

Malone Independent School District
Innovation Plan
2017-2021



Introduction

What is a District of Innovation? 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 January 19, 2017, the Malone Independent School District's Board of Trustees 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. The Board appointed a District of Innovation District Advisory Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators. A public hearing was held on February 16, 2017 to determine if this procedure was a right fit for Malone ISD. The Committee met on February 21, 2017 to discuss and draft the District of Innovation Plan.

District of Innovation Team

Linda Buffe, Superintendent

Leonard Buffe, Athletic Director

LaKechia Johnson, Assistant Principal

Barbara Christian, Assistant Principal

Sara Radke, Library Aide

Sharon Campbell, Elementary Teacher

Janice Trompler, Junior High Teacher

Larry Hancock, Board President

Cory Trompler, Parent/ Board Trustee

Larry Wright, Community Member

Pat Henley, Parent/ Community Member

Misty Arnold, Parent/ Paraprofessional

Elizabeth Guerrero, Parent/ Paraprofessional

Innovations

1. School start date

(EB LEGAL) (Ed. Code 25.0811)

Current Law

Students are prohibited from starting school before the 4th Monday of August.

Proposed

To develop a calendar that fits the needs of the community of Malone.

- a. Students will begin no earlier than the 3rd Monday of August.
- b. This start date will provide more educational days prior to state testing.
- c. This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
- d. The goal is to improve the district attendance rate and student success through the flexibility in the calendar.

2. Teacher Evaluation

(DNA LEGAL, DNA LOCAL) (Ed. Code 21.352)

Current Law

The state of Texas has used the Professional Development and Appraisal System (PDAS), teacher appraisal system since 1997. The state issued a new teacher appraisal system in 2016-2017, that is called the Texas Teacher Evaluation and Support System (T-TESS).

Districts currently have the authority to only formally appraise teachers once every five school years. Malone ISD teachers are formally evaluated annually.

Proposed

Administrators would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of Malone ISD

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- a. Malone ISD will utilize a locally developed teacher evaluation tool.
- b. This instrument will be developed with input from central administration and campus administration. It will use staff input, PDAS, T-TESS, and any other relevant best practice.
- c. Teachers will be evaluated in the fall and spring of each school year.
- d. All teachers will have an annual summative conference to discuss the year and set classroom goals.
- e. These locally developed plans should reflect the strengths, areas of concern, and goals for Malone ISD.

3. Probationary Contracts

(Ed. Code 21.102)

Current Law

Currently State law states that a probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 by the district.

Proposed

This time period is not sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to state assessment results and end of year progress testing.

- a. Experienced teachers new to Malone ISD 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 from the last date of district employment.
- b. This allows Malone ISD more time to evaluate a staff member's effectiveness.

4. Teacher Contract Days

(TEC 21.401)

Current Law

Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

Proposed

This proposal reduces teacher contract days from 187 to 184 with no effect on teacher salaries. This somewhat makes an attempt to align the teacher days to the 75,600 minutes required of students.

- a. This proposal will increase the daily rate the district pays teachers.
- b. This proposal should enhance teacher recruitment, therefore putting the district on a more level playing field with other districts.
- c. This proposal will significantly improve teacher morale.
- d. This proposal will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.