



DISTRICT OF INNOVATION PLAN
RENEWAL 2025-2030
(AUGUST 4, 2025 – AUGUST 4, 2030)

Amendment Approved

April xx, 2026

OVERVIEW

House Bill 1842, of the 84th Texas Legislature, allows Texas public school districts to pursue a designation as a District of Innovation (DOI), which provides districts with the flexibility to obtain exemptions from certain provisions of the Texas Education Code (TEC) to increase local control over District operations and to support local initiatives. On January 14, 2020, the Board of Trustees approved the district's initial DOI Plan, effective August 4, 2020 through August 4, 2025, to increase local control designed to support the district vision and goals. On June 10, 2025, the renewal of the DOI Plan for 2025-2030 was considered and approved by the Board of Trustees.

Teach so that students learn to their maximum potential.

DISTRICT VISION

Through the implementation of a full, innovative, rigorous, comprehensive education program, KISD will provide superior learning opportunities so that upon graduation, students are prepared for success in the workforce and/or higher education.

DISTRICT GOALS

1. PRIORITY ONE: STUDENT SUCCESS

- 1.1. Pathways for all students to build connections.
- 1.2. All students meet or exceed the Texas grade level standards in reading and writing.
- 1.3. All students meet or exceed the Texas grade level standards in math.
- 1.4. All students will graduate from high school ready to enroll in post-secondary education, enlist in the military and/or the workforce.

2. PRIORITY TWO: HUMAN CAPITAL

- 2.1. To recruit staff, the district will promote a positive work environment, and provide a competitive compensation and benefits plan.
- 2.2. The district will implement effective standards and practices that will consistently and strategically staff campuses and departments.
- 2.3. The district will identify and provide ongoing training and coaching needed for staff to build their professional capacity.
- 2.4. All staff will have formal and informal opportunities to give and receive feedback regarding job satisfaction and performance.

3. PRIORITY THREE: FINANCIAL STEWARDSHIP

- 3.1. The district will use data-driven planning to prioritize resource allocations.
- 3.2. The district will prepare budgets using transparent and open communication among stakeholders.
- 3.3. The district will continuously evaluate and update policies and procedures to foster a positive culture and climate.
- 3.4. District operational departments training will focus on effective and sustainable use of district resources and procedures.

DISTRICT OF INNOVATION PLAN RENEWAL TIMELINE PROCESS

4/23/2025

DISTRICT OF INNOVATION RENEWAL ADVISORY COMMITTEE

- Host open public meeting to review and consider the renewal of the District of Innovation Plan.
- Vote and approve the renewal of the District of Innovation Plan for 2025-2030.
- Post the proposed DOI Plan renewal for 2025-2030 for at least 30 days.

5/20/2025

KILLEEN ISD BOARD OF TRUSTEES

- Review the renewal of the DOI Plan for 2025-2030 proposed by the DOI Committee.

6/10/2025

KILLEEN ISD BOARD OF TRUSTEES

- Consider and approve the renewal of the DOI Plan for 2025-2030, by affirmative two-thirds vote of the membership of the board.
- Subsequent submission to the Texas Commissioner of Education.

4/15/2026

AMENDMENT PROCESS

- Received majority vote of the committee of proposed plan on April 15, 2026
- The Killeen ISD Board of Trustees approved the amendments to the KISD District of Innovation Plan on TBD
- The approved amended District of Innovation plan was submitted to the Texas Commissioner of Education on TBD

DISTRICT OF INNOVATION RENEWAL ADVISORY COMMITTEE MEMBERS

Member Name	Role
William Baker	Assistant Superintendent for Human Resources
Dr. Susan Buckley	Assistant Superintendent for Administrative Services
Dr. Jo-Lynette Crayton	Assistant Superintendent for Curriculum and Instruction
Sheila Ham	Director for Financial Services
Mike Quinn	Executive Director for Administrative Services
Dagmar Harris	Executive Director for Curriculum and Instruction
Christina Walker	Coordinator for Human Resources
Laura Dart	Principal
Mary Lynn Gawryszewski	Principal
Christina Harris	Principal
Monique Turner	Counselor
Andrea Putman	Teacher

Barton Jacques	Teacher
Dana King	Teacher
Cioni Williams	Teacher
Jennifer Zehr	Parent
Wayne C. Moore	Parent Liaison
Tanya Ware	Community Member

