

CLYDE CISD
DISTRICT OF INNOVATION
PLAN
2018 - 2023



Clyde CISD

Empowering Leaders. Committed to Success.

Clyde Consolidated Independent School District

District of Innovation Plan 2018 - 2023

The 84th Texas Legislature passed House Bill 1842 in the spring of 2015, providing public school district 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 for the 2018-2019 school year through the 2022-2023 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

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)
Christy Hamaty (teacher - CIS)
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)
Kathryn Gay (teacher - CHS)
Carrie Conner (counselor - CHS)
Gregg Wilson (campus administration - CHS)
Aaron Laughlin (parent)
Angela Burson (technology)
Amanda Cairns (teacher - CJH)
Heather McClure (teacher - CJH)
Mindy Wilson (counselor - CJH)
Jared Duncum (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

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

Upon approval, the superintendent will notify the Board of Trustees of the intent to hire this individual prior to the individual being employed.

- Employment under this rule will be considered **AT WILL** employment.
- At-will employees will adhere to the same professional standards and ethics as all district employees.
- An employee working under this rule as an at will employee will be appraised using T-TESS or another district approved appraisal method.
- An employee working under this rule as an at will employee will attend professional development at the discretion of the campus principal.
- Employees working under this rule as an at will employee will be provided a campus mentor.

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)