Crosby ISD
Local Innovation Plan

Introduction

The purpose of the Districts of Innovation designation is to return local control to School Districts across the State of Texas. This control provides exemptions from certain requirements identified in Texas Education Code that inhibit the district from making decisions based on local goals and student needs. In order to qualify, the district must be in satisfactory Academic and Financial standing, as assessed by the State of Texas Educational Accountability Systems.

> H.B. 1842 (84th Session of the Texas Legislature) in part amended Chapter 12 of the Texas Education Code (TEC) to create Districts of Innovations. Districts are eligible for designation if certain performance requirements are met and the district follows certain procedures for adoption as outlined in Statute. The designation provides the district will be exempt from certain sections of the TEC that inhibit the goals of the district as outlined in the locally adopted Innovation Plan.
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> The term of the designation as a district of innovation may not exceed 5 years. (Source: Texas Education Agency, General Information, Districts of Innovation)

The District of Innovation designation does not provide immunity from all established laws and procedures, as established by the Texas Education Code and Texas Administrative Code, but does provide relief from restrictions in many areas.

This plan will be in effect from January 2022 through January 2027.

(Specific effective date range: January 23, 2022 – January 23, 2027).

Crosby Independent School District

Tradition...With a Future

Crosby ISD Site Based (District-Level) Committee Members

Martha Corley	Elementary School Teacher
Amanda Lucas	Elementary School Teacher
Tara Havard	Elementary School Teacher
Tracy Oney	Elementary School Teacher
Robert Radcliffe	Elementary School Teacher
Aitsa Rios	Elementary School Teacher
Catherine Simpson	Elementary School Teacher
Racquel Steed	Elementary School Teacher
Javier Velazquez	Elementary School Teacher
Debbie Greer	Elementary Special Education Teacher
Sarah Rabalais	Middle School Teacher
Whitney Wood	Middle School Teacher
Laura Wilson	Middle School ESL Teacher
Penni Farrell	Middle School Intervention Teacher
Holly Lamb	High School Teacher
Raymond Blanchard	High School Teacher
Nikki Blanchat	High School/District Lead Counselor
Herlinda Minor	Elementary School Administrator
Marcus Ebow	Middle School Administrator
Andrea McArthur	Curriculum and Instruction Representative
Teresa Evans	Director of Child Nutrition
Sherri Long	Executive Director of Elementary Education
Todd Hicks	Executive Director of Secondary Education
Tania Enriquez	Parent and Community Representative
Tara Shuttlesworth	Parent and Community Representative
Robert Destin	Parent, Business, and Community Representative

Mission

The Mission of the Crosby Independent School District is to produce literate, responsible citizens capable of learning and applying academic and social skills successfully in any life setting.

District Philosophy

Crosby ISD recognizes that the provision of a quality PK - 12 education is the foundation of meaningful post-secondary accomplishments, as well as life-long learning. The district is committed to academic communities that are staffed by high quality professionals that have the opportunity to work together to plan lessons that are a complement to a creative and rigorous curriculum aligned to state standards, both vertically and horizontally. We believe in a supportive environment that fosters confidence, inspires thinking and ignites passion, leading to innovative classroom experiences. Educational excellence and student success are achieved through a collaborative process that acknowledges the significance of an involved community. Building and maintaining strong community partnerships, along with establishing positive relationships among all stakeholders, is integral to the support of the highest levels of teaching and learning.

Teacher Certification for Dual Credit and Career and Technical Educators

TEC 21.003	Teacher Certification Required
TEC 21.051	Rules Regarding Field-Based Experience
TEC 21.057	Parental Notification

According to Texas Education Code Section 21.003, 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. Section 21.051 imposes the requirement that before a district can hire a "teacher of record," the candidate must complete 15 hours of field-based experience under supervision, and Section 21.057 requires parental notification when an inappropriately certified or uncertified teacher is assigned to the same classroom for more than 30 consecutive days.

Innovative Actions

Crosby ISD is committed to providing students with the highest level of academic instruction possible. Locating certified teachers in certain Career and Technical and Dual Credit fields is challenging, and at times, impossible. By obtaining exemption from existing certification requirements, Crosby ISD will establish local qualifications, which will allow the district to hire teachers with experience in various Career and Technology fields including STEM (Science, Technology, Engineering and Mathematics) as well as Dual Credit subject areas. This provision will provide the district flexibility in hiring professionals from technical fields, college instructors, and internal applicants seeking assignments outside of their certification areas. This exemption also applies to the associated requirements of field experience and parental notification and negates the need to request approval from the Commissioner of Education. (Note: special education and bilingual/ESL teachers must continue to be SBEC certified and are not affected by this provision).

