



## **District of Innovation Plan**

### **I. INTRODUCTION**

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and obtain an exemption from certain provisions of the Texas Education Code. On November 14, 2016, Celina 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 support innovation and local initiatives. The adoption of this plan seeks to increase the District’s flexibility to improve educational outcomes for the benefit of students and the community. On December 12, 2016, the Board appointed a twenty-two-member District of Innovation Advisory Committee (“Committee”) comprised of diverse leaders representing a cross-section of the District’s stakeholders, including teachers, principals, parents, and administrators. On Tuesday, December 13, 2016, the Committee met to discuss and draft the initial Local Innovation Plan (“Plan”). October 20, 2021 the Committee met to review and consider additions or deletions to the current Local Innovation Plan. The recommendation was to renew the original plan without changes.

On May 2, 2024, a sub-committee met to review and consider additions or deletions to the current Local Innovation Plan. Recommendations were approved by Bobcat Council on May 22, 2024 and presented to the Board on June 24, 2024. The approved amendments do not change the duration of the innovation plan.

### **II. TERM**

The Plan’s term is for no more than five years, beginning January 31, 2022, and ending January 31, 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law. Suppose within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842. In that case, 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. The District may not implement two separate plans at any one time.

## THE LEARNER EXPERIENCE

Love the learner; drive the rigor  
Responsible for one's own learning  
Interdependent self-managers

*Systems - Structure - Scaffolding - Accountability*

### III. INNOVATIONS

The District proposes flexibility in the following areas:

#### A. Certification Required

Applicable Provisions from the Texas Education Code: TEC 21.003 and TEC 21.057

Policies that may be affected: DBA (LEGAL), DBA (LOCAL), DK (LEGAL), DK (LOCAL), and DBP (LEGAL)

TEC 21.003 states, “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.” TEC 21.057 requires that a “school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in the classroom.” The current certification and notice requirements inhibit the District’s ability to hire professionals with industry experience to teach Career And Technical Education (CATE) and Science, Technology, Engineering, (Art), & Mathematics (STEM/STEAM) courses. In order to provide more students the opportunity to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits.

Innovation: The district maintains its commitment to hire certified professionals and will continue to seek employees with the necessary certifications for teaching and tutoring/intervention positions where required by state law. However, the flexibility in allowing Celina ISD to make local decisions about teacher certification would provide a better opportunity to offer innovation in course selections for CTE courses as well as hard-to-fill positions and high demand dual credit courses. Additionally, this added flexibility would allow Celina ISD to partner more fully with colleges, universities and other education preparation programs to assist high quality professionals with a passion for teaching.

## **B. Uniform School Calendar**

Applicable Provisions from the Texas Education Code: TEC 25.0811 and TEC 25.0812

Policies that may be affected: EB (LEGAL) and EB (LOCAL)

TEC 25.0811 states that a school district may not begin instruction before the fourth Monday in August. TEC Section 25.0812 states that a school district may not schedule the last day of school before May 15.

Innovation: This flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students, parents, and our local community. This empowers the district to increase college and career readiness and balance the amount of instructional time per semester. By having the flexibility in beginning instruction before the 4<sup>th</sup> Monday of August, students will be able to enroll in college courses that start in early June. Removing the state required uniform school start date would allow the district the flexibility to start instruction as a shortened school week, easing the transition for students. This will also allow for flexible professional development scheduling for district staff.

## **C. Probationary Contracts**

Applicable Provisions from the Texas Education Code: TEC 21.102(b)

Policies that may be affected: DCA (LEGAL)

Texas Education Code Section 21.102(b) states that “a probationary contract 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 with the district.” Many times this period of time is not sufficient to evaluate the teacher’s effectiveness in the classroom since teacher contract timelines demand employment decisions must be made prior to the availability of end-of-the-year classroom and student data.

Innovation: 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.

#### **D. Class Size Requirements for Elementary grades**

Applicable Provisions from the Texas Education Code: TEC 25.111, TEC 25.112, and TEC 25.113

Policies that may be affected: EEB (LEGAL), BF (LEGAL), and EHAA (LEGAL)

TEC 25.111 requires districts “employ a sufficient number of teachers certified to maintain an average ratio of not less than one teacher for every 20 students in average daily attendance except as provided by section 25.112.” TEC 25.112 prohibits a school district from enrolling more than 22 students for Kindergarten - fourth-grade classes unless a school district receives an exemption through the TEA waiver process. TEC 25.113 requires a district to notify parents of waivers or exceptions to class size limits as stated within the Code. According to these statutes, districts are required to maintain a 22:1 student to teacher ratio for Kindergarten through fourth grade. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency.

Innovation: The district seeks to locally monitor and maintain appropriate class size without the necessity of waivers. This exemption allows Celina ISD to utilize a more flexible class size approach based on student needs and time of year. District staffing ratios for Prekindergarten - Fourth grade are based off of a 22:1 student to teacher ratio. This exemption would allow minimal disruption to the learning environment and provide relief from the reporting currently required by state law. Additionally, the exemption affords the district the opportunity to consider other variables in the best interest of students such as, the value of attending a neighborhood school, timing in the school year, available classroom space and/or the need for another teacher or teacher aide.

