

# Campbell ISD

## District of Innovation Plan



### Plan Approved

District of Innovation Committee 2/11/2016

Board of Trustee Final Approval 4/17/2017

Board of Trustees Amended 12/16/2021

## **I. Introduction**

The 84<sup>th</sup> legislature passed House Bill 1842 which allowed traditional independent school districts the ability to access flexibilities which had previously been reserved for Texas' open enrollment charter schools. In order for an independent school district to obtain these flexibilities, districts must seek designation as a "District of Innovation." The CISD District of Innovation plan will span five years, beginning February 16, 2022, and ending February 16, 2027. The plan may be amended at any time as recommended by the committee and approved by the CISD Board of Trustees.

## **II. Mission**

Campbell ISD will empower students to be productive patriot citizens.

### **Vision**

Learning and leading now and in the future.

### **Motto**

Educate, Inspire, Transition

## **III. Areas Addressed in the Renewal**

- Educator Certification
- Teacher Contracts
- First and Last Day of School
- Class Size
- District Transfers
- Designation of Campus Behavior Coordinator

## **IV. Process**

On November 17, 2016, the Campbell ISD Board of Trustees appointed a District of Innovation Committee which is comprised of administrators, teachers, parents, and community members. The committee met on December 14, 2016, to discuss and draft a Local Innovation Plan (LIP). The committee researched Texas education codes in which the district could benefit from modifying in order to make the education process more effective/efficient for Campbell ISD. The committee discussed the codes and voted for those the committee wished to pursue as part of the LIP. The plan was posted on the district web page for public input on January 10, 2017, for 30 days before the Board of Trustees voted on the plan on February 16, 2017. A letter of notification was sent to the Commissioner of Education on February 17, 2017. On October 21, 2021, the board voted to notify the commissioner of education our intend to renew our District of Innovation Plan.

**V. Committee Members**

The Renewal District of Innovation Plan Committee Members

Dr. Denise Morgan	Superintendent
Hubert Bares	Business Manager
Jason Crow	Principal
Stephanie Striplin	Assistant Principal
Jamey McPherson	Elementary Teacher
Veronica Dorner	Secondary Teacher
Jessica Cummings	Auxiliary Teacher
Judy Williams	Instructional Assistant
Christy Andrzejewski	Parent
Dr. Robert O’Conner	Federal Programs

## **VI. District of Innovation Timeline**

### Thursday, November 17, 2016. Board Room 6:00pm Special

#### Board Meeting

- Board of Trustees consider resolution to hold a public meeting to discuss the possibility of using HB 1842 to develop a District of Innovation plan

#### 6:10pm Public Hearing

- Public hearing to explain and discuss the possibility of becoming a District of Innovation

#### 6:30pm Regular Board Meeting

- Consider the pursuit of a District of Innovation plan
- Name the District of Innovation plan committee

### Wednesday, December 14, 2016. Board Room

2:00pm, Initial meeting of the district of innovation Committee

### Thursday, January 5, 2017. Board Room

4:00pm, 2<sup>nd</sup> meeting of the District of Innovation Committee

### Tuesday, January 10, 2017 - February 16, 2017

8:00am, Post the District of innovation plan on district website (minimum 30 days)

### Thursday, January 19, 2017. Board Room 6:30pm, Regular

#### Board Meeting

- Announce posting and discuss District of Innovation plan

### Thursday, February 16, 2017. Board Room

2:00pm, 3<sup>rd</sup> meeting of the DOI Committee including Public Meetings on DOI plan  
4:00pm, District Site Base Committee Meeting

### Thursday, February 16, 2017. Board Room 6:30pm, Regular

#### Board Meeting

- Consider action on the District of Innovation plan

### Friday, February 17, 2017

- Notification to Commissioner of Education by letter

### Thursday, October 21, 2021

#### Regular Board Meeting

- \* Notification to the commissioner of education of our intent to renew

### Monday, November 15, 2021

Site based team meet and approved recommended changes to the plan.

### Thursday, November 18, 2021

Public hearing on proposed plan. Uploaded to district website on November 16, 2021.

### Thursday, December 16, 2021

School board reviewed and approved DOI plan

## VII. Term of Plan

As determined by the Texas Education Agency, the term of the District of Innovation Plan is five years. Thus, the renewal plan will begin February 16, 2022, and end February 16, 2027 unless terminated by the Board of Trustees. The District Improvement Committee will monitor the Local Innovation Plan annually.

## VIII. Innovations

### **Calendar (EB Legal, Local) (TEC §25.0811)**

Under current Texas state law, “a school district may not begin instruction for students for a school year before the fourth Monday in August” (TEC 25.0811).

#### ***Innovation Strategy***

School start date is an area in which the district should be able to determine locally, and on an annual basis, to determine what is best for our community. Having the ability to modify the start date of school allows us the flexibility to balance semester days, align classes to college courses, and ease transitions. This flexibility may also allow us to start on a shortened week schedule.

### **Class Size Waiver (EEB Legal) (TEC §25.112, §25.113)**

State law requires that a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class. If classes are going to exceed this cap, a waiver is required from the Texas Education Agency. If approved, the district must then notify parents by “specifying the class for which an exception from the limit imposed by Section 25.112(a) was granted; (2) state the number of children in the class for which the exception was granted. (§25.113, 1-2).

#### ***Innovation Strategy***

Campbell ISD is a growing district with one campus that has reached capacity. As we look to build a new facility, the number of students per class is anticipated to exceed the 22:1 ratio dictated by law. In the event the cap of 22:1 is exceeded, the superintendent will report these findings to the board. If class sizes reach a 25:1 ratio, the superintendent will report to the board and the district will notify parents. Campbell ISD is committed to keeping class sizes at or below the current 22:1 ratio. Therefore, we will continue to look at avenues to reduce class sizes but need to have the flexibility to exceed this cap during the expansion process.