**These actions apply to CTE (including STEM) and Dual Credit certification areas only.*

Instructional Calendar

TEC 25.0811	First Day of Instruction
TEC 25.0812	Last Day of School

Current code states that students may not begin school before the 4th Monday of August and may not end the school year prior to May 15. For many years this was the rule; however, districts had the option of applying for a waiver to start earlier. The vast majority of districts applied for the waiver and would begin the 3rd Monday, some even going as early as the 2nd Monday. However, several years ago this waiver option was removed and all districts were required to begin school on or after the 4th Monday in August.

Innovative Actions

This flexibility of start date and end date of the school year allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This flexibility bridges the discrepancy between the number of instructional days in the fall and spring semesters, providing alignment and balance of instructional timeframes. Having the ability to adjust school start and end dates will also support the creation of a timely and relevant staff development program.

Innovative Curriculum and Instructional Methods

TEC 25.083(b)	School Day Interruptions
TEC 25.092	Minimum Attendance Requirements

Students across Crosby ISD have individual needs throughout their educational career. A portion of our responsibility is to tailor instruction to students in a manner that meets their needs to the maximum extent possible. Texas Education Code 25.083(b) is related to guidelines for school day interruptions and limits the amount of time students can be removed from a class for remedial tutorial to ten percent. Section 25.092 stipulates that a student in any grade level may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days that the class is offered.

Innovative Actions

The foundational purpose of education in Crosby ISD is to provide challenging, meaningful instruction in each classroom. The State of Texas requires all students to take the STAAR Reading, Math, Science, and Social Studies assessments during grades 3-8. It is also required that students take and pass five End of Course (EOC) assessments to be eligible for high school graduation. Students that fail to meet the passing standard or show a trend (based on data) towards not passing one or more of the high stakes tests are required to receive intense remediation. Therefore, in specific situations, students need the assistance of instructional specialists during the school day. Exemption from the policies referenced above will provide students the opportunity to register for classes of their choice, while at the same time receiving the necessary supplemental instruction needed for academic success. The exemption will provide Crosby ISD the opportunity to ensure that our students are prepared for transition to subsequent grade levels, and ultimately to obtain eligibility for high school graduation.

**These actions in no way alter policies related to compulsory attendance requirements.*

Class Size and Notice of Class Size

TEC 25.111	Student/Teacher Ratios
TEC 25.112	Class Size

Current state law requires districts to employ a sufficient number of certified teachers to maintain an average ratio of not less than one teacher for 20 students in average daily attendance and a classroom ratio of 22 students to one teacher in certain elementary classrooms. When an individual classroom in prekindergarten through fourth grade exceeds the 22:1 ratio, the district must submit a request for class size exception (waiver). In addition to the waiver request, it is required that a letter be sent to each parent of a student in the classroom that exceeds the 22:1 ratio, informing them that the waiver has been submitted and that the class exceeds the 22:1 ratio.

Innovative Actions

Crosby ISD is committed to maintaining appropriate classroom teacher to student ratios, recognizing the significance of the relationship between class size and learning. The district will continue to make thoughtful hiring decisions based on the required teacher to student ratios, while monitoring classroom sizes and making all related notification decisions at the local level, negating the need to file a TEA waiver that has historically not been denied. As the district continues to grow and evolve, these class size exemptions will also allow flexibility in the following areas as Crosby ISD continues to seek ways in which to provide the best learning environments for all students: scheduling students and teachers, balancing individual classroom enrollments and hiring timelines. In the event that a prekindergarten through fourth grade classroom exceeds the 22:1 ratio, the Crosby ISD Board of Trustees will be informed and written notification will be provided to parents.

Exemptions from TEC Mandates and Modification to the Innovation Plan

The intent of the District of Innovation provision is to allow districts to make local decisions regarding the best ways to provide the highest quality education possible to all students.

Crosby ISD reserves the right to modify the District of Innovation plan as needed as the district continues to grow and evolve, through both population and culture. Future District of Innovation plan exemption modifications will be determined by the district-level committee and approved by a 2/3 vote of the Crosby ISD Board of Trustees.

Conclusion

Crosby ISD's District of Innovation plan is designed to support the district philosophy through providing expanded opportunities to focus on distinct areas of identified student and faculty need. Specific plans of implementation will be developed as appropriate by campuses and departments in collaboration with the district's existing strategic planning process. The plan will be continuously monitored and reviewed at the local level.