INDIVIDUALS INVITED TO ATTEND THE DISTRICT OF INNOVATION AMENDMENT ADVISORY COMMITTEE MEETING ON APRIL 15, 2026

<u>Member Name</u>	<u>Role</u>
<u>William Baker</u>	<u>Assistant Superintendent for Human Resources</u>
<u>Dr. Susan Buckley</u>	<u>Assistant Superintendent for Administrative Services</u>
<u>Dr. Jo-Lynette Crayton</u>	<u>Assistant Superintendent for Curriculum and Instruction</u>
<u>Sheila Ham</u>	<u>Director for Financial Services</u>
<u>Jennifer Warren</u>	<u>Executive Director for Administrative Services</u>
<u>Dagmar Harris</u>	<u>Executive Director for Curriculum and Instruction</u>
<u>Christina Walker</u>	<u>Coordinator for Human Resources</u>
<u>Tiphani Morris</u>	<u>Principal</u>
<u>Mary Lynn Gawryszewski</u>	<u>Principal</u>
<u>Christina Harris</u>	<u>Principal</u>
<u>Daniela Hernandez</u>	<u>Counselor</u>
<u>Andrea Putman</u>	<u>Teacher</u>
<u>Barton Jacques</u>	<u>Teacher</u>
<u>Lezah McArthur</u>	<u>Teacher</u>
<u>Cioni Williams</u>	<u>Teacher</u>
<u>Sandra Wright</u>	<u>Parent</u>
<u>Kaylae Henderson</u>	<u>Parent Liaison</u>
<u>Desi Roberts</u>	<u>Community Member</u>

THE KILLEEN ISD BOARD OF TRUSTEES APPROVED THE INITIAL 2020-2025 DISTRICT OF INNOVATION PLAN ON JANUARY 14, 2020.

TEACHER CERTIFICATION EXEMPTION

- Exempt from TEC §21.003, TEC §21.053, and TEC §21.057
- Corresponding Board Policies DK (Legal), DBA (Legal) and (Local)

- Aligns to District Priorities 1.4, 2.2, 3.3

TEC REQUIREMENTS:

TEC §21.003. 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 a person holds an appropriate certification or permit issued as provided by TEC §21.003, Subchapter B.

TEC §21.053. A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding. An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

TEC §21.057. A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.

RATIONALE FOR INNOVATION:

Teaching positions often go unfilled due to the lack of certified applicants.

In Career and Technical Education (CTE), qualified professionals, with industry-based experience/education, often do not want to spend the additional time and money it takes to become a certified teacher. Specifically, it has been and/or potentially could be difficult to hire certified teachers in the area of law enforcement, health science, and trade and industrial education. An exemption from TEC §21.003, for Career and Technical Education professionals, allows the district to hire non-certified professionals for hard to fill vacancies.

In all other non-CTE teaching positions [except for Bilingual/English as a Second Language (ESL), Special Education, and PreK-4], an exemption from TEC §21.003 and TEC §21.053 allows the district to hire qualified individuals as well as individuals who have started the path to certification by enrolling in an Educator Preparation Program.

PROPOSAL FOR EXEMPTION RELATED TO TEACHER CERTIFICATION (APPROVED IN 2020-2025 DOI PLAN):

Exemptions from TEC §21.003, TEC §21.053, and TEC §21.057 allow the district to hire non-certified Career and Technical Education candidates with an associate's degree and/or the appropriate work-related professional certification in the particular course of study for the job in which they are applying.

Potential applicants must meet current qualifications, as required for entry into teacher certification programs according to the Educator Preparation Program, Statement of Qualifications (SOQ) Secondary Career and Technical Certification, including wage earning experience. However, qualified candidates are not required to complete a certification program. Killeen ISD is not required to submit the application for a School District Teaching permit for a candidate qualified under this innovation plan. Records are maintained in the district to confirm that qualifications are met, but no paperwork is submitted to the Texas Education Agency (TEA).

FIRST DAY OF INSTRUCTION EXEMPTION

- Exempt from TEC §25.0811
- Corresponding Board Policy EB (Legal) and (Local)
- Aligns to District Priorities 1.4, 2.3, 3.3

TEC REQUIREMENTS:

TEC §25.0811. A school district is prohibited from beginning instruction prior to the fourth Monday in August.

