



District of Innovation

Frisco ISD Local Innovation Plan

Introduction

House Bill 1842, passed in 2015 in the 84th Session of the Texas Legislature, in part amended Chapter 12A of the Texas Education Code (TEC) to create Districts of Innovation. The designation allows school districts to be exempt from certain sections of the TEC, providing more flexibilities and control in locally meeting the needs of students and the communities served.

On October 17, 2016, the Frisco ISD Board of Trustees (Board) adopted a resolution to initiate the process of becoming a District of Innovation. On November 14, 2016, the Board held a public hearing and appointed a Local Innovation Plan Committee (Committee) comprised of staff members and community members named by each member of the Board and the Instructional Support Team (IST). The 15-member Committee met on November 28 and 30, 2016, to discuss the process and drafted a Local Innovation Plan (Plan). Final adjustments were agreed upon via email.

Further timeline information regarding the process will be included in this section as appropriate.

Terms

By law, the term of the designation as a District of Innovation may not exceed five years. The term of the Frisco ISD Local Innovation Plan begins on February 13, 2017, and ends on February 13, 2022, unless rescinded or renewed by the Board in accordance with law, or terminated by the Commissioner of Education. The plan may be amended, rescinded or renewed by a majority vote of the district-level committee established under the TEC 11.251 (District Improvement Team) along with a two-thirds majority vote of the Board. An **amendment** to the Plan does not change/extend the date of the term of designation as an innovation district; exemptions that were already formally approved are not required to be reviewed. The District must notify the TEA within five business days of **rescission** of the plan and provide a date (not to be later than the start of the following school year) at which time it will be in compliance with all sections of the TEC. During **renewal**, all sections of the plan and exemptions shall be reviewed and the original statutory adoption process must be followed. The District shall notify the Commissioner of any actions taken to amend, rescind or renew the Plan along with the associated TEC exemptions and local approval dates. The Local Innovation Plan Committee will annually review the plan, unless the Board determines a review must be done prior to the annual review, to ensure that the recommendations are continuing to meet the needs of the District as intended and are in line with the FISD Strategic Plan efforts.

See attached exhibits A and B for processes related to the annual review and for amending the Plan.

As part of the annual review process, the membership of the Local Innovation Plan Committee will be renewed and/or modified by a majority vote of the Board. Outside of the annual review/renewal process, if a member of the Local Innovation Plan Committee is unable to fulfill his/her duties, the Board may appoint

a replacement by majority vote. Recommendations for staff appointments will be made by the IST. The Board has ultimate authority in determining the membership of the Committee; the intent of the Board is to maintain balanced representation on the Committee of community members and staff.

The Local Innovation Plan is aligned with the beliefs, vision, mission and motto of the Frisco ISD and is guided by the strategies and objectives of the Strategic Plan established in 2015, which is the framework for the comprehensive educational program for the District and focuses the work and the daily operations of the District employees in meeting the needs of students.

Beliefs

Education is a shared responsibility of students, school, home and community. With that as an essential principle, we believe the following to be true for students, staff, families and the community:

- Everyone has equal inherent worth and deserves to be treated with respect and dignity.
- Everyone needs challenge, opportunity and encouragement.
- Each person is unique.
- Meaningful relationships have profound lifelong impact.
- Integrity is essential.
- Imagination and creativity are vital.
- A safe environment is necessary for learning.
- Every person can learn.
- Each person is ultimately responsible for his/her own learning.
- Learning is lifelong and unlimited.
- There is always room for improvement.
- All students must graduate with the skills they need to pursue their aspirations.

Vision

We look at education in a different way. . .
through the eyes of children.

Motto

Pride. Tradition. Excellence.

Mission

Our mission is to know every student by name and need.

Objectives and Strategies

DEVELOPED BY STRATEGIC PLANNING TEAM – APPROVED BY BOARD JUNE 2015
SEE FULL PLAN ON THE FISD WEBSITE

Teaching and Learning

1. Strategic Objective - Every student will engage in relevant and meaningful learning that prepares them to pursue their college and/or career aspirations.
2. Strategic Objective - All staff will actively engage in a collaborative culture of continuous improvement.

Human Resources

3. Strategic Objective - Design a system that exemplifies a purposeful commitment to hire and support exceptional staff.

Budget

4. Strategic Objective - Develop and advocate for a long-range financial plan to ensure student success.

Facilities

5. Strategic Objective - Sustain the small school model of FISD.

Whole Child

6. Strategic Objective - Create and maintain an organization that engages, empowers, and enlightens the whole child and the family.

Communications

7. Strategic Objective - Create an adaptable framework and resources to build knowledge and skills within all stakeholders to enhance communications and create personalized connections to our mission, through our messages and brand.

It has been determined that the following requirements of the Texas Education Code inhibit the pursuit of the goals of the Frisco Independent School District in meeting the needs of students at this time.

Innovation Plan Exemption required to meet the needs of the Whole Child, Teaching and Learning, Budget and Human Resources:

1 - Texas Education Code 25.0811 (a), Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

(EB Legal Policy)

Plan Rationale – When the state moved from mandating the number of days of instruction to a number of minutes, Frisco ISD took the opportunity to revisit the school calendar and to look at what would be best for students and staff in achieving the goals of the District.

This resulted in a calendar that allowed for a more targeted approach to professional learning prior to the start of school and throughout the year, and provided for strategic breaks for staff and students that is believed to help with the overall well-being of both, while also providing for extended family time throughout the year. These job-embedded opportunities for growth and collaboration keep professional learning meaningful and timely and reduce the number of summer workshops and the need for substitutes, which

also reduces spending. This calendar also allowed for more dedicated teacher work-day time that helps with teacher stress and morale.