#### **E. Peace Officers/ Servicemembers**

Applicable Provisions from the Texas Education Code: TEC 25.0344

Policies that may be affected: FDA (LEGAL), and FDA (LOCAL)

TEC 25.0344 On request of a peace officer or servicemember who is a parent of or person standing in parental relation to a student, the board of trustees of a school district or the board's designee shall transfer the student to another district campus or to another school district under an agreement under Section 25.035. A transfer under this section must be to the campus or school district, as applicable, selected by the peace officer or servicemember making the request. A school district is not required to provide transportation to a student who transfers to another campus or school district under this section.

Innovation: As a fast-growth school district, Celina ISD is faced with the challenge of adequately staffing and resourcing our campuses. We welcome the opportunity to serve and educate the children of Peace Officers and Servicemembers. In an effort to mitigate any

potential enrollment and/or staffing burdens, students of Peace Officers and Servicemembers will be enrolled into the District utilizing our established student transfer process to determine campus placement. Additionally, all transfer students would remain subject to the established Celina ISD student transfer guidelines.

#### **F. Campus Behavior Coordinator**

Applicable Provisions from the Texas Education Code: TEC 37.0012

Policies that may be affected: FO (LEGAL)

TEC 37.0012 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.

Innovation: Exemption from this requirement will provide campuses the opportunity to allow campus administrators to fully understand and get to know the students in their caseload rather than sourcing all discipline matters to one employee designated as a campus behavior coordinator. While it is imperative that all employees work together and be informed as to the discipline that is occurring on a campus, it is just as crucial for students to depend on an administrator they know and trust in all facets of their education, including their discipline. Each campus principal should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students and teachers.

#### **G. Student Discipline Suspension Limitation for Students Below 3rd Grade**

Applicable Provisions from the Texas Education Code: TEC 37.005

Policies that may be affected: FOB (LEGAL)

TEC 37.005 A student who is enrolled in a grade level below grade three may not be placed in out-of-school suspension.

Innovation: Regardless of grade-level, when a student's behavior reaches a level of disruption that inhibits the operation of a school and the well-being of its students, immediate action should be taken to maintain the effectiveness and safety of the educational environment. In certain instances, a student may exhibit behaviors that require a campus to develop a plan that provides specific support and resources to ensure a safe and productive learning environment. In these instances, the needs of the student can be best met through a short out-of-school suspension to allow staff time to prepare the plan and acquire the associated resources.

#### **H. Local School Health Advisory Council**

Applicable Provisions from the Texas Education Code: TEC 28.004(d-1)

Policies that may be affected: BDF (LEGAL)

TEC 28.004(d-1) The local school health advisory council shall meet at least four times each year.

Innovation: The guidance and feedback from the School Health Advisory Council is valuable to ensuring our community's values are reflected within our district's health curriculum and instruction. Celina ISD is seeking an exemption from the required minimum number of meetings to a locally controlled minimum to be determined on a yearly basis by the SHAC.

### **I. Removal for Certain Conduct - E-Cigarettes**

Applicable Provisions from the Texas Education Code: TEC 37.006

Policies that may be affected:

TEC 37.006 A student shall be removed from class and placed 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

Innovation: Celina ISD continues to work towards eliminating the use of e-cigarettes and vapes. However, we believe the District could more effectively address these student health concerns through education and collaboration with families. The District believes students possessing e-cigarettes containing nicotine should be best supported by providing additional wellness education while remaining on the campus with appropriate consequences. Students with second and subsequent offenses may be assigned to the DAEP. The district is not requesting exempt provisions under Section 37.006, which requires mandatory removal to DAEP for possessing controlled substances such as marijuana and THC. Additionally, this exemption would not apply to the selling or distribution of any e-cigarettes or vaping products.

### **J. Parental Options for Student Retention**

Applicable Provisions from the Texas Education Code: TEC 28.02124

Policies that may be affected: FDA (LEGAL), and FDA (LOCAL)

TEC 28.02124 A parent or guardian may elect for a student to:

- (1) repeat prekindergarten;
- (2) enroll in prekindergarten, if the student would have been eligible to enroll in prekindergarten during the previous school year under Section 29.153(b) and the student has not yet enrolled in kindergarten;
- (3) repeat kindergarten;
- (4) enroll in kindergarten, if the student would have been eligible to enroll in kindergarten in the previous school year and has not yet enrolled in first grade; or
- (5) for grades one through eight, repeat the grade in which the student was enrolled during the previous school year.

Innovation: Celina ISD supports a parent’s right to determine grade placement in accordance with TEC 28.02124. Additionally, Celina ISD believes students have their educational and developmental needs best served through strong partnerships with parents. Therefore, prior to a parent exercising their right to retention, Celina ISD seeks to require a campus-based Grade Placement Review (GPR) to facilitate the district in partnering with parents/guardians to make the most appropriate academic placement for students.

