

Crawford Independent School District



Crawford Independent School District

District of Innovation Plan

Date of Board Approval April 17, 2017

Overview

During the 84th Texas Legislative Session, House Bill 1842 was passed providing public school districts the opportunity to seek a District of Innovation (DOI) designation. The designation allows eligible districts to exempt certain provisions of the Texas Education Code (TEC) in an effort to create additional local flexibility in the district planning and decision-making process. The term of the District of Innovation designation may not exceed five years. On November 21, 2016, the Crawford Independent School District's Board of Trustees adopted a resolution initiating the process of becoming a District of Innovation.

Board Resolution

RESOLUTION TO ADOPT A DISTRICT OF INNOVATION

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the Crawford School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Crawford School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a district of innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of Crawford School District shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 21st (*date*) day of November (*month*), 2016 (*year*), by the Board of Trustees.



Presiding Officer



Secretary

District of Innovation Public Hearing

Date: December 19, 2016
Time: 5:30 pm
Location: Crawford High School Conference Room
200 Pirate Drive
Crawford, Texas 76638

District of Innovation Committee Members

On December 19, 2016, the Board of Trustees appointed the following DOI Committee:

<u>Member Name</u>	<u>Position</u>
Tami Burch	Technology Director
Marcy Claxton	Counselor
Kenneth Hall	Superintendent
Don Harris	Director of Testing
Monte Pritchett	High School Principal
Linda Stout	Elementary Principal
Jolinda Whitney	Counselor

District of Innovation Committee Meetings

Date: January 4, 2017
Time: 11:00 am
Location: Crawford High School Conference Room
200 Pirate Drive
Crawford, Texas 76638

Date: January 13, 2017
Time: 9:00 am
Location: Crawford High School Conference Room
200 Pirate Drive
Crawford, Texas 76638

Date: February 2, 2017
Time: 9:00 am
Location: Crawford High School Conference Room
200 Pirate Drive
Crawford, Texas 76638

Term

As outlined by the Texas Education Agency, the term of the innovation plan is five years. The plan will begin with the adoption at the April 20, 2017, Board of Trustees regular meeting and conclude April 19, 2022, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement Committee in conjunction with the DOI Committee will monitor the effectiveness of the plan and recommend to the board modifications as needed.

District of Innovation Timeline

- November 21, 2016 School Board Meeting
The Crawford ISD Board of Trustees voted to adopt a resolution in support of designating Crawford ISD as a District of Innovation.
- December 19, 2016 School Board Meeting
The Crawford ISD Board of Trustees held a hearing for public comment on the designation as a District of Innovation. The board also took action to appoint the District of Innovation Committee.
- January 4, 2017 District of Innovation Committee
The District of Innovation Committee met to discuss their role in the development of the plan. They were tasked with consulting with other staff members to identify ideas to be included in the plan discussion.
- January 13, 2017 District of Innovation Committee
The District of Innovation team met to brainstorm ideas for consideration in the plan, and to begin developing the rough draft of the plan.
- February 2, 2017 District of Innovation Committee
The District of Innovation Committee conducted a final meeting to consider final suggestions, and to craft the final copy of the plan.
- February 7, 2017 District Website
The plan was posted to the district website for community review.
- February 20, 2017 School Board Meeting/Public Hearing
The Crawford ISD Board of Trustees had a hearing for public comment on the final draft.
- February 24, 2017 District Improvement Committee
The District Improvement Committee approved the final draft of the plan.
- April 17, 2017 School Board Meeting
The Crawford ISD Board of Trustees voted to adopt the proposed draft of the District of Innovation Plan.
- April 20, 2017 Crawford ISD
The District of Innovation Plan was filed with the Commissioner of Education.

District Vision

Building upon the longstanding tradition of educational excellence, the vision of Crawford ISD is to provide a safe and stimulating environment.

Core Beliefs

1. Provide for each learner's success.
2. Instill life-long learning.
3. Realize our potential
4. Advance strong character.
5. Target teamwork and communication.
6. Encourage responsibility and accountability.
7. Strive for excellence.

District of Innovation Plan

1. School Start Date

(EB LEGAL) (Education Code 25.0811)

Current Law

State law currently prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.

Proposed

To develop a calendar that fits the needs of the community of Crawford. We have developed a calendar that we feel meets the students, community, and staff needs.

- a. Students will begin no earlier than the 2nd Monday of August.
- b. This start date will provide more educational days prior to state testing.
- c. This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
- d. The goal is to improve the district attendance rate and student success through the flexibility in the calendar.

