

Agenda
Midlothian ISD
Board of Trustees Special Meeting

L.A. Mills Administration Building
100 Walter Stephenson Road
Midlothian, Texas 76065

July 25, 2022 – 5:30 PM

A Special Meeting of the Board of Trustees of Midlothian ISD will be held July 25, 2022, beginning at 5:30 PM.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed on the agenda, which is attached to, and made a part of this Notice. Items do not have to be taken in the order shown on this meeting notice.

Members of the public may access this meeting in real time by clicking the [video conference link](#) and selecting the Board of Trustees Special Meeting for July 25, 2022.

The open portions of this meeting will be streamed live and recorded. The video will be made available to the public on the District's website.

PUBLIC COMMENT – Public comments related to this meeting will be accepted in person only in accordance with the Open Meetings Act and Local District Policy, BED(LOCAL). Members of the public wishing to address the Board during the public comment portion of this Special meeting shall be limited to the items on the agenda and five minutes, or less, should a change to the allotted time be necessary as determined by the presiding officer based on the meeting.

In-person participants must either sign up online by 4:00 pm the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

In accordance with the Texas Open Meetings Act, Board Members will listen to the comments. The Board, through the presiding officer or Superintendent, can offer factual information, cite Board policy, or direct the administration to investigate items and report back to the Board, but shall not engage in a two-way dialogue with patrons.

1. **FIRST ORDER OF BUSINESS**

A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551

2. **PUBLIC COMMENT - *for Items on the Agenda:*** Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.

3. **DISCUSSION/ACTION ITEMS**

A. Consider Initiation of District of Innovation Plan Development

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1. Consider Adoption of Board Resolution

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2. Conduct Public Hearing
3. Appoint Members of the District Committee
- B. Consider Video Surveillance in Special Education Settings for 2022/23 School Year 18
4. ADJOURNMENT OF MEETING

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed meeting or session of the Board of Trustees is required, then such closed meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- | | |
|----------|--|
| 551.071 | Private consultation with the board's attorney. |
| 551.072 | Discussing purchase, exchange, lease, or value of real property. |
| 551.073 | Discussing negotiated contracts for prospective gifts or donations. |
| 551.074 | Discussing personnel or to hear complaints against personnel. |
| 551.075 | To confer with employees of the school district to receive information or to ask questions. |
| 551.076 | Considering the deployment, specific occasions for, or implementation of, security personnel, or devices. |
| 551.082 | Considering discipline of a public school child, or complaint or charge against personnel. |
| 551.0821 | Discussing personally identifiable information about a public school student. |
| 551.083 | Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups. |
| 551.084 | Excluding witnesses from a hearing. |

Should any final action, final decision, or final vote be required in the opinion of the school Board with regard to any matter considered in such closed meeting or session, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**Midlothian ISD
BOARDBOOK TEMPLATE**

Board Meeting Date:	July 25, 2022	
Agenda Item:	Consider Initiation of District of Innovation Plan Development	
Requires Board Action:	YES	
Agenda Location:	DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCE	
Template Attachments:	Yes	PDF
If yes, then select what applies:	PDF	PDF
Link to the presentation:	No presentation for this item.	
Background Information	<p>WHY: In 2016, MISD began the process of becoming a District of Innovation. The approval of the DOI plan included calendar years 2017-2022. Because this is the first time MISD as well as other districts across the state have had to renew their District of Innovation Plans, the timing for the renewal notice was quite vague. In order for MISD to continue as a District of Innovation, we must complete specific criteria again.</p> <p>1. The Board needs to consider and adopt the Resolution to authorize the Superintendent to develop a local innovation plan for consideration and Board approval. (This will be Action Item #1.)</p> <p>2. The Board must hold a public hearing which is being accomplished on July 25, 2022 awarding members of the public the opportunity to make comment on the creation/continuation of a DOI plan.</p> <p>3. Official appointment of the district committee. (Committee members from the current DOI have been incorporated with updated staff members that have assumed the designated roles. This will just require board approval. (Action Item #2.)</p> <p>NEXT STEPS:</p> <ul style="list-style-type: none"> * Plan is to be posted for 30 days. * Following adoption of the resolution on 7/25/2022, administrative staff will notify the Commissioner on 7/26/2022 of the Board's intention to vote on adoption of the DOI plan. * DEIC will need to reconvene and hold a public meeting to consider passing the plan. * Board Meeting #2 will be called to ask the Board to adopt the District of Innovation Plan. * Once approved, administration will send the final plan to the Commissioner within 15 days of adoption. 	
Strategic Priority: <i>(Primary)</i>	Priority 4: District Operations and Financial Stewardship	
Performance Objective: <i>(Primary)</i>	4.3 Commitment to Financial Stewardship	

