

Carlisle Independent School District

District of Innovation Plan

In order to have more local control in certain areas, Carlisle ISD will become a District of Innovation. HB 1842 was enacted by the 84th Legislature to allow a traditional public school to have some of the same local flexibility that public charter schools possess. This plan enables Carlisle ISD to develop plans based on the needs of our students and community. The plan will be in effect for the 2017-18 school year through the 2021-2022 school year. This plan may be amended at any time by the District of Innovation Committee with approval of the Board of Trustees.

District of Innovation Committee

Sarah Fowler – Elementary

Tina Lambeth – Elementary

Magen Crim – Elem. Assistant Principal

Stephanie Rowan – Elementary Principal

Meleaha Glaze – Jr. High

Karla Haney – Jr. High

Jennifer Gholson – Jr. High Principal

Loren Lykins – High School

Sarah Baker – High School Principal

Stacy Curry – Parent

Maria Garza – Parent

Keith Martin – Parent

Jennifer Hale – Curriculum Coordinator

Brian Jennings – Technology Director

Michael Payne – Superintendent

District of Innovation Timeline

February 16, 2017 – Board Resolution to hold a public hearing to discuss the possibility of becoming a District of Innovation.

March 6, 2017 – Public Hearing. The Board approved a motion to develop the District of Innovation Plan and appoint the District of Innovation Committee

April 3, 2017 – Meeting of the District of Innovation Committee to develop the preliminary plan.

April 17, 2017 – Meeting of the District of Innovation Committee to finalize the plan.

April 24, 2017 – Post final plan on website for 30 calendar days.

May 8, 2017 – The Board notifies TEA of its intent to vote on the adoption of the proposed plan.

May 23, 2017 – End of posting period

May 24, 2017 – Public Hearing on final plan and vote by the committee

June 12, 2017 – Board votes to approve the final plan. The plan begins immediately if approved by the Board.

1. First Day of Instruction

TEC Code Requiring Exemption: Section §25.0811

Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August. A school district may:

(1) begin instruction for students for a school year before the fourth Monday in August if the district operates a year-round system under Section 25.084.

Current Status:

Texas Education Code Section §25.0811 hinders Carlisle ISD's ability to establish an instructional calendar that best meets the instructional needs of students and the priorities of the community by prohibiting the District from beginning instruction before the fourth Monday in August. To achieve a balanced instructional calendar, the first semester would have to end after the Christmas Break which causes the second semester to end in June, often creating hardships for students and staff who desire to enroll in higher education classes during the summer.

Benefit of Exemption:

The ability to establish an earlier start date will enable the District to better balance the amount of instructional time available in each semester. This balance will provide teachers the opportunity to more evenly deliver effective instruction learning experiences for students the fall and spring semesters. The earlier school start date will allow more alignment with the institutions of higher education.

Exemption from the Texas Education Code Section §25.081 will require revisions in the District policies at EB (LEGAL) and (LOCAL).

2. Teacher Certification

TEC Code Requiring Exemption: Section §21.003, Section §21.057

A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Current Status:

The Texas Education Code Section §21.003 dictates that all district teachers be certified in accordance with rules adopted by the State Board of Education Certification (SBEC). 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 submit a request to the Texas Education Agency. TEA then approves or denies this request.

Benefit of Exemption:

In order to best serve Carlisle SD students, decisions on certification will be determined locally as needed through the following methods which will allow more flexibility for scheduling and class offerings.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
- b. 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 the request to the superintendent with all the individual's credentials. The superintendent will then approve or deny the request based on review of the credentials and applicable job experience. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.

Exemption from Texas Education Code Section §21.003, Section §21.057 will require policy revisions at DK (LEGAL), DK (LOCAL), DK (EXHIBIT).

3. Probationary Contracts

TEC Code Requiring Exemption: Section §21.102 (*DCA Legal*) (*TEC 21.102*)

Current Status:

A probationary contract may not exceed one year for teachers new to our district who have been employed as a teacher in public education for at least five of the eight years preceding employment by the district. The district must either give the teacher a term contract or terminate their probationary contract after their first year in the district.

