

Campbell ISD

District of Innovation Plan



Plan Approved

District of Innovation Committee

9/29/2025 Committee Met to
recommend amending the DOI plan

10/14/2025 The Board of Trustees
Approved the Amendments

10/31/2025 DOI reflecting these
amendments was sent to the
commissioner

2/11/2016 Board of Trustees Final
Approval 4/17/2017 Board of Trustees
Amended 12/16/2021 Original Plan
Committee

I. Introduction

The 84th legislature passed House Bill 1842, which allowed traditional independent school districts the ability to access flexibilities that had previously been reserved for Texas’s open enrollment charter schools. In order for an independent school district to obtain these flexibilities, districts must seek designation as a “District of Innovation.” The CISD District of Innovation plan will span five years, beginning February 16, 2022, and ending February 16, 2030. The plan may be amended at any time as recommended by the committee and approved by the CISD Board of Trustees.

II. Mission

Campbell ISD will empower students to be productive patriot citizens.

Vision

Learning and leading now and in the future.

Motto

Educate, Inspire, Transition

III. Areas Addressed in the Renewal and amendments 10/14/2025

- Educator Certification
- Teacher Contracts
- First and Last Day of School
- Class Size
- District Transfers
- Designation of Campus Behavior Coordinator

Areas of Amendment 10/14/2025

- Site Based
- SHAC
- Depository Contracts
- Teacher Contract Days
- School Day Interruptions
- Grievance Procedures
- Parent Conferences
- Instructional Plans and Syllabus

IV. Process

On September 29, 2025, the District of Innovation Committee, which is comprised of administrators, teachers, parents, and community members, met to discuss and draft amendments to the Local Innovation Plan (LIP). The committee researched Texas education codes in which the district could benefit from modifications in order to make the education process more effective/efficient for

Campbell ISD. The committee discussed the codes and voted for those the committee wished to pursue as part of the LIP. The Board of Trustees voted to amend the plan on October 14, 2024. A letter of notification was sent to the Commissioner of Education on October 31, 2025.

V. Committee Members

The Renewal District of Innovation Plan Committee Members

Dr. Denise Morgan	Superintendent
Hubert Bares	Business Manager
Randell Wellman	Principal
Joseph Boedigheimer	Assistant Principal
Regina Allen	Elementary Teacher
Gina Byrum	Secondary Teacher
Jennifer Allen	Auxiliary Teacher
Noah Dodridge	Business Partner
Karen Perkins	Parent
Josh Kinnick	Parent
Billie Erwing	Community Member
Melissa Earle	Community Member
Rick Tidwell	Federal Programs

VI. District of Innovation Timeline

Friday, October 31, 2025, Letter sent to the Commissioner with amendments

Tuesday, October 14, 2025, Board Room, School Board Approved amendments

Monday, September 29, 2025, Board Room, 4 pm, Committee met to recommend amendments

Thursday, November 17, 2016, Board Room 6:00 pm Special Board Meeting

- Board of Trustees considers resolution to hold a public meeting to discuss the possibility of using HB 1842 to develop a District of Innovation plan

6:10 pm Public Hearing

- Public hearing to explain and discuss the possibility of becoming a District of Innovation

6:30 pm Regular Board Meeting

- Consider the pursuit of a District of Innovation plan
- Name the District of Innovation plan committee

Wednesday, December 14, 2016, Board Room

2:00 pm, Initial meeting of the District of Innovation Committee

Thursday, January 5, 2017, Board Room

4:00 pm, 2^o meeting of the District of Innovation Committee

Tuesday, January 10, 2017 - February 16, 2017

8:00 am, Post the District of Innovation plan on the district website (minimum 30 days)

Thursday, January 19, 2017, Board Room 6:30 pm, Regular Board Meeting

- Announce posting and discuss the District of Innovation plan

Thursday, February 16, 2017, Board Room

2:00 pm, 3rd meeting of the DOI Committee, including Public Meetings on DOI plan 4:00 pm, District Site Base Committee Meeting

Thursday, February 16, 2017, Board Room 6:30 pm, Regular Board Meeting

- Consider action on the District of Innovation plan

Friday, February 17, 2017

- Notification to the Commissioner of Education by letter

Thursday, October 21, 2021

Regular Board Meeting

- * Notification to the commissioner of education of our intent to renew

Monday, November 15, 2021

Site-based team met and approved recommended changes to the plan.

