

CANUTILLO INDEPENDENT SCHOOL DISTRICT



District of Innovation (DOI) Local Innovation Plan Renewal

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Canutillo Independent School District

District of Innovation Renewal Plan

Background:

The District of Innovation was created by the 84 th Legislature through the Texas Education Code (TEC) Chapter 12A. The purpose of TEC Chapter 12A is to allow traditional independent school districts the opportunity to obtain exemptions from certain provisions of the TEC. Designation as a District of Innovation allows a school district to increase local control and to support innovations as a means to improve educational outcomes for the benefit of all district stakeholders. With the unanimous support from the Canutillo ISD Board of Trustees that passed a resolution on November 27, 2018, to consider developing a District of Innovation (DOI) Plan, would ensure that our schools are academically successful and provide the best instruction possible for our students. The renewal plan will continue to support Canutillo ISD with meeting our Mission, Vision and Goals through the local control of the District of Innovation Plan.

Renewal Requirement: Local Innovation Plans must be renewed every five years to maintain a District of Innovation Status

Canutillo ISD remains committed to meeting the needs of every student while supporting staff. Therefore, it was determined that the increased flexibility and opportunities afforded by the District of Innovation status: it was imperative to renew with changes that will best serve our students. Consequently, the original members of the Local Innovation Committee and replacements as applicable were convened in the Fall 2023 to review the Local Innovation Plan to consider the renewal process. It was determined that the plan would be renewed with changes of current exceptions and updated the plan to include current Board Goals. The committee agreed to renew the exemptions to First Day of Instruction, Teacher certification of CTE teachers and hard to fill positions. The committee agreed to eliminate exemptions to teacher appraisal waivers and student discipline. Further, the committee agreed to add exemptions Sec. § 25.092 (a-1): Minimum Attendance for Class Credit and Sec. § 37.006: Mandatory removal to DAEP for possessing controlled substances.

Canutillo ISD Renewal Timeline:

Date	Event
September 20, 2023	District Advisory Committee (DAC): Initiate DOI renewal plan and calendar process.
September 28, 2023	District of Innovation (DOI): Calendar Committee planning
November 2, 2023	District of Innovation (DOI): Calendar Committee planning and discussing feedback.
November 15, 2023	District Advisory Committee(DAC): Presenting calendar options to DAC
January 25, 2024	District of Innovation (DOI): Continue, Remove & Possible New Exemptions
February, 26, 2024	District of Innovation (DOI): Possible New Exemptions

March 27, 2024	District of Innovation (DOI): Feedback & Timeline
April 9, 2024	Attendance exemption review
April 15, 2024	District of Innovation (DOI): Feedback, Timeline & Voting Ballot
April 17, 2024	District Advisory Committee(DAC): Presenting final exemptions and asking for feedback
May 15, 2024	District Advisory Committee(DAC): Presenting final feedback and DOI exemptions

Local Innovation Committee Members for Renewal Plan

Facilitator: Julie Melendez, Program Compliance Director

Name	Role in Community
Sabina Lazos	Bill Childress El. Assistant Principal
Martha Bueno	Bill Childress El. Counselor
Rosario Valdez	Bill Childress El. Teacher
Christopher Ambriz	Canutillo Elementary Teacher
Jeannette Morales	Canutillo Elementary Teacher
Sarah Spencer	Deanna Davenport El. Teacher
Sylvia Nunez	Deanna Davenport El. Librarian
Maria Alarcon	Garcia Elementary Principal
Camila Ramos-Pena	Garcia Elementary Teacher
Maggie Castillo	Jose Damian El. Principal
Rocio Montes	Jose Damian El. Teacher
Alma Ramos	Reyes Elementary Teacher
Jessica Carrillo	Reyes Elementary Principal
Nidia Avila	Alderete Middle School Principal
Angela Porras	Alderete Middle School Nurse
Debra Larson	Canutillo Middle School Instructional Coach
Lisa Roskosky	Canutillo Middle School Teacher
Kendra Smith	Canutillo High School Parent
Ana Ortiz	Canutillo High School Parent
Jenny Patino	Canutillo High School Assistant Principal
Annette Gonzalez	Canutillo High School Intervention Specialist
Ernesto Villanueva	Canutillo High School Teacher
Frank Clark	Northwest Early College HS Principal
Deyanira Fonce	Northwest Early College HS Counselor

Canutillo ISD District of Innovation Plan Renewal
Board Adoption July 2024

Debra Kerney	Canutillo ISD Associate Superintendent
Elvia Moreno	Canutillo ISD Special Education Director
Gustavo Reveles	Canutillo ISD Communications Director
Jessica Arellano	Canutillo ISD Executive Director Of Curriculum & Instruction
Martha Carrasco	Canutillo ISD Chief Human Resources Officer
Michelle Hernandez	Canutillo ISD Payroll Supervisor
Monica Reyes	Canutillo ISD Executive Director Of Student Support Services
Oscar Rico	Canutillo ISD Executive Director Information Technology Services
Irma Barraza	Local business owner
Cruz Gutierrez	Local business owner

Overview of Plan Components included in the Local Innovation Plan Renewal (included in entirety in this document beginning on page 16.)