Strategic Priority: <i>(Secondary - if needed)</i>	Priority 4: District Operations and Financial Stewardship	
Performance Objective: <i>(Secondary - if needed)</i>	4.1 Systematic Long-range Facility Management	
Legal Reference: (1) / (2)	Texas Education Code	N/A
Policy Reference: (1) / (2)		
Fiscal Impact/Budget Function Code:	N/A	
Administration Recommendation	Administration recommends the approval of the agenda item as presented.	
Motion:	<p>Motion #1: "I move to approve the resolution as the MISD Board of Trustees wishes to seek designation as a district of innovation pursuant to Chapter 12A, Texas Education Code."</p> <p>Motion #2: "I move to approve the committee members for the District of Innovation as presented."</p>	
Presenter:	Aaron Williams, Ed.D.	Krista Tipton (ED)
	District Leadership	Executive Director (ED) or Director (D)



Midlothian ISD
District of Innovation Plan
2022-2023

2026-2027

New District of Innovation Plan Date:

Posted online: March 30, 2022

Midlothian Independent School District

District of Innovation Plan

INTRODUCTION

A District of Innovation (DOI) is a concept passed by the 84th Texas Legislative that gives traditional independent school districts most of the flexibilities available to open enrollment charter schools, including exemption from many requirements mandated in the Texas Education Code. To create a DOI, a school district must adopt an innovation plan for its district. On August 15, 2016., the Board of Trustees hosted a public hearing to gather public comments on Midlothian ISD becoming a District of Innovation, a product of House Bill 1842 from the 84th Legislative Session.

The School Board appointed a District of Innovation Committee composed of community members, appointed by the School Board, parents, teacher leaders, and campus, as well as district administrators. The primary goal of this committee is to prepare a District of Innovation plan to address the needs of the District.

TERM OF RENEWAL/AMENDMENTS

The MISD District of Innovation Plan will be implemented beginning with the 2022-2023 school year and end on June 30, 2028. The District of Innovation Committee will review the plan annually to verify that elements in the plan are still compatible with district needs. Any changes will be posted online for 30 days and will require approval of the Innovation Committee, DEIC, and the School Board.

MISSION

The mission of Midlothian ISD is to educate students by empowering them to maximize their potential.

VISION

Midlothian ISD. . .Inspiring excellence today to change the world tomorrow

Midlothian Independent School District

District of Innovation Plan

GOALS

Teaching and Learning

1. Transform our classroom to be truly student-centered through aligned teaching and learning.
 - 1.1 Design and develop aligned K-12 curriculum.
 - 1.2 Facilitate problem solving, critical thinking and risk-taking for staff and students.
 - 1.3 Provide and support professional development in the implementation of a K-12 aligned curriculum.

Human Capital

2. Design a comprehensive staffing plan to foster excellence, high expectations, and positive morale throughout the district.
 - 2.1 Develop and execute a high level recruitment plan.
 - 2.2 Identify and provide support systems needed to retain quality staff.

Funding and Finance

3. Resources will be optimized for all stakeholders, according to the Strategic Plan, to enhance and maximize student potential.
 - 3.1 Educate the community regarding school finance and its restrictions.
 - 3.2 Collaborate with stakeholders and community partners to meet the needs of the district.

Facilities

4. Provide facilities that create an innovative learning environment using district resources in the most efficient manner.
 - 4.1 Develop criteria to be used in the design of future construction and renovation projects.
 - 4.2 Develop a comprehensive facilities plan to guide financial decisions related to future site acquisitions, new construction, and renovation of existing facilities.

Technology

5. Design a system to provide for the evolving digital needs of MISD.
 - 5.1 Develop a plan to ensure appropriate network infrastructure for anticipated future needs.
 - 5.2 Create a process to enable digital access for all future devices/programs for MISD.

Communications/Community Partnerships

6. Create an environment of transparent information exchange between the school district and key stakeholders that builds long-term impactful relationships.
 - 6.1 Establish a support system for addressing district needs in order to obtain community resources.
 - 6.2 Develop a communications strategy that effectively communicates successes, strengths, and opportunities of the district.

