

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 2022-2023 school year through the 2026-2027 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

Jessica Dennis – Instructional Technologist

Quentin Evans – Elem. Assistant Principal

Stephanie Rowan – Elementary Principal

Byron Skaggs – Jr. High Teacher

Paul Richards – Jr. High Principal

Loren Lykins – High School Teacher

C. T. Ricks – High School Teacher

Norman Carter – High School Principal

Perla Sanchez – Elementary Parent

Crystal Martin – Jr. High Parent

Laura Liles – High School Parent

Magen Crim – Curriculum Coordinator

Brian Jennings – Technology Director

Josh Johnson – Superintendent

District of Innovation Timeline

February 7, 2022 – Meeting of the District of Innovation Committee to develop the proposed renewal plan.

February 15, 2022 – Board Meeting to notify TEA of the intent to renew the District of Innovation Plan at the Regular Meeting on April 11, 2022

April 11, 2022 – Board Meeting to adopt the proposed local innovation plan. This requires a two-thirds majority.

Not later than April 27, 2022 – The Board notifies TEA of the approval of the plan and sends a link to the plan on the District website.

May 31, 2022 – The plan is effective until the end of the 2026-2027 school year.

June 29, 2023 - Meeting of the District of Innovation Committee to discuss/consider an amendment to the plan in regards to inter-district transfer students.

July 13, 2023 – Board Meeting to amend the local innovation plan. This requires a two-thirds majority.

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. **The start date will be no earlier than the 2nd Monday of August each year.**

Exemption from the Texas Education Code Section §25.0811 will require revisions in the District policies at EB (LEGAL) and (LOCAL).

2. Teacher Certification

TEC Code Requiring Exemption: Section §21.003

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.

TEC Code Requiring Exemption: Section §21.057

Requires A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.

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 request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. The Texas Education Code Section §21.057 requires written parental notification of the assignment of inappropriately certified or uncertified teachers.

Benefit of Exemption:

In order to best serve Carlisle SD students, all decisions on certification and assignment 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 an SBEC certified teacher to teach a *grade level* that is outside his/her state (SBEC) certification.
 1. The principal must specify in writing the reason for the request and document what credentials the SBEC certified teacher possesses which qualify this individual to teach a grade level outside of his/her certification; along with the support that will be provided for the teacher.
 2. Emergency or financial situations creating the need for this assignment should also be noted.
- B. The campus principal may submit to the superintendent a request to allow an SBEC certified teacher to teach one subject in a related field for which he/she is not certified.
 1. The principal must specify in writing the reason for the request and document what credentials the SBEC certified teacher possesses which qualify this individual to teach a subject outside of his/her certification; along with the support that will be provided for the teacher.
 2. Emergency or financial situations creating the need for this assignment should also be noted.
- C. Carlisle ISD will allow District Teaching Certifications based on skills and experiences outside the traditional teacher certification pathway.

1. An individual with certain qualifications who is not state certified as a teacher can be eligible to teach in hard to fill positions including but not limited to, TEA approved shortage areas such as mathematics, science, Languages Other than English (LOTE), Career and Technical Education (CTE), etc.
2. A person seeking District Teaching Certifications should have the abilities and related knowledge/experience to fulfill the requirements of the position.
3. The principal must submit a request to the Superintendent which outlines all the individual's credentials/qualifications.
4. Qualifications that may be considered include but are not limited to:
 - a. Professional work experience.
 - b. Formal training and education, including an Associate's Degree (CTE) and Bachelors/Masters/Doctoral Degrees.
 - c. Active professional relevant industry certification or registration.
 - d. Combination of work experience, training, and education.
 - e. Demonstration of successful experience working with students.
 - f. Bachelor's Degree may be waived in certain CTE courses.
5. The Superintendent will then approve or deny the request based on review of the credentials and applicable job experience.
6. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment.
7. Teacher certification waiver, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency, as the district will be exempt from notification regulations.
8. An employee working under a District Teaching Certificate will adhere to the same professional standards, ethics, and requirements of all certified teachers.
9. An employee working under a District Teaching Certificate will be appraised under the same teacher appraisal system as required of all certified teachers.
10. A District Teaching Certificate will be for one year and the employee will be at-will.

D. Special education and bilingual teachers must possess appropriate certification as per SBEC rules and are not subject to this exemption.

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:

- A. For experienced teachers, counselors, librarians, or nurses new to Carlisle ISD; that have been employed in a capacity that qualifies for a Ch. 21 contract in public education for at least five of the eight previous years, the probationary period when becoming employed by Carlisle ISD shall be a period of two (2) years with probationary contracts issued for each of the two (2) years.
 - 1. Allowing sufficient time to evaluate the teacher's effectiveness in the classroom.
 - 2. Allowing for professional development to enhance professional growth.
- B. After the first (1) year of the probationary period in Carlisle ISD, a teacher could have an opportunity to move into a term contract if he/she meets the following 5 criteria:
 - 1. A score of "Proficient" in 12 of the 16 Domains on the T-TESS.
 - 2. Student outcomes that indicate either:
 - a. 60% of student met growth projections as indicated by MAP scores (K-10th grade).
 - b. 60% of students met Level II or above standard for STAAR (3rd-EOC).
 - c. Locally developed student outcomes for non-core teachers.
 - 3. Attended all district and campus required Professional Development.
 - 4. Positive recommendation from the current campus principal.
 - 5. Concurrence from the Superintendent.

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.

Exemption from Texas Education Code §11.251 and §11.252 will require policy revisions at BQ (LEGAL) and (LOCAL).

6. LOCAL SCHOOL HEALTH ADVISORY COUNCIL AND HEALTH EDUCATION INSTRUCTION

TEC Code Requiring Exemption: Section §28.004

Current Status:

(a) The board of trustees of each school district shall establish a local school health advisory council to assist the district in ensuring that local community values are reflected in the district's health education instruction.

(b) A school district must consider the recommendations of the local school health advisory council before changing the district's health education curriculum or instruction.

Benefit of Exemption:

Carlisle ISD is committed to ensuring community values are reflected in all areas of the district's instructional program including health education. 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 placing this requirement with the current established DOI committee, we believe we can more efficiently implement this process.

Exemption from Texas Education Code §28.004 will require policy revisions at BDF (LEGAL) and (LOCAL).

7. INTER-DISTRICT TRANSFER STUDENTS

TEC Code Requiring Exemption: Section §25.036

Current Status:

(a) Carlisle ISD maintains a transfer policy under FDA(LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year with the Superintendent or designee. If a transfer is granted, it is for one regular school year at a time. Factors, when approving transfers, include availability of space and instructional staff and the student's disciplinary history and attendance records.

(b) The district does not charge a tuition.

Benefit of Exemption:

Carlisle ISD would not have to retain a student over the duration of an entire school year if that student has persistent attendance issues as well as disciplinary problems. The district would have the authority to revoke a transfer student (nonresident student) at any time by the Superintendent or designee. This would help maintain the educational process throughout the school year.

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