Benefit of Exemption:

Carlisle ISD would like to have the ability to renew the probationary contract one additional one-year period, for a maximum of two school years, for all teachers that are new to the district who have been employed as a teacher in public education for at least five of eight years preceding employment by the District.

Exemption from Texas Education Code Section §21.102 will require policy revisions at DCA (LEGAL).

4. Campus Behavior Coordinator

TEC Code Requiring Exemption: Section §37.0012

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal.

Current Status:

The District is required, by Texas Education Code §37.0012, to appoint a person at each campus to serve as campus behavior coordinator with the primary responsibility for maintaining student discipline. The requirement to designate a single employee to maintain student discipline and make all required parental notifications causes an unnecessary

burden on the District to implement an effective and systematic approach to student discipline.

Benefit of Exemption:

The shared responsibility of discipline among campus principals and assistant principals will minimize the loss of instructional time and ensure the safety of all students as well as provide increased opportunities to build relational capacity with parents and students. Assigning existing professionals the responsibility for maintaining discipline and for notifying parents of disciplinary removals is more cost effective.

Exemption from Texas Education Code §37.0012 will require policy revisions at FO (LEGAL) and (LOCAL) as well as the legal policies at FOA and FOC. In addition, the Student Code of Conduct will need to be revised to eliminate the reference to a campus behavior coordinator.

5. Site-based Decision Making

TEC Code Requiring Exemption: Section §11.251, Section §11.252

Current Status:

Sec. 11.251. PLANNING AND DECISION-MAKING PROCESS.

(a) The board of trustees of each independent school district shall ensure that a district improvement plan and improvement plans for each campus are developed, reviewed, and revised annually for the purpose of improving the performance of all students. The board shall annually approve district and campus performance objectives and shall ensure that the district and campus plans:

(1) are mutually supportive to accomplish the identified objectives; and

(2) at a minimum, support the state goals and objectives under Chapter 4.

(b) The board shall adopt a policy to establish a district- and campus-level planning and decision-making process that will involve the professional staff of the district, parents, and community members in establishing and reviewing the district's and campuses' educational plans, goals, performance objectives, and major classroom instructional programs. The board shall establish a procedure under which meetings are held regularly by district- and campus-level planning and decision-making committees that include representative professional staff, including, if practicable, at least one representative with the primary responsibility for educating students with disabilities, parents of students enrolled in the district, business representatives, and community members. The committees shall include a business representative without regard to whether the representative resides in the district or whether the business the person represents is located in the district. The board, or the board's designee, shall periodically meet with the district-level committee to review the district-level committee's deliberations.

(c) For purposes of establishing the composition of committees under this section:

(1) a person who stands in parental relation to a student is considered a parent;

(2) a parent who is an employee of the school district is not considered a parent representative on the committee;

(3) a parent is not considered a representative of community members on the committee; and

(4) *community members must reside in the district and must be at least 18 years of age.*

(d) *The board shall also ensure that an administrative procedure is provided to clearly define the respective roles and responsibilities of the superintendent, central office staff, principals, teachers, district-level committee members, and campus-level committee members in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization. The board shall ensure that the district-level planning and decision-making committee will be actively involved in establishing the administrative procedure that defines the respective roles and responsibilities pertaining to planning and decision-making at the district and campus levels.*

(e) *The board shall adopt a procedure, consistent with Section 21.407(a), for the professional staff in the district to nominate and elect the professional staff representatives who shall meet with the board or the board designee as required under this section. At least two-thirds of the elected professional staff representatives must be classroom teachers. The remaining staff representatives shall include both campus- and district-level professional staff members. If practicable, the committee membership shall include at least one professional staff representative with the primary responsibility for educating students with disabilities. Board policy must provide procedures for:*

- (1) the selection of parents to the district-level and campus-level committees; and*
- (2) the selection of community members and business representatives to serve on the district-level committee in a manner that provides for appropriate representation of the community's diversity.*

(f) *The district policy must provide that all pertinent federal planning requirements are addressed through the district- and campus-level planning process.*

Sec. 11.252. DISTRICT-LEVEL PLANNING AND DECISION-MAKING.