MIDLOTHIAN ISD STRATEGIC PLAN 2022 - 2026

Strategic Priorities *(adopted by the Board on April 4, 2022.)*

Priority 1: Student Success

- Performance Objectives:
- 1.1 Multiple pathways for All Students to Belong
 - 1.2 All Students Exhibit Yearly Growth in Core Areas
 - 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching

Priority 2: Capacity Building and Effective Leadership

- Performance Objectives:
- 2.1 Recruit and Retain High-potential Talent
 - 2.2 Systematic Management of Individual Talent
 - 2.3 Development of a High-performing Organizational System

Priority 3: Culture, Climate and Safety

- Performance Objectives:
- 3.1 Commit to MISD Cultural Tenets in a Way that Ensures Staff and Student Well-being
 - 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement

Priority 4: District Operations and Financial Stewardship

- Performance Objectives:
- 4.1 Systematic Long-range Facility Management
 - 4.2 Effective and Efficient Cross-departmental Work processes
 - 4.3 Commitment to Financial Stewardship

Midlothian Independent School District
District of Innovation Plan

District of Innovation: Committee Members	
Dr. Jo Ann Fey	Superintendent of Schools
Darin Kasper	Deputy Superintendent
Shelle Blaylock	Assistant Superintendent Curriculum & Instruction
Dr. Aaron Williams	Assistant Superintendent for Administration & HR
Shannon Thompson	Director of Special Education
Dr. Kalee McMullen	Secondary Principal
Trina Silmon	Elementary Principal
Dr. Shannon Blake	Elementary Principal
Dr. Amanda Rodgers	Middle School Principal
James Spradley	Secondary Assistant Principal
Melonie Bagby	High School Classroom Teacher
Elizabeth Strange	Middle School Classroom Teacher
Tracy Xavier	Elementary Classroom Teacher
Erin Roberts	Elementary Classroom Teacher
Melissa Wolfe	Executive Director of Specialized Learning
Judy Walling	Community Representative
Krista Tipton	Student Services Administrator

Midlothian Independent School District District of Innovation Plan

Goal 1: Class Size

1-1. Area of Suggested Exemption (Focus): 1st through 4th Grade Only

- TEC Code Requiring Exemption:
 - 25.112 - Except as otherwise authorized by this section, a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.
 - 25.113 -A campus or district that is granted an exception under Section 25.112(d) from class size limits shall provide written notice of the exception to the parent of or person standing in parental relation to each student affected by the exception.
- Local Guidelines:
 - EEB Legal
- Benefit of the Exemption for Midlothian ISD
 - This exemption will allow Midlothian ISD the ability to group students based on academic, social and emotional needs without additional waivers.
 - Being exempt from 22:1 class size ratio will prevent the relocation of students to another attendance zone and allow them to remain with the same teacher and classmates that they began the school year with, allowing continuous stability and support for the student.
- District Procedures
 - Kindergarten-4th grade will remain at 22:1.
 - If class size is to exceed 22:1 there will be a 30-day consideration period to determine 24:1. The following categories will be reviewed:
 - Grade / subject of classroom
 - Dynamics of campus and classroom
 - Availability of space and resources
 - Hiring of additional staff
 - Effects of campus relocation.

**This exemption permits Midlothian ISD to go over the 22:1 ratio for elementary classrooms due to fast growth school zones. This exemption would only be used in the case of a new student(s) coming into the district during the school year. The district will not begin the year or set class size norms at more than 22:1. This will be closely monitored to ensure that it is only in extenuating circumstances that a class would be over the 22:1.*

Midlothian Independent School District
District of Innovation Plan

Goal 2: Instructional Calendar

2-1. Area of Suggested Exemption (Focus)

- TEC Code Requiring Exemption:
 - Sec. 25.0811 FIRST DAY OF INSTRUCTION. (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.
- Local Guidelines:
 - EB (Local) - No change necessary
- Benefit of the Exemption for Midlothian ISD
 - This exemption will allow balance between the two semesters to coincide with the natural occurring winter break.
 - By beginning the school year one week earlier, semester exams would be able to occur prior to winter break, in turn giving additional time in the second semester for STARR/EOC/AP preparation and testing.
 - This exemption would allow the flexibility for the district calendar to be aligned with the local college semester and assist with coordinating dual credit courses.
 - Instructional calendar flexibility will allow more opportunities for staff development before and during the school year.
 - Calendar flexibility will allow time to organize vertical alignment, the integration of one-to-one and the restructure of lesson design.
- District Procedures
 - Midlothian ISD will begin instruction the 3rd week of August thereby providing additional days for Professional Development during the school year.

