

# PLANO INDEPENDENT SCHOOL DISTRICT



## District of Innovation

### LOCAL PLAN

#### Introduction

House Bill 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 May 3, 2016, the Plano Independent School District's Board of Trustees ("Board") passed a resolution to initiate the Process of Designation as a District of Innovation in order to increase local control over District operations, and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community. The plan was approved by the Board on November 15, 2016, and revised June 12, 2018. The term of the current Plan ends January 1, 2022.

On March 2, 2021, the Board approved a proposal to begin the process to revise and renew the current Innovation Plan. Based on direction provided by the Board and input from various District stakeholders, the Local Innovation Committee proposes this Plan.

On August 22, 2023, the Board approved a proposal to add a 10th Amendment to the current plan.

#### Term

The term of the Plan is for five years, beginning June 1, 2021, and ending June 1, 2026, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.



# Comprehensive Educational Program

Plano ISD's comprehensive educational program is guided by the Board of Trustees' vision, mission, core beliefs and strategic plan pillars.

## Vision Statement

Committed to Excellence

Dedicated to Caring

Powered by Learning

**Plano ISD Proud**

## Mission Statement

Our Plano ISD learning community will educate, inspire and empower every student to activate their unique potential in a dynamic world.

## Core Beliefs

- ALL students are the heart of our decisions.
- High expectations lead to growth and achievement for each student and staff member.
- Graduates must possess the skills and knowledge that prepare them to become responsible citizens and successful leaders.
- All students will utilize social, emotional and academic skills in order to become resilient and resourceful lifelong learners.
- The highest levels of learning occur when students are engaged in work that is relevant, authentic and challenging.
- Equity and access to equal opportunities are essential to reaching the highest levels of student achievement.
- As good stewards, we provide access to resources that enable each student to reach his/her aspirations.
- Our diverse, innovative and future-focused employees are the most valuable resource vital to the growth, care and success of each student.
- We embrace families, staff, students and our community in the shared responsibility of educating our children.
- Developing meaningful, collaborative relationships in a welcoming, safe and caring environment is essential for student success.
- Quality public education is the foundation of a thriving community.

# Plano ISD Strategic Plan Pillars

## **Pillar 1: Learning and Teaching**

All students will have access to a culture of high expectations coupled with an engaging, innovative, personalized and supportive learning environment.

## **Pillar 2: Life Ready**

Plano ISD graduates will possess the skills and knowledge that enable them to be future-ready citizens and leaders in the global workforce.

## **Pillar 3: Talent Acquisition, Support & Growth**

To ensure a quality school system, Plano ISD will hire, train and retain the most effective and talented workforce.

## **Pillar 4: Culture of Community**

Plano ISD embraces the diverse community in which we live and work, and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

## **Pillar 5: Strategic Resource Management**

As good stewards, we will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.

## Innovations

To achieve Plano ISD's vision and mission, to align the District's practices and operations with the District's core beliefs and strategic plan goals, the District needs to have the flexibility to exert local control to:

- promote innovative learning and teaching practices
- promote innovative ideas regarding campus governance, community participation and family involvement
- modify the school day and school year

The District needs local flexibility in the areas listed above to improve student outcomes.

Beyond traditional accountability system measures, there is a need for more deliberate focus and attention on:

- career and college readiness
- social and emotional health and well-being
- mindset development as evidenced by the District's Portrait of a Graduate

Additionally, there is a need to expand the capacity for:

- more staff collaboration so that they are increasingly better equipped to support the diverse needs of our students.

Finally:

- modifications to the school day and school year are needed to meet the needs of the Plano ISD community.

### **Innovation Plan Exemption 1: Uniform Start Date for Academic Calendar**

Texas Education Code 25.0811(a) does not allow school districts to begin school before the fourth Monday of August. This requirement restricts the local community from designing a calendar that best meets the needs of students and families. This requirement also limits the amount of instructional time available before state and advanced placement testing as well as inhibits true alignment with local community colleges providing dual credit courses.

