

CCISD District of Innovation Plan

Initial Committee Voted 1/25/18
 Revised 09/19/2022, DEIAC Vote 10/18/2022
 Publicly Posted 10/19/2022
 Public Meeting, Renewal 12/05/2022
 Public DEIAC Vote 12/05/2022
 BRD Adoption, 12/12/2022
 Public Meeting, Amendment 01/17/2023
 Public DEIAC Vote, Amendment 01/17/2023
 BRD Adoption, Amendment 01/17/2023

Forward: On September 25, 2017, the Calhoun County Board of Trustees voted to establish a committee to investigate the possibility of becoming a District of Innovation. Becoming a District of Innovation will allow CCISD to set aside identified Texas Education Codes that serve as impediments to CCISD serving our community most effectively. Under HB 1842, districts may identify specific requirements imposed by the Texas Education Code (TEC) “that inhibit the goals of the plan and from which the district should be exempted on the adoption of the plan..” Each campus elected faculty representatives to serve on the District Educational Improvement Advisory Committee (DEIAC). District Office Staff and Board members present served as facilitators and non-voting members. The District Of Innovation Plan plan was reviewed and revised for the September and October DEIAC meetings. DEIAC voted to approve on October 17, 2022. The plan was publicly posted on October 19, 2022. This plan must be posted 30 days prior to Board adoption. The Board motion adopted the plan 12/12/2022.

CCISD District of Innovation Committee 2022:

| Representing: | Members: |
|--|--------------------|
| BRD Representative: Non-Voting | Robles, Dominic |
| CCISD Communications / PIE Coordinator | Boone, Amy |
| CCISD Non-Teaching Professional | Greaves, Kristi |
| CHS ADMIN | Carey, Breanna |
| CHS Non-Teaching Professional | Schultz, Lance |
| CHS Teacher Representative | Anderson, Katie |
| CHS Teacher Representative | Crow, Shelly |
| CHS Teacher Representative | Matula, Macey |
| Co-Facilitator: Non-Voting | Hernandez, Maggie |
| Co-Facilitator: Non-Voting | Taylor, Kelly |
| Community Representative | Wehmeyer, Shawn |
| Community Representative/Parent | Gonzalez, Melissa |
| Executive Staff: Non-Voting | Cardwell, Evan |
| Executive Staff: Non-Voting | Martinez, Robin |
| Federal Programs Representative | Dierlam, Celeste |
| HJM ADMIN | O'Donnell, Tiffany |
| HJM Teacher Representative | Gibson, Jill |
| HJM Teacher Representative | Sharp, Sara |
| HOPE/ FLEX Teacher Representative | Staloch, Kaitlin |
| Human Resources Representative | DeLaGarza, Laura |
| JR ADMIN | Canales, Margaret |

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|--|----------------------|
| JR Non-Teaching Professional | Hataway, Kelly |
| JR Teacher Representative | Coleman, Cynthia |
| JR Teacher Representative | Gipson, Claire |
| POC Teacher Representative | McCauley, Shelly |
| SEADRIFT Teacher Representative | Callaway, Jacqueline |
| SEADRIFT Teacher Representative | Canales, Melissa |
| SPECIAL PROGRAMS | Bethany, Jeana |
| Teacher Incentive Allotment Representative | Tullos, Angela |
| TRAVIS ADMIN | Abraham, Ryan |
| TRAVIS Teacher Representative | McCauley, Stephanie |
| TRAVIS Teacher Representative | Metting, Priscilla |
| TRAVIS Teacher Representative | Sassman, Joan |

The committee agrees that the areas below must be addressed to better serve students, teachers, and the Calhoun County community through a District of Innovation Plan:

1. More flexibility to create school calendars that meet the needs of students, teachers, and the community.
2. Greater flexibility for providing teacher planning days during the school year or on late arrival/early dismissal days.
3. Greater flexibility for creating tutorial time if needed through late arrival or early dismissal days.
4. Honor 187 contract days for teachers while increasing the number of learning days for students.
5. More flexibility for current staff to request courses or grade levels in which they have expertise.
6. Strategies to address the critical teacher shortage in Texas that disproportionately impacts rural districts.

