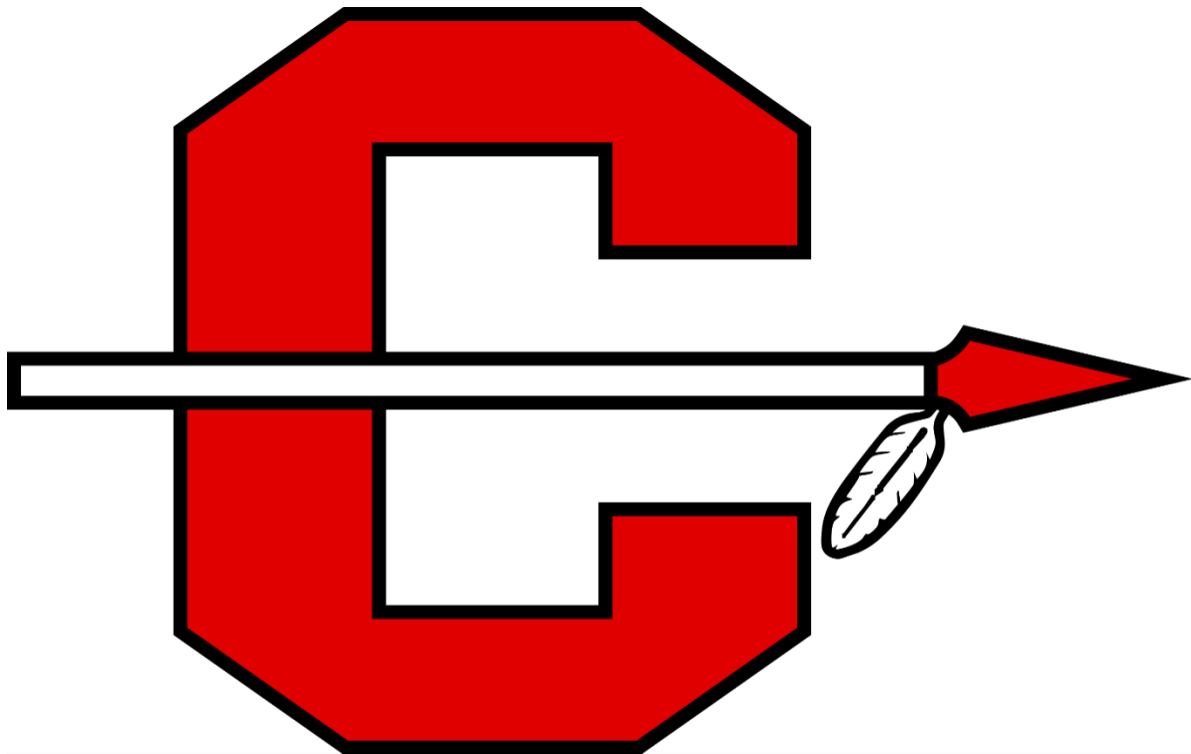


Cleveland Independent School District

District of Innovation Plan



Approved by the Cleveland ISD Board of Trustees

JULY 16, 2018

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Pennee Hall, Deputy Superintendent

Maria Silva, Assistant Superintendent

MISSION/VISION

The philosophy of the Cleveland Independent School District is to build a community of empowered, life-long learners, in a way that staff and community support and take pride in Cleveland ISD, so that we can develop successful, productive, responsible, and healthy citizens of the world.

District of Innovation Committee

NAME	TITLE	NAME	TITLE
Glenn Barnes	Principal	Jeanine Oldham	Teacher
Ashlee Boothe	Assistant Principal		
Shele Coburn	Assistant Principal	Amy Perry	Parent
Melissa Croft	Teacher		
Dana Ellis	Academic Specialist		
Alison Gustin	Counselor	Mary Giles	Principal
Elizabeth Gibson	Teacher	Sandy Rivas	Teacher
Kayla Green	Teacher	Mark Rodriguez	Teacher
Pennee Hall	Deputy Superintendent		
		Donald Seagraves	Teacher
Edward Husk	Principal	Scott Semmes	Teacher
		Maria Silva	Asst. Superintendent
Scott Lambert	Community Business	Rebecca Smith	Principal
Whitley Marsh	Teacher	Janie Snyder	Principal
		Sheila Stephens	Principal
Stephen McCanless	Coordinator	Kayla Szarmach	Teacher
Martha Miranda	Parent	Sandy Williamson	Coordinator
Darrell Myers	Superintendent	Jamie Youngblood	Counselor

INTRODUCTION

HB 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code (TEC). On December 19, 2017 the Cleveland ISD Board of Trustees passed a resolution to initiate the process of Designation as a District of Innovation in order to increase local control over districts operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community.

