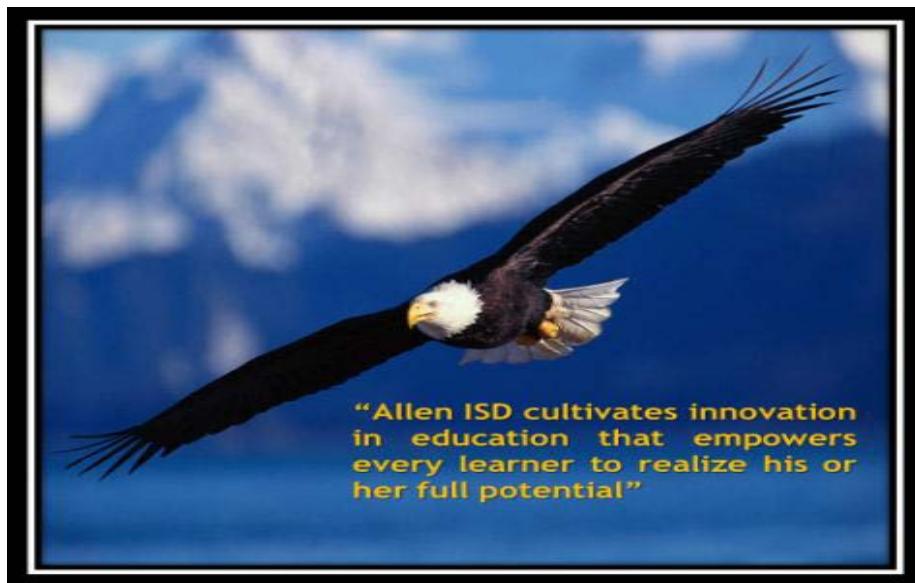


Allen Independent School District

Local Innovation Plan

ALLEN ISD

WHERE EAGLES SOAR!



Local Innovation Committee Members

| Name | Position |
|------------------|--|
| Martha Bahnman | Community Member |
| Mary Jane Barnes | Community Member and Counselor |
| Margaret Benner | Community Member |
| Robin Bullock | Assistant Superintendent School Leadership and Support |
| Michel Coleman | Community Member |
| Terri Cooper | Teacher |
| Cheryl Drennan | Community Member |
| Julie Garrett | Community Member |
| Ken Gregorski | Assistant Superintendent Human Resources |
| Richard Jordan | House Principal |
| Becky Leach | Community Member |
| David Noll | Community Member |
| Mindy Piepenburg | Community Member |
| Ashley Piper | Teacher |
| Stacey Polk | Community Member |
| Evan Ray | Community Member |
| Carrie Rivera | Teacher |
| Jennifer Tinsman | Community Member |
| Toni Vincent | Community Member |
| Jim Waldauer | Community Member |
| Jennifer Wilhelm | Assistant Superintendent Learner Services |
| Maroba Zoeller | Chief Governmental Relations Officer |

Local Innovation Plan

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**DISTRICT OF INNOVATION
TIMELINE FOR ALLEN ISD
NOVEMBER 28, 2016 ADOPTION**

- May 2 Board Workshop – Overview Presentation of District of Innovation
- May 11 Scheduled DIPC Meeting - Overview Presentation of District of Innovation
- May 16 Board adopts Resolution/ holds public hearing/ votes to develop Local Innovation Plan (LIP)/delegates authority to Supt to appoint Committee
- June 6 Supt reports names of Local Innovation Committee (Strategic Plan Team, Project Kids, others)
- June 15 Cabinet team meets to discuss Local Innovation Plan
- July 19 Workshop Meeting of Local Innovation Committee to identify possible areas for exemptions and begin development of Local Innovation Committee comprehensive plan
- July 25 Board update from Local Innovation Committee/Board provides input
- August 10 Local Innovation Committee meeting to finalize Local Innovation Plan
- Sept 13 Local Innovation Committee/District Improvement & Planning Committee joint public meeting to approve plan by majority vote.
- Sept. 26 Local Innovation Plan presented to Board; Board votes to notify Commissioner of Board intention to vote on adopting LIP
- Oct – Nov Local Innovation Plan posted on District Website for 30 days
- November 28 Board meeting – Board votes on Local Innovation Plan (2/3 vote required)

ALLEN ISD LOCAL INNOVATION 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 (TEC). On May 16, 2016 the Allen 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.

On May 16, 2016, the Board appointed a twenty member Local Innovation Committee ("Committee") comprised of diverse leaders representing a cross-section of the District's various stakeholders, including principals, parents, community members, and administrators. The Committee met on July 19th and August 10th, to discuss and draft this Local Innovation Plan ("Plan"). At a public joint meeting of the Local Innovation Committee and the District Improvement & Planning Committee on September 13th, the DIPC approved the plan by majority vote. Based on direction provided by the Board and input from various District stakeholders, the Committee proposes this Plan.

TERM

The term of the Plan is for five years, beginning at the start of the 2017-18 school year and ending at the end of the 2021-22 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement and Planning Committee will continually monitor the effectiveness of the Plan and will review it annually. That advisory council will recommend to the Board any suggested modifications, including addendums, to the plan.

A COMPREHENSIVE EDUCATIONAL PROGRAM

The Plan's comprehensive educational program is guided by and aligned with the Board's Vision, Mission, Strategic Priorities, and Strategic Plan for the District.

VISION

The Board has adopted the following Vision to guide the District:

Allen ISD: Where Eagles Soar!

MISSION

The Board has adopted the following Mission to guide the District:

Allen ISD cultivates innovation in education that empowers every learner to realize his or her full potential.

