

**CLYDE CISD**  
**DISTRICT OF INNOVATION**  
**PLAN**  
**2021 - 2026**



**Clyde CISD**

Empowering Leaders. Committed to Success.

# **Clyde Consolidated Independent School District**

## ***District of Innovation Plan 2021 - 2026***

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 qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Clyde CISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. We feel this a great opportunity for our local district to tailor a plan based on the needs of our students and community.

This plan will be in effect upon approval by the Clyde CISD Board of Trustees (5.17.21) through the 2025-2026 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

## **Clyde CISD District of Innovation Timeline:**

### **Fall Semester 2017**

- Exploration of DOI and possible benefits with district leadership team and Board of Trustees

### **January 22, 2018**

- Board of Trustees adopted resolution to initiate District of Innovation Plan

### **February 19, 2018**

- Board of Trustees held public hearing regarding DOI
- Board of Trustees approved members of the DOI Advisory Committee

### **February 26, 2018**

- First meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 5, 2018**

- Second meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 8, 2018**

- Third meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 20, 2018**

- Fourth meeting of the DOI Advisory Committee to discuss and finalize proposed District of Innovation plan

### **March 26, 2018**

- Board of Trustees updated on proposed DOI plan

### **April 10, 2018**

- District Advisory Committee meets to discuss DOI plan and approve

### **April 11, 2018**

- Post DOI plan on website for at least 30 days

### **April 11, 2018**

- Board notifies Texas Commissioner of Education of intention to vote on plan

**May 21, 2018**

- Recommended final plan to Board of Trustees for approval

**May 22, 2018**

- Board of Trustees formally notified Texas Commissioner of Education of approved plan

**March 24, 2021 - Renewal Process**

- District of Innovation Committee meeting to consider renewing our plan to include Exemption from: 21.004 (i): Preclusion from providing Alternative Uniform Group Coverage Program. The committee voted unanimously to update and renew our plan by adding this exemption.

**March 31, 2021 - Renewal Process**

- Clyde CISD Site Base Committee meeting to consider the proposed plan approved by the DOI Committee on March 24th. Site Base member Ron Nelson made the motion and Erin Hughes seconded the motion to send the proposed plan to our Board of Trustees for approval. The motion was approved unanimously.

**April 1, 2021 - Renewal Process**

- Clyde CISD notified TEA of our intent to take this proposed plan to the Board of Trustees for approval. The proposed plan was posted to the District's website.

**May 17, 2021 - Renewal Process**

- Clyde CISD Board of Trustees approved the proposed DOI plan as presented.

**May 18, 2021 - Renewal Process**

- TEA and the Commissioner of Education were notified of the Board's action to approve the District's proposed plan on 5.17.21. All of TEA's requirements were satisfied.

## **District of Innovation Advisory Committee**

Teresa Parks (teacher - CES)  
Jessica Harrison (teacher - CES)  
Trella Satterfield (teacher - CES)  
Kristi Beeman (parent)  
Kim Jones (campus administration - CES)  
Jaime Aleman (teacher - CIS)  
Jamie Munoz (campus administration - CIS/CES)  
Jill Morphis (campus administration - CIS)  
Monty Barnett (parent)  
Laura Carr (teacher - CHS)  
Ronald Nelson (teacher - CHS)  
Carrie Conner (counselor - CHS)  
Mykia Anderson (campus administration - CHS)  
Aaron Laughlin (parent)  
Angela Burson (technology)  
Amanda Cairns (teacher - CJH)  
Erin Hughes (teacher - CJH)  
Mindy Wilson (counselor - CJH)  
Jayme Carr (campus administration - CJH)  
Amy Yates (parent)  
Bethany Powell (parent)  
Judy Clifton (community/business)  
Ada Vernon (community/business)  
Robert Stone (community/business)  
Daniel Noworatzky (community/business)  
Paula Kinslow (district administration)  
Kenny Berry (district administration)

## **Clyde CISD Board of Trustees**

<b><u>Member Name</u></b>	<b><u>Board Position</u></b>
Greg Welch	President
Darryl Harris	Vice President
Mitch Ezell	Secretary
Jerry Don Black	Member
Russell Chapman	Member
Patrick Burson	Member
Robert Frost	Member

## **Exemption from: §25.0811 Uniform School Start Date**

### **Currently:**

A district may not begin instruction for students for a school year before the fourth Monday in August unless the district operates a year-round system. A district may not receive a waiver for this requirement.