Statutory Exemptions:

- a. **First Day of Instruction-** Canutillo ISD will not be required to delay the start of school to the fourth Friday in August. The exemption allows the calendar development committee to determine an appropriate start date, to occur before the second Monday in August.
- b. **Teacher Certification-** Canutillo ISD will continue to seek traditionally certified candidates for all teaching positions. However, for Career and Technical Education (CTE) courses and Montessori for which a traditionally certified candidate is not identified, the District will be allowed to recruit instructors with an appropriate industry certification/experience in the field of need for CTE and Montessori.
- c. **Minimum Attendance for Class Credit (the 90% Rule)-** Canutillo ISD is allowed to consider circumstances of life and health in addition to provide increased active learning opportunities for students while focusing on a student's demonstrated learning and mastery of content. With this waiver, school personnel will form an attendance committee process to determine if credit could be granted for a student who fails to meet attendance requirements.
- d. **Mandatory removal to DAEP for possessing controlled substances-** Canutillo ISD believes that students possessing a nicotine e-cigarette (vape) would be best served by providing educational support regarding nicotine's harmful effects and appropriate consequences rather than removing the student to the DAEP. The removal of students to the DAEP, a much more restrictive setting, is done cautiously. Our primary goal is to keep students at their assigned campuses with the teachers and staff who know them best and provide the necessary support.

Canutillo ISD Board DOI Resolution:
Passed Unanimously November 27, 2018



December 7, 2018

Via Electronic and Regular Mail

commissioner@tea.texas.gov
Texas Education Agency
1701 N. Congress Avenue
Austin, Texas 78701

Re: Canutillo Independent School District
Notice of Board Approval of Local District of Innovation Plan

Dear Commissioner Morath:

On November 27, 2018, the Canutillo Independent School District Board of Trustees voted to approve and adopt a District of Innovation Plan. Notice of the Plan adoption and the website link to the Plan were sent by email to your office. Enclosed with this letter is the "Figure" form setting forth the list of exemptions claimed within the Canutillo ISD Plan.

Sincerely,


Dr. Pedro Galaviz,
Superintendent of Schools

Enclosures: Canutillo ISD Innovation Plan
Canutillo ISD "Figure" Form

Cc: accred@tea.texas.gov



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The Canutillo Independent School District does not discriminate on the basis of race, color, national origin, gender, age or disability in its employment practices, or in providing education services, activities and programs, including technical education programs.

I. Mission, Vision, Core Beliefs, District Goals

MISSION:

We provide Equitable Opportunities to ensure our future-ready students are empowered to Explore, Learn, Grow, and Excel.

VISION: LEAD Today. IMPACT Tomorrow.

CORE BELIEFS:

- Culture of Excellence
- Student Centered
- High Expectations
- Accountability
- Transparency

DISTRICT GOALS:

GOAL 1- Student Success:

*Student Safety & Security *Academic Growth *College Career Military Readiness

GOAL 2- Staff Success:

*Staff Safety & Security *Professional Learning & Quality Staff *Staff Satisfaction

GOAL 3- Community Engagement and Partnerships:

*Family Engagement *Community Partnerships *Customer Satisfaction

GOAL 4- Fiscal and Operational Systems:

*Fiscal Responsibility *Strategic Allocation of Resources *Planning for Growth
* Well Maintained Facilities

GOAL 5- Technology Resources:

*Apple Refresh *Wireless access/ Testing *Infrastructure/Safety
*Community Connectivity

Renewal Term of Plan:

The renewal term of the Canutillo ISD Innovation plan will be extended for five years, from August 1, 2024 to May 31, 2029 covering school years 2024-25 through 2028-2029 unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and make recommendations to the Board as needed.

