

Crosbyton CISD

District of Innovation Plan

2023 – 2028



Crosbyton Consolidated Independent School District

District of Innovation Plan

2023 – 2028

The 84th 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 Academically Acceptable 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 2023 - 2024 school year through the 2027 – 2028 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

David Rodriguez

Superintendent

Debra McClure

Principal

Rene Villegas

Secondary Principal

Elva Munoz

District Counselor

Lisa Rositas

High School Teacher

Justin Taylor

CTE Teacher

Terri Davis

Middle School Teacher

Ann Ancell

Elementary Teacher

Laura Duesterhaus

Elementary Teacher

Shuntae Thomas

School Nurse

Kristi Wallace

Parent

Crosbyton CISD
Board of Trustees

Member Name

Board Position

Clifford Trull

President

Kay Alley

Vice-president

Jesse Salinas

Secretary

Steve Henn

Member

Benjamin Rodriguez

Member

Lisa Guerrero

Member

Jonathon Farley

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 4th 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 15th.

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 the district to have the flexibility to hire professionals in certain trades, vocations, or fields to teach those trades, vocation, or languages (such as welding, fine arts, health science, criminal justice, law, Spanish, etc.)

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/ESL and prekindergarten 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 CTE field may be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit a request to the superintendent with all of the individual's credentials.

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

An individual with a college degree or certification in a trade may be eligible to teach a course related to the individual's expertise or experience through a local teaching certificate. A minimum of 3 years' experience in the field will be required. 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.