Thursday, November 18, 2021

Public hearing on proposed plan. Uploaded to the district website on November 16, 2021.

Thursday, December 16, 2021

The school board reviewed and approved the DOI plan

VII. Term of Plan

As determined by the Texas Education Agency, the term of the District of Innovation Plan is five years. Thus, the amendment plan will begin on October 14, 2025, and end on February 16, 2027, unless terminated by the Board of Trustees. The District Improvement Committee will monitor the Local Innovation Plan annually.

VIII. Innovations

Calendar (EB Legal, Local) (TEC §25.0811)

Under current Texas state law, “a school district may not begin instruction for students for a school year before the fourth Monday in August” (TEC 25.0811).

Innovation Strategy

School start date is an area in which the district should be able to determine locally, and on an annual basis, what is best for our community. Having the ability to modify the start date of school allows us the flexibility to balance semester days, align classes to college courses, and ease transitions. This flexibility may also allow us to start on a shortened week schedule.

Class Size Waiver (EEB Legal) (TEC §25.112, §25.113)

State law requires that a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth-grade class. If classes are going to exceed this cap, a waiver is required from the Texas Education Agency. If approved, the district must then notify parents by specifying the class for which an exception from the limit imposed by Section 25.112(a) was granted; (2) state the number of children in the class for which the exception was granted. (§25.113, 1-2).

Innovation Strategy

Campbell ISD is a growing district with one campus that has reached capacity. As we look to build a new facility, the number of students per class is anticipated to exceed the 22:1 ratio dictated by law. In the event the cap of 22:1 is exceeded, the superintendent will report these findings to the board. If class sizes reach a 25:1 ratio, the superintendent will report to the board, and the district will notify parents. Campbell ISD is committed to keeping class sizes at or below the current 22:1 ratio. Therefore, we will continue to look at avenues to reduce class sizes, but we need to have the flexibility to exceed this cap during the expansion process.

Probationary Contracts (DCA Legal) (TEC §21.102)

For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. A one-year probationary period is not a sufficient amount of time to evaluate the teacher’s effectiveness in the classroom.

Innovation Strategy

For experienced teachers, counselors, librarians, or nurses new to the district who have been employed as a teacher in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment with Campbell ISD.

Teacher Certification (DBA Legal, Local, DK Legal, Local, Exhibit) (TEC §21.003)

As a small school district, it is sometimes difficult to find qualified applicants for certain fields. When an applicant is unavailable, it occasionally becomes necessary for a teacher to teach outside their certified teaching field. In order for a teacher to teach outside their teaching field, the district is required to submit a request to TEA. TEA then approves or denies this request.

Another area in which flexibility would benefit Campbell ISD would be the ability to hire employees with industry experience, for innovative, dual credit, or new classes for which we are unable to find certified teachers for a position.

Innovative Strategy

In order to best serve Campbell ISD students and allow more flexibility in scheduling and more course offerings, certification decisions will be handled locally. For grades 6-12, in all subjects except Special Education and ESL/Bilingual:

a) The campus principal may submit to the superintendent a request to allow a certified teacher to teach one or more courses in a field for which s/he is not certified. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify him or her to teach the proposed courses.

b) An individual with college teaching or industry experience could be eligible to teach a course through a local teaching certificate. The campus principal would make a request to the superintendent and make all credentials available. The superintendent would have the capability to hire this person on a local certification, and the employee would obtain an at-will contract.

Inter-District Transfers (FDA Local) (TEC §25.036) Amended August 2, 2021

Under Texas Education Code 25.001, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

Campbell ISD maintains a transfer policy under FDA (Local) requiring non-resident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district.