Canutillo ISD Plan for Innovation Original Plan

INTRODUCTION

District of Innovation was created by the 84th Legislature through the Texas Education Code (TEC) Chapter 12A. The purpose of TEC Chapter 12A is to allow traditional independent school districts the opportunity to obtain exemptions from certain provisions of the TEC. Designation as a District of Innovation allows a school district to increase local control and to support innovations as a means to improve educational outcomes for the benefit of all district stakeholders. With the unanimous support from the Canutillo ISD Board of Trustees that passed a resolution on April 24, 2018, to consider developing a District of Innovation (DOI) Plan, would ensure that our schools are academically successful and provide the best instruction possible for our students. Because of the flexibility of this process, the plan could support Canutillo ISD with meeting our Mission, Vision and Goals through the local control of the District of Innovation Plan.

CANUTILLO INDEPENDENT SCHOOL DISTRICT TIMELINE FOR ATTAINING STATUS AS A DISTRICT OF INNOVATION

DATE	EVENT
JANUARY 25, 2018	Leadership Presentation: Present Information to Leadership Team regarding the intention to become District of Innovation, present petition/resolution and announce public hearing.
APRIL 24, 2018	Public Hearing Canutillo ISD Trustees holds a public hearing to solicit input on the District of Innovation opportunity.
APRIL 24, 2018	Resolution Adoption Canutillo ISD Trustees review a resolution to initiate the process of designation as a District of Innovation
APRIL 24, 2018	Committee Appointment Canutillo ISD Trustees appoints a Committee to develop a Local Innovation Plan
MAY 2, 2018 MAY 16, 2018 MAY 23, 2018	Planning Canutillo ISD Innovation Committee will develop the Canutillo Innovation Plan
OCTOBER 2018	District Advisory Committee Approval Canutillo ISD Advisory Committee will vote to approve the proposed Canutillo ISD Innovation Plan
OCTOBER 2018	Texas Education Agency Notification Canutillo ISD will notify the Texas Education Agency of its Board of Trustees intention to develop a Canutillo ISD Innovation Plan.
OCTOBER 2018	Canutillo ISD Innovation Plan Posted Proposed Canutillo ISD Innovation Plan will be posted online for 30 days
NOVEMBER 2018	Board of Trustees Approval The Canutillo ISD Board of Trustees will be asked to approve the Canutillo ISD Innovation Plan proposal.

DISTRICT OF INNOVATION COMMITTEE

Facilitator: Elvia Moreno, Program Compliance Director

LAST NAME	FIRST NAME	POSITION
ARELLANO	JESICA	PRINCIPAL, GES
BARBA	JESUS	PRINCIPAL, JDE
BROOKS	KAREN	SPECIALIST TEACHER, CES
CARBAJAL	GRACE	NURSE, RES
CLAPSADDLE	THERESA	PRINCIPAL, CHS
COLORADO	ERIKA	PARENT, JDE
GONZALEZ	DEBORAH	INSTRUCTIONAL COACH, BCE
KERNEY	DEBRA	PRINCIPAL, RES
LIVENGOOD	PERLA	SPED TEACHER, GES
MALDONADO	LILIA	TEACHER, CES
MONTIEL	PATRICIA	TEACHER, CMS
MORALES	JEANETTE	TEACHER, CES
NUNEZ	SYLVIA	LIBRARIAN, DEANNA DAVENPORT
O'KEEFFE	JAMES	TEACHER, NWECHS
ORTIZ	ANA	PARENT (CMS/CHS)
PAPPAN	TISHA	PARENT, JOSE DAMIAN ELEMENTARY
PATON	RITA	TEACHER, AMS
PULLEY	CHRISTINE	DIRECTOR OF FINANCE
REYES	MONICA	DIRECTOR OF STUDENT SUPPORT SERVICES
RICO	OSCAR	PRINCIPAL, AMS
ROCHA	MARNIE	EXECUTIVE DIRECTOR OF CURRICULUM & INSTRUCTION
SANCHEZ	DENNA	PARENT (GES/CHS)
SHERMAN	NANCY	TEACHER, CMS
WATTS	RAQUEL	TEACHER, CHS
WHEATLEY	MARYELLEN	BUSINESS
WIERSON	MELANIE	TEACHER, CHS

TERM OF PLAN

The term of the Canutillo ISD Innovation Plan will be for five years, from August 2019 to May 2024 covering school years 2019-2020 through 2023-2024 unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and make recommendations to the Board on an annual basis, or as needed.

Comprehensive Educational Program

This Plan revises the current comprehensive educational program through specific identified innovations and exemptions from certain Texas Education Code provisions. Each exemption and planned innovation is set forth in the following sections.

MISSION

Our mission is to create rigorous, student-centered classrooms which develop future-ready students to compete in a global economy and thrive in a multicultural world.

VISION

Canutillo ISD is a premier district preparing tomorrow's best today with innovative, future-focused learning opportunities for every student.