### **Probationary Contracts (DCA Legal) (TEC §21.102)**

For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. A one-year probationary period is not a sufficient amount of time to evaluate the teacher’s effectiveness in the classroom.

***Innovation Strategy***

For experienced teachers, counselors, librarians, or nurses new to the district that have been employed as a teacher in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment with Campbell ISD.

**Teacher Certification (DBA Legal, Local, DK Legal, Local, Exhibit) (TEC §21.003)**

As a small school district, it is sometimes difficult to find qualified applicants for certain fields. When an applicant is unavailable it occasionally becomes necessary for a teacher to teach outside their certified teaching field. In order for a teacher to teach outside their teaching field, the district is required to submit a request to TEA. TEA then approves or denies this request.

Another area in which flexibility would benefit Campbell ISD would be the ability to hire employees, with industry experience, for innovative, dual credit, or new classes in which we are unable to find certified teachers for a position.

***Innovative Strategy***

In order to best serve Campbell ISD students and allowing more flexibility in scheduling and more course offerings, decisions on certification will be handled locally. For grades 6-12, in all subjects except Special Education and ESL/Bilingual:

- a) The campus principal may submit to the superintendent a request to allow a certified teacher to teach one or more courses in a field for which s/he is not certified. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify him or her to teach the proposed courses.
- b) An individual with college teaching or industry experience could be eligible to teach a course through a local teaching certificate. The campus principal would make a request to the superintendent and make all credentials available. The superintendent would have the capability to hire this person on a local certification and the employee would obtain an at-will contract.

**Inter-District Transfers (FDA Local) (TEC §25.036) Amended August 2, 2021**

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.

Campbell ISD maintains a transfer policy under FDA (Local) requiring non-resident 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 records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district.

***Innovative Strategy***

The district is seeking exemption from the one-year commitment in accepting a transfer student

allowing the district to rescind a transfer at any time during the school year if the student violates district expectations of attendance, discipline, academic achievement, and/or falsifying documentation. This flexibility would allow the district to have the option of immediate revocation of a student's transfer status by the Superintendent or designee at any time during the school year.

### **Designation of Campus Behavior Coordinator (TEC §37.0012)**

TEC 37.0012 restricts local decision making by requiring one person to be designated as the Campus Behavior Coordinator. This requirement limits the campuses from allowing the person most suitable to address the children's needs to make disciplinary decisions.

The Campbell ISD elementary and secondary campuses are located in a common facility where the principal, assistant principal, and the school counselor are located. In this setting, it is beneficial for each of these staff members to work with the social and emotional development of the students, which includes changed behavior through disciplinary action.

#### **Innovation Strategy**

Campbell ISD will not name one campus behavior coordinator per campus. Rather, the district will allow decisions to be made based on the needs of the individual student and situation to determine the most appropriate professional staff member to work with the student to promote social and emotional growth.

### **Unauthorized Persons: Refusal of Entry, Ejection, Identification (Ed. Code 37.105)**

*A district must maintain a record of each verbal warning issued under Section 37.105 (a)(2)(A), including the name of the person to whom the warning was issued and the date of issuance. At the time a person is refused entry to or ejected from a school district's property under Section 37.105, the district must provide the person a written information explaining how to appeal. Each school board must adopt a policy that uses the district's existing grievance process to permit a person ejected or denied entry to address the Board of Trustees in person within 90 days of the commencement of the appeal unless the appeal is granted sooner.*

#### **Innovation Strategy**

Texas Education Code section 37.105 includes a process for ejecting or denying entry to a visitor who presents a substantial risk of harm or behaves in a manner inappropriate for the school setting. To better ensure the safety and security of students and staff in Campbell ISD, we propose that the district not be required to maintain a record of each verbal warning of potential removal from district property/facilities, nor be required to provide written information explaining the appeal process to those who have been refused entry to district property/facilities or removed from district property/facilities. The district currently attempts to provide written notice to persons who are subject to potential refusal for entry or for removal from district property/facilities. Should an exemption from TEC §37.105 be granted, the district shall continue to provide written notice to persons who are subject

to potential refusal for entry or for removal from district property/facilities in situations where the administrator on site feels it is reasonable and safe to do so. Campus and District administrators, as well as Sheriff Deputies and District police officers if applicable, may refuse to allow a person to enter or may eject a person from property under the district's control in accordance with law. An appeal notice must be filed with the Superintendent, in writing, and submitted to the Administration Office for review.

## **Retire/Rehire Minimum Salary**

*Education Code 21.002, 21.402, 21.415*

### ***Proposed***

CISD Innovation Strategy

Currently, all districts, when hiring a retired educator must pay the salary based upon the TEA minimum salary pay scale; in addition, the districts are required to pay a TRS surcharge. Campbell ISD would like the opportunity to hire an eligible retired educator and pay them below the TEA minimum pay scale while also paying the required TRS surcharge. We believe that by hiring an eligible retired educator our students, campuses, and district will reap the rewards of having a veteran educator who is still involved and passionate in the education process. In addition, the district will be able to have an experienced educator at a significantly less cost than had we paid them based upon the TEA minimum pay scale plus the TRS surcharge. Thus, by hiring an eligible retired educator Campbell ISD will be adding value in the schools and will be making sound fiscal decisions for our district's stakeholders.

## **IX. Summary**

The Local Innovation Plan results from the collaboration between multiple stakeholders. The needs of the district were investigated, and the plan created allows Campbell ISD the flexibility to make local decisions to best educate our students.