TIMELINE

December 2017 The Cleveland ISD Board of Trustees unanimously approved the Resolution initiating the process under Education Code Chapter 12A to become a District of Innovation.

December 2017 The Cleveland ISD Board of Trustees approved the District of Innovation Committee.

February 2018 A Public hearing was held to present information and gather public input regarding the designation of Cleveland ISD as a District of Innovation. There were no comments at the public hearing.

- *January 2018 The public hearing / regular board meeting was scheduled and cancelled due to a severe winter storm. Therefore, the district posted the required hearing notice again for February.*

February 2018 The Cleveland ISD Board of Trustees unanimously approved development of a Local Innovation Plan for the designation of Cleveland ISD as a District of Innovation.

June 2018 The proposed District of Innovation Plan is posted online for at least 30 consecutive days.

June 2018 The district sent notification to Commissioner of Education of the Cleveland ISD intention to vote on the adoption of the Proposed Local District of Innovation Plan.

July 2018 (TBD) The Cleveland ISD Board of Trustees unanimously approved the Local District of Innovation Plan to finalize designation of Cleveland ISD as a District of Innovation.

July 2018 (TBD) The Cleveland ISD sent notification to Commissioner of Education of final board approval of Cleveland ISD becoming a District of Innovation. A copy of the plan was included in the packet.

July 2018 (TBD) The final District of Innovation Plan was posted on the Cleveland ISD website.

TERM

The Cleveland ISD District of Innovation Plan has a term of up to 4 years beginning of the 2018—2019 school year and concluding at the end of the school year 2021-2022, unless terminated or amended earlier by the Cleveland ISD Board of Trustees in accordance with law. The District Education Improvement Committee (DEIC) will continually monitor the effectiveness of the Plan and will review it annually. The DEIC will recommend to the Superintendent of Schools and to the Cleveland ISD Board of Trustees any suggested modifications, including addendums, to the plan.

A COMPREHENSIVE EDUCATION PLAN

The local innovation plan is guided by and aligned with the Cleveland ISD Board of Trustees Mission/Vision and the District Education Improvement Plan to maximize the level of achievement for all students.

Cleveland ISD Mission/Vision

The philosophy of the Cleveland Independent School District is to build a community of empowered, life-long learners, in a way that staff and community support and take pride in Cleveland ISD, so that we can develop successful, productive, responsible, and healthy citizens of the world.

District Goals

1. Cleveland ISD will provide a student centered educational environment in which students are supported to meet or exceed state standards in all areas.
2. Cleveland ISD's team of highly qualified professionals implement a learning community that contributes to individual student success.
3. Cleveland ISD's parents and community are supportive and actively in our children's education.
4. Cleveland ISD will close performance gaps and increase post-secondary readiness using research based instructional strategies and resources.

INNOVATIONS

In order for Cleveland ISD to achieve its mission and align educational practices and strategies to the DEIP, flexibility in local control will be utilized in the following areas

- Certifications
- School Calendar – Uniform Start Date
- Instructional Minutes - Length of the School Day
- Class Size Ratios
- Site Based Decision Making Processes
- Use of Planning and Preparation Periods
- Student Discipline – Behavior Coordinator

Innovation Certifications

Current TEC 21.003

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.

Proposed

Cleveland ISD will hire non-certified, but qualified educators for hard to find positions in the area of Career and Technical Education. All other non-certified positions must be approved by the board of trustees. 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 this certified teacher possesses which qualify this individual to teach this subject.

Rationale

- Allow the district to hire nontraditional candidates who bring authentic field and industry knowledge and skills which provide students real world learning experiences.
- Allows the district flexibility in recruiting talented and qualified staff.
- Allow for a diverse pool of candidates for positions with the skills and abilities to impact student achievement in areas of instruction.
- Allow the district flexibility to offer a wider range of courses according to student interests.

Innovation School Calendar – Uniform Start Date

Current TEC Ch. 25.0811

Section 28.0811, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

The district will work with the DEIC and create a calendar that best serves the students and the community.

