



**THE DOSS SCHOOL**  
CONSOLIDATED COMMON SCHOOL DISTRICT

**District of Innovation Plan**

**2025-2030**

# INTRODUCTION

HB 1842 was passed during the 84th Legislative Session and provides Texas public school districts the opportunity to be designated as a District of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have: Greater local control as the decision makers over the educational and instructional model for students;

- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Empowerment to innovate and think differently.

# PROCESS

On February 11, 2025 the Doss Consolidated Common School District’s Board of Trustees initiated the process by passing a Resolution to Adopt a District of Innovation in order to support innovation and local initiatives to improve student learning.

On March 11, 2025, the Doss CCSD Board of Trustees held a public hearing for public discussion on whether the District should develop a local innovation plan for the designation of the District as a District of Innovation. With there being no objection from the hearing, the Board of Trustees appointed the District Site Based Committee to discuss and draft this Local Innovation Plan. This committee represents various stakeholders across the district, including teachers, parents, campus administration, district administration, and local business owners. The committee met initially on March 13, 2025 to discuss and develop the plan.

The plan was posted on the District website for 30 days, beginning March 14, 2025, before being presented to, and approved by the District Site Based Committee on April 12, 2025. Doss CCSD notified the Texas Commissioner of Education of the District’s final District of Innovation Plan and the plan will be submitted to the Board of Trustees for final approval on May 13, 2025.

# TERM

The District of Innovation Plan will become effective in May 2025 and will remain in effect for five years, through May 2030, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Site Based Committee will monitor the effectiveness of the Plan, and recommend to the Board of Trustees any suggested modifications to the Plan.

# TIMELINE

<b>Timeline</b>	<b>Activity/Task</b>	<b>Action</b>
February 11, 2025	Board of Trustees passes Resolution to initiate District of Innovation Plan	Complete
March 11, 2025	Board of Trustees holds public hearing / appoints committee to draft plan	Complete
March 13, 2025	Committee meeting to draft / finalize District of Innovation Plan	Complete
March 14, 2025	Post District of Innovation Plan on Doss CCSD website	Complete
April 13, 2025	Committee vote on District of Innovation Plan	Pending
April 13, 2025	Notify the Commissioner of Education of Districts intent to submit Plan	Pending
May 13, 2025	Board of Trustees vote on District of Innovation Plan	Pending
May 14, 2025	Final District of Innovation Plan submitted to Commissioner of Education	Pending

## PLANNING COMMITTEE

Name	Member Category
Joe Geletka	District/Campus Level Administrator
Amanda Arhelger	Teacher
Blane Neffendorf	Teacher
Burgundi Dollar	Teacher
Kerri Bauer	District/Campus Level Professional
Brian Sattler	Member
Glenda Fritz	Member
Ellen Eckert	Member
Kimberly Swanner	Parent

## EXEMPTIONS

### **25.0811 FIRST DAY OF INSTRUCTION**

*A district may not begin instruction for students for a school year before the fourth Monday in August unless the district operates on a year-round system. A district may not receive a waiver for this requirement.*

#### **RATIONALE**

Increased local control of the instructional calendar allow the District to be responsive to community needs.

#### **PROPOSED**

Doss Consolidated Common School District will begin instruction no earlier than the second Monday of August in an effort to create greater flexibility in the school calendar. This flexibility will allow more opportunities to:

- schedule timely and meaningful staff development.
- provide additional days of instruction prior to state assessment.
- improve balance between the number of instructional days in Semester 1 and Semester 2.
- Increase local control of the instructional calendar allowing the District to be responsive to community needs.

#### **LOCAL GUIDELINES/CONSIDERATIONS**

The District Site Based Committee will meet annually to develop a district instructional calendar that meets the needs of district and community stakeholders.

### **21.003 CERTIFICATION REQUIRED**

*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*

#### **RATIONALE**

Traditional certification requirements are not aligned with the realities of the current educational environment nor does it address the unique needs of individual school districts. The current national and state “teacher shortage” dramatically impacts micro-school environments, such as Doss CCSD.

#### **PROPOSED**

Continue to seek certified educators for teaching positions and maintain expectations for employee certification. When efforts have been reasonably exhausted, the District will have the flexibility to hire individuals who are knowledgeable in the area and are fully equipped to perform the duties of the position.

#### **LOCAL GUIDELINES/CONSIDERATIONS**

- Develop Board approved minimum required qualifications.

- Develop pathways for individuals to obtain required qualifications/certifications
- Professional work experience
- Formal training/education in the content area
- Active/relevant professional industry certification
- A combination of work experience, training, and education
- Demonstration of successful experience working with students
- Provide teachers identified under this option with the training necessary to carry out the expectations of their positions.

