



CALLISBURG INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

Draft Approved by the District of Innovation Committee, March 27, 2017

Presented to the CISD Board of Trustees, March 28, 2017

Approved by the District of Innovation Committee, May 1, 2017

Final Approval by the CISD Board of Trustees, May 16, 2017

CALLISBURG INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

District of Innovation Committee Members		
Name	Campus	Role/Position
Dewayne Hopson	District	Community
Kristi Hamilton	District	Business
Kelley Layco	Elementary	Parent
Jodie Smith	Elementary	Parent
Dawn Pollard	Middle School	Parent
Grace Kallhoff	High School	Parent
Tricia Love	Elementary	Teacher
Brittney Preston	Elementary	Teacher
Lisa Herring	Elementary	Teacher
Jami Bruce	Elementary	Teacher
Tom Demetron	Middle School	Teacher
Chris Shelton	Middle School	Teacher
Jack Maddux	High School	Teacher
Abigail Davidson	High School	Teacher
Lisa Griffin	Middle/High School	Counselor
Tommy Cummings	High School	Principal
Bronwyn Werts	Middle School	Principal
Jason Hooper	Elementary	Assistant Principal
Donald L. Metzler	District	Assistant Superintendent
Steve Clugston	District	Superintendent

District of Innovation Overview

The District of Innovation concept, passed by the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools.

Potential benefits of becoming a District of Innovation include:

- **Local Control:** Districts determine which flexibilities, after careful consideration and discussion, best suits their local needs.
- **Customization:** Districts can create an innovation plan that best meets the needs of their students, parents, campuses and district.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.
- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from mandates such as:

- Contract Days
- First Day of Instruction
- Probationary Contracts
- Teacher Certifications
- Designation of Campus Behavior Coordinator
- Long Range Energy Plan
- Minimum Minutes of Instruction and Length of School Days
- Exemption from Future TEC mandates

The Callisburg Independent School District has determined that this level of local control would add flexibility and engage our district to think and act in a manner that provides our students, parents, and staff avenues to enriching the learning and teaching environment.

District of Innovation Timeline

Monday, January 9, 2017

First meeting with administrative staff to discuss preliminary thoughts and discuss possible members of the District of innovation Committee.

Wednesday, January 11, 2017

CISD District Site-Base Committee recommends the School Board pass a resolution to pursue becoming a District of innovation.

Tuesday, January 17, 2017

CISD School Board approves a resolution to initiate the pursuit of the District of Innovation status for CISD and identifies the CISD District Site-Base Committee to serve as the District of Innovation Committee in accordance with TEC12A.003 to address the needs of the district.

Wednesday, January 25, 2017

District of Innovation Committee met to begin reviewing the data and possibilities offered in House Bill 1842 that the District may want to pursue.

Tuesday, February 21, 2017

A Public Hearing was held by the CISD School Board to allow the public to learn more about the District of Innovation designation and provide feedback.

Wednesday, March 8, 2017

The District of Innovation Committee met to review and identify the areas that the district would pursue in their District of Innovation plan.

Monday, March 27, 2017

The District of Innovation Committee met to develop the DRAFT District of Innovation plan.

Tuesday, March 28, 2017

The DRAFT District of Innovation plan was reviewed by the School board and posted on the district website viewing and feedback for thirty (30) days.

Monday, May 1, 2017

The District of Innovation Committee met to consider feedback and make necessary changes to the DRAFT district of Innovation plan.

Tuesday, May 16, 2017

The District of Innovation Committee presented the plan to the Board and it was adopted for implementation

Wednesday, May 17, 2017

A letter was submitted to the Commissioner of Education stating the date the Board adopted the CISD District of Innovation Plan.

EXEMPTIONS REQUESTED IN THE TEXAS EDUCATION CODE

1. §21.401: Contract Days – (a) A contract between a school district and an educator must be for a minimum of 10 months’ service. (b) An educator employed under a 10-month contract must provide a minimum of 187 days of service.
 - i. Flexible Contract Days – Callisburg ISD may reduce the number of days of service from a minimum of 187 to a minimum of 182 for educators employed under a 10-month contract with no effect on salaries, enhance educator recruitment, and improve morale. This would also allow staff more opportunity to pursue staff development related to the fields.
 - a. Local Guidelines:
This applies to 10-month educator contracts only without affecting stipend contract addendums.
2. §25.0811: First Day of Instruction: - A school district may not begin instruction for students for a school year before the fourth Monday of August.
 - i. Flexible Calendar – Callisburg ISD will use this flexibility to determine locally, on an annual basis, what best meets the needs of the students and community. It will also allow CISD to better personalize learning and increase college and career readiness. In addition, by having the flexibility to begin and end the

school year, students will be able to enroll in college courses that start in early June, thereby increasing college and career readiness. Removing the uniform start date could also allow CISD to start classes on a short week, easing the transition for students entering kindergarten, middle school, and high school. This also allows for more flexible professional staff development opportunities for all staff.

a. Local Guidelines:

The District Site-Base Committee will receive staff and community input to build the school calendar. The recommended school calendar is subject to Board approval.