Midlothian Independent School District
District of Innovation Plan

Goal 3: Employee Appraisal

3-1. Area of Suggested Exemption (Focus)

- TEC Code Requiring Exemption:
 - Sec. 21.352. LOCAL ROLE. In appraising teachers, each school district shall use: ○ (1) the appraisal process and performance criteria developed by the commissioner; or (2) an appraisal process and performance criteria: (c) Except as otherwise provided by this subsection, appraisal must be done at least once during each school year.
 - Sec. 21.354. APPRAISAL OF CERTAIN ADMINISTRATORS. The commissioner shall adopt a recommended appraisal process and criteria on which to appraise the performance of various classifications of school administrators. The criteria must be based on job-related performance.
 - Sec. 21.3541. APPRAISAL AND PROFESSIONAL DEVELOPMENT SYSTEM FOR PRINCIPALS. (a) The commissioner by rule shall establish and shall administer a comprehensive appraisal and professional development system for principals.
- Local Guidelines:
 - DN, DNA, DNB
- Benefit of the Exemption for Midlothian ISD
 - Flexibility with the Employee Appraisal system will allow for a more customized approach for non-core faculty and staff.
 - Exemption from the Employee Appraisal system will provide flexibility to the Principal and Administration to conduct evaluations at the appropriate frequency for each staff member.
 - More specific evaluation measures will provide a more individualized learning plan for employees.
- District Procedures
 - Midlothian ISD will create appraisal instruments specific to non-core faculty and staff.
 - Student growth measures will be identified and developed locally.
 - The frequency of evaluations will be determined locally by Principal and/or Administration.

Midlothian Independent School District
District of Innovation Plan

Goal 4: Teacher Certification

4-1. Area of Suggested Exemption (Focus)

- TEC Code Requiring Exemption:
 - Sec. 21.003. CERTIFICATION REQUIRED. (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.
- Local Guidelines:
 - DBA
- Benefit of the Exemption for Midlothian ISD
 - Being exempt from a certification requirement would allow our district to secure highly qualified individuals in hard to fill positions. Students would benefit from industry-certified individuals in Career and Technical Education courses such as Registered Nurses, Engineers, Veterinarians, etc.
 - MISD would be given more flexibility for hiring staff and scheduling courses for our students.
 - This exemption would aid high school students in personalizing graduation plans and earning endorsements.
- District Procedures
 - ○ Locally developed guidelines will determine the qualification of individuals who are not certified.
 - Continuing education will be provided to these individuals to enhance knowledge of pedagogical practices.
 - Special Education and Bilingual teachers in the district will continue to be SBEC certified.

Midlothian Independent School District
District of Innovation Plan

Goal 5: 90% Attendance Rule

5-1. Area of Suggested Exemption (Focus)

- TEC Code Requiring Exemption:
 - Sec. 25.092. MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE. (a) Except as provided by this section, a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.
- Local Guidelines:
 - FEC, EI
- Benefit of the Exemption for Midlothian ISD
 - Exemption to the 90% Rule will provide flexibility for students who:
 - are unable to attend class in the traditional learning facilities because of illness or family concerns.
 - would benefit from a different time structure than that of the typical school day.
 - would benefit from virtual and online classes either in addition or in lieu of the traditional classroom setting.
 - are pursuing an accelerated learning program such as music or swimming and require extensive travel.
 - Exemption to the 90 % Rule will reduce the number of dropouts and increase the number of qualifying graduates.
- District Procedures
 - MISD will research and implement innovative methods, locations, and times for instruction thereby offering students more flexibility and opportunity, such as
 - online coursework
 - outside of school hours
 - project-based learning experiences
 - internships

Midlothian Independent School District
District of Innovation Plan

Goal 6: Competency Based Learning (CBL)

6-1. Area of Suggested Exemption (Focus)

- TEC Code Requiring Exemption:
 - Sec. 25.092. MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE. (a) Except as provided by this section, a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.
 - Sec. §25.083 SCHOOL DAY INTERRUPTIONS. (b) The board of trustees of each school district shall adopt and strictly enforce a policy limiting the removal of students from class for remedial tutoring or test preparation.

- Local Guidelines:
 - FEC, EI

- Benefit of the Exemption for Midlothian ISD
 - Midlothian ISD continues to seek alternatives to traditional coursework to enhance the learning experience of students seeking to acquire knowledge and apply learning in a non-traditional manner in preparation for future careers. A research-based method applied in higher education and successful K-12 programs focused on meeting the learning goals of a varied student population is Competency-Based Learning. In order to implement courses using the Competency-Based Learning (CBL) model, these exemptions are needed to allow the district the ability to develop pacing of certain courses based on student mastery of predetermined measurable competencies with timeframes not bound by attendance requirements.