RATIONALE FOR INNOVATION:

A school calendar starting prior to the fourth Monday in August provides greater learning opportunities for students and teachers. Flexibility in the school calendar allows the district to deliver professional development sessions throughout the school year, as opposed to the first two weeks that teachers are back on contract. An additional benefit is the ability to balance grading periods for more equity in instruction between the first and second semester. An increased number of days in the fall will also create a more natural break between the semesters. In addition, as recommended by the Gibson Academic Program Management audit, starting instruction before the fourth Monday in August provides leadership with the opportunity to hold individual data meetings with teachers to discuss student progress and plan action steps to increase student achievement.

PROPOSAL FOR EXEMPTION RELATED TO FIRST DAY OF INSTRUCTION (APPROVED IN 2020-2025 DOI PLAN):

Exemption from TEC §25.0811 allows the district to begin instruction prior to the fourth Monday in August, which prevents loss of instructional time and provides more days for teachers to plan and prepare instruction during the school year. Adjustments to the first day of school also allow the district to strategically embed professional learning days during the year.

~~ABSENCES FOR COLLEGE, UNIVERSITY, OR MILITARY VISITS EXEMPTION~~

- ~~• Exempt from TEC § 25.087 (b-2)~~
- ~~• Corresponding Board Policy FEA (Legal) and (Local)~~
- ~~• Aligns to District Priorities 1.1, 1.4, 3.3~~

~~TEC REQUIREMENTS:~~

~~**TEC § 25.087 (b-2).** A school district may excuse a student from attending school to visit an institution of higher education accredited by a generally recognized accrediting organization during the student's junior and senior years of high school for the purpose of determining the student's interest in attending the institution of higher education, provided that: (1) the district may not excuse for this purpose more than two days during the student's junior year and two days during the student's senior year.~~

~~RATIONALE FOR INNOVATION:~~

~~Increasing the number of days a junior or senior is excused from school for the purpose of college, university, and/or military visits would increase the College, Career, and/or Military readiness rate for the district. The flexibility of an additional day provides students with additional travel time for long-distance or out-of-state visits.~~

~~PROPOSAL FOR EXEMPTION RELATED TO COLLEGE, UNIVERSITY, OR MILITARY VISITS ABSENCES (APPROVED IN 2020-2025 DOI PLAN):~~

~~Exemption from TEC § 25.087 (b-2) allows the district to excuse up to three (3) days for college, university, or military visits during the student's junior year and up to three (3) days during the student's senior year, with administrator approval. The district did not seek an exemption from adopting a policy under 25.087 (b-2) (2) (A) to determine when an absence will be excused for the purpose of college, university, or military visits; nor did the district seek exemption from creating a procedure to verify the student's visit at the institution of higher education under 25.087 (b-2) (2) (B).~~

~~88(R) HB 114 MANDATORY DAEP FOR E-CIGARETTE/VAPING EXEMPTION~~

- ~~• Exempt from HB 114 amendment to Chapter 37, TEC §37.006 (c-2)~~
- ~~• Corresponding Board Policies FNCD (Legal) and FOC (Legal)~~
- ~~• Aligns to District Priorities: 1.1, 1.2, 1.3, 1.4~~

~~TEC REQUIREMENTS:~~

~~TEC §37.006. A district is required to remove a student from class and place in a disciplinary alternative education program (DAEP) as provided by Section 37.008, if the student possesses, uses, sells, gives, or delivers to another person, an e-cigarette.~~

~~RATIONALE FOR INNOVATION:~~

~~Immediate DAEP placement may not align with the district's overarching goals of recruiting, developing, equipping, and empowering excellent educators, and providing a safe and healthy learning environment. Addressing student health concerns related to e-cigarettes through education and appropriate consequences on the home campus for first offenses is more effective in promoting student well-being and achievement. This approach allows for targeted wellness education, personalized interventions, and continued engagement with students to foster a positive learning environment while upholding accountability standards. Additionally, the district recognizes the importance of maintaining consistency in disciplinary measures while providing opportunities for students to learn and grow from their experiences, thus aligning with the district's commitment to holistic student development and success.~~