Rationale

- Partial or full days available for professional learning.
- Capability to honor classroom preparation time for high quality instruction.
- Built in additional time for inclement weather days.
- Better opportunities for summer school, internships, and professional certification experiences.
- The ability to have local control and flexibility to develop innovative scheduling for a variety of programs for students.
- Ending the fall semester in December and the spring semester in May supports college and career readiness efforts by aligning with local college calendars.
- Allowing more time earlier in the school year provides students additional instructional days prior to standardized assessments such as STAAR, ACT, SAT, and End of Course exams.

Innovation Instructional Minutes – Length of the School Day

Current TEC 25.081

Section 25.081, states that for each school year each school district must operate for at least 75,600 minutes, including time allocated for instruction, intermissions, and recesses for students.

Proposed

The district intends to remain within the guidelines of the current education code as much as possible. The district seeks the flexibility to adjust minutes of instruction to assist with personalizing student learning in order to better meet individual student needs. With this flexibility the district may alter the length of the school day, may have a later start and/or early release time, accelerate credit attainment, and mitigate credit deficiencies for students with unique challenges and/or personal goals and plans not accommodated in the traditional school day.

Rationale

- The flexibility to adjust the minutes of instruction will assist with personalizing student learning in order to better meet individual student needs.
- The ability to adjust minutes of instruction will allow for local control and flexibility to develop innovative scheduling for a variety of programs for students.
- Flexible scheduling will allow for greater opportunities for the students.
- Flexibility in adjusting minutes of instruction will allow for greater opportunities for staff development relevant to ensuring our students are successful in meeting standards.

Innovation Class Size Ratios

Current TEC 25.111, 25.112, 25.113

Section 25.111, requires districts to employ a sufficient number of certified teachers to maintain an average ratio of not less than 1 teacher for each 20 students in average daily attendance.

Section 25.112, states that a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.

Section 25.113, requires districts to complete and file a waiver with the agency if a class exceeds this limit and notify parents of the waivers

Proposed

The district intends to remain within the guidelines of the current education code as much as possible. The district seeks the flexibility to provide the best learning environment for our K-4 students and eliminate the need to file a waiver with TEA. Letters to parents will be sent home if a class size exceeds 25:1.

Rationale

- The district will strive to maintain a 22:1 class size ratio with certified teachers.
- With the high growth rate in the community the district is continually evaluating class size ratios and teacher staffing decisions to determine district needs.
- Flexibility for the district to utilize innovative instructional methods to teach the diverse groups of students entering the district.

Innovation Site Based Decision Making Processes

Current TEC 11.251

Under section 11.251, school districts are required to have a district and campus 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. The district and campus improvement plans must include provisions for: a needs assessment, performance objectives, strategies for improvement of student performance, suicide prevention, conflict resolution, violence prevention, dyslexia treatment programs, dropout reduction, integration of technology, discipline management, staff development, career education, higher education information, Texas grant programs, needed resources, staff responsibilities, timeline, formative assessments, and the policy under section 38.0041 addressing sexual abuse and other maltreatment of children.

Proposed

The district will replace the current District Improvement Plan with the district Strategic Plan. The strategic plan will target specific needs as identified in the needs assessment. All state and federal compliance components will be addressed and included in the plan. Short and long term goals will be included in the plan. The strategic plan will be monitored and updated annually. The plan will be assessed a minimum of 4 times during the year.

Rationale

- Will create a more streamlined, targeted plan to address required needs
- Will allow greater flexibility in developing localized plans

Innovation Use of Planning and Preparation Periods

Current TEC 21.404

Section 21.404, states that each classroom teacher is entitled to at least 450 minutes within a two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

Proposed

The district wants the opportunity to establish planning and preparation time for teachers to allow for flexibility in scheduling.

Rationale

- Allow for flexibility in planning and preparation for student instruction.
- Allow for flexibility in the master schedule.
- Allow for the opportunity to meet in PLC's, vertical alignment across campus and district, horizontal alignment across campus and district, and collaboration with the campus and the district.

Innovation Student Discipline - Behavior Coordinator

Current TEC 37.0012

Section 37.0012 states, 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.

Proposed

The district will abstain from having one campus behavior coordinator and utilize the campus administration as a collaborative behavior coordinating team.

Rationale

- The collaboration between a principal and their assistant principal(s) is valued in implementing Chapter 37 of the TEC.
- Collaboration between the administrative team is imperative for consistent enforcement of Chapter 37 of the TEC.
- Collaboration between staff will allow young administrators to grow professionally.