- District Procedures
 - MISD will research and implement innovative methods, locations, and times for instruction thereby offering students more flexibility and opportunity, such as
 - online coursework
 - outside of school hours
 - project-based learning experiences
 - internship
 - The District will create clear definitions and standards for CBL and for student mastery of competencies to award credit
 - The District will provide ongoing training for staff as well as parents and students on options for CBL.

Midlothian Independent School District District of Innovation Plan

Timeline of Events 2017-2018

- April 18, 2016 -adopted resolution
- August 15, 2016 - Board of Trustees hosted a public hearing
- November 7, 2016 - Dr. Stewart presented an overview of the DOI process to DEIC
- February 21, 2017 - First DOI Committee Meeting
- February 27, 2017 - Second DOI Committee Meeting
- March 10, 2017 - First day of 30 day web posting
- March 24, 2017 - Plan sent to Commissioner of Education
- April 12, 2017 - Dr. Stewart presented the DOI Plan to DEIC
- April 17, 2017 - Plan presented to Board of Trustees for approval
- April 18, 2017 - Official District of Innovation Plan posted to website

Timeline of Events 2022-23 New DOI Plan

- March 30, 2022 - New DOI plan posted on District website
- July 25, 2022 - Board of Trustees considers adopting a board resolution for a new DOI plan.
- July 25, 2022 - Board of Trustees holds a public hearing to consider new DOI plan.
- July 25, 2022 - Board of Trustees considers re authorizing committee members for new DOI plan.
- July 26, 2022 - District sends plan to commissioner (no approval required) TEC 12A.005(a)(2)
- August 15, 2022 - Board considers approving the DOI plan.

**RESOLUTION
BY THE BOARD OF TRUSTEES
MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**

WHEREAS, Chapter 12A of the Texas Education Code permits eligible school districts to achieve exemption from certain school laws of the State, and offers increased flexibility for school districts in ensuring the most efficient and effective operation of educational programs; and

WHEREAS, the Board of Trustees wishes to seek designation as a district of innovation pursuant to Chapter 12A, Texas Education Code; and

WHEREAS, Texas Education Code Section 12A.001 requires that the Board adopt a resolution in order to initiate the process for designation as a district of innovation; and

NOW, THEREFORE, BE IT RESOLVED that:

1. The Board of Trustees determines that it is in the best interest of the District that consideration be given to increased flexibility and adaptability of District operations through the development of a local innovation plan for consideration by the Board of Trustees; and
2. The Board of Trustees hereby authorizes and directs the Superintendent of Schools, to take any further action permitted or required by law in order to ensure the development of a local innovation plan for consideration by the Board of Trustees and allow designation of the district as a district of innovation.

This Resolution is Adopted and Approved by the Board at a lawfully called meeting held on July 25, 2022.

Tami Tobey, President, Board of Trustees

Eduardo Gonzalez, Secretary, Board of Trustees

**Midlothian ISD
BOARDBOOK TEMPLATE**

Board Meeting Date:	July 25, 2022	
Agenda Item:	Consider Video Surveillance in Special Education Settings for 2022/23 School Year	
Requires Board Action:	YES	
Agenda Location:	DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCE	
Template Attachments:	Yes	N/A
If yes, then select what applies:	PDF	N/A
Link to the presentation:	No presentation for this item.	
Background Information	<p>WHY: The board has requested in previous years for all special ed self-contained classrooms to have active video equipment</p> <p>WHAT: If it is the decision of the board of trustees to activate video equipment for the purpose of ensuring the safety of students and staff in special education self-contained classrooms for the 2022-2023 school year, per policy EHBAF (LEGAL), the board must submit a request in writing to the administrative coordinator for the district.</p>	
Strategic Priority: <i>(Primary)</i>	Priority 3: Culture, Climate and Safety	
Performance Objective: <i>(Primary)</i>	3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being	
Strategic Priority: <i>(Secondary - if needed)</i>	Priority 4: District Operations and Financial Stewardship	
Performance Objective: <i>(Secondary - if needed)</i>	4.2 Effective and Efficient Cross-departmental Work Processes	
Legal Reference: (1) / (2)	N/A	N/A
Policy Reference: (1) / (2)	EHBAF-SPECIAL EDUCATION - VIDEO/AUDIO MONITORING	
Fiscal Impact/Budget Function Code:	N/A	
Administration Recommendation	Administration recommends the approval of the agenda item as presented.	
Motion:	A motion might be, "I move to approve the activation of classroom cameras in the self-contained special education classrooms for 2022-2023."	

Presenter:	Aaron Williams, Ed.D.	Melissa Wolfe (ED)
	District Leadership	Executive Director (ED) or Director (D)