~~PROPOSAL FOR EXEMPTION RELATED TO MANDATORY DAEP FOR E-CIGARETTE/VAPING (APPROVED IN 2020-2025 DOI PLAN):~~

~~Exemption from TEC §37.006 allows a student found in possession of e-cigarettes containing nicotine to receive additional wellness education and appropriate consequences on the home campus for the first offense. Second and subsequent offenses may result in assignment to DAEP. This exemption does not apply to controlled substances such as marijuana and THC or to the selling/distribution of e-cigarettes/vaping products.~~

ACQUISITION OF LIBRARY MATERIALS EXEMPTION

- Exempt from TEC §33.026(a), (c), and (e)
 - Corresponding Board Policy EFB (Legal) and (Local)
 - Aligns to District Priorities : 1.1, 3.1, 3.3, & 3.4
-

TEC REQUIREMENTS:

TEC §33.026(a), (c), and (e). A school district is required to establish rigorous board-approved policies for acquiring library materials, including 30-day public review of proposed materials, formal approval of donations/purchases by the board, and restricted access to items based on grade-level suitability.

RATIONALE FOR INNOVATION:

The district already has robust, board-approved policies, implemented by certified librarians in place that govern the acquisition of library materials in a manner that ensures transparency, appropriateness, and educational value. These policies and procedures are fully compliant with the standards required by Texas law and guidance from the Texas Education Agency. The statutory process under §33.026 (a), (c) and (e) introduce redundant and restrictive requirements that may delay access to timely instructional and enrichment resources. It also places bureaucratic barriers in front of trained library professionals who are certified to select age-appropriate, curriculum-aligned materials, that are consistent with standards set by Texas law. Additionally, the public pre-approval requirement undermines the expertise of certified school educators and creates delay in getting library materials to students who benefit from them. The mandated documentation process for independent school districts creates an administrative burden that consumes time and resources better allocated to instructional support. While the District fully supports transparency and parental engagement in the school library process, the rigid requirements of TEC §33.026(a), (c), and (e) are unnecessary and duplicative of local safeguards already in place.

PROPOSAL FOR EXEMPTION RELATED TO ACQUISITION OF LIBRARY MATERIALS:

Exemption from TEC §33.026(a), (c), and (e) allows the district to preserve instructional flexibility, uphold librarian professionalism, and provide students with timely access to enriching and appropriate materials, without compromising accountability or community trust.

CLASS SIZE FLEXIBILITY EXEMPTION

- Exempt from TEC §§ 25.111, 25.112, and 25.113
- Corresponding Board Policy EEB (Legal) and (Local)
- Aligns to District Priorities [1.2](#), [1.3](#), [2.2](#), [3.1](#), & [3.3](#)

TEC REQUIREMENTS:

TEC §§ 25.111, 25.112, and 25.113. Texas Education Code § 25.111: Student/Teacher Ratios. This statute requires each school district to maintain an average ratio of not more than one teacher for each 20 students in average daily attendance across all grade levels.

Texas Education Code § 25.112: Class Size. This statute caps the enrollment in any prekindergarten through grade 4 classroom at 22 students, with a limited exception for the last 12 weeks of the school year or a different 12-week period for districts with a significant migrant population.

Texas Education Code § 25.113: Notice of Class Size. This statute requires a district granted an exception (waiver) under TEC § 25.112 to provide written notice of the exception to the parent or guardian of each affected student.

RATIONALE FOR INNOVATION:

The rigid 22:1 cap can force the mid-year reorganization of a classroom or the hiring of a new teacher when only one or two additional students enroll, disrupting the continuity of instruction and classroom environment for all students.

The process of applying for repeated waivers from the Texas Education Agency (TEA) and sending parent notifications for each individual classroom that slightly exceeds the 22:1 ratio is a significant administrative burden and paperwork exercise, as waivers for this purpose are rarely, if ever, denied by the TEA.

The current system does not allow campus or district administrators to make flexible, data-driven decisions based on specific local factors, such as classroom dynamics, the availability of highly qualified teachers, or facility constraints, without triggering the state waiver process.

PROPOSAL FOR EXEMPTION RELATED TO CLASS SIZE FLEXIBILITY:

EXEMPTION FROM TEC §§ 25.111, 25.112, AND 25.113 ALLOWS THE DISTRICT TO better manage classroom sizes and resources at the local level. Decisions regarding appropriate student-to-teacher ratios will be made at the local level by campus and district administration, taking into account the age and grade level of the students, the composition of the classroom, the needs of the teacher, and available resources.

