

# CASTLEBERRY ISD

## District of Innovation Proposed Plan

DRAFT



## Term

The term of the Plan is for five years and applies to the entire district, beginning at the start of the 2017-2018 school year and end at the end of the 2021-2022 school year, unless rescinded or amended earlier by the District Education Improvement Committee (DEIC) and the Board of Education in accordance with law. The committee will revisit the plan annually to ensure that the recommendations are still in line with the needs of the district. Any changes recommended would be on the website for 30 days and require approval of the DEIC and the School Board.

## Castleberry ISD District of Innovation Committee Members

| Representing:           | Name               |
|-------------------------|--------------------|
| Teacher                 | Hope Mendoza       |
| Parent                  | Angelica Hernandez |
| Parent                  | Barbara Sanders    |
| Teacher                 | Julie Wilson       |
| Parent                  | Juanita Luna       |
| Teacher                 | Lisa Scott         |
| Parent                  | Dulce Ortiz        |
| Teacher                 | Leigh Kruse-Paine  |
| Teacher                 | Judy Pastusek      |
| Teacher                 | Jamie Legarda      |
| Teacher                 | Bea Brown          |
| Teacher                 | Kerry Martinez     |
| Parent                  | Norma Cumberledge  |
| Parent                  | Kim Taylor         |
| Teacher                 | Sean Rivers        |
| Parent                  | Dana Huffman       |
| Campus Level Staff      | Heather Lamb       |
| Campus Level Staff      | Roz Faulhaber      |
| District Level Staff    | Whitney Harper     |
| Business Representative | Maria Orand        |
| Business Representative | Ashley Shanklin    |
| Community Member        | Veronica Vasquez   |

|                                              |                      |
|----------------------------------------------|----------------------|
| Director of Human Resources                  | Genaro Martinez      |
| Executive Director of Financial Services     | DeAnne Page          |
| Executive Secretary Human Resources          | Patty Grimm          |
| Executive Director of Secondary Instruction  | Ken Casarez          |
| Executive Director of Elementary Instruction | Airemy Caudle        |
| Assistant Superintendent of Technology       | Renee Smith Faulkner |

### District of Innovation

The District of Innovation concept, passed by the 84<sup>th</sup> Legislative Session in [House Bill 1842](#), gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools.

### District of Innovation Timeline

#### Castleberry ISD

| <u>Date</u>                        | <u>Group</u>  | <u>Action</u>                         |
|------------------------------------|---------------|---------------------------------------|
| November 28, 2016                  | DEIC          | Information/Interest                  |
| December 12, 2016                  | Board Meeting | Information                           |
| January 9, 2017                    | Board Meeting | Discussion/Presentation               |
| February 13, 2017                  | Board Meeting | Action/Resolution                     |
| February 20, 2017                  | DEIC          | Discussion/Presentation               |
| February 27, 2017                  | Board Meeting | Public Hearing/Appoint Committee      |
| February 28, 2017                  | DEIC          | Develop local innovation plan (5yr)   |
| February 28, 2017                  | DEIC          | Finalize plan                         |
| March 1, 2017                      | Board         | Notify commissioner intention to vote |
| March 1, 2017                      | DEIC          | Plan posted online for 30 days        |
| March 27, 2017                     | DEIC          | DEIC Public Hearing/vote (majority)   |
| April 3, 2017<br>2/3 majority vote | Board         | Final plan & 17-18 calendar approval  |

**The Strategic Plan Framework maintains that Castleberry ISD is a partnership of students, families, staff, and community committed to excellence. This is evident through our beliefs, our priorities and our student outcomes.**

| Our Beliefs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Our District Priorities                                                                                                                                                                                                                                                                                                                                                                                                                            | Our Student Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>➤ Students are our most precious resource.</li> <li>➤ Schools are a vital part of the community.</li> <li>➤ Family is a fundamental source of one's values.</li> <li>➤ Quality education makes for productive citizens and strong communities.</li> <li>➤ Family, school, and community support directly impact the quality of education.</li> <li>➤ Every individual is important and deserves time, opportunity, and support.</li> <li>➤ Educational processes should acknowledge diversity and promote excellence for every student.</li> <li>➤ A clean, safe, and orderly environment is essential for learning.</li> <li>➤ Excellence and sustained exceptional performance come from a commitment to a clear vision and shared values, which encourage collaboration and teamwork.</li> <li>➤ Community Partnerships are imperative to grow the whole child.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Provide a transformative learning experience for all students which incorporates collaboration, communication, critical thinking, and creativity.</li> <li>➤ Foster a culture of respect and appreciation of each individual and his or her unique talents by modeling professionalism, compassion, and servantship.</li> <li>➤ Optimize resources to sustain and enhance district operations.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Students will be prepared to meet the challenges of life after graduation.</li> <li>➤ Students will demonstrate mastery of the local, state, and federal curriculum standards.</li> <li>➤ Students will learn to make good choices, respect others, and value education.</li> <li>➤ Students will have the capabilities to live, learn, and prosper in a free society that is globally, connected, and increasingly competitive.</li> </ul> |

## **Areas of Innovation**

Castleberry ISD is an innovative school district and realizes the value of having local control and flexibility to meet the unique needs of the District and to provide solutions that will help prepare our students for a highly changing and competitive global society.