Innovative Strategy

The district is seeking exemption from the one-year commitment in accepting a transfer student, allowing the district to rescind a transfer at any time during the school year if the student violates district expectations of attendance, discipline, academic achievement, and/or falsifying documentation. This flexibility would allow the district to have the option of immediate revocation of a student's transfer status by the Superintendent or designee at any time during the school year.

Designation of Campus Behavior Coordinator (TEC §37.0012)

TEC 37.0012 restricts local decision-making by requiring one person to be designated as the Campus Behavior Coordinator. This requirement limits the campuses from allowing the person most suitable to address the children's needs to make disciplinary decisions.

The Campbell ISD elementary and secondary campuses are located in a common facility where the principal, assistant principal, and the school counselor are located. In this setting, it is beneficial for each of these staff members to work with the social and emotional development of the students, which includes changing behavior through disciplinary action.

Innovation Strategy

Campbell ISD will not name one campus behavior coordinator per campus. Rather, the district will allow decisions to be made based on the needs of the individual student and the situation to determine the most appropriate professional staff member to work with the student to promote social and emotional growth.

Unauthorized Persons: Refusal of Entry, Ejection, Identification (Ed. Code 37.105)

A district must maintain a record of each verbal warning issued under Section 37.105 (a)(2)(A), including the name of the person to whom the warning was issued and the date of issuance. At the time a person is refused entry to or ejected from a school district's property under Section 37.105, the district must provide the person a written information explaining how to appeal. Each school board must adopt a policy that uses the district's existing grievance process to permit a person ejected or denied entry to address the Board of Trustees in person within 90 days of the commencement of the appeal unless the appeal is granted sooner.

Innovation Strategy

Texas Education Code section 37.105 includes a process for ejecting or denying entry to a visitor who presents a substantial risk of harm or behaves in a manner inappropriate for the school setting. To better ensure the safety and security of students and staff in Campbell ISD, we propose that the district not be required to maintain a record of each verbal warning of potential removal from district property/facilities, nor be required to provide written information explaining the appeal process to those who have been refused entry to district property/facilities or removed from district property/facilities. The district currently attempts to

provide written notice to persons who are subject to potential refusal for entry or for removal from district property/facilities. Should an exemption from TEC §37.105 be granted, the district shall continue to provide written notice to persons who are subject to potential refusal for entry or for removal from district property/facilities in situations where the administrator on site feels it is reasonable and safe to do so. Campus and District administrators, as well as Sheriff Deputies and District police officers, if applicable, may refuse to allow a person to enter or may eject a person from property under the district's control in accordance with law. An appeal notice must be filed with the Superintendent, in writing, and submitted to the Administration Office for review.

Retire/Rehire Minimum Salary

Education Code 21.002, 21.402, 21.415

CISD Innovation Strategy

Currently, all districts, when hiring a retired educator, must pay the salary based upon the TEA minimum salary pay scale; in addition, the districts are required to pay a TRS surcharge. Campbell ISD would like the opportunity to hire an eligible retired educator and pay them below the TEA minimum pay scale while also paying the required TRS surcharge. We believe that by hiring an eligible retired educator, our students, campuses, and district will reap the rewards of having a veteran educator who is still involved and passionate in the education process. In addition, the district will be able to have an experienced educator at a significantly lower cost than had we paid them based upon the TEA minimum pay scale plus the TRS surcharge. Thus, by hiring an eligible retired educator, Campbell ISD will be adding value in the schools and will be making sound fiscal decisions for our district's stakeholders.

SITE BASED

Current Law (TEC 11.251, TEC 11.252, TEC 11.253)

Site-based decision making is a process for decentralizing decisions to improve the educational outcomes at every school campus through a collaborative effort by which principals, teachers, campus staff, district staff, parents, and community representatives assess educational outcomes of all students, determine goals and strategies, and ensure that strategies are implemented and adjusted to improve student achievement through multiple meetings. The basic premise of site-based decision making is that the most effective decisions are made by those who will actually implement the decisions. In addition, there are several requirements regarding the makeup of the committee membership.