The District will continue to strive for a 22:1 student-to-teacher ratio in all Pre-K through 4th grade classrooms as a guideline. However, the maximum class size will be set at 24 students per 1 teacher within this plan, allowing for minor fluctuations in enrollment without requiring a state waiver.

If a Pre-K through 4th grade class exceeds the 22:1 ratio, the campus principal and superintendent will be notified and will monitor the situation. Parent notification letters will be sent to the parents/guardians of affected students only if a classroom reaches the maximum cap of 24 students (24:1 ratio) to ensure transparency while streamlining communication.

If a class exceeds the guideline, the campus administration, in collaboration with the teacher, will develop a support plan which may include providing an additional educational aide, modifying the curriculum delivery, or reallocating students as appropriate and fiscally possible.

This also eliminates the requirement to file a state waiver for classes up to 24 students and replaces it with clear, locally managed procedures that prioritize instructional continuity and responsible resource management.

GRIEVANCE PROCEDURE TIMELINES EXEMPTION

- Exempt from TEC §26A.001-26A.004
- Corresponding Board Policy DGBA (Legal) and (Local), FNG (Legal) and (Local), and GF (Legal) and (Local)
- Aligns to District Priorities: 3.3 & 3.4

TEC REQUIREMENTS:

TEC §26A.001-26A.004. TEC Chapters 26 and 26A establish various timelines for filing grievances, appeals, and issuing decisions, often using "calendar days" or a mix of "calendar" and "business days". Parent filing can be up to 60 or 90 calendar days. Level 3 board hearings can be up to 60 calendar days after the Level 2 decision.

RATIONALE FOR INNOVATION:

The use of varied "calendar days" across different grievance types creates confusion and can lead to prolonged resolution processes, making it difficult to ensure consistent, prompt attention to concerns and potentially compromising access to accurate information. The district will adopt a uniform, clear, and efficient grievance timeline using "business days" for all parent, employee, and community grievances, ensuring all parties can track progress effectively and promote timely resolutions.

PROPOSAL FOR EXEMPTION RELATED TO GRIEVANCE PROCEDURE TIMELINES:

Exemption from TEC §25.0811 allows the following timelines, specified in business days, to replace the statutory timelines for all three levels of parent, employee, and community grievances:

Level One (Administration/Principal):

Grievance must be filed within 35 business days from the date the grievant knew or should have known of the facts giving rise to the grievance. The administrator will schedule a hearing/conference within 10 business days after receiving the written grievance. A written decision will be issued within 10 business days after the hearing is held.

Level Two (Superintendent/Designee):

An appeal must be filed within 15 business days of receiving the Level One decision or the Level One response deadline passing. The Superintendent or designee will schedule a hearing within 10 business days after receiving the written appeal. A written decision will be issued within 10 business days after the hearing is held.

Level Three (Board of Trustees):

An appeal to the Board must be filed within 15 business days of receiving the Level Two decision or the Level Two response deadline passing. The Board may appoint a committee to hear the grievance. The Board or its committee will hear the grievance and issue a written decision within 45 business days of the request for the Level Three hearing. This replaces the standard 60-day calendar day requirement for board-level hearings found in TEC Chapter 26A.

In addition, if a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the complainant, at any point during the complaint process. The complainant may appeal the dismissal by seeking review in writing within ten business days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness

CHALLENGE OR APPEAL REGARDING LIBRARY MATERIALS EXEMPTION

- Exempt from TEC §33.027(b), (d), (e), (f), (g)
- Corresponding Board Policy EFB (Legal) and (Local)
- Aligns to District Priorities:- **1.1, 3.1, 3.3, & 3.4**

TEC REQUIREMENTS:

TEC §33.027(b), (d), (e), (f), (g). This section outlines requirements for school districts if a parent or person standing in a parental relationship to a student enrolled in the district, an employee, or a person residing in the district, seeks to submit a challenge to any library material in the catalog of a school library. The law requires, not later than the fifth day after the date on which a school district receives a written challenge under Subsection (a)(1), the district shall provide a copy of the challenge to the district's local school library advisory council if the district established a council (TEC 33.027(b)). The Board of Trustees is required to take action on a written challenge submitted under Subsection (a)(1) at the first open meeting of the board held after the 90th day after the date on which the school district receives a written challenge under Subsection (a)(1); or if applicable, the local school library advisory council has made a recommendation under Subsection (b) regarding the challenge; or an appeal under Subsection (a)(2) at the first open meeting of the board held after the date the appeal is filed. (TEC 33.027(d)).