CORE BELIEFS

- Culture of Excellence
- Student Centered
- High Expectations
- Accountability
- Transparency

DISTRICT GOALS

- GOAL 1- To provide a Safe and Secure Environment
- GOAL 2- To increase Student Academic Achievement
- GOAL 3- Enhance Student Character and drive towards a Career and/or a Profession
- GOAL 4- To build a meaningful Parent Partnerships for their Empowerment and Engagement in their child's education
- GOAL 5- To convey and share a Positive Image to all Canutillo ISD and Community Stakeholders

INNOVATIONS

In order to achieve the district's mission, vision and align our practices and operations to meet our priorities our focus is to;

- Modify our school year;
- Promote innovative ideas by taking a proactive model regarding student discipline;
- Promote effective, much needed time and innovative instructional methods to support our teachers;

The flexibilities will allow for improved student outcomes by focusing on college and career readiness, character development, and social-emotional learning. These exceptions will allow the expansion of potential by providing high-quality, meaningful professional development opportunities for staff so they can build their professional capacity and collaborate regarding best practices so they can best support students.

Adoption and implementation of the Canutillo ISD Innovation Plan will require the Board of Trustees to review, revise and approve the local innovation plan. These innovations will be executed through the processes and procedures that will involve pertinent central office and campus based stakeholders.

Anytime during the term of the innovation plan, Canutillo ISD may seek for additional exemptions through the Innovation Planning Committee (committee must be reconvened to develop amendments to the plan).

Canutillo ISD Innovation Planning Committee identified innovations it would like to see implemented through 2025. The innovative ideas are identified as triggers to move forward robustly and vigorously by executing the plan within a timely manner.

Key goals that have been identified for long term are as follow:

- **Pre- Kindergarten**
 - The Curriculum and Instruction (C&I) department recognizes the benefits of a full day prekindergarten program. Currently, we work with Region 19 Head Start to identify children who meet the criteria for ½ day prekindergarten and ½ day Head Start. At this time, a full day prekindergarten program has not been identified by the superintendent or the school board as one of its priorities. Budgetary costs continue to be an ongoing issue. However, the C&I department is committed to bringing high quality professional development and technical assistance to the Pre-Kindergarten teachers with its partnership with The Institute of Public School Initiatives and The University of Texas College of Education. A full day Prekindergarten program is a goal for the department pending funding from the Canutillo ISD school board.
 - This is to provide substantial cognitive and socio-cultural benefits of education to as many students as possible, and as early as possible. The committee recommends using innovative ideas to find a way of providing a universal all-day Prekindergarten by initiating pilot campuses pending on future funds.
 - A prekindergarten pilot would be conducive to recruitment and retention of scholars and assist in the prediction of enrollment from prekindergarten to 12th grade.
 - Canutillo ISD would be able to provide a solid support system for the implementation of research-based instruction and best practices that guide children academically, socially, and emotionally.
 - Prekindergarten full day programs reflect the belief that children are active learners. Children build meaning and understanding through full participation in their learning environments, a Canutillo ISD full day program would be designed to promote children's knowledge and skills in all developmental areas, cognitive, social-emotional, physical, and aesthetic, while establishing a foundation for lifelong learning.

- **Parental Engagement**
 - In creating literacy initiative for students and families and by creating and expanding a parent university in partnership with local institutions
 - Grow and sustain parent and family engagement through the development of both district and campus road maps utilizing the framework outlining the six types of parent involvement; parenting, communicating, volunteering, learning at home, decision making and collaborating with the community.
 - Continue to build a robust Parent University.
 - Schools will develop teams to create their own collaborative and coordinated system for family and community engagement.

Procedures and Requirements for Exemptions

MODIFICATIONS TO THE DISTRICT ACADEMIC CALENDAR

Exemption

First Day of Instruction - Texas Education Code (TEC) Section 25.0811

Canutillo ISD seeks flexibility to begin the school year before the fourth Monday of August.

Required Criteria (if appropriate):

- Canutillo ISD must meet 75,600 instructional minutes
- Canutillo ISD must meet 187 days of teacher contract days

Benefits from Exemption:

- Maximizing instructional days prior to state mandated assessments;
- Dual credit students schedules would be aligned with EPCC and UTEP calendar (higher education institutions);
- Canutillo ISD would be aligned with EPISD calendar for Canutillo students attending CTE classes in El Paso ISD;
- Provision would aide in balancing instructional time in semesters, allowing for a better pace and delivery of instruction;
- The flexibility will provide EOC students who need to retest state mandated assessments with additional instructional days prior to the retest opportunity in December;
- Provide summer school teachers and students the opportunity to plan and prepare a more targeted and focused academic instructional plan for those students that need to retest in the month of June;

