

CARROLL INDEPENDENT SCHOOL DISTRICT

Local Innovation Plan

December 4, 2017- December 4, 2022





CARROLL ISD STRATEGIC PLAN

Our mission, vision, core beliefs, goals and strategic objectives

<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Strong and meaningful relationships that value and respect the differences in all people are essential to the success. 2. Children must feel safe and loved to learn effectively. 3. In helping children build resiliency as they reach their emotional, social, and academic potential. 4. Character and integrity matter. 5. In protecting our Dragon traditions while fostering a culture of continuous improvement. 6. Innovation and continuous improvement are essential for excellence and yield life-long learners. 7. All students have unique talents, gifts and abilities and should use them to positively impact the world. 8. Passion sustains excellence. 9. Our decisions and actions are student centered.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>Building on a Dragon tradition of excellence, the Carroll Independent School District will foster a safe, caring, and creative learning environment that inspires students to realize their full potential as they positively impact the world around them.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<p>We will:</p> <ol style="list-style-type: none"> 1. Provide innovative and authentic instructional experiences that challenge and empower all students to be active participants in their own learning. 2. Cultivate a secure, supportive, and nurturing environment where everyone feels safe and valued. 3. Provide an adaptive, efficient, and innovative infrastructure to optimize all operational areas in a fiscally responsible manner.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We believe in transparency through open and honest communication while protecting the confidentiality and rights of all.
<p>Strategies <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. Collaborate with families and community to support the academic, physical, emotional, and social well-being of each student. 2. Build and efficiently utilize financial resources across all operational and capital areas. 3. Provide relevant technology resources, along with quality ongoing training, to integrate best-of-class learning experiences and efficient work environments. 4. We will provide safe and secure facilities. 5. We will attract, recruit, and retain highly qualified personnel. 6. Identify and define students' unique gifts and abilities, and then develop resources and programs to support students' individual paths. 7. Create consistencies and common expectations in educational practices across all areas. 8. Develop common best practices to aid in grade level transitions. 9. Provide support to all students to achieve post-secondary goals. 10. Expand our culture of compassionate service through knowledge and experience.

TIMELINE

<u>Action</u>	<u>Responsibility</u>	<u>Date</u>
Consideration of a designation by adoption of a resolution	Board	5/1/2017
Vote to adopt a resolution to consider designation	Board	5/1/2017
Hold a public hearing	Board	5/1/2017
Appoint a committee to develop a local innovation plan	Board	5/1/2017
Hold a public meeting	Board	9/25/17
Innovation Plan Committee Meeting	Committee	9/26/2017
Innovation Plan Sub-Committee Meetings	Sub-Committees	9/27- 10/09/2017
Innovation Plan Committee Meeting	Committee	10/10/2017
Post local innovation plan on website	District	10/11- 11/11/2017
Send notification to Commissioner of intention to vote on local innovation plan	Board	11/11/17
First reading for local innovation plan	Board	11/13/17
DAC hold a public meeting to consider final version of the proposed plan; DAC to vote on final plan	Committee	11/14/17
Board to vote on approval of final plan	Board	12/4/17
Notification to Commissioner of approval of plan	District	12/ 5/17

DISTRICT OF INNOVATION AMENDMENT TIMELINE

The following timeline depicts dates to complete an amendment for the District’s current District of Innovation as per Texas Administrative Code Chapter 102.1313

Amendment, Rescission, or Renewal

(a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC), §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.

(1) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

Action	Responsibility	Date
Informational meeting with principals	Principals	9/3/2020
Cohort meeting to discuss working together to create a common and consistent plan across neighboring districts	Cohort	10/9/2020
Worked with the cohort to begin creating a communication presentation	Cohort	10/16/2020
Worked with the cohort to create a timeline to map the consortium’s development of a TIA plan	Cohort	10/17/2020
Presented informational TIA plan to the District Advisory Council	Committee	12/1/2020
Meet with the original District of Innovation Subcommittee members to amend the DP DOI PLAN IMPLEMENTATION PERIOD	Committee	12/16/2020

Texas Administrative Code: Title 19, Part 2, Chapter 102, Subchapter JJ, Rule §102.1313:

A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC), § 11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.

Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

CARROLL ISD DISTRICT ADVISORY COMMITTEE

Chairpersons designated by the Superintendent: Janet McDade, Assistant Superintendent for Student Services

Campus-Based Professional Staff	
<p> CES Kristin Billingsley - Elected Classroom Teacher CES Krista Dragoo - Elected Classroom Teacher JES Ellen Zock - Elected Classroom Teacher OUES Nicole Mertens - Elected Classroom Teacher Sandi Newman - Elected Classroom Teacher RES Heather Burgess - Elected Classroom Teacher RES Michelle Freden - Elected Classroom Teacher WGES Diane Boes - Elected Classroom Teacher Lisa Moan - Elected Classroom Teacher DIS Mitch Christoffer- Elected Classroom Teacher DIS Haley Van Breeman- Elected Classroom Teacher </p>	<p> EIS Natasha Caillett- Elected Classroom Teacher EIS Nicole Williams- Elected Classroom Teacher CMS Bethni Lown - Elected Classroom Teacher CMS Jenna Stromberg - Elected Classroom Teacher DMS Abby Kemp - Elected Classroom Teacher DMS Britney Kerley - Elected Classroom Teacher CHS Amy Lilly- Elected Classroom Teacher CHS Brandon Rogers - Elected Classroom Teacher CSHS Eddie Morman - Elected Classroom Teacher </p>
Professional Non-teaching District-Level and Campus-Level Staff	
<p> Sherry McCoy – (CHS) Non-teaching professional employee Karen Meyne – (CES) Non-teaching professional employee Andrea Ragnow – (DIS) Non-teaching professional employee Rene’ Moses – (JES) Non-teaching professional employee </p>	<p> Dr. David J. Faltys – Superintendent Janet McDade – Asst. Supt. for Student Services Gina Peddy – Exec. Director- C & I Todd Carlton – Board of Trustees Sheri Mills – Board of Trustees </p>
Community Members:	Business Representatives:
<p> 1. Eric Lannen 2. Howard Rosenthal </p>	<p> 1. Anicetus Fernando 2. Buddy Luce </p>
Parents of Currently Enrolled Students:	
<p> 1. Leslie Guess 2. Steve Luhrs </p>	<p> 3. Jennifer McMurrer 4. Jared Sutton </p>

I. INTRODUCTION

House Bill (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. On May 1, 2017, the Carroll Independent School District's Board of Trustees ("Board") passed a Resolution to Adopt a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase CISD's flexibility in order to improve education outcomes for the benefit of students and the community.

On May 1, 2017, the Board appointed a District of Innovation District Advisory Committee ("Committee") comprised of diverse leaders representing a cross-section of CISD's stakeholders including teachers, non-instructional staff, administrators, parents, community members, and business leaders. A public meeting was held on September 25, 2017 to provide an overview of the process and timeline, along with sub-committee proposed focuses for the Local Innovation Plan. The Committee met on September 26, 2017 and October 10, 2017 to discuss and draft the Local Innovation Plan ("Plan").

II. TERM

The term of the Plan is for five years, beginning December 4, 2017, and ending December 4, 2022, unless terminated or amended earlier by the Board in accordance with the law. If, within the term of this plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will nominate a new committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the Board will adhere to the same term as the original plan. CISD may not implement two separate plans at any one time.

III. INNOVATIONS

CISD proposes flexibility in the following areas:

1. FIRST DAY OF INSTRUCTION and LAST DAY OF INSTRUCTION

Exemption from Texas Education Code §25.0811(a) and §25.0812 Other: Board Policy EB (LOCAL)

Current Statute TEC §25.0811 First day of instruction (a) "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."

Manner in which the statute inhibits the plan:

This law restricts CISD from having the flexibility to design its calendar to best meet the needs of its students, staff and community. Because the community expects the fall semester to end with final exams before the winter break, the restricted start date creates a significant imbalance in the number of instructional days in each semester. By starting earlier, not only will there be greater balance, which is

particularly important in semester long courses, but it will also allow more instructional days prior to state testing dates.

Starting school early has many advantages; however, starting the school year too early has disadvantages. A substantial number of students begin participating in UIL activities the first and second week of August (athletics and band activities, for example). By restricting the first day of school to the fourth Monday of August, these students have their summer break significantly reduced. This affects family vacation plans, college preparation activities, and may even prevent students from participating in these UIL events and activities. Flexibility in these situations will allow CISD to adjust to the betterment of as many students as possible.

Shortening the winter holiday in our district deters attendance, affecting end of semester grades and weighted average daily attendance (WADA). Winter Break is historically a minimum of two full calendar weeks, which gives families sufficient time to celebrate the holidays and take family vacations. The restricted start date forces CISD to shorten the winter break in order to have sufficient instructional days and final exams before the winter break. Rather than forego traditional family celebrations and vacations over the winter break, some parents will elect to begin their winter break early. This will result in increased absenteeism, affecting both end of semester grades and CISD's WADA.

The exemption could result in an earlier end date, closer to the Memorial Day holiday, which is also an expressed preference of the community. Finishing school closer to the Memorial Day holiday will better allow students to enroll in summer school classes within CISD as well as institutions of higher learning.