Exemption from this requirement **allows Plano ISD to collaboratively design an academic calendar based on the needs of and input from the community.**

### **Innovation Plan Exemption 2: Campus Behavior Coordinator**

Texas Education Code Section 37.0012 constrains campus governance by requiring one person at each campus to be designated to serve as the campus behavior coordinator. Plano ISD utilizes a collaborative approach to discipline and foster the social and emotional learning of the student. This collaborative approach includes the parent, student, school administrator and counselor. Exemption from Texas Education Code Section 37.0012 **allows Plano ISD campus principals to divide and/or delegate campus behavior coordinator duties to assistant principals as needed and appropriate.**

### **Innovation Plan Exemption 3: Probationary Contracts for Experienced Teachers**

Texas Education Code Section 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. 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. Exemption from Texas Education Code Section 21.102(b) **allows Plano ISD to offer a second probationary contract, when needed, to experienced teachers, counselors, librarians or nurses new to Plano ISD who have been employed in public education for at least five of the eight previous years, to benefit the teacher and students served.**

### **Innovation Plan Exemption 4: Educator Certification for Teachers in non-compliance programs**

Texas Education Code 21.003 and 21.057 outlines state certification and notification standards for teachers. An exemption from these requirements **allows Plano ISD to issue a school district teaching permit to individuals who do not hold a teaching certificate, but whom the District deems best to teach in a particular area.** Plano ISD prides itself in hiring the highest quality teaching staff for the benefit of all learners. Occasionally, teachers are needed for positions that are difficult to fill. Staff hired under a school district teaching permit will benefit from the same rights and responsibilities as certified teachers within the district. After the required posting period and candidate interviews, the principal must specify in writing the reason for the request and document what specific credentials (i.e. experiences and expertise) the prospective teacher possesses that would qualify the individual to teach that subject(s). The District and local campus will assess appropriate training needs for any teacher hired under this exemption. Finally, this is a local certification only and does not transfer to another school district.

### **Innovation Plan Exemption 5: Minimum Attendance for Class Credit**

Texas Education Code 25.092 states that a student must be physically present in a class 90% of class meeting time in order to be eligible for course credit. An exemption from this requirement **allows Plano ISD the flexibility to focus on student mastery of learning rather than seat time.** This exemption allows innovation when meeting student needs through a variety of settings including, but not limited to, virtual learning, blended learning and credit recovery.

### **Innovation Plan Exemption 6: Teacher Appraisals**

Texas Education Codes 21.351 and 21.352 requires student performance data to be included in a teacher's annual appraisal. Plano ISD believes that student growth is a result of continued teacher growth. The Teacher Professional Growth/Student Performance Objective (TPG SLO) structure connects teacher learning with student learning, and reinforces the ongoing growth expectations of teachers through the teacher appraisal process. Exemption from this education code **allows teacher effectiveness to be more accurately assessed on closing**

achievement gaps for students of diverse backgrounds and educational needs, keeping with the tenets of House Bill 22 of the 85th Texas Legislature and the federal Every Student Succeeds Act (ESSA).

### **Innovation Plan Exemption 7: Teacher Planning and Preparation Time**

Texas Education Code 21.404 entitles each classroom teacher to at least 450 minutes of planning and preparation time each two-week period. This planning time must fall within the student school day. During this planning and preparation period a classroom teacher may not be required to participate in any other activities. This exemption would be used in the following circumstances:

- **scheduled collaborative team** - This planning takes place during the school day.
- **supervision of special education students** - The special education adult transition program engages students with community based employment related activities. Teachers in this program supervise students when they are off site.
- **summer school** - This will maximize instructional time while students are present during summer school programs longer than 4 hours per day.
- **innovative learning time** - Time varies when providing flexibility in virtual learning and blended learning programs for students.