3. §21.102: Probationary Contract – A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

- i. Flexible Evaluation Period of New Employees – Callisburg ISD may issue a probationary contract of up to two years for new employees that are experienced teachers, counselors, nurses, or administrators that have been employed in public education for at least five of the past eight previous years. This will allow the district more time to evaluate a staff member’s effectiveness because current timelines demand that employment decisions must be made prior to the end-of-year evaluations.

a. Local Guidelines:

Campus principals will submit persons for renewal or nonrenewal to the Superintendent. The Superintendent will determine if the decision is in the best interests of the district.

The Board may terminate a probationary contract based on a Superintendent recommendation at the end of the contract period and shall give notice to the employee no later than the tenth day before the last day of instruction required in the contract.

4. §21.003, 21.053, and 21.057: Teacher Certification - State law states a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or for teaching a subject outside their certification, the district must submit a request to TEA. TEA then approves or denies the request.

- i. Flexible Teacher Certification – Callisburg ISD may handle the decisions on certification locally.

- a. Local Guidelines:
An individual with experience in a CTE field could 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 the individual's credentials. The Superintendent will then approve the request if they feel the individual could be an asset to the students. The Superintendent will then report this action to the Board of Trustees prior to the individual beginning employment. The local certificates will require an employee agreement rather than a contract.
 - b. This process will allow more flexibility in our scheduling and more options for students in class offerings and career readiness.
5. §37.0012: Designation of Campus Behavior Coordinator – Senate Bill 107 requires the designation of a Campus Behavior Coordinator on each campus. This person is responsible for maintaining student discipline and implementation of Chapter 37, Subchapter A.
 - i. Flexibility Proposed – This exemption allowing Callisburg ISD to abstain from the state requirement that each school have a designated campus behavior coordinator will free the district from this particular legislative requirement that was put into place as a solution to a non-existent problem at Callisburg ISD. Campus principals and assistant principals already serve in this capacity according to their job descriptions and a bureaucratic requirement to designate someone for this position is not necessary.
6. §44.902: Long Range Energy Plan – The board of trustees of a school district shall establish a long-range energy plan to reduce the district's annual electrical consumption by five percent beginning with the 2008 state fiscal year and consume electricity in subsequent fiscal years in accordance with the district's energy plan.
 - i. Flexible Long Range Energy Plan – This exemption will allow Callisburg ISD to avoid unnecessary redundancies. Callisburg ISD is currently in a contract with an energy optimization business for a four-year period of time with a goal of reducing our electrical energy consumption by an average of 25-32% each year and training employees of the district to maintain these savings after the contract term ends.
7. §25.081: Minimum Minutes of Instruction and Length of School Day – House Bill (HB) 2610, passed by the 84th Texas Legislature, amends the Texas Education Code (TEC), §25.081, by striking language requiring 180 days of instruction and replacing this language with language requiring districts and charter schools to provide at least 75,600 minutes of instruction (including intermissions and recess). The bill also allows school districts and charter schools to add minutes as necessary to compensate for minutes of instruction lost

due to school closures caused by disaster, flood, extreme weather conditions, fuel curtailment, or another calamity.

- i. Flexible Minimum Minutes of Instruction for our Contracted DAEP Program – Callisburg ISD contracts for DAEP services from a neighboring school district that provides a minimum 7-hour day and provides instruction for less than 75,600 minutes. They are doing this under their District of Innovation Plan. By providing our district with this flexibility, we are able to maintain our contractual arrangement which is more cost effective than providing the program in our district.
8. Exemptions from Future Texas Education Code (TEC) Mandates – Callisburg ISD, in order to best serve our students, parents, staff, and community, includes this provision in our District of Innovation Plan to maintain control over any future eligible Texas Education Code (TEC) mandates. These may be exempted by a unanimous vote of the Callisburg ISD Board of Trustees.