Local Innovation Strategy

- A. In consultation with staff and community stakeholders, CISD Calendar Committee will develop its annual calendar recommendation for approval by the Board of Trustees. Through the exemption, the first day of instruction can begin prior to the fourth Monday in August. Preference will be given to starting instruction around the third week in August with assurances to the community the school year will not begin prior to the second week in August.

2. CERTIFICATION REQUIRED

Exemption from Texas Education Code §21.003 Other: Board Policy DBA (LOCAL)

Manner in which the statute inhibits the plan:

The Texas Education Code requires a public school employee to have the appropriate certification for his or her current assignment unless the appropriate permit has been issued. The credentials appropriate to each assignment are set forth in the State Board for Educator Certification (SBEC) rules at 19 Administrative Code Chapter 231. In the event an appropriately certified teacher cannot be found, CISD must require an emergency certification from TEA and SBEC. These rules are burdensome and do not take into account the unique needs and circumstance of CISD. Certain course offerings like Career and Technical Education are often very difficult to find traditionally-certified teachers.

Local Innovation Strategy

- A. Carroll ISD remains committed to hiring highly qualified professionals with appropriate certifications, and will continue to seek certified teachers to best serve its students. CISD will establish its own exemption criteria regarding hiring, training, and support of locally certified teachers to best serve CISD students. The exemption process will allow CISD to issue a local teaching certificate for qualified individuals to teach CTE courses, unique electives, and other innovative classes related to technology, engineering, and the arts, as many people who have qualifications in these fields do not hold a traditional teaching certification. With this exemption process, CISD would be able to hire community college instructors, college professors, lawyers, judges, and individuals from trades, industries, and vocations with professional experience and industry knowledge.

3. TEACHER APPRAISAL SYSTEM- LOCAL ROLE

Exemption from Texas Education Code §TEC 21.352(c) Other: Board Policy DNA (Local)

Manner in which the statute inhibits the plan:

Beginning with the 2016-2017 school year, the state issued a new teacher appraisal system called the Texas Teacher Evaluation and Support System (T-TESS). CISD is currently using T-TESS. While this system is designed to meet the needs of the entire state, CISD seeks to customize certain aspects of the system to better meet the needs of its teachers.

Local Innovation Strategy

- A. CISD is seeking flexibility within the recommended Texas appraisal process for teachers and staff evaluated using the Texas Teacher Evaluation and Support System (T-TESS). CISD seeks to continue utilizing portions of the T-TESS model as the teacher evaluation appraisal instrument, while desiring exemption from the Student Growth Measure. Data provided from district and campus local assessments will continue to be utilized to determine overall student growth and performance.

Proposed Amendment

I. INTRODUCTION

On December 1, 2020, a presentation was provided to the District Advisory Council members concerning the possibility of reconstituting the District of Innovation Subcommittee members to consider amending the Local Innovation Plan (“Amended Plan”). On February 1, 2021 the Board was presented with the proposed Amended Plan.

II. TERM

The Amended Plan adopted by the Board will adhere to the same term as the original Plan. The District may not implement two separate plans at any one time.

III. INNOVATIONS

The District proposes flexibility in the following areas:

DOI PLAN IMPLEMENTATION PERIOD: December 4, 2017 – December 4, 2022. CISD District Advisory Council (DAC) members comprised of District stakeholders, including educators, administrators, parents and community members approved an amendment to the previously approved District of Innovation Plan on December 4, 2017 regarding the Exemption from Texas Education Code §TEC 21.352(c) Other: Board Policy DNA (Local)

Manner in which the statute inhibits the plan:

Beginning with the 2016-2017 school year, the state issued a new teacher appraisal system called the Texas Teacher Evaluation and Support System (T-TESS). CISD is currently using T-TESS. While this system is designed to meet the needs of the entire state, CISD seeks to customize certain aspects of the system to better meet the needs of its teachers.

Local Innovation Strategy

- B. CISD is seeking flexibility within the recommended Texas appraisal process for teachers and staff evaluated using the Texas Teacher Evaluation and Support System (T-TESS). CISD seeks to continue utilizing portions of the T-TESS model as the teacher evaluation appraisal instrument, while desiring exemption from the Student Growth Measure. Data provided from district and campus local assessments will continue to be utilized to determine overall student growth and performance.

Amended:

- A. **Due to the requirements set forth in HB 3 as it relates to the Teacher Incentive Allotment, CISD is requesting to forego the exemption from the Student Growth Measure required by T-TESS and to return to using T-TESS as the evaluation tool for our staff.**

IV. IMPLEMENTATION

District administrators will begin working with principals to ensure inter-reliability scoring as it relates to T-TESS. At the beginning of the school year, principals will review with all teachers the components of the evaluation tool to ensure a clear understanding of each domain.