RATIONALE FOR INNOVATION:

The district previously had policies in place for parents/guardians and district employees to request reconsideration of a library material maintained in the district's library program. See Board Policy EFB (Legal) and EFB (Local). That policy allows individuals to raise an objection to a library material used in the district's library program, despite the fact that the professional staff selecting the materials were qualified to make the selection, followed the proper procedure, and adhered to the objectives and criteria for library materials set out in this policy. However, A parent's or guardian's ability to exercise control over instruction and instructional resources, including library materials, extends only to his or her own child. Moreover, access to a challenged material shall not be restricted during the reconsideration process, except the district may deny access to a student if requested by the student's parent or guardian. Further, no challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material's author or the personal background of the characters in the material.

The policy set forth reasonable timelines for reconsideration and provides that the district shall make a form to request reconsideration of library material available in the district's administrative office.

The district believes that the previous policy and reconsideration process fairly balances parents' rights to raise concerns over district library materials with the rights of other students and families to continue to have access to the materials while the reconsideration process and appeal are ongoing.

PROPOSAL FOR EXEMPTION RELATED TO LIBRARY MATERIALS EXEMPTION:

Exemption from TEC §33.027(b), (d), (e), (f), (g) allows the district to allow the campus principal to appoint a reconsideration committee made up of the librarian and at least one member of the instructional staff who is familiar with the material's content. Other members of the committee may include District-level staff, secondary-level students, parents or guardians, and any other appropriate individuals.

An individual who submitted a request for reconsideration may appeal the decision of the reconsideration committee in accordance with appropriate complaint policies, starting at the level immediately preceding Board consideration in the District's grievance process. If the threshold is met to establish a School Library Advisory Council (SLAC), the SLAC input will be considered by the Board during its review of any appeal filed following the decision of the reconsideration committee. After a library material has been reviewed through the reconsideration process, it shall not be reviewed again within two calendar years of the reconsideration committee's final decision.

PROBATIONARY PERIOD FOR EXPERIENCED HIRES EXEMPTION

- Exempt from TEC §21.102(b)
- Corresponding Board Policy DCA (Legal) and (Local)
- Aligns to District Priorities [1.4](#), [2.1](#) & [2.2](#)

TEC REQUIREMENTS:

TEC §21.102(b). Prohibits a school district from providing a probationary contract for a person who has been employed as a teacher (or other specified professional capacity like a nurse or counselor) in public education for at least five of the previous eight years to exceed one year. The contract may be renewed for two additional one-year periods for less experienced teachers, but the maximum probationary period is restricted to one year for experienced hires.

RATIONALE FOR INNOVATION:

The primary goal is to ensure all staff members are effective and a good fit for the district's culture and educational environment, thereby enhancing student achievement and retention of high-quality educators. The current one-year limitation for experienced new hires is often insufficient to fully evaluate a staff member's effectiveness, especially since crucial end-of-year student data (such as state assessment results) may not be available before contract decision deadlines. Providing an extended evaluation period allows for more comprehensive assessment, professional growth support, and better-informed contract decisions, which ultimately benefits both the teacher and the students they serve.

PROPOSAL FOR EXEMPTION RELATED TO PROBATIONARY PERIOD FOR EXPERIENCED HIRES:

Exemption from TEC §21.102(b) allows the district flexibility to issue a probationary contract for a term of up to two school years for all newly hired employees or those returning after a lapse in employment, regardless of their previous public education experience.

At the time of contract recommendation consideration, newly hired experienced teachers and professional staff who have completed their first year with the District may be issued a second probationary contract year if the administration determines it is necessary to continue the evaluation process.

SCHOOL LIBRARY ADVISORY COUNCIL (SLAC) EXEMPTION

- Exempt from TEC § 33.025(b)
- Corresponding Board Policy EFB (Legal) and (Local)
- Aligns to District Priorities [1.4](#), [3.3](#), & [3.4](#)

TEC REQUIREMENTS:

TEC § 33.025(b). The current statute mandates that a school district shall create a School Library Advisory Council (SLAC) upon receipt of a parent petition that contains the requisite number of signatures, which is defined as a petition signed by 10% or 50 parents, whichever is less (implied by typical interpretation of the statute's low threshold). The statute requires the formation of this council when a relatively small number of parents trigger the process.

