COLLEGE STATION
INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

March 8, 2022–March 8, 2027

I. Introduction

In the 84th Legislative Session, House Bill 1842 passed, permitting Texas public school districts to become Districts of Innovation (DOI) and to obtain exemption from certain provisions of the Texas Education Code (TEC). Obtaining District of Innovation status allows College Station ISD to take advantage of some of the same flexibilities that open-enrollment charter schools currently utilize.

On August 15, 2017, the College Station Independent School District's Board of Trustees passed a Resolution to become a District of Innovation. The purpose of pursuing the District of Innovation status was to increase local control over District operations and to support innovation and local initiatives.

The 2017 DOI Plan has been reviewed and submitted for renewal to the Board on February 15, 2022. A Public Hearing was held by the Board of Trustees on January 18, 2022 at 5:00 for public comments on the plan. The adoption of the plan sought to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On September 19, 2017, the Board held a Public Hearing for comments on becoming a District of Innovation and the Board appointed the District Education Improvement Council as the District of Innovation Advisory Committee composed of diverse leaders representing a cross-section of the District's stakeholders including teachers, campus administrators, parents, business and community leaders, and district administrators.

For the renewal of the CSISD District of Innovation Plan, the Committee met on October 13, 2021 to discuss areas of local control to benefit the stakeholders in the district and community. A draft District of Innovation Plan for College Station ISD was reviewed at a meeting of the committee on November 10, 2021 and a report was given to the Board of Trustees on November 16, 2021. The plan was posted on the District website for public review on November 29, 2021. A notice of renewal was sent to the Commissioner of Education on December 10, 2021.

Term

The term of this Plan is for five years, beginning March 8, 2022 and ending March 8, 2027, unless amended or abolished prior to this date by the Board of Trustees in accordance with the law. If, within the term of the District of Innovation Plan, other areas of local control benefiting the district's stakeholders are to be considered for flexibility as part of HB 1842, the Board will charge the appointed committee to consider suggested amendments and the process noted in TEC102.1307 will be followed. Upon the review and

committee's determination of needed amendments, the committee shall amend and verify all codes in the plan. The Board will adhere to the updated plan the same term as the original plan and will adopt all the codes in the amended plan as part of the amendment. The District may only have one innovation plan at any given time. *On December 10, 2025, College Station ISD DEIC unanimously approved the following amendments to be recommended to the CSISD Board of Trustees. On January 20, 2026, the board approved the recommendation to amend the DOI plan adding the last three amendments listed under Areas of Innovation.*

II. Areas of Innovation

TEC §21.003 Educators

Certification Required TEC 21.003 states that "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."

Benefit for CSISD

CSISD will strive to hire highly effective certified teachers and maintain the expectation of highly certified teachers. Flexibility in this area would allow the district to hire individuals who are knowledgeable in a hard to fill area and are fully equipped to effectively perform the duties of the position in question based on local certification criteria. Locally established teacher certification requirements would allow the district to consider strengths in an applicant such as:

- Recruit industry certified, trade professionals, and/or content area specialists with real world knowledge to teach specialized certification courses
- Increase the number of CTE course offerings, including dual credit, resulting in more opportunities for students
- Hire community college instructors or consider professional work experience
- Consider formal training/education in the content area
- Demonstration of success in teaching or working with students
- Ability to employ part-time professionals to teach specialty courses
- Consider a combination of work experience, training, and education in obtaining individuals with the expertise to teach students

Local Guidelines

- The administration will establish local criteria, such as years of experience, qualifications, and industry certifications, as part of the district's local teaching certificate criteria.
- Individuals hired under this exemption will be provided with district identified or district developed training, resources, and support.
- The superintendent or designee will approve the employment if the individual possesses the knowledge, skills and experience required of the position and

determines the individual could be an asset to students by providing quality instruction.
- The Superintendent will be authorized to allow a certified teacher to teach a grade level or course outside his or her area of certification.
- The Board will be notified prior to the locally certified individual beginning employment.

TEC §21.102(b) Probationary Contracts for Teachers

Under current law, a probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except teachers hired by the district who have worked in public education for five of the previous eight years are entitled to a term contract after only one year of probation.

Benefit for CSISD

Extending probationary contract times for all staff up to three years would allow:
- Flexibility to employ a teacher under a probationary contract for a second or third year to provide for more growth and coaching when the teacher is hired under the 5 of 8 rule.
- Additional time to fully assess and support a teacher before making decisions regarding moving the employee from a probationary contract.

Local Guidelines
- The district will establish administrative guidelines regarding the length of teacher probationary contracts.

TEC §21.404 Planning and Preparation Time

TEC 21.404 states that “Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students’ work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.”

Benefit for CSISD
- Flexibility in planning and preparation time will allow for opportunities for increased collaboration between educators in the district. Scheduling is a critical component in allowing for vertical, horizontal, and cross campus collaboration.
- All educators will have quality planning time each month, however, flexibility is requested for instructional planning allotments.

Local Guidelines

- The District will create procedures in order to provide the adequate time educators need to plan, but it would allow for innovative scheduling for things such as Professional Learning Communities.

TEC §25.0811 and §25.0812 First Day of Instruction and Last Day of Instruction

TEC 25.0811 states that "(a) Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August" and TEC 25.0812 states " (a) Except as provided by Subsection (b), a school district may not schedule the last day of school for students for a school year before May 15."