#### **IV. IMPLEMENTATION**

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. Specific implementation plans will be developed by the appropriate campuses and departments. Adjustments to Board Policy will be researched and adopted where appropriate.

## V. INITIAL DISTRICT OF INNOVATION COMMITTEE

<b>Member:</b>	<b>Representative:</b>
Tom Maglisceau	Superintendent
John Mathews	Assistant Superintendent of Administrative Services
Lori Sitzes	Assistant Superintendent of Instruction and Technology
Russell McDaniel	Assistant Superintendent of Student Services
Marilyn Chamberlin	Director of Technology
Jill Roza	District Community Liaison
Starla Martin	District Coordinator of Student Services
Nancy Alvarez	Celina Primary School Principal
Kari McMeekan	Celina Primary School Teacher
Amanda Jones	Celina Primary School Teacher
Marla Fowler	Celina Primary School Teacher
Raquel Pierce	Celina Primary School Teacher
Jeremy Holcomb	Celina Primary School Parent
Stacy Ceci	O'Dell Elementary School Principal
Lauri Welch	O'Dell Elementary School Counselor
Julie Dobbins	O'Dell Elementary School Teacher
Amanda Patterson	O'Dell Elementary School Teacher
Andrew Stamper	O'Dell Elementary School Teacher
Mandy Brignon	O'Dell Elementary School Teacher
Yessenia Saucedo	O'Dell Elementary School PTA/Parent
Natalie Whitlow	O'Dell Elementary School PTA/Parent
Linley Hawkins	Lykins Elementary School Principal
Raychel Hammons	Lykins Elementary School Teacher
Richard Hagan	Lykins Elementary School Teacher
Sherry Ollison	Lykins Elementary School Teacher/Bobcat Moms
Angela Bailey	Lykins Elementary School Teacher
Jennifer Hanson	Lykins Elementary School PTA/Parent
Jennifer Turner	Lykins Elementary School PTA/Parent



Elizabeth Huse	Lykins Elementary School PTA/Parent
Kristi Phillips	Lykins Elementary School PTA/Parent
Jamey Briscoe	Celina Middle School Principal
Stefanie Place	Celina Middle School Teacher
Kimberly Brinkerhoff	Celina Middle School Teacher
Brian Roach	Celina Middle School Parent
Jennifer Thomas	Celina Middle School Parent/Celina Education Foundation
David Wilson	Celina High School Principal
Greg Sherwood	Celina High School Administrative Intern
Lori Gibbs	Celina High School Student Services Coordinator
Nicole Linera-Gonzalez	Celina High School Teacher
Angela Nowlin	Celina High School Teacher/Band Parent
Craig Turner	Celina High School Parent
Andrea DeBolt	Celina High School Parent
Chris Keaveney	Celina Community Member
Mary McCauley	Celina Education Foundation/Community Member

## VI. PROPOSED TIMELINE

Wednesday, October 6, 2021 - 8:30 a.m., Administration Conference Room.

- Meeting with the Cabinet to review the district's innovation plan, renewal process, and consider additions.

Wednesday, October 13, 2021 - 8:30 a.m., Administration Conference Room.

- Meeting with the Cabinet to review the district's innovation plan and consider additions.

Wednesday, October 20, 2021 - 5:00 p.m., Athletic Facility Banquet Room.

- Meeting with the District Site-Based Committee (Bobcat Counsel) to review the district's innovation plan, renewal process, and consider additions. No new additions or changes were recommended to the Local Innovation Plan.
- The explanation provided for requirements and ramifications of the District of Innovation.
- Discuss possible exemptions.
- Decide which exemptions to pursue and include in our plan.

### **Proposed Schedule:**

Monday, November 12, 2021 - Post Proposed District of Innovation Plan on District Website.

Monday, November 15, 2021 - 7:00 p.m., Athletic Facility Banquet Room (Board Room).

- Presentation to Celina ISD Board of Trustees to renew the current innovation plan for Board consideration. Request Board approval of notice.

Tuesday, November 16, 2021

- Notification to be sent to the Texas Commissioner of Education that the Board intends to vote on the renewal of the Local Innovation Plan.

Wednesday, November 17, 2021, - 5:00 p.m., Athletic Facility Banquet Room.

- Public Hearing to explain and discuss the possibility of renewing the Local Innovation Plan as required by TEC §12.002 (b) (2), and §12.003.
- Committee to vote on the proposed Local Innovation Plan.

Monday, December 13, 2021, - 6:00 p.m., Board Room.

- Present plan to the Board of Trustees.
- Board votes on District of Innovation Plan – Must approve by a 2/3 majority vote.
- Update all policy changes with TASB.
- Send notification to Commissioner of Education of Board's approval of District of Innovation Plan.

Tuesday, December 14, 2021

- Notification is to be sent to the Texas Education Commissioner for the approval of the plan, along with a list of the approved TEC exemptions by completing the TEA form.