To achieve the District's Vision and Mission, the District needs the flexibility to enact more local control as allowed by HB 1842.

- The start of school year calendar
- Teacher certification requirements
- Teacher Contract Service Days **(This exemption may be reviewed and considered for implementation at a future date with Board approval)**

### **1. School Start Date**

Exemption from: TEC §25.0811;

Related Board Policies: EB LEGAL

#### **Manner in which statute inhibits the goals of the plan**

TEC 25.0811 states that a school district may not begin student instruction before the 4th Monday of August.

Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

**Innovation Strategies aligned with Strategic Plan Goal 1.1, Transform Teaching and Learning: Provide professional learning that reflects a new emphasis on continuous personalized educator growth and focuses on improving student achievement. 1.2, Implement innovative instructional practices that transform and ensure learning for all students.**

- Relief from the statute will allow Castleberry ISD to develop a calendar that addresses student instruction and focused professional learning in conjunction with the new instructional minutes' requirement, rather than days.
- Alignment of the district calendar with local universities, advanced placement exams, and STAAR timelines.
- Provide for increased local control of the instructional calendar in order to be responsive to community needs.

## **2. Teacher Certification**

Exemption from: TEC §21.003;

Relevant Board Policies: DBA LEGAL/LOCAL; DK LEGAL/LOCAL

### **Manner in which statute inhibits the goals of the plan**

TEC 21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency.

In the event a district cannot locate a certified Career and Technical Education (CTE) teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board for Educator Certification. This does not take into account the unique financial and/or instructional needs of the district or the unique qualifications of certain individuals who may possess subject matter expertise but not the requisite certification.

### **Innovation Strategies aligned with Strategic Plan Goal 3.5, Effective and Efficient Operations: Optimize resources to sustain and enhance district operations.**

- The District will maintain its current expectations for CTE employee certification. The District will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the District will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question for CTE.
- An individual with experience in the content of an elective course could be eligible to teach a CTE vocational skill or elective course through a local teaching certificate. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject. Examples: an experienced homebuilder teaching a building trades course, a licensed corrections officer teaching a criminal justice course, or a retired CPA teaching an entry level accounting course.
- Whenever possible, instructional planning for the uncertified teacher's course will be created in partnership with certified teachers in the same field. Uncertified teachers will be provided teacher mentoring, observations and feedback, professional development or instructional resources, or other supports.
- The superintendent will report this action to the Board of Education at the first board meeting following the assignment.
- Teacher certification waiver requests, state permit applications, or other paperwork requesting an emergency permit will not be submitted to the Texas Education Agency. The District will

ensure that all individuals assigned to teach CTE courses have the knowledge and resources necessary to be successful. Individuals will not be exempt from criminal history checks or reporting of educator misconduct.

### **3. Contract Service Days (TEC §21.401)**

Exemption from: TEC §21.401

Relevant Board Policies: DC LEGAL

#### **Manner in which state inhibits the goals of the plan**

TEC §21.401 currently requires educators employed on a 10-month contract to provide a minimum of 187 days of service.

#### **Innovation Strategies aligned with Strategic Plan Goal 3.5, Effective and Efficient Operations: Optimize resources to sustain and enhance district operations.**

- With the passage of TEC 25.081 which changed the required days of instruction to minutes, the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee's contract should be a local decision.
- Castleberry ISD proposes to reduce teacher contract days to meet the District's needs with no effect on teacher salaries.
- This proposal will increase the daily rate the district pays teachers and should enhance teacher recruitment.

#### **Summary**

By becoming a District of Innovation, Castleberry ISD will be able to foster continued alignment and fulfillment of the District's Strategic Plan. The mission and vision will continue to be the focus of the District as it upholds its duty to its most precious resource, the students of Castleberry ISD.

#### **Our Mission**

The mission of Castleberry ISD is to graduate all students as lifelong learners who will excel in our changing world and competitive workplace.

#### **Our Vision**

Castleberry Independent School District is a community of innovative learners empowered to impact our world.