Uniform School Start Date: **(EB LEGAL) (Ed. Code 25.0811)**

Currently: TEC articulates a uniform start date. CCISD must follow TEC:§25.0811 ~ First Day of Instruction. The code states that a school district may not begin student instruction before the 4th Monday of August. CCISD would benefit from greater flexibility than TEC:§25.0811 allows. Keeping a uniform start date creates an imbalance in the number of days each semester, places most professional development days before knowledge about students is acquired and does not allow for all district curricula to be taught prior to state testing. CCISD will honor the required annual minutes of operation as required for state funding purposes.

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Proposed: The committee agrees that CCISD students would benefit from starting school no earlier than the second Monday in August to ensure:

1. Better balance between the first and second semester.
2. Flexibility for annual calendars to address variances in dates as well as honor community needs.
3. Additional days of instruction so that the district curriculum is taught prior to the state assessment.
4. The scheduling of semester exams in December and May results in a close-of-school date that supports student remediation efforts.
5. The possibility of a Wednesday start date to facilitate a smooth student transition to a new school year.
6. 187 contract days for teachers to include the possibility of planning time, professional development and student acceleration and enrichment throughout the school year.

The Board of Trustees will continue to adopt annual calendars weighing the instructional and professional development needs of the district. The Board-adopted instructional calendar will be posted annually on the district website.

The committee agrees that teachers would return no earlier than the first Monday in August. For teachers, a flexible calendar will allow for scheduled professional development days during the school year to meet the needs of current students. Additionally, a flexible calendar will allow the district more options to develop a yearly calendar that meets the needs of the Calhoun County community through district holidays, planning days as well as start and release days. The Board of Trustees will continue to approve all annual calendars to ensure a sound professional development plan for teachers is embedded throughout the school year.

The committee asserts this flexibility is needed so that Calhoun County ISD can create the best possible calendar for our community without a mandatory uniform state start date.

Minimum Minutes of Instruction and School Day Length:
(EC LEGAL & EB LEGAL) (Ed. Code 25.081, and 25.082)

This section of the 2017 plan has been removed due to the 85th legislature's repeal of the 420 daily instructional minutes and 7-hour day requirement.

Teacher Certification: Retain current faculty and staff while recruiting for vacancies. Expand the CCISD intern program through local credentialing for one school year.
(DBA LEGAL, DBA LOCAL, DK LEGAL, DK LOCAL) (Ed. Code 21.003, 21.053 and 21.057.)

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Currently: TEA acknowledges both immediate and future teacher shortages. Immediate shortages are posted on the TEA website as well as the Calhoun County website. Future shortages are anticipated state-wide in many areas. In rural areas, shortages are magnified by a pay scale, housing shortages, and fewer applicants eligible to teach with state-required certifications. In order to address the current and anticipated teacher shortage, the committee agrees that TEA codes referenced above must be set aside. Greater flexibility is needed to maximize the flexibility for scheduling current CCISD employees and a greater ability to recruit qualified and capable new employees for our students.

[The Texas Rural School Task Force States:](#)

“The teacher shortage in Texas has been described as the “biggest threat” to public schools in the state (Aragon, 2016). The RSTF agreed that rural schools may feel this challenge more intensely than those in suburban or urban settings (Player, 2015). Issues such as the proximity to a larger or more urban community, availability of housing, social amenities, spousal employment opportunities, and the competitiveness of larger surrounding school districts all contribute to the difficulty in recruiting teachers, particularly for hard-to-staff positions.”