This exemption **allows Plano ISD to utilize a more flexible approach to teacher planning and preparation time and best serve student needs.**

### **Innovation Plan Exemption 8: Class Size (Kindergarten through Fourth Grade)**

Texas Education Code 25.112 stipulates that a district must submit a request for a class size exception for any classrooms in kindergarten-fourth grade that exceed the 22 students class size limit. This exemption **allows Plano ISD to utilize a more flexible class size approach based on student needs and time of year.**

### **Innovation Plan Exemption 9: TRS Active-Care Insurance**

Texas Education Code 22.004 restricts a district's ability to seek other health insurance coverage for its employees once the district enters the TRS Active-Care rolls. Exemption from TEC 22.004 **allows Plano ISD to pursue the very best health insurance option, both in expense and coverage, for employees that the marketplace allows in the North Texas area.**

### **Innovation Plan Exemption 10: Removal for Certain Discipline**

Texas Education Code 37.006 requires students be placed in a disciplinary alternative education Program (DAEP) if the student possesses, uses, sells, gives or delivers to another person an e-cigarette. Exemption from TEC 37.006 **allows Plano ISD to provide appropriate campus-based discipline with an education component for a first offense of selling, giving, using or possessing an e-cigarette. Any subsequent infractions would result in a mandatory DAEP placement subject to the procedures outlined in Section 37.006 of the Texas Education Code.**

### **Innovation Plan Exemption 11: In-School Suspension**

Texas Education Code 37.005 limits In-School Suspensions (ISS) and Out-of-School Suspensions (OSS) to three (3) days for students who engage in conduct identified in the student code of conduct. Exemption from TEC 37.005 **allows Plano ISD to develop its own discipline matrix as it relates to the instances of misconduct where in-school suspension beyond three (3) days may be more appropriate.**

### **Innovation Plan Exemption 12: Inter-district Transfers**

Texas Education Code 25.036 allows a school to accept, transfer students who are not otherwise entitled to enroll in a district. A transfer is interpreted to be for a period of one school year. Exemption from TEC 25.036 **allows Plano ISD to eliminate the provision of a one-year commitment in accepting transfer applicants. Nonresident students who have been accepted as an inter-district transfer may have such transfer status revoked by the Superintendent designee at any time during the year if the student is assigned disciplinary consequences such as suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. Additionally, students not meeting the 90% attendance standard may also be subject to immediate revocation of their transfer status.**