RATIONALE FOR INNOVATION:

The district values robust parent and community engagement; however, the current low threshold in TEC § 33.025(b) for mandating the creation of a SLAC inhibits the district's goals for efficient governance and flexible program implementation. The district aims to:

Maintain Stable Governance: The current low trigger can lead to frequent formation and inability to dissolve the council for three years, disrupting the continuity of library program governance.

Ensure Meaningful Representation: A low signature threshold may result in the formation of councils that represent a very small segment of the total parent population, rather than a broad representation of the diverse community needs and values.

Promote Efficient Resource Allocation: Mandating a potentially short-term or narrow-interest council creation process diverts administrative resources (time, personnel, and budget) from core educational programming and student-centered initiatives.

This exemption provides the district with increased local control and flexibility to ensure parental and community involvement mechanisms are robust and broadly representative of the entire school community.

PROPOSAL FOR EXEMPTION RELATED TO SCHOOL LIBRARY ADVISORY COUNCIL (SLAC):

Exemption from TEC § 33.025(b) allows the district to modify the parental petition trigger for forming a School Library Advisory Council. The local guidelines will establish a more representative threshold for initiating the formation of a SLAC.

Modified Petition Threshold: The district will require a petition for the formation of a School Library Advisory Council to be signed by either 10% of the parents or at least 200 parents of students enrolled in the district.

Petition Verification Process: The district administration will establish clear procedures for verifying the signatures on any submitted petition to ensure all signatories are current parents or legal guardians of enrolled students.

Council Formation: Upon successful verification of a petition meeting the revised threshold, the Board of Trustees will form a School Library Advisory Council as outlined in all other applicable sections of TEC § 33.025.

Term and Review: The council will operate under the terms specified in the existing TEC, but the district retains the flexibility to review the council's effectiveness and community needs at the end of its term, aligning with the district's governance goals.

TRANSFERS FOR STUDENTS OF PEACE OFFICERS AND SERVICE MEMBERS EXEMPTION

- Exempt from TEC §§ 25.0344 and 25.0345
- Corresponding Board Policy FDA (Legal) and (Local)
- Aligns to District Priorities [1.4](#), [2.1](#), [3.3](#) & [3.4](#)

TEC REQUIREMENTS:

TEC §25.0344 and 25.0345. A school district is prohibited from placing any restrictions on the transfer process for the children of Peace Officers and Service Members.

RATIONALE FOR INNOVATION:

Flexibility in the transfer process for children of Peace Officers or Service ~~Members~~Members will allow the district to manage student enrollment effectively and maintain a safe and productive learning environment for all students. This includes the ability to manage campus capacity and ensure all students, including those accepted via transfer, adhere to the District's standards for attendance and behavior.

PROPOSAL FOR EXEMPTION RELATED TO TRANSFERS FOR STUDENTS OF PEACE OFFICERS AND SERVICE MEMBERS:

Exemption from TEC §§ 25.0344 and 25.0345 allows the district to consider factors such as the availability of space, instructional staff, and specific academic programs capacity in processing transfers for the children of Peace Officers or Service Members. The district reserves the right to deny initial transfer requests if the requested campus is at capacity. The district also reserves the right to revoke a transfer mid-year if a student:

- Violates the Student Code of Conduct and is placed in a disciplinary alternative education program (DAEP), expelled, or receives a significant number of suspensions (in or out of school); or
- Fails to meet the state's 90% attendance standard.

TERM

As outlined by the Texas Education Agency, the term of the Innovation Plan may not exceed five years. The term of this DOI Plan renewal commences August 4, 2025 and concludes August 4, 2030, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The DOI Advisory Committee will continually monitor the effectiveness of the Plan and recommend any modification to the Board of Trustees.

RENEWAL OF INNOVATION PLAN

Killeen ISD met the requirements outlined by TEA and the Texas Commissioner of Education to renew the District of Innovation Plan, including previously approved exemptions, effective August 4, 2025 through August 4, 2030. Board Policy will continue to be revised and adopted by the Board, as applicable.