



**NORTHSIDE INDEPENDENT
SCHOOL DISTRICT**

**DISTRICT OF INNOVATION PLAN
2023-2028**

Dr. John Craft, Superintendent

School Board Members

District 1	Joseph H. Medina (Trustee)
District 2	Gerald B. Lopez (Vice President)
District 3	M'Lissa M. Chumbley (Trustee)
District 4	Robert Blount, Jr. (Trustee)
District 5	Corinne Saldana (Secretary)
District 6	Carol Harle, Ph.D. (Trustee)
District 7	Karen Freeman (President)

2023-2024
DISTRICT OF INNOVATION COMMITTEE MEMBERS

Parents

Crystal Rivas, Carlos Coon Elementary School
Amy Hoffmann, Murnin Elementary School
Catherine Lazo, Jordan Middle School
Marisa Flores-Mascorro, O'Connor High School

Community Members

Roberto Zarate
Dr. Caroline Wernli
Edmund Meyer

Teachers

Rose Davila, Thornton Elementary School
Tracey Dalby, Fields Elementary School
Jeanna Oser, Glenoaks Elementary School
Melissa Pepper, Scobee Elementary School
Olivia Chamberlain, Cole Elementary School
Jazmine Williams, Straus Middle School
Leslie Ortiz, Zachry Middle School
George Hickman, Jay High School
Holly Robbins, Clark High School

Principals

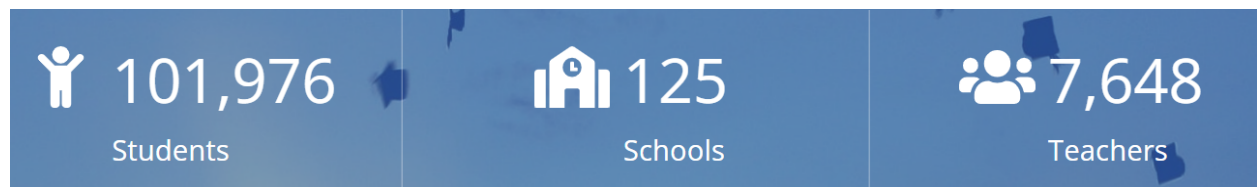
Jocelyn Dudney, Scobee Elementary School
Sherry Mireles, Rawlinson Middle School
Faustino Ortega, Ross Middle School
Geri Berger, Brandeis High School

District Staff

Janis Jordan, Deputy Superintendent of Curriculum and Instruction
Ben Muir, Assistant Superintendent for Human Resources
Jerry Woods, Assistant Superintendent for High School Curriculum and Instruction
Nicole Franco, Facilitator, Leadership Development, Principal Coach
Sandy Bonnett, Executive Director of Elementary Administration
Valerie Sisk, Executive Director of Secondary Administration
Diana Ely, Executive Director of Teaching & Learning
Traci Wernli, Executive Director of Student Services
Debbie Ruel-Schaefer, Director of Career and Technical Education
Carin Adermann, Director of Testing
Kelly Rasti, Director of Government Relations

The Northside Independent School District

Established in 1949 by the consolidation of 12 rural school districts, Northside today is 355 square miles of urban landscape, suburban communities, and rural Texas hill country. As South Texas' largest school system, Northside is the "Destination District" for thousands of families wanting a high quality school system.



Our Mission

Transform the Learning Experience for Students.

Our Vision

Every day, every student grows in confidence, curiosity, and capability.

Our Learner Profile

Every student will be:

Creators	Collaborators	Communicators	Critical Thinkers
Leaders	Learners	Innovators	Solution Finders

Our Beliefs

- Each student deserves a quality education which honors their voice and prepares them to engage, contribute, and succeed.
- Students' health, safety, engagement, support, and challenge is directly linked to their academic achievement and future success.
- Meaningful relationships among students, families, educators, and the community are vital to student success.
- Classroom teachers have the most impact on student achievement followed by campus principals.
- Public schools are essential to foster community and develop engaged citizens.

INTRODUCTION

The District of Innovation concept, passed during the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools. The flexibility derives from the district's ability to exempt itself from state mandates that may limit its ability to implement innovative ideas. The potential benefits of becoming a District of Innovation include increased local control to decide which flexibilities best suit local needs, freedom in customizing an innovation plan, and autonomy in that the innovation plan does not require state approval.

