

**Crosbyton CISD**

# **District of Innovation Plan**

**2018 – 2023**



# **Crosbyton Consolidated Independent School District**

## **District of Innovation Plan**

**2018 – 2023**

The 84<sup>th</sup> Texas Legislature passed House Bill 1842 in the spring of 2015, providing public school districts the opportunity to become Districts of Innovation. To be eligible, a school district must be rated as Meets Standard in the state accountability system, and adopt a five-year innovation plan.

Crosbyton CISD is utilizing this process in order to have more local control in certain areas. This will allow Crosbyton CISD to have some of the same local flexibility that public charter schools have always been allowed. We feel this is a great opportunity for our local district to tailor a plan based on the needs of our students and community.

Districts of Innovation may be exempt from state statutes to:

- Take greater local control as the decision makers over the educational and instructional model for students;
- Increase freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and,
- Increase empowerment and encourage innovative thinking.

This plan will be in effect for the 2018 - 2019 school year through the 2022 – 2023 school year. This plan may be amended at any time by the committee, with approval of the Board of Trustees.

# **Crosbyton CISD**

## **District of Innovation Planning Committee**

### **Member Name**

### **District/Community Role**

Shawn Mason

Superintendent

Glen Hill

Secondary Principal

Sharon West

Elementary Principal

Stacy Mason

District Counselor

Rick Jones

High School Teacher

Brittany Huseman

CTE Teacher

Terri Davis

Middle School Teacher

Julia Berry

Elementary Teacher

Keily Longo

Elementary Teacher

Gloria Childers

Secondary Parent (High School)

Tammy Dunn

Secondary Parent (Middle School)

Victoria Salas

Elementary Parent

**Crosbyton CISD**  
**Board of Trustees**

**Member Name**

**Board Position**

Clifford Trull

President

Kay Alley

Vice-president

Jesse Salinas

Secretary

Bessie Morris

Member

Donna Arnold

Member

Frank Rodriguez

Member

Steve Henn

Member

## **Innovations**

Crosbyton CISD, in conjunction with the District of Innovation Committee, proposes the following flexibilities with the Texas Education Code to provide the best educational opportunities for students at Crosbyton CISD.

**School Calendar** – TEC §25.0811 states a school district may not begin student instruction before the 4<sup>th</sup> Monday of August. TEC §25.0812 states a school district may not schedule the last day of school for students for a school year before May 15<sup>th</sup>.

**CCISD Proposal** – The flexibility of a locally approved start date allows the district to determine, on an annual basis, what best meets the needs of the students and local community. The flexibility of this start date also offers the following opportunities:

- Balancing the number of semester days.
- An early start date allows students an additional week of instruction prior to state assessments.
- Creates flexibility for the district to pursue other calendar options best suited for our identified populations.
- Provides a greater choice of Professional Development opportunities.

**CCISD Guidelines** – The district, in conjunction with the District Decision Making Committee will determine, on an annual basis, when the school year will begin and end.

**Teacher Certification** – §21.003 states that a person may not be employed as a teacher, teacher intern, or teacher trainee unless the person holds an appropriate certification or permit issued by the state.

**CCISD Proposal** – In order to best serve Crosbyton CISD students, decisions on certification will be handled locally. Based on local need, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need. This exemption will allow industry-expert professionals to transition into the teaching profession in Career and Technology, and assist in staffing high need's courses.

Often, there are experienced certified teachers in our district, who could teach a subject(s)/grade level(s) outside of their certification area due to their education, background, and/or experience. Local decisions outside of the state certification requirements would allow innovation and flexibility in scheduling to meet our student's needs.

CCISD Guidelines – The campus principal may submit to the superintendent a request to allow a certified teacher to teach a subject(s) and/or grade level(s) out of his/her field. The principal must specify the reason for the request and document what credentials the certified teacher possesses, qualifying this individual to teach the subject(s) and/or grade level(s). (Special Education and Bilingual teachers must maintain SBEC certification).

Individuals that hold an out of state certification will be granted certification in the field(s) in which they are certified.

An individual with experience in a Career and Technology field may be eligible to teach a vocational skill or course. An individual may have the background, experience, skills, or work related/industry experience to work full-time or part-time in a designated area. The principal will submit a request to the superintendent for local certification. The principal must specify the reason for the request a document what credential the individual possesses.

The superintendent will approve or deny the request for local certification.

Teacher Contracts – TEC §21.401 requires a ten-month teacher contract to be 187 days.

TEC §21.102(b) requires teachers who have been employed in a Texas school district for 5 of the previous 8 years to be placed on a probationary contract not to exceed one year.

CCISD Proposal – The first flexibility would reduce the teacher contract days from 187 to a decreased length with no effect on teacher

salaries. This would better align the teacher days to the 75,600 minutes required of students. This will increase the daily rate the district pays teachers, enhance teacher recruitment, and improve teacher morale.

CCISD Guidelines - The district in conjunction with the District Decision Making Committee, will determine the number of days students will attend class, when they develop the District Calendar. The District will then determine the number of additional staff development days required for the CCISD staff.

CCISD Proposal - The second request would allow the CCISD administration extended time for the evaluation and training of new personnel. CCISD is committed to developing an outstanding teaching staff, and this exemption will provide the district with the flexibility to work with new hires on their teaching skills by extending the 5 of 8 employee's probation period up to three years.

CCISD Guidelines - The campus principal will submit to the superintendent a request that an employee that meets the 5 of 8 criteria be terminated, rehired on a probationary contract, or rehired on a term contract, prior to the superintendent presenting his recommendations for employment to the CCISD Board of Trustees.

**Inter-District Transfers** - Under TEC§25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, and this code has been interpreted to require a transfer to be for a period of one school year.

CCISD Proposal - Crosbyton CISD maintains a transfer policy under FDA (Local). Students who transfer into the district under this policy are expected to follow the attendance requirements, rules, and regulations of the district. On rare occasions, student behavior warrants suspension, placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these cases, and following reasonable corrective measures, Crosbyton CISD seeks exemption from the one-year transfer commitment.

CCISD Guidelines - Nonresident students who have been accepted as inter-district transfer students may have such transfer status revoked by the superintendent at any time during the year, if the student is assigned discipline consequences of suspension, placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard, may also be subject to immediate revocation of their transfer status.

**Health Insurance** - TEC 22.004(i) states that a school district may not make group health coverage available to its employees after the date a District implements that program of coverages provided under Chapter 1579 of the Texas Insurance Code.

CCISD Proposal - Increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

CCISD Guidelines - The district declares exemption from TEC 22.004(i), the preclusion from providing alternative Uniform Group Coverage Program once the program of coverages Under Chapter 1579 Insurance Code is implemented.