TEACHER APPRAISALS

Exemption from: Texas Education Code (TEC): 21.352- Canutillo ISD is seeking to have relief for teachers from the annual appraisal system under chapter 21.352. Teachers who have shown proficient or above in all domains of the TTESS system for the previous year will be eligible for a waiver provided they meet the qualifications listed below:

Required Criteria:

In accordance with DNA (LOCAL), certain teachers are eligible for less-than-annual appraisals. The requirement of an employee to be appraised annually may be waived every other year, the district will follow DNA regulation to define schedule if the employee meets the following criteria:

- Be employed on an educator term contract;
- Be evaluated by T-TESS;
- Be rated at least “proficient” in all domains and criteria;
- Not be new to the campus;
- Has completed three consecutive years of service in the district;
- Employee agrees in writing by signing a letter to waive the formal observation;

The following criteria disqualifies teachers from waiver eligibility:

- Teacher is new to grade level;
- Teacher is new to content area;
- The campus does not meet overall state accountability rating system;
- Teacher is on an improvement plan;
- There are new Administrators (Principals &/or Assistant Principals) at the campus for the first appraisal year;

Please note that an Appraiser / Supervisor may at any time, with appropriate documentation, place the educator back on the traditional annual appraisal cycle.

Appropriate documentation: cumulative data attained through goal / professional development setting, informal class visits, walk-through's, conference, completion of SLO's, that may indicate any deficiency in the Texas Teacher Evaluation and Support System performance criteria.

Teachers that are waived for the current year are responsible for the following:

- TTESS goals, which will be collaboratively developed by teacher and administrator in alignment to the Texas Educator Performance Standards;
- Student Learning Objectives must be completed in collaboration with administration;

Benefits from Exemption:

- Administration will be able to provide support to those teachers who need it most;
- Administration will be able to place more concentration on areas of teacher growth by collaboratively developing individualized professional development plan;
- The teacher will work with their campus administrator collaboratively to develop data sources that support TTESS goals and Student Learning Objectives (SLO), to drive instruction and use best practices. This will allow more time for in depth collaboration to differentiate the curriculum and provide appropriate intervention(s);
- Teachers who have met criteria will not feel the regimented stress of a formal observation;
- Administrators will be required a minimum of two documented walkthroughs per semester and one feedback meeting per semester;

STUDENT DISCIPLINE

Exemption from: Texas Education Code (TEC) 37.0012- requires the designation of a campus behavior coordinator at each campus. Canutillo ISD is seeking relief from TEC 37.0012 for Secondary Campuses only. This requirement inhibits social and emotional learning because it restricts the District's ability to promote a more collaborative team approach. All stakeholder's will work as a team to provide social and emotional support to students. The goal is to shift from punitive consequences of discipline to positive support interventions in disciplinary actions.

Required Criteria: Secondary

Each incident will be dealt with on an individual basis according to the district's Student Code of Conduct, based on the severity of the infraction and the best interest of the student.

Canutillo ISD will adopt a team based approach and create a process for student discipline issues. Team members may include but are not limited to: Campus Administrator, Counselor, Diagnostician, Nurse, Campus Police/Security, Teacher, Prevention Specialist, At Risk Coordinator, Case Manager, and Parent(s). The team will work collaboratively to develop a disciplinary intervention plan for each case to ensure every child is safe and secure.

Benefits from Exemption: The plan will distribute responsibility amongst all team members and decentralize discipline. This will empower and engage all stakeholders in a collaborative process. It is the responsibility of all district employees to communicate safety and security. To this end, we will expand and continue to develop our PBIS systems and other positive behavior programs which include, but are not limited, to Character Counts, Nonviolent Crisis teams, and Restorative Discipline Circles.

The main goals to achieve this commitment are to:

- Improve safety and security practices at every campus;
- Enhance district-wide responsible citizenship practices and programs;
- Expand and develop our PBIS system in a proactive role by fostering the development of individual responsibility, and encouraging the social and emotional development of each student and his/her responsibility toward their school and community;

TEACHER CERTIFICATION CAREER AND TECHNICAL EDUCATION (CTE) COURSES ONLY

Exemption from: TEXAS EDUCATION CODE (TEC): SECTION 21.003- Canutillo ISD will not pursue exemption to Teacher Certification in Texas Education Code: Sec. 21.003. However, we ask that the district abide by 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area.

Required Criteria:

Canutillo will complete the following process for hiring CTE teachers.