The term of the Plan is for five years, beginning April 26, 2023 and ending April 26, 2028, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

TIMELINE

Date	Forum	Action
November 15	Board Meeting	Approve Resolution
December 12	Academics Committee Meeting	Review Public Hearing and Committee
December 13	Board Meeting	Public Hearing; Appoint DOI Committee
Jan 12; 26; Feb 9	DOI Committee Meetings	Draft Plan
February 27	Academics Committee Meeting	Review Draft Plan and provide feedback
February 28	Board Meeting	Present Draft Plan
March 1 - March 31	Post Draft Plan to Website	Garner Public Feedback
March 7	NEIC Committee Meeting	Review Draft Plan and provide feedback
March 23	Academics Committee Meeting	Review Public Feedback
April 25	Board Meeting	Approve Plan
April 26	Submit Northside ISD DOI Plan to TEA	

Uniform Start Date
Texas Education Code §25.0811

Current Statute

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.

Proposed

Flexibility in regards to the uniform start date allows the district to designate the first day of school each year to best meet the needs of our students, staff, and community.

Additional advantages may include:

- The ability to assist in retention and hiring
- The ability to align to other districts' academic and UIL calendars
- The ability to balance the two semesters

The District will not implement this exemption for the purpose of altering the language in or application of teacher contracts.

Draft calendars will continue to be developed and feedback will be gathered from NISD stakeholders. This feedback will be used to form the final recommendation presented to the Board of Trustees.

Affected Regulation and Policy

(EB Legal/Local)

Note:The Board has adopted an innovation plan that affects application of provisions in this legally referenced policy.

**Probationary Contracts
Texas Education Code §21.102**

Current Statute

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year.

Proposed

Flexibility in regards to the probationary contracts allows the district to evaluate the effectiveness and opportunity for growth of new educators to NISD in order to meet the needs of our students, staff, and community.

Additional advantages may include:

- Additional time to fully determine the teacher's effectiveness in the classroom.
 - From 1 year to 2 years
- Aiding the district in growing a highly accomplished faculty
- Retention of teachers
- Additional time to align the teacher to District expectations

This exemption provides additional time to campus leaders to better evaluate an employee's effectiveness and provide an opportunity for professional growth as needed.

Affected Regulation and Policy

DCA Legal
HR 16 Regulation

Note:The Board has adopted an innovation plan that affects application of provisions in this legally referenced policy.

**Campus Behavior Coordinator Provisions
Texas Education Code §37.0012**

Current Statute

A person at each campus must be designated to serve as the campus behavior coordinator, who is primarily responsible for maintaining student discipline. The person designated may be the principal of the campus or any other campus administrator selected by the principal.

Proposed

Flexibility in regards to the campus behavior coordinator provision allows the district to designate this responsibility to more than one campus administrator in order to meet the needs of our students, staff, and community.

Additional advantages may include:

- Increased collaboration in regard to student support

NISD's approach to discipline is more collaborative, with multiple people providing social and emotional support to students.

Affected Regulation and Policy

FO Legal / Local; FFB Legal / Local

Note:The Board has adopted an innovation plan that affects application of provisions in this legally referenced policy.

**Educator Certification Requirements
Texas Education Code §21.003**

Current Statute

All teachers paid by a school district must hold the appropriate teacher certificate or permit.

Proposed

Flexibility in regards to the educator certification requirements allows the district to hire teachers for hard to fill, high demand secondary courses in order to meet the needs of our students, staff, and community. Due to federal guidelines, this flexibility doesn't apply to special education and bilingual/ESL teachers.

Additional advantages may include:

- The enrichment of applicant pools in specific secondary content areas

More details:

Teachers hired without an existing certification will be required to enroll in and successfully complete an alternative certification program.

Teachers hired with an existing out-of-state certification will be required to pass Texas state exams.

The District and hiring campus will assess appropriate professional learning needs for any teacher hired under this exemption.

The Board can review the District process for assessment of annual needs.

Affected Regulation and Policy

DK Legal / DK Local, DK Exhibit
HR 24 Regulation

Note:The Board has adopted an innovation plan that affects application of provisions in this legally referenced policy.

Teacher/Administration Appraisal System
Texas Education Code §21.203, 21.352-21.3541

Current Statute

The state issued a teacher appraisal system in 2016-2017 called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS). The domains within these systems are developed by the State to meet the needs of the entire State of Texas.

Proposed

Flexibility in regards to the Teacher/Administration Appraisal System allows the district to develop instruments that best meet the needs of our students, staff, and community.

Additional advantages may include:

- Alignment to the NISD Strategic Framework
- Support of the NISD Learner Profile
- Differentiation by professional role

Affected Regulation and Policy

DNA Legal / DNA Local
DK Legal / Local/ Exhibit
ADM 20 Regulation

DNB Legal / Local
ADM 21 Regulation

Note:The Board has adopted an innovation plan that affects application of provisions in this legally referenced policy.