Plan: The district currently has numerous meetings throughout the year to determine and review goals and outcomes through and a limited number of personnel. The district plans to create on plan by a combined district and campus improvement planning process. Requiring multiple additional meetings is redundant. The district and campus planning will occur as one entity and will hold one public meeting and additional meetings if needed. The required meeting shall be held after receipt of the annual campus rating from the agency to discuss the performance of the campus and the campus performance objectives. District policy and campus procedures

must be established to ensure that systematic communications measures are in place to periodically obtain broad-based community, parent, and staff input, and to provide information to those persons regarding the recommendations of the campus-level committees. Due to the same members on multiple committees, the district will attempt to follow the prescribed membership outlined in policy. The community and business members are difficult to recruit because the district is so small and options are limited. The district will determine committee composition if the required members cannot be placed.

SHAC

Current Law TEC 28.004 (d-1)

The board of trustees of each school district shall establish a local school health advisory council to assist the district in ensuring that local community values are reflected in the district's health education instruction and mandate the council to meet at least four times per school year. Also, the district is required to make an audio or video recording of the meeting, and not later than the 10th day after the meeting, submit the minutes and audio or video recording of the meeting to the district. As soon as practicable after receipt of the minutes and audio or video recording under Subsection, the school district shall post the minutes and audio or video recording on the district's Internet website, if the district has an Internet website.

Plan

Due to the size of the district, Campbell ISD seeks exemption from the statutory provision requiring the school health advisory council (SHAC) to meet four times per school year. District size and consistency of SHAC members with other district committees do not warrant meeting four times a year. Campbell ISD is committed to health education and instruction without overburdening designated council members. The committee will meet twice each year to be made aware of student needs; review, advise, and revise plans; and continue to present an annual report to the board of trustees in the spring. The district will not record meetings or post to the district website due to the lack of technology staff available.

Depository Bid

Current Law

Currently, TEC 45.205, 45.206 requires the district to renew its depository contract every two years. The two-year contract term begins and ends in odd-numbered years. In accordance with the Texas Education Code, the District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education.

Plan

Campbell ISD is seeking an exemption from TEC 45.205 and 45.206 to allow the District's banking contract to be extended beyond the allowable contract term, if the District determines contract-pricing remains competitive and there is no operational or financial reason to send the District's banking services out for bid. This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the District's business. The District will only go out for bid if it is determined that contract-pricing is not competitive and there is an operational or financial reason to send the District's banking services out for bid. The District will continue with two-year contracts for our banking depository.

Teacher contract days

Current law (TEC 21.401 and 21.415)

Current Education law in Chapter 21 defines a teacher contract as a 10-month contract equivalent to 187 days.

Proposed

The district would have the flexibility to reduce the number of teacher contract days from 187 to a length that better aligns with the academic calendar without decreasing a teacher's annual salary. This option would be utilized to better align teacher contractual days to the 75,600 minutes required of students.

The proposal has the potential to:

- Increase the daily rate the district pays teachers
- Enhance teacher recruitment
- Improve teacher morale

District administration will annually recommend specific modifications regarding teacher contract days to the Board of Trustees as a component of the district's compensation and benefit program.

School Day Interruptions (EC LEGAL) (TEC §25.083)

Under current Texas law, a board of trustees must develop a policy that limits announcements other than emergency announcements once during the school day. In addition, the district may not remove a student from a regularly scheduled class for remedial tutoring or test preparation if, as a result of the removal, the student would miss more than 10 percent of the school days on which the class is offered, unless the student's parent or another person standing in parental relation to the student provides to the district written consent for removal from class for such purpose.

Innovation Strategy

For greater flexibility and opportunities to make decisions on how best to structure school days

and individualize instruction, Campbell ISD seeks to award this discretion to the campus and district administration in an effort to ensure that decision points put students' and campus needs first. CISD seeks to provide settings where student growth can occur in an innovative environment. To accomplish this expectation, the committee seeks opportunities to provide altered instructional days and to create flexible scheduling opportunities. Both results allow instructional decisions to be made in response to current student performance data; therefore, reducing learning gaps.