The task force recommendation in Teacher Recruitment – Recommendation 5 is as follows: *Broaden the pool of potential teachers by exploring the potential for flexibility in certification to include non-certified but qualified personnel to teach CTE courses, for certified personnel to teach outside of their field, and for retired teachers to return to full-time teaching more easily.”*

https://tea.texas.gov/Texas_Educators/Educator_Initiatives_and_Performance/Rural_Schools_Task_Force/

Proposed: The principal may request that a teacher or industry professional receive local credentialing from the Superintendent and the Board of Trustees. An applicant enrolled in a teacher certification program may receive local credentialing for one year pending state certification.

Applicants from a certified field, business or industry - CTE or Areas Experiencing a Shortage of Applicants:

In order to best serve CCISD students, allow more flexibility in scheduling and class offerings, and enrich applicant pools in specific areas of need, certification issues will be handled locally. The district’s exemption from TEC 21.003 will allow CCISD to employ applicants with experience in industry as full or part-time teaching professionals. The District shall establish local criteria for training and locally credentialing individuals while setting aside Section 21.053.

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1. The campus principal may submit to the Superintendent a request to allow a certified teacher to teach a subject and/or grade level out of his/her field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying him/her to teach the subject.
2. The principal may submit a request to the Superintendent for local credentialing that will allow a non-certified yet highly qualified professional to teach OR a certified educator to teach a subject in a related field for which he/she is not credentialed by the state. The principal must specify the reason for the request and document what credentials the individual possesses qualifying him/her to teach the subject.
3. The Superintendent will approve or deny requests for local certification. The Superintendent also supports a New Teacher Mentor program to include a teacher mentor and professional development to help with the sponsorship during the school year.
4. The Board of Trustees approves the local certification for one school year.
5. A teacher certification waiver, state permit applications or other paperwork will not be submitted to the Texas Education Agency.
6. The employee will be coded as 087/ 01 in the PEIMS systems so attendance, grades, online testing and instructional resources are accessible.

New applicants enrolled in a teacher certification program:

1. A position must be posted for a minimum of ten days with no certified applicants recommended.
2. Applicants without completed state certification must be currently enrolled in a Texas Teacher Certification program and have relevant experience or expertise.
3. Principal interviews the applicant and provides a written recommendation to the Superintendent for employment.
4. The Superintendent approves the request and recommends local credentialing for one school year. The Superintendent also supports a New Teacher Mentor program to include a teacher mentor and professional development to help throughout the alternative certification process.
5. The Board of Trustees approves the local credentialing for one school year.
6. A teacher certification waiver, state permit applications or other paperwork will not be submitted to the Texas Education Agency.
7. The employee will be coded as 087/ 01 in the PEIMS systems so attendance, grades, online testing and instructional resources are accessible.

Resources Utilized

[TEA Districts of Innovation](#) webpage and plans published by Districts of Innovation throughout Texas.
Texas Association of School Boards [FAQ](#)

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TEA [Overview District of Innovation](#)

Faculty and Staff Surveys

Manning Tables/ Staffing Patterns

TEA Review of the 2017 Plan With Recommendations for TEC citations

Amendment, Board Adopted 01/17/2023

Teacher Benefits and the length of a Teacher's Contract Days (TEC § 21.401)

Currently, state law requires a teacher to work a 187-day contract. Teachers will often work longer contracts depending on their assignments.

Amended:

Calhoun County ISD will reduce a teacher's contract days from 187 days to 182 days without a reduction in compensation. Accordingly, teachers who work longer contracts will have their contract time reduced by five (5) days. This reduction in contract days at the current salary schedule will make CCISD's salaries more competitive. Our rural school district seeks to better compete with the teacher compensation packages of the larger and more affluent school districts in the area. By reducing the number of service days to 182, without a reduction in pay, CCISD will be able to increase the teachers' daily rate. This proposal will improve teacher morale and enhance teacher recruitment and retention during the years of innovation. This action will not cost the school district any more funds than it currently pays its teachers.