### **Rationale for Exemption:**

This flexibility of start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. It also offers the following opportunities:

- The ability to better balance the instructional calendar.
- Students participating in dual enrollment opportunities will work with semesters that are better balanced, which allows for better alignment with our local colleges.
- An early start date allows for more instructional time prior to state assessments.
- Creates options for providing for a shortened first week of school for students and staff.

### **Innovation Strategies:**

The district will determine, on an annual basis, when each school year will begin. The start date (if before the date required by law) will need to be approved by the DAC by majority vote.

## **Exemption from: §21.401 Teacher Contract Days**

### **Currently:**

As outlined in Chapter 21 of the Texas Education Code, teachers employed on a ten-month contract are required to provide a minimum of 187 days of service.

### **Rationale for Exemption:**

TEC 25.081 changed instructional time for students from 180 days to 75,600 minutes. However, the number of contract days required of teachers was not addressed. Clyde CISD will consider reducing teacher contracts days on a yearly basis based on training needs with no effect on teacher salaries. The district will consider legislative mandates, new initiatives, etc. when determining the amount of days needed for teacher/staff training. Once those needs are determined, the district will lessen (if possible) the number of contract days from the current 187 days with no effect on teacher salaries.

### **Innovation Strategies:**

By Clyde CISD having the option to reduce the required teacher contract days with no effect on teacher salaries, the benefits would include:

- District contract days will be more competitive with other districts.
- Teacher recruitment will be enhanced.
- Increase daily rate of district teachers.
- Improve teacher morale.
- In each year of the plan, this flexibility will be part of the calendar planning process to consider a reduction in the number of teacher contract days to be recommended by DAC and district administration.

## **Exemption from: §21.003 Teacher Certification**

### **Currently:**

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. 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 request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. **(TEC 21.003)**.

### **Rationale for Exemption:**

Current law inhibits the District's ability to hire teachers in hard to fill positions as well as elective positions. It does not take into account the unique instructional, geographical, or financial needs of our district. The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for positions in question. However, when that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. Clyde CISD would like the ability to hire individuals for at will employment to better meet the educational needs of our students.

### **Innovation Strategies:**

- An individual with a college degree, certification in a trade, or experience in a CTE (Career Technology Education) field could be eligible to teach CTE courses related to his or her expertise or experience through local certification. The principal will submit the reasoning for the request and document the individual's qualifications. Qualifications that may be considered include but are not limited to; professional work experience, formal training and education, active professional relevant industry certification, a combination of work experience, training, and education, and/or demonstration of successful experience working with students.

A teacher certification waiver, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. (Please note that special education and bilingual teachers must continue to be certified through SBEC)

## **Exemption from: §22.004 (i); Preclusion from providing Alternative Uniform Group Coverage Program**

### **Currently:**

TEC §22.004 states that a school district may not make group health coverage available to its employees pursuant to TEC §22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Clyde CISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost.

### **Rationale for Exemption:**

Clyde CISD values our staff and the quality of the total employment compensation package we can offer. One major benefit of any potential employment opportunity is quality medical insurance at the best possible cost. This exemption allows Clyde CISD to have the option to offer additional benefits to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

### **Innovation Strategies:**

Clyde CISD will consider group medical insurance plans, evaluate the components of those plans, and then present to our employees an additional group medical insurance option (or options) alongside the TRS offerings during open enrollment. Employees would then have an additional choice in the options for group medical insurance, along with the associated benefits which come in a competitive insurance marketplace.