



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

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 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.

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

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.

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.