- The district will post positions for CTE teachers requiring the appropriate certifications;
- All certified applicants that qualify will go through the interview process;
- In order to trigger the 19 TAC Chapter 233.13 and 233.14 Canutillo ISD must exhaust all recruiting efforts in hiring a SBEC certified teacher for CTE programs only;
- The district will post again if there are no applicants that have the required certification, and will repost by using 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area;

Benefits from Exemption:

- The district will remain in compliance with TAC which requires highly qualified teachers
- The district will be able to find personnel in hard to fill positions within CTE programs
- Students will benefit from high demand programs within Canutillo ISD instead of having to leave the district
- Allows qualified individuals, through alternative certification, to work in the district as teachers before attaining certification
- All personnel falling under ruling 19 TAC Chapter 233.13 and 233.14 must be approved by Human Resources and the Board of Trustees, as appropriate

Canutillo ISD District Plan Of Innovation

II. First Day of Instruction (*Renew & Remain Unchanged*)Effective 8/1/2024

Exemption from: Texas Education Code (TEC) §25.0811- First Day of Instruction:
Canutillo ISD seeks flexibility to begin the school year before the fourth Monday of August.

Required Criteria (if appropriate):

- Canutillo ISD must meet 75,600 instructional minutes
- Canutillo ISD must meet 187 days of teacher contract days

Benefits from Exemption:

- Maximizing instructional days prior to state mandated assessments;
- Dual credit students schedules would be aligned with EPCC and UTEP calendar (higher education institutions);
- Canutillo ISD would be aligned with EPISD calendar for Canutillo students attending CTE classes in El Paso ISD;
- Provision would aide in balancing instructional time in semesters, allowing for a better pace and delivery of instruction;
- The flexibility will provide EOC students who need to retest state mandated assessments with additional instructional days prior to the retest opportunity in December;
- Provide summer school teachers and students the opportunity to plan and prepare a more targeted and focused academic instructional plan for those students that need to retest in the month of June;

III. Teacher Appraisals (*Remove*)

Exemption from: Texas Education Code (TEC): 21.352- Canutillo ISD is seeking to have relief for teachers from the annual appraisal system under chapter 21.352. Teachers who have shown proficient or above in all domains of the TTESS system for the previous year will be eligible for a waiver provided they meet the qualifications listed below:

Required Criteria:

In accordance with DNA (LOCAL), certain teachers are eligible for less-than-annual appraisals. The requirement of an employee to be appraised annually may be waived every other year, the district will follow DNA regulation to define schedule if the employee meets the following criteria:

- Be employed on an educator term contract;

- Be evaluated by T-TESS;
- Be rated at least “proficient” in all domains and criteria;
- Not be new to the campus;
- Has completed three consecutive years of service in the district;
- Employee agrees in writing by signing a letter to waive the formal observation;

The following criteria disqualifies teachers from waiver eligibility:

- Teacher is new to grade level;
- Teacher is new to content area;
- The campus does not meet overall state accountability rating system;
- Teacher is on an improvement plan;
- There are new Administrators (Principals &/or Assistant Principals) at the campus for the first appraisal year;

Please note that an Appraiser / Supervisor may at any time, with appropriate documentation, place the educator back on the traditional annual appraisal cycle.

Appropriate documentation: cumulative data attained through goal / professional development setting, informal class visits, walkthrough's, conference, completion of SLO's, that may indicate any deficiency in the Texas Teacher Evaluation and Support System performance criteria.

Teachers that are waived for the current year are responsible for the following:

- TTESS goals, which will be collaboratively developed by teacher and administrator in alignment to the Texas Educator Performance Standards;
- Student Learning Objectives must be completed in collaboration with administration;

Benefits from Exemption:

- Administration will be able to provide support to those teachers who need it most;
- Administration will be able to place more concentration on areas of teacher growth by collaboratively developing individualized professional development plan;
- The teacher will work with their campus administrator collaboratively to develop data sources that support TTESS goals and Student Learning Objectives (SLO), to drive instruction and use best practices. This will allow more time for in depth collaboration to differentiate the curriculum and provide appropriate intervention(s);

- Teachers who have met criteria will not feel the regimented stress of a formal observation;
- Administrators will be required a minimum of two documented walkthroughs per semester and one feedback meeting per semester;

IV. Student Discipline (Remove)

Exemption from: Texas Education Code (TEC) 37.0012- requires the designation of a campus behavior coordinator at each campus. Canutillo ISD is seeking relief from TEC 37.0012 for Secondary Campuses only. This requirement inhibits social and emotional learning because it restricts the District's ability to promote a more collaborative team approach. All stakeholders will work as a team to provide social and emotional support to students. The goal is to shift from punitive consequences of discipline to positive support interventions in disciplinary actions.