In addition, this calendar allowed FISD to balance the days in each semester which is best for students and teachers, particularly at the secondary level when participating in a one-semester course, and in all courses relative to the pacing of lessons and learning.

This all worked because the school year started on August 22, which was the fourth Monday in 2016. In 2017, the fourth Monday is August 28. A school year beginning on August 28 results in the school year ending on June 8. This late ending negatively impacts additional opportunities for students in relation to summer school at the high school and college levels and for other camps and enrichment programs. It also impacts job opportunities for students. This is beyond the concerns related to the District's inability to provide the other benefits of the calendar as outlined above.

Prior to the mandate in 2007 through TEC 25.0811 (a), school started in FISD on the second or third Monday. Since the 2000-2001 school year, the earliest school has started in FISD is August 13, which was a second Monday. This mandate does not allow for a waiver request.

Local Innovation Plan Guideline – The first day of instruction in FISD will not begin prior to the second Monday in August, but will be scheduled to best meet the needs of FISD, and its students, staff and community in furthering the educational program. Preference will be given to starting on the third Monday in August.

Innovation Plan Exemption required to meet the needs of the Whole Child, Human Resources:

2 – TEC 37.0012 requires that a person at each campus be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal.

(FO Legal Policy)

Plan Rationale – This statute came out of the 84th Legislative Session and limits the District's ability to know the name and need of each of its students. By placing this duty on one administrator, rather than allowing assistant principals to be responsible for this duty with the students assigned to him/her as was done previously in FISD, it creates great inefficiencies and limits the effectiveness of FISD administrators. The burden of placing this on one person is not sustainable, and the additional stress it creates to staff, students and families should be avoided. The assistant principals are building relationships with the students and families assigned to them and are best equipped to handle discipline concerns and the management of behavior issues and consequences. In order for the District to promote the social and emotional learning of its students and foster the connection between actions and consequences, the District seeks relief from this Code. This will allow for more student-centered behavior management programs that have the support and buy-in of the students, staff members, parents and local community.

Local Innovation Plan/Guideline – The principal may delegate the duties of the Campus Behavior Coordinator to campus administrator(s) to best serve the needs of students and families, and the District will provide the training and guidance necessary for them to execute the expectations, practices and protocols of FISD that also meet all other provisions of the Code (Chapter 37, SB 107 and the Student Code of Conduct), i.e, timely notifications. This will ensure consistency and adherence to policy and legal requirements.

Innovation Plan Exemption required to meet the needs of the Whole Child, Human Resources, Budget:

3– TEC 25.081 (HB 2610) for each school year, each school district must operate so that the district provides for at least 75,600 minutes of instruction, including intermissions and recesses.

(EC Legal Policy)

Plan Rationale – This statute came out of the 84th Legislative Session. For the purposes of this Code, a day of instruction is 420 minutes in meeting the 75,600 minutes for the year. For a half-day program such as pre-K, this would require 37,800 minutes. In FISD, as in many districts across the state, we offer a morning and afternoon program at one facility – the Early Childhood School. In our 174-day school calendar, there is not enough time in the day to run a morning and afternoon program, allow for teachers to have a planning period and a duty-free lunch, and meet the minutes outlined in this requirement. Our pre-K students have 185 minutes of instruction, including the beginning intermission. To meet the mandate we would have to add 33 minutes to their instructional day. This is not possible, and we believe is an unintended consequence of the legislation that we hope is addressed in the 85th Legislative Session. In this first year of implementation, a waiver was allowed, but it will not be allowed for the 2017-18 school year.

Local Innovation Plan/Guideline – Consequently, in order to conduct the best program we can for FISD students, staff and the community, FISD will continue to provide our instruction in a 185-minute block in the morning and in the afternoon. The District understands that there may be funding implications to this component of the innovation plan.

Summary and Signatures of Commitment

It is noted that through the annual review process, further innovations and exemptions may be needed to advance the work of the District in meeting the needs of students, and amendments may be necessary. As other districts across the state pursue this process and implement plans through this provision for additional flexibilities and more local control, new ideas for innovation may emerge that have great applicability in FISD. We hope that through the natural course of having more autonomy and freedom to think innovatively that all students across the state will be able to take advantage of these key learnings.

Local Innovation Plan Committee Members

Christy Fiori	Curriculum and Instruction Area Director, appointed by Katie Kordel, IST
Jennifer Redden	Principal Memorial High School, appointed by Kenny Chandler, IST
Karen Dilworth	Ashley Elementary School Teacher, appointed by Doug Zambiasi, IST
Anna Koenig	Human Resources Director, appointed by Pamela Linton, IST
Nima Kapadia	Wakeland High Journalism Teacher, appointed by Chris Moore, IST
Melanie Schroeder	Payroll Director, appointed by Dr. Todd Fouche, IST
Stacy Cameron	Coordinator of Library/Media Services, appointed by Melissa Fouche, IST
Anjali Shirvaikar	Parent, appointed by Dr. Jeremy Lyon, IST
Robert Cox	Parent, appointed by Bryan Dodson, Board member
Sean Mahan	Parent, appointed by Steve Noskin, Board member
Josh Gable	Parent, appointed by John Hoxie, Board member
Kathryn Carter	Parent, appointed by Chad Rudy, Board member
Melanie Royer	Parent, appointed by Debbie Gillespie, Board member
Cindy Badon	Parent, appointed by Anne McCausland, Board member
Claire Nese	Parent, appointed by John Classe, Board member



District of Innovation Frisco ISD Amendment Process Exhibit B