(a) *Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee established under Section 11.251.*

Benefit of Exemption:

Carlisle ISD is committed to developing effective plans for improvement and their evaluation. Due to our size, many of the requirements regarding the makeup of the committees result in an overlap of membership between them and a redundancy of effort occurs. By establishing one committee to review the plans and provide program evaluations, we believe we can more efficiently implement this process.

6. Transfer Students

TEC Code Requiring Exemption: Section §25.001 and Section §25.036 FDA (LOCAL)

Currently:

Under Texas Education Code 25.001, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

Benefit of Exemption:

Carlisle ISD maintains a transfer policy under FDA (LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history, attendance, grades, and assessment scores are all evaluated.

TEC 25.036 has been interpreted to establish the acceptance of a transfer student as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applications. On rare occasions that include but are not limited to the following: suspensions, (in or out of school), DAEP assignment, expulsion, habitual code of conduct violations, and attendance issues, Carlisle ISD will seek exemption from the one-year transfer commitment.

Exemption from Texas Education Code §Section 25.001 and §Section 25.036 will require policy revisions at FDA (LOCAL).

7. 90 Percent Attendance Rule

TEC Code Requiring Exemption: Section §25.092

Sec. 25.092 MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE.

(a) Except as provided by this section, a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.

(a-1) A student who is in attendance for at least 75 percent but less than 90 percent of the days a class is offered may be given credit or a final grade for the class if the student completes a plan approved by the school's principal that provides for the student to meet the instructional requirements of the class. A student under the jurisdiction of a court in a criminal or juvenile justice proceeding may not receive credit or a final grade under this subsection without the consent of the judge presiding over the student's case.

(a-2) Subsection (a) does not apply to a student who receives credit by examination for a class as provided by Section 28.023.

(b) The board of trustees of each school district shall appoint one or more attendance committees to hear petitions for class credit or a final grade by students who are in attendance fewer than the number of days required under Subsection (a) and have not earned class credit or a final grade under Subsection (a-1). Classroom teachers shall comprise a majority of the membership of the committee. A committee may give class credit or a final grade to a student because of extenuating circumstances. Each board of trustees shall establish guidelines to determine what constitutes extenuating circumstances and shall adopt policies establishing alternative ways for students to make up work or regain credit or a final grade lost because of absences. The alternative ways must include at least one option that does not require a student to pay a fee authorized under Section 11.158 (a)(15). A certified public school employee may not be assigned additional instructional duties as a result of this section outside of the regular workday unless the employee is compensated for the duties at a reasonable rate of pay.

(c) A member of an attendance committee is not personally liable for any act or omission

arising out of duties as a member of an attendance committee.

(d) If a student is denied credit or a final grade for a class by an attendance committee, the student may appeal the decision to the board of trustees. The decision of the board may be appealed by trial de novo to the district court of the county in which the school district's central administrative office is located.

(e) This section does not affect the provision of Section 25.087(b) regarding a student's excused absence from school to observe religious holy days.

(f) The availability of the option developed under Subsection (b) must be substantially the same as the availability of the educational program developed under Section 11.158(a)(15).

Current Status:

State law currently requires students to attend class 90 percent of the school days the class is offered as one requirement to earn credit or a final grade. Therefore, the law currently translates into requiring the District to award class credit or a final grade to students based on "seat time" rather than on content mastery. It is the intent of the District to award credit on mastery of content.

Benefit of Exemption:

Exemption from this requirement will provide educational advantages to students of the District by promoting learning through innovation in the methods, locations, and times instruction may be delivered to students, thereby accommodating students with legitimate scheduling conflicts, reducing dropouts, and increasing the number of qualifying graduates. At no point does this exemption from the requirement for minimum attendance serve as a means by which the District avoids the obligation to determine a student's grade according to the student's mastery of the curriculum. The District will continue to seek innovative instructional arrangements once provided this flexibility.

Exemption from Texas Education Code §Section 25.092 will require policy revisions at FEC (LOCAL).