Required Criteria: Secondary

Each incident will be dealt with on an individual basis according to the district's Student Code of Conduct, based on the severity of the infraction and the best interest of the student.

Canutillo ISD will adopt a team based approach and create a process for student discipline issues. Team members may include but are not limited to: Campus Administrator, Counselor, Diagnostician, Nurse, Campus Police/Security, Teacher, Prevention Specialist, At Risk Coordinator, Case Manager, and Parent(s). The team will work collaboratively to develop a disciplinary intervention plan for each case to ensure every child is safe and secure.

Benefits from Exemption: The plan will distribute responsibility amongst all team members and decentralize discipline. This will empower and engage all stakeholders in a collaborative process. It is the responsibility of all district employees to communicate safety and security. To this end, we will expand and continue to develop our PBIS systems and other positive behavior programs which include, but are not limited to, Character Counts, Nonviolent Crisis teams, and Restorative Discipline Circles.

The main goals to achieve this commitment are to:

- Improve safety and security practices at every campus;
- Enhance district-wide responsible citizenship practices and programs;
- Expand and develop our PBIS system in a proactive role by fostering the development of individual responsibility, and encouraging the social and emotional development of each student and his/her responsibility toward their school and community;

V. Teacher Certification Career and Technical Education (CTE) Courses & Montessori (*Renew with amendment*) Effective 8/1/2024

Exemption from: TEXAS EDUCATION CODE (TEC): SECTION 21.003- Canutillo ISD will not pursue exemption to Teacher Certification in Texas Education Code: Sec. 21.003. However, we ask that the district abide by 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area.

Required Criteria:

Canutillo will complete the following process for hiring CTE teachers.

- The district will post positions for CTE teachers requiring the appropriate certifications;
- All certified applicants that qualify will go through the interview process;
- In order to trigger the 19 TAC Chapter 233.13 and 233.14 Canutillo ISD must exhaust all recruiting efforts in hiring a SBEC certified teacher for CTE programs only;
- The district will post again if there are no applicants that have the required certification, and will repost by using 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area;

Benefits from Exemption:

- The district will remain in compliance with TAC which requires highly qualified teachers
- The district will be able to find personnel in hard to fill positions within CTE programs
- Students will benefit from high demand programs within Canutillo ISD instead of having to leave the district
- Allows qualified individuals, through alternative certification, to work in the district as teachers before attaining certification
- All personnel falling under ruling 19 TAC Chapter 233.13 and 233.14 must be approved by HumanResources and the Board of Trustees, as appropriate

Montessori teachers:

- Principal will submit a letter of need for the Montessori PreK-3 (for 3 year old students) position to Human Resources for approval in order to move forward with the hiring process.
- Candidates must have acquired a Montessori certification from an accredited Montessori training program (AMI- Association Montessori Internationale or AMS - American Montessori Society).
- Candidates must have experience in an early childhood setting.
- Candidates must have a bachelor's degree related to education.
- A letter of expectation will be signed and placed in file to ensure completion of courses and state assessments in acquiring the Texas Teacher

Certification in Early Childhood Education.

- Candidates will be required to complete 15 hours of annual professional development related to their field as per letter of expectations.
 - Training requirements can be based on the following: Local district, Region 19, state training, courses from a university and a book study related to Early Childhood. All options will be pre-approved by Human Resources or designee.
 - Candidates that do qualify will be paid on an alternate pay scale, until all requirements are met.
 - Human Resources department reserves the right to determine if teachers meet the criteria in these hard to fill positions.

Hard to Fill teacher positions: (Not to include SPED or Bilingual)

- Principal will submit a letter of need for Hard to Fill position to Human Resources for approval to move forward on the hiring process.
- Principal may request to allow a certified teacher to teach one subject out of their certified field.
- Candidates must have experience in an education setting for a minimum of 2 Years.
- Candidate must have a bachelor's degree related to education to apply for an Education Fellow position.
- A letter of expectation will be signed and placed in file to ensure completion of courses and state assessments in becoming a certified teacher and specific content.
- Candidates will be required to complete professional development related to their field as per letter of expectations.
 - Training requirements can be based on the following: Local district, Region 19, state training, courses from a university. All options will be pre-approved by Human Resources or designee.
 - Candidates that do qualify will be paid on an alternate pay scale, until all requirements are met.
 - Human Resources department reserves the right to determine if teachers meet the criteria in these hard to fill positions.
 - Candidates hired under this exception including out of state and international certifications would be expected to be certified in Texas within a period of two (2) years.