Benefit for CSISD

- Flexibility with TEC 25.0811 and 25.0812 will allow the district Calendar Committee greater flexibility in scheduling the start and end of the school year.
- Starting the school year earlier will help to balance out semesters
- Balanced semesters could better align with college semesters as well, allowing more opportunities for summer school, internships, and industrial certification opportunities for learners.
- Creates the flexibility for the District to pursue year round school of choice for identified populations.
- Ensure hour/seat time requirements are met for courses that provide some type of certification upon completion.

Local Guidelines

- The District Calendar Committee will continue to receive staff and community input when developing the district calendar.

TEC §.111 Student/Teacher Ratios

TEC 25.111 states that "(a) Except as provided by Section 25.112, each school district must employ a sufficient number of teachers certified under Subchapter B, Chapter 21, to maintain an average ratio of not less than one teacher for each 20 students in average daily attendance."

Benefit for CSISD

- Flexibility in this area will allow the district to determine the enrollment in classes, bearing in mind class structure, content, and the age of learners.

Local Guidelines

- The District will develop local policy establishing parameters for implementation of this innovative area.

TEC §25.112 Student/Teacher Ratios in Prekindergarten through Grade 4

TEC 25.112 states that "(a) Except as otherwise authorized by this section, a school

district may not enroll more than 22 students in a prekindergarten, kindergarten, first, second, third, or fourth grade class" and "(c) In determining the number of students to enroll in any class, a school district shall consider the subject to be taught, the teaching methodology to be used, and any need for individual instruction."

Benefit for CSISD

- Flexibility in this area will allow the district to determine the enrollment in classes, bearing in mind class structure, content, and the age of learners.
- Gives the district the ability to make decisions at the local level without applying to the Commissioner for an exception.

Local Guidelines

- The District will develop local policy establishing parameters for implementation of this innovative area.

TEC §.113 Notice of Class Size

TEC 25.113 states that "A campus or district that is granted an exception under Section 25.112(d) from class size limits shall provide written notice of the exception to the parent of or person standing in parental relation to each student affected by the exception.

Benefit for CSISD

- Flexibility in this area will allow the district to determine the appropriateness of parent notification as innovative class structures are explored and potentially put into place.

Local Guidelines

- The District will develop local policy establishing parameters for implementation of this innovative area.

TEC §37.0012 Designation of Campus Behavior Coordinator

TEC 37.0012 states that "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."

Benefit for CSISD

- Innovation in this area will allow the role of Campus Behavior Coordinator to be fulfilled by more than one administrator on campuses. All the duties and responsibilities outlined for a Campus Behavior Coordinator will be maintained in the shared responsibility at each campus.

Local Guidelines

- The District will develop administrative regulations establishing parameters for implementation of this innovative area.

Board-approved Amendments
January 20, 2026

TEC §25.036 Transfer Student Policy

Texas Education Code § 25.036 authorizes school districts to admit nonresident students on a transfer basis. This provision has been interpreted to require transfer approvals to remain in effect for one school year and to restrict a district's ability to revoke a transfer mid-year. This statute has been interpreted to require transfer approvals to remain in effect for an entire school year and to limit a district's authority to revoke a transfer during the year.

Benefit for CSISD

- The District wishes to continue accepting transfer students under this law. College Station ISD will continue to accept transfer students while retaining the authority to revoke transfer status during the school year when a student fails to meet District expectations.
- This flexibility is necessary to protect instructional quality, campus safety, and the effective use of District resources.
- Students who do not meet expectations interfere with the District's ability to educate resident students. Students who demonstrate chronic attendance issues, persistent disciplinary concerns, or failure to make reasonable academic progress require a disproportionate allocation of staff time and resources and materially interfere with the educational environment.

Local Guidelines

- All transfers are approved for one school year. Annual transfer applications are required pursuant to Board Policy FDA (Local).
- Transfer status may be revoked during the school year based on established criteria
- Consistently fail to meet District academic, attendance, or behavioral expectations
- Fail to meet the state's 90 percent attendance requirement.

TEC§26.011, §26A.001, §26A.002, and §26A.003 Grievance Policy

These provisions require school districts to adopt grievance procedures aligned with Chapter 26A of the Texas Education Code.The District remains committed to ensuring that no CSISD personnel, trustees, or anyone acting on behalf of the District engages in retaliation toward an individual who has filed a grievance.

Benefit for CSISD

- Maintains established grievance procedures through Board Policies DGBA, FNG, and GF that emphasize early resolution, accountability, and collaborative problem-solving.
- Preserves local discretion, avoids unnecessary procedural complexity, and ensures grievances are resolved at the most appropriate level.

Local Guidelines

- The District will continue to process grievances pursuant to Board Policies DGBA, FNG, and GF. Retaliation against individuals filing grievances is strictly prohibited.

TEC §45.205–§45.209 School District Depository Contract Requirements

The Texas Education Code regulates the process for school districts for the selection, awarding, and renewal of depository contracts.

Benefit for CSISD

- Align contract terms with local needs and financial cycles;
- Extend or renegotiate banking services when it is in the district's best financial interest;
- Avoid unnecessary administrative burden when the district is satisfied with its current depository services.

Local Guidelines

- The District will continue to ensure fiscal responsibility by:
    - Reviewing banking services and fees on a regular basis;
    - Using competitive or comparative evaluation methods as appropriate;
    - Maintaining transparent reporting to the Board of Trustees;
    - Complying with all state laws regarding fund investment, collateralization, and financial controls.

III. Implementation

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities and benefit the District's overall educational program. Specific implementation plans will be developed by the appropriate departments. Adjustments to Board Policy will be researched with input from District legal counsel and adopted where appropriate.