## 2021 Local Innovation Committee Members

**Dr. Theresa Williams** | Chief Operating Officer

**Randy McDowell** | Chief Financial Officer

**Dr. Katrina Hasley** | Assistant Superintendent for Academic Services

**Dr. Kary Cooper** | Assistant Superintendent for Student Engagement & District Services

**Dr. Courtney Gober** | Assistant Superintendent for Student, Family & Community Services

**Dr. Beth Brockman** | Assistant Superintendent for Employee Services

**Patrick Tanner** | Assistant Superintendent for Technology Services

**Dr. Dash Weerasinghe** | Senior Executive Director for Assessment, Research & Program Evaluation

**Dr. Saul Laredo** | Executive Director for School Leadership and Innovation

**Dr. Selenda Anderson** | Executive Director for School Leadership and Innovation

**Jill Stoker** | Executive Director for School Leadership and Innovation

**William McLaughlin** | Executive Director for School Leadership and Innovation

**Gloria Martinez** | Executive Director for School Leadership and Innovation

**Lesley Range-Stanton** | Executive Director for Communications

**Dr. Rhonda Davis** | Executive Director for Advanced Academics & CCMR

**Ashley Helms** | Executive Director for Secondary Academic Services

**Laurie Taylor** | Executive Director for Elementary Academic Services

**Talle Gomez** | Executive Director for Multilingual Services

**Janna Crow** | Executive Director for Special Education Services

**Jun Melvin** | Executive Director for Human Resources

**Matt Frey** | Executive Director for Instructional Technology

**Steve Ewing** | Executive Director for Student, Family & Community Services

**Jennifer Miley** | Executive Director for Student, Family & Community Services

**Ivan Cantu** | Director for Professional Learning



## **2023 Local Innovation Committee Members - 10th Amendment Added August 22, 2023**

**Dr. Selenda Freeman** | Deputy Superintendent for Leadership and Operations

**Dr. Courtney Gober** | Assistant Superintendent for Student, Family & Community Services

**Jed Reed** | Interim Assistant Superintendent for Employee Services

**Laurie Taylor** | Chief Learning Officer

**Steve Ewing** | Executive Director for School Leadership and Innovation

**Mark Letterer** | Executive Director for School Leadership and Innovation

**Ryan Steele** | Executive Director for School Leadership and Innovation

**Dr. Joy Lovell** | Executive Director for School Leadership and Innovation

**Lariza Liner** | Executive Director for School Leadership and Innovation

**Talle Gomez** | Executive Director for Multilingual Services

**Dr. Jennifer Miley** | Executive Director for Student, Family and Community Services

**Mackenzie Casali** | Executive Director for Student Support Services

**Jana Sandall** | Director for Student Management

## 2024 Local Innovation Committee Members - 11th and 12th Amendments Added on June 25, 2024

**Dr. Theresa Williams** | Superintendent

**Dr. Selenda Freeman** | Deputy Superintendent for Leadership and Operations

**Johnny Hill** | Deputy Superintendent for Business and Employee Services

**Lisa Wilson** | Deputy Superintendent for Teaching, Learning and Life Readiness

**Dr. Courtney Gober** | Assistant Superintendent for Student, Family & Community Services

**Patrick Tanner** | Assistant Superintendent for Technology Services

**Ivan Cantu** | Chief Strategy Officer

**Dr. Duana Kindle** | Chief for Employee Services

**Lesley Range-Stanton** | Chief Communications Officer

**Courtney Reeves** | Chief Financial Officer

**Danny Stocton** | Chief of Staff

**Laurie Taylor** | Chief Learning Officer

**Steve Ewing** | Executive Director for School Leadership and Innovation

**Mark Letterer** | Executive Director for School Leadership and Innovation

**Lariza Liner** | Executive Director for School Leadership and Innovation

**Dr. Joy Lovell** | Executive Director for School Leadership and Innovation

**Ryan Steele** | Executive Director for School Leadership and Innovation

### Other District Staff

**Matt Frey, Talle Gomez, Dr. Jennifer Miley, Dr. Saul Laredo, Mackenzie Casall, Dr. Kristyn Edney, Jana Sandall, Dr. Ashley Davis, Dr. Kristin Hebert, Sharon Bradley, Kimmie Conlon, Ashley Hipp, Kevin Keating, Brian Lyons, Dr. Phillip Morgan, Dr. Mandi Murphy, Veronica Couzynse, Juan Ramos, Mark Skinner, Antoine Spencer, Karen Buechman, Laura Zimmer, Stacy Singleton, Jordan Rios, Craig McKinney, Bethany Rogers, Dr. Tyrell White, Jordan Rios**

### Members from Plano ISD's DBIC (if not listed above)

**Shuval Ribak, Kamesha Ross, Megan Allen, Kate Mercer, Dorrian Holmes, Kemile Box, Jessica Pagan, Hannah Anderson, Taylor Watson, Martha Gonzalez, Clarice Perry, Gwen Baumann, Shannon Reczek, Michelle Purgerson, Trey O'Bar, Joseph Russell, M'Cheyl Herrera, Victoria Keans, Elliott Monteverde-Torres, Inge Dismuke Stovall, Marjorie Hall, Mary Cabrera, Wayra Rodriguez, Candance Neal, Rebecca McCarty, Anna Garza-Clinton, Annissa Obasi, Kelsey Plichta, Catherine Riggle, Michael Gould, Ross Cornell, Jeri Duncan**