Board of Trustees renewed the District of Innovation Plan on March 21, 2022 for 5 years, through March 2027.

Innovations

Karnes City ISD proposes the following flexibilities with the Texas Education Code to provide the best educational opportunities for students of KCISD.

1. *First and Last Day of Instruction*

Exemption from: TEC §25.0811

TEC §25.0812

Manner in which law inhibits Board Goals:

- TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. For many years this was the rule. However, districts had the option of applying for a waiver to begin earlier, even as early as the 2nd Monday in August.
- TEC §25.0812 states that a school district may not schedule the last day of school before May 15.

These laws restrict flexibility in the design of annual calendars to fit the needs of the school district and community.

Proposal: The district will develop a calendar that best meets the needs of the students in KCISD by incorporating the flexibility to begin instruction earlier in August. An earlier start date allows a better balance between semesters, more instructional days prior to mandatory testing, and a school end date prior to June.

By ending the school year earlier, KCISD can support students who need remediation, as well as students who are entering college or trade schools. An earlier school start date allows these students to register for summer classes and attend new student orientation meetings without missing instructional time.

2. Teacher Certification Requirements

Exemption from: TEC §21.003(a)

TEC §21.053

Manner in which law inhibits Board Goals:

- TEC §21.003(a) states that a person may not be employed as a teacher or other certified position unless the person holds an appropriate certificate.
- TEC §21.053(b) states that an educator may not be paid for teaching or work done before the issuance of a valid certificate.

Proposal: The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. When 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.

Karnes City ISD would like the ability to locally certify teachers in areas of high demand, to better meet the educational needs of our students. These areas would include, but are not limited to, CTE and languages other than English. Special Education teachers will continue to be required to hold a standard teaching certificate. Teachers with industry certifications and native speakers with qualified experience could be eligible to teach a course through a local teaching certification. Additionally, Karnes City ISD will notify parents of a locally certified teacher is employed for their child's class.

This process will allow more flexibility in our scheduling and provide more options for our students in class offerings leading to industry recognized certifications.

3. Minimum Minutes of Instruction per Day

Exemption from: TEC §25.081

TEC §25.082

Manner in which law inhibits Board Goals:

- TEC §25.081 requires that each school day must be 420 minutes long in order to count for ADA calculations and funding purposes and to accumulate instructional minutes toward the 75,600 minutes of instruction required for students annually.
- TEC §25.082(a) provides that a school day shall be at least seven hours each day, including intermissions and recesses.

Proposal: The district will consider altering the length of an instructional day on a limited basis when it is locally determined as necessary or beneficial to the district and its stakeholders. Karnes City ISD does not have any intention to shorten the school day on a regular basis or without specific purpose (i.e. bad weather, professional development, early dismissal for events of community interest, etc).

To the greatest extent possible, shortened days would be planned ahead of time and noted in the district calendar, which is approved by the Board of Trustees and published and distributed to stakeholders in advance of the school year and continuously published using school media.

4. Probationary Contracts

Exemption from: TEC §21.102(b)

Manner in which law inhibits Board Goals:

- TEC §21.102(b) 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.
- Due to the unique nature of KCISD, including our initiatives and processes, this period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data.

Proposal: Upon exemption from TEC §21.102(b), all new contract certified employees subject to TEC Chapter 21, will be subject to a two-year probationary period set out in TEC §21.102(c), in order to allow more time for the district to fairly and thoroughly assess an employee's performance. Partial years will not count toward the full year requirement.

5. Minimum Service Required

Exemption from: TEC §21.401(a)

TEC §21.401(b)

Manner in which law inhibits Board Goals:

- TEC §21.401(a) A contract between a school district and an educator must be for a minimum of 10 months service.
- TEC §21.401(b) An educator employed under a 10-month contract must provide a minimum of 187 days of service.

Proposal: KCISD seeks the freedom to reduce the number of teacher contract days from 187 days and move to a 10-month contract for teachers from August-May, with a focus on minutes of instruction, instead of days of instruction; without an anticipated reduction in salary. The move to minutes of instruction will better align teacher contracts to the minutes of instruction requirement.

The teachers will fulfill the required 75,600 minutes of instruction and additional minutes and staff development as determined locally by the KCISD Board. This strategy will provide opportunities for teachers to seek out beneficial content area staff development during summer months and may improve teacher morale.

6. Transfer Policy (FDA Local) (TEC 25.036)

Current: A district may choose to accept students as transfers, even if they are not entitled to admission in district, however, has been interpreted to require a student transfer to be for a period of one school year.

Proposed :A student's enrollment status may be revoked at any time of the year when the Superintendent determines that the student is assigned discipline consequences (in or out of school), has excessive attendance issues, or whose behavior interferes with the school district's ability to educate the student body. The decision to revoke a transfer student's enrollment can be made at any time of the instructional calendar. Students are able to reapply for transfer admission after one full school year following dismissal.

Justification: Karnes City ISD transfer policy requires that all non-resident students who wish to transfer must file a transfer application each year and complete the transfer process in its entirety. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. The ability to revoke a transfer at any time allows the school to take action should a student not meet the expectations outlined in the transfer process.

7. Bank Depository Bid (TEC 45.206)

Current: At least 60 days before the end of the current depository contract the school must decide to use either competitive bidding or a request for proposal to choose a new depository.

Proposed: Karnes City ISD would like to renew the depository contract with the current depository entity if the relationship is currently positive without going out for competitive bids or requests for proposal at the conclusion of a contract.

Justification : Karnes City is a rural community located in Karnes City Texas. There is only one bank in the school district. Going out for bid or requesting proposals is a time-consuming processes that adds bureaucracy and paperwork to a process with little to no choice.

8. DAEP for Marijuana/THC and E-Cigarettes (TEC 37.006)

Current: Texas Education Code § 37.006 provides that a student must be removed from class and placed in a disciplinary alternative education program if the student has marijuana/THC or an e-cigarette. This will certainly lead the DAEP to become filled by non-violent mandatory offenses, unnecessarily increases discipline of students found in possession of a normal e-cigarette, and removes campus discretion regarding appropriate discipline for student behavior. Further, it is important for school safety that the DAEP have capacity for students who commit more serious infractions.

Proposed: the District will be exempt from mandatory removal to DAEP based on possession of marijuana/THC and/or e-cigarettes.

The following disciplinary actions will be implemented for Karnes City ISD students who possess, use, or deliver marijuana/THC or e-cigarettes on or near public school property or at school events.

- A student shall be placed in a DAEP if the student possesses, uses, or is under the influence of, or sells, gives, or delivers to another person marijuana/THC, as defined by Section 481.002, Health and Safety Code, or tetrahydrocannabinol, as defined by rule adopted under Section 481.003 of that code.
- A student may be placed in a DAEP if the student possesses, used, sells, gives, or delivers to another person an e-cigarette, as defined by Section 161.081, Health and Safety Code.