2. Kindergarten-Grade 4 Class Size

(EB LEGAL) (Education Code 25.112, 25.113)

Current Law

Kindergarten – 4th Grade classes are to be kept at a 22:1 student: teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency.

Along with the waiver, it is required that a letter informing parents of the waiver be sent home with each child that is in a section that exceeds the 22:1 ratio.

Proposed

While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment.

- a. Crawford ISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees.
- b. In the event a K-4th core classroom reaches 24:1, the campus will notify the parents of the students in the classroom and inform them of the situation.
- c. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.
- d. This gives Crawford ISD the flexibility without having to file the waivers with the Texas Education Agency.

3. Teacher and Principal Evaluation

(DNA LEGAL, DNA LOCAL)(Education Code 21.203, 21.352, 21.354)

Current Law

The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017, that will be called the Texas Teacher Evaluation and Support System (T-TESS). Districts currently have the option to only formally appraise teachers once every five school years. Crawford ISD teachers on term contract are formally evaluated at least once every three years. Teachers on probationary contracts are evaluated every year. Principals are evaluated annually on a locally developed plan.

Proposed

A committee of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument that fits the needs and goals of Crawford ISD.

- a. Crawford ISD will create and utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from central administration, campus administration, and teachers. It will use staff input, PDAS, T-TESS, T-PESS, and any other relevant best practice.

- c. Campus's teachers must be formally evaluated at least every third year.
- d. All teachers will have an annual summative conference to discuss the year and to set personal goals and a staff development plan for the coming year.
- e. Principals will continue to be evaluated annually with locally developed instrument.
- f. These locally developed plans should reflect the strengths, areas of concern, and goals for Crawford ISD.

4. Teacher Contract Days

(DCB Legal, DCB Local)(Education Code 21.401

Current Law

Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

Proposed

This proposal reduces teacher contract days from 187 to 182 with no effect on teacher salaries. This will allow for better alignment between teacher contract days and the 75,600 minutes required of students.

- a. This proposal will increase the daily rate the district pays teachers.
- b. This proposal should enhance teacher recruitment, therefore putting the district on a more level playing field with other districts.
- c. This proposal will significantly improve teacher morale.
- d. This proposal will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.

5. Teacher Certification

(DK LEGAL, DK LOCAL, DK EXHIBIT)(Education Code 21.003)

Current Law

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request. In certain circumstances, a district can use a local one-year permit.

Proposed

In order to best serve Crawford ISD students, decisions on certification will be handled locally.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses in which would qualify this individual to teach this subject.

- b. Individuals with experience and/or expertise in CTE, languages other than English, and fine arts could be eligible to teach a vocational skills, language courses or fine arts courses through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if he/she feels the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.
- c. This proposal will provide more flexibility in our scheduling and more options for our students in class offerings.

6. District-Level Planning and Decision-Making

(BQ LEGAL, BQ LOCAL, BQA LEGAL, BQA LOCAL, BQB LEGAL, BQB LOCAL)(Education Code 11.252)

Current Law

The original intent of site-based decision-making has been replaced with a list of compliance measures that have removed meaning and relevance from this district decision-making process. The requirements in content and format of the district improvement plan have shifted an otherwise important planning process into a bureaucratic process that detracts from the importance of thoughtful planning and implementation.

Proposed

Under the Crawford ISD District of Innovation Plan, the prescriptive list of requirements in the district improvement plan will be replaced by the Strategic Planning process. Those items listed in TEC 11.251 detailing the selection of representatives for the District Improvement Committee will continue to be implemented. Those items listed in TEC §11.252 of a compliance nature will no longer be implemented and be replaced by relevant strategic plan components. The following steps detail a more meaningful planning process.

- a. Review district student performance data from a wide variety of sources, including but not limited to state, district, campus and classroom assessments.
- b. Identify strengths and weaknesses in student and programmatic performance.
- c. Develop plans for improvement that are consistent with the District strategic plan.
- d. Report to the Board of Trustees the status of the District strategic plan.
- e. Modify teaching and programs based on an ongoing review of student performance data, both academic and behavioral.
- f. Provide regular reports to the community on the status of the school district and campuses.

7. Probationary Contracts

(DCA LEGAL) (Education Code 21.002, 21.102)

Current Law

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year. This limited period is insufficient in some cases to fully determine the teacher's effectiveness in the classroom.

Proposed

Relief from Texas Education Code 21.002 will permit the District the option to issue a probationary contract for a period of up to three years for experienced teachers, counselors or nurses newly hired in the Crawford ISD. This will allow for better evaluation and teacher effectiveness. Teachers will be evaluated annually.