

Crockett County Consolidated Common School District

District of Innovation Plan

CCCCSD Mission Statement:

Our mission for Ozona Schools is to ensure student success through high expectations for all students by all stakeholders, establishing a culture of pride and excellence.

CCCCSD District of Innovation Goals:

- Allowing CCCCSD the flexibility to create a school calendar that serves the needs of our district and community.
- Meeting the requirements of the minutes of instruction while providing our district with options in structuring the school day.
- Provide Career and Technology programs that meet the individual and diverse needs of all students at CCCCSD.
- CCCCSD will recruit and maintain highly qualified teachers and staff while still addressing areas of teacher shortages.
- CCCCSD will have the ability to better align teacher contracts for teaching and professional development while maintaining an accurate, accountable financial system to maximize time and effort in the use of District Funds.

Definition of District of Innovation:


HB 1842 was passed during the 84th Texas Legislative Session in spring 2015, and provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in the Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

- Greater local control as the decision makers over the educational and instructional model for students
- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements, and academic and financial accountability.

District of Innovation Timeline



Aug. – Nov. 2017:	Informal discussions with Administrators
November 15, 2017:	Board of Trustees approve resolution to hold a public hearing to discuss the possibility of becoming a District of Innovation
December 12, 2017:	Board of Trustees Public Hearing of becoming DOI
December 14, 2017:	Initial meeting of the District of Innovation Committee
January 25, 2018:	Review and develop the draft plan by the DOI Committee
February 15, 2018:	Public Meeting 4:30 PM with the DOI to Vote on the Plan Vote tabulation: For 7; Against 0
February 26, 2018:	DOI plan posted on the district website for 30 days (TEC 12A.005(a)(1)) Commissioner notified of CCCCS District of Innovation Plan
April 18, 2018:	CCCS Board Meeting to adopt District of Innovation Plan Approved 7-0

District of Innovation Planning Committee

<u>Member Name</u>	<u>District/Community Role</u>
Raul Chavarria	Superintendent of Schools
Janina Savala	Director of Federal Programs
Rene Valeriano	Ozona High School Principal
Rick Bachman	Ozona Middle School Principal
Tamara McWilliams	Ozona Elementary Principal
Vicky Munoz	Ozona Elementary Assistant Principal
Tonya Poindexter	Testing Coordinator
Leanna Childress	OHS Counselor
Katie Parker	OMS Counselor
Dana Criswell	OMS Teacher
Jana Fox	OES Teacher
Kimber Childress	Community Member
Andie Richardson	Community Member
Domingo Perez Jr.	Community Member
Amy Cowley	Business Representative

CCCCSD Innovations Exemptions

Innovation Goal #1 School Start Date (TEC 25.0811)

Current Law

25.0811 - Students are prohibited from starting school before the 4th Monday of August. For years, this was strictly a local decision. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Proposed

CCCCSD would like the flexibility of creating a school calendar to balance instructional days between semesters, by allowing for an earlier start date. This flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community.

Innovation Goal #2 Minimum Minutes of Instruction (TEC 25.081)

Current Law

House Bill (HB) 2610, passed by the 84th Texas Legislature, amended Texas Education Code TEC §25.081 by striking language requiring 180 days of instruction and replacing this language with language requiring the District to provide at least 75,600 minutes of instruction (including intermissions and recess) each school year. Additionally, TEC currently requires that a school day be at least seven hours each day, including intermissions and recesses.

Proposed

Exempting completely from the 420-minute requirement would give the District a significant amount of local control over scheduling (above and beyond the six-day maximum as needed) without the fear of diminishing state funding or losing credit for instructional time that might cause the district to fall out of compliance with annual minute requirements. CCCCSD will continue to maintain the 75,600 minute requirement and understands if that requirement is not reached, funding will be reduced proportionately.

The length of the instructional day cannot be changed absent the District becoming a District of Innovation.

Innovation Goal #3 Teacher Certification (TEC 21.003, TEC 21.055)

Current Law

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, TEC 21.055)

Proposed

CCCCSD campus principals may submit to the superintendent a request to allow a certified teacher to teach a subject(s) out of his or her certified field. The principals must provide reasoning for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject. The superintendent will report this action to the Board of Trustees at the first board meeting following the assignment.

CCCCSD may employ individual with a college degree or certificate that would be eligible to teach a CTE course or academic course through a local teaching certificate. The principal will submit the request to the superintendent with all of the individual's credentials. The superintendent will then approve the request if he or she believe that 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. CCCCSD will have the flexibility to structure the contract according to the number of courses taught by the individual. Local teaching certificates will submitted to TEA.

Innovation Goal #4 Teacher Contract (TEC 21.102, TEC 21.401)

Current Law

State law states that 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. (TEC 21.102)

Education Code Chapter 21 Teacher Contracts defines a teacher contract as a ten month contract equivalent to 187 days. (TEC 21.401)

Proposed

Even though we may have hired an experienced teacher on a probationary contract, we really do not get a full year evaluation on a teacher, as we renew contracts before the final data on STAAR and EOC's come in. Allowing CCCCSD to expand the probationary contract of experienced teachers to two years will allow us to have a better evaluation of the new employee.

CCCCSD would like to have the freedom and flexibility, especially in unforeseen circumstances, to consider the reduction of contract days to better align with the 75,600 minutes required of students, with no effect on teacher salaries or daily rate. This will allow the district flexibility to more effectively schedule professional development, and structure the school day to fit our needs.

The District of Innovation Plan will become effective in August 2018 and will remain in effect for five years, through August 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. Any amendment to the Innovation Plan must follow the same process as the plan development. The District of Innovation Committee would consider any proposed amendment/s. Any amendment/s would require majority approval of the District of Innovation Committee, a majority approval of the District Site-Based Committee, and posting on the district website for 30 days. A 2/3 vote by the Board of Trustees would be required for final approval of any amendment/s.