STRATEGIC PLAN OBJECTIVES

The Board has articulated the following Strategic Plan objectives which are based on the Allen ISD Graduate Profile:

- **Academically Prepared for Future Pursuits**
- **Effective Problem-Solvers**
- **Effective Communicators**
- **Responsible and Engaged Citizens**

DISTRICT GOALS

The Board has adopted the following district goals which are based on the Strategic Plan Objectives:

1. Transform the traditional classroom into an innovative learning experience that meets the needs of the individual learner.
2. Transform the learning environment by increasing rigor and encouraging innovation so that students become effective problem-solvers.
3. Integrate effective communication through advancing technologies and develop interpersonal skills throughout the learning environment.
4. Foster sustainable opportunities for every person to become a responsible and engaged citizens.

INNOVATIONS

To achieve the District's Vision and Mission, to align the District's practices and operations with the District's strategic objectives, and to meet the District's goals, the District needs the flexibility to exert local control to modify:

- teacher certification requirements,
- the school year, and
- designation of campus behavior coordinator.

The promotion of these innovations allows the District to meet the characteristics of the graduate profile of becoming academically prepared, effective problem solvers, effective communicators, and responsible and engaged citizens.

The District needs local flexibility in the following areas to improve student outcomes. Some of these exemptions may be enacted beginning in the 2017-18 school year while others may be implemented at a future date. Additional innovations may be implemented as our Strategic Plan Action Plans move toward completion with new learning environments, programs, schedules, and instructional delivery, which may also require more specialized and focused professional learning for our educators.

**Texas Education Code
Chapter 21 – Educators
Certification Required (§21.003)**

Currently:

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 submit a request to the Texas Education Agency to hire without certification, with requirement to obtain certification in a specified time. The Texas Education Agency (TEA) then approves or denies this request.

Proposed:

The current state teacher certification requirements could potentially inhibit the District's ability to hire teachers to teach specialized Career and Technical Education (CTE) courses. In order to enable more students to obtain the educational benefit of specialized CTE course offerings, the District seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the certification requirements set forth in law. Before examining the employment of non-certified personnel, all efforts will be made to hire state certified teachers.

By obtaining exemption from existing teacher certification requirements for specialized CTE course offerings, the District will have the flexibility to hire community college instructors, university professors, business professionals or certified teaching professionals seeking assignments outside of their certification area. This innovation has the potential to enrich applicant pools in specialized CTE course offerings and afford more students the opportunity to take courses if state certified teachers are not available to teach those courses.

**Texas Education Code
Chapter 25 – Admission, Transfer, and Attendance
First Day of Instruction (§25.0811)**

Currently:

The TEC states that a school district may not begin instruction before the 4th Monday in August.

Proposed:

This flexibility of start date allows the district to determine locally, on an annual basis, what best meets the needs of the students, parents, and our local community. This empowers the district to increase college and career readiness and balance the amount of instructional time per semester. By having the flexibility in beginning instruction before the 4th Monday of August, students will be able to enroll in college courses that start in early June. Removing the state required uniform school start date would allow the district the flexibility to start instruction as a shortened school week, easing the transition for students. This will also allow for flexible professional development scheduling for district staff.

Texas Education Code

Chapter 37 – Discipline; Law and Order

Designation of Campus Behavior Coordinator (§ 37.0012)

Currently:

Senate Bill 107 requires the designation of a campus behavior coordinator on each campus.

Proposed:

The proposal is for the District to seek exemption from the statute requiring each school to have a designated campus behavior coordinator. The relationships that are established between the campus administrator, counselor, student, and parent are the foundation for promoting and maintaining positive behavior. Utilizing a local district process allows the administrator who currently has a relationship with the parent and student to be the person to make parental contact. The administrator notifies the parent of discipline or behavior concerns, rather than having contact by a campus behavior coordinator, who may not know all the students, providing a much more individual and personal approach.

SUMMARY

Allen ISD's mission is to *cultivate innovation in education that empowers every learner to realize his or her full potential*. To accomplish this, we have nurtured a new culture of learning which Thomas & Brown (2006) introduced as the classroom model being replaced by learning environments in which digital media provide access to a rich source of information, and the processes that occur within those environments are integral to the results. A teaching-based approach focuses on teaching us about the world, while the new culture of learning focuses on learning through engagement within the world.

In a teaching-based approach, students must prove they have received the information transferred to them – that they quite literally, “get it.” However, in a new culture of learning the point is to embrace what we don’t know, come up with better questions about it, and continue asking those questions in order to learn more and more, both incrementally and exponentially.

The goal is for each of us to take the world in and make it part of ourselves. In doing so, it turns out, we can re-create it. Our Strategic Plan, together with this Local Innovation Plan, seeks to expand that new culture of learning from every aspect and every component. Being able to assist learners by extending every opportunity to afford them the attainment of our Graduate Profile Goals of being academically prepared, being effective communicators and problem-solvers, as well as global citizens is the culmination of our mission. Many of the compliance rules and regulations that we have been required to meet have inhibited the expansion of the new culture of learning and achievement of our students. The exemptions we will be allowed by virtue of becoming designated as a “District of Innovation” will ensure further preparation of our students for their post-secondary pursuits and will enable innovation at all levels in scheduling, campus administration and expansion of classroom instruction to include anytime-anywhere learning environments.

BOARD POLICY REVISIONS

In most cases, activation of exemptions from the TEC will require the revision of Allen ISD local policies. AISD will implement an enhanced local policy development process that is rigorous, transparent, and inclusive of stakeholder input through the District Improvement & Planning Committee. The district has developed and communicated a detailed implementation plan for the 2015 & Beyond Strategic Plan. This District of Innovation Plan will be seamlessly implemented as part of the Strategic Plan.