Benefits from Exemption:

The exemption from the current state teacher certification requirements will inhibit Canutillo ISD ability to hire teachers for hard to fill teaching positions that will allow our district to establish local qualifications and training requirements.

- The district will be able to find personnel in hard to fill positions for CTE, Montessori and Special Education.
- Students will benefit from programs in high demand instead of having to leave the District.
- Allows qualified community members, through alternative certification, to work in the district as teachers before attaining certification.
- This exemption directly supports the move from “highly qualified” requirements to Every Student Succeeds Act (ESSA).
- CISD will have the flexibility to hire external or internal applicants that do not have traditional state certifications.
- Human Resources will determine if the candidate meets all qualifications to proceed towards the interviewing process.
- All personnel falling under ruling 19 TAC Chapter 233.13 and 233.14 must be approved by Human Resources and the Board of Trustees, as appropriate.

VI. Minimum Attendance for Class Credit or Final Grade. (New) **Effective 8/1/2024**

Sec. 25.092 (a-1) A student who is in attendance for at least 75 percent but less than 90 percent of the days a class is offered may be given credit or a final grade for the class if the student completes a plan approved by the school's principal that provides for the student to meet the instructional requirements of the class. A student under the jurisdiction of a court in a criminal or juvenile justice proceeding may not receive credit or a final grade under this subsection without the consent of the judge presiding over the student's case.

Rationale:

Canutillo ISD believes that the attendance committees need the flexibility to establish relevant requirements for the successful completion of these courses. Relief from the “seat time” requirements in § 25.092 does not interfere with a teacher’s right to determine the student’s final grade under TEC § 28.214 and does not restrict a teacher’s right to assign student grades in accordance with TEC § 28.0216. 18 Proposed Innovation will benefit Canutillo ISD students by utilizing local campus attendance committees (may include district representation) to establish minimum criteria for attendance, course completion, and mastery.

The District strongly believes that a student’s mastery of learning outcomes should be the determining factor in earning credit and/or a final grade rather than measures such as “seat time” that do not consider the real objectives of the educational experience. Exemption from the requirement of TEC § 25.092 will allow the District to consider circumstances of life and health, while still providing increased active learning opportunities to its students while focusing on a student’s demonstrated learning and mastery of content. This exemption would allow school personnel to act as advocates for the student to grant credit for a student who fails to meet the 90 percent seat time rule with a mastery grade of 80.

Challenges/Obstacles:

As Canutillo ISD continues to expand the innovative and engaging instructional arrangements offered to students, such as college-based dual credit courses, internships, etc., the concept

of how students participate in these instructional arrangements, also must be expanded beyond the arbitrary assessment of “seat time.”

In addition, certain circumstances of life or extreme examples of health challenges (fragility, extended illness requiring hospitalization, etc.) can result in a student studying, preparing, and testing to demonstrate content mastery but falling short of attendance guidelines—thus catching the student in a trap of knowing the content but not sitting in a classroom long enough to meet the current code. An inventive approach to allow for a student to demonstrate mastery shall include an opportunity through innovative programming, such as student-directed self-study and exploration.

VII. Mandatory removal to DAEP for possessing controlled substances (New) Effective 8/1/2024

Sec. § 37.006 requires districts to remove a student from class and place in a disciplinary alternative education program as provided by Section 37.008 if the student possesses, uses, sells, gives, or delivers to another person an e-cigarette, as defined by Section 161.081, Health and Safety Code.

Challenges/Obstacles:

The district seeks to prioritize student education in all subject areas and provide instruction on the harmful effects of nicotine and general wellness. Under the new provisions of the statute, students would be mandatorily placed at the DAEP for possessing an e-cigarette (vape) containing nicotine. However, a student possessing an actual cigarette containing nicotine would face other, lesser consequences under the student code of conduct.

The district believes that students possessing a nicotine e-cigarette (vape) would be best served by providing educational support regarding nicotine's harmful effects and appropriate consequences rather than removing the student to the DAEP. The removal of students to the DAEP, a much more restrictive setting, is done cautiously. Our primary goal is to keep students at their assigned campuses with the teachers and staff who know them best and provide the necessary support.

Proposed Innovation/Benefit:

Canutillo ISD wholly supports efforts to fight the rising use of e-cigarettes and vapes. However, we believe the District can more effectively combat these habits through proactive educational techniques and disciplinary options other than mandatory DAEP placements.

The district believes students possessing e-cigarettes containing nicotine would be best supported by providing additional wellness education and remaining on the campus with appropriate consequences. The district is not requesting exempt provisions under Section 37.006, which require mandatory removal to DAEP for possessing controlled substances such as

marijuana and THC.

Canutillo Independent School District

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