Grievance Procedures

Effective September 1, 2025

Board Policies FNG (LEGAL), FNG (LOCAL), DGBA (LEGAL), DGBA (LOCAL), & GF (LEGAL) & Texas Educ. Code Chapter 26A

Chapter 26A of the Texas Education Code, which goes into effect on September 1, 2025, completely modifies the grievance procedures utilized by the District, including but not limited to the ability of a grievant to supplement the grievance record at any time, including before the Board of Trustees, allow for remand to a lower level of review to develop a record at any time, and extends the timelines by which a parent may file a grievance and by which the District must provide a response.

Proposed

Exemption from Chapter 26A allows the District to maintain the current, resolution-based grievance procedures in the same manner as has been in existence for many years.

Rationale

The District's goal is reasonable resolution-oriented processes that address concerns expeditiously. The new process creates a complex procedural scheme that is difficult to navigate and follow, and hinders the ability to reach fast resolutions with new information. Moreover, the goal is to maintain continuity with historical practices that are known to parents and community stakeholders while maintaining a solutions-based system.

Parent Conferences

Exemption From: TEC § 28.022(a)(1)

Texas Education Code § 28.022(a) requires the Rockwall ISD Board of Trustees to adopt a policy that provides for at least two opportunities for in-person conferences during each school year between each parent of a child enrolled in the district and the child's teachers.

Innovation

Prior to the 2025 Legislative Session, State law required the board of trustees of each school district to adopt a policy that provides for a conference between parents and teachers. Rockwall ISD is proud to collaborate and partner with parents and has a practice of offering at least one parent/teacher conference per year, on dates set forth on the campus calendar. In addition, Policy EIA(LOCAL) directs, "In addition to conferences scheduled on the campus calendar, conferences may be requested by a teacher or parent as needed."

Each campus welcomes parents to schedule time to meet with teachers, counselors, principals, and other staff members, as may be appropriate, to address any concerns they have concerning their child's education. Rockwall ISD believes the number of in-person parent/teacher conferences required each year is best left to the discretion of the local Board of Trustees, the District's Superintendent, and/or campus principals, in collaboration with parents. In addition, parent conferences are also available at any time upon request.

Instructional Plans and Syllabus

Exemption From: TEC § 26.0062

Texas Education Code § 26.0062 requires the Board to adopt a policy to make available on the District's internet website at the beginning of each semester an instructional plan or course syllabus for each class offered in the District for that semester. Further, the policy requires each teacher to provide before the beginning of each semester a copy of the teacher's instructional plan or course syllabus for each class for which the teacher provides instruction to (1) district administration and (2) the parents of each student enrolled in the class and provide for additional copies of an instructional plan or course syllabus to a parent of a student enrolled in the class on the parent's request.

Innovation

The additional requirement of making the instructional plan or course syllabus for each class offered in the District by the specific timeline specified in law places additional administrative burdens that impact District and campus preparations for the semester. Similarly, the requirement for teachers to provide copies of the instructional plan or course syllabus before the beginning of each semester to parents of each student enrolled in their classes places additional burdens on teaching staff by a timeline that does not take into account the multiple duties and responsibilities teachers must fulfill in a limited timeframe after they return to work from either the summer or winter breaks. Rockwall ISD maintains Parent Content Guides on the school district website that meet the instructional plan requirement for core content courses. If a teacher of a non-core course receives a request from a parent for a copy of the instructional

plan or course syllabus for a class in which their student is enrolled, the District will respond to such a request.

Implementation

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. The appropriate campuses and departments will develop specific implementation plans.

IX. Summary

The Local Innovation Plan results from the collaboration between multiple stakeholders. The needs of the district were investigated, and the plan created allows Campbell ISD the flexibility to make local decisions to best educate our students.