Crosby Independent School District
District of Innovation Renewal Plan 2027

Empowering Students. A Future-Focused Community

Crosby ISD Site Based Decision Making Committee	
Name	**Role**
Herlinda Minor	Administrator
Allison Weaver	Administrator
Amy Hoehner	District
Colette Vallot	District
Isabella Fontenot	Parent
Pedro Guerrero	Parent
Jaclyn Wrobleski	Community Member
Kay Henley	Community Member
Jevauhnte Barnaba	Business Representative
Clarence Howell	Business Representative
Gladys Barron	Elementary Teacher
Tymbree Jones	Elementary Teacher
Leanne Herrington	Elementary Teacher
LaTonya Glover	Elementary Teacher
Kallyn Wilkins	Elementary Teacher
Chelsie Tharp	Elementary Teacher
Ruben Aguirre	Elementary Teacher
Karyn Blake	Elementary Teacher
Ruth Carrillo	Elementary Teacher
Kelly Angell	Elementary Teacher
Kim Smith	Elementary Teacher
Katrina Newell	Secondary Teacher
Amber Makari	Secondary Teacher
Ryland Hicks	Secondary Teacher
Candace McMahon	Secondary Teacher
Edith Cook	Secondary Teacher
Roberto Cruz	Secondary Teacher
Jennifer Crizer	Secondary Teacher
Joshua Caver	Special Education Teacher
Laura Wilson	Bilingual/ESL Teacher

I. Introduction

The District of Innovation designation provides Texas school districts with greater local control through legally permitted exemptions from certain requirements of the Texas Education Code. This flexibility allows Crosby ISD to make decisions that support local goals, student needs, and a high-quality education for all students.

House Bill 1842, passed by the 84th Texas Legislature in 2015, added Chapter 12A to the Texas Education Code to establish Districts of Innovation. Eligible districts must meet applicable academic performance requirements and follow the required procedures to adopt or renew a local innovation plan.

The designation allows exemptions only from requirements that may legally be waived and are specifically identified in the district's adopted plan. Crosby ISD remains responsible for complying with all other applicable laws and rules, including state academic and financial accountability requirements.

A District of Innovation designation may not exceed five calendar years. Crosby ISD's renewed plan will be effective January 23, 2027, through January 22, 2032.

Mission:

Crosby ISD is committed to protecting, preparing, and empowering every student for lifelong success in an ever-changing world.

District Philosophy:

Crosby ISD recognizes that a high-quality PK–12 education provides the foundation for meaningful postsecondary opportunities, lifelong learning, and future success. The district is committed to creating academic communities staffed by highly qualified professionals who collaborate to plan and deliver engaging, rigorous instruction aligned to state standards both vertically and horizontally.

We believe in creating supportive learning environments that build confidence, inspire thinking, foster curiosity, and provide meaningful learning experiences for every student. Through high expectations, effective instruction, and a commitment to continuous improvement, we strive to ensure all students have opportunities to grow and succeed.

Educational excellence and student success are achieved through collaboration among students, staff, families, and the community. Building strong community partnerships and positive relationships among all stakeholders is essential to supporting high-quality teaching, meaningful learning, and continued student achievement.

II. Teacher Certification:

TEC 21.003	Teacher Certification Required

Current Requirement
Texas Education Code §21.003 generally requires school district employees serving in positions requiring certification to hold the appropriate certificate or permit. This requirement may limit the district's ability to hire qualified individuals with relevant professional, industry, or specialized experience for certain teaching assignments.

Innovative Actions:
Crosby ISD seeks flexibility to hire qualified individuals for eligible Career and Technical Education (CTE), Dual Credit, and Physical Education assignments when appropriately certified candidates are not available.

The district may establish local qualification requirements and consider an individual's education, professional or industry experience, credentials, specialized training, coaching experience, and demonstrated expertise when determining eligibility for an assignment.

- **CTE:** Qualified industry professionals may be considered based on relevant experience, credentials, licenses, and expertise.
- **Dual Credit:** Qualified individuals may be considered but must meet all applicable requirements of the partnering institution of higher education.
- **Physical Education:** Qualified individuals who do not hold a Texas Physical Education certification may be considered based on relevant education, training, experience, and demonstrated expertise.

The district will review and approve the qualifications of individuals hired under this exemption and ensure they are prepared to effectively teach the applicable Texas Essential Knowledge and Skills (TEKS).

Crosby ISD will exercise this flexibility in accordance with all applicable state and federal requirements.

**These actions apply to CTE, Dual Credit, and Physical Education certification areas only.*

III. Instructional Calendar:

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

Current Requirement
Texas Education Code §25.0811 generally prohibits school districts from beginning student instruction before the fourth Monday in August. TEC §25.0812 generally prohibits districts from scheduling the last day of school before May 15.

Innovative Actions
Crosby ISD seeks exemption from TEC §§25.0811 and 25.0812 to determine the first and last days of student instruction locally based on the instructional needs of students and the needs of the community.

Local control of the instructional calendar will allow the district to:

- Balance instructional time between semesters.
- Provide additional opportunities for professional learning and staff development.
- Align the calendar with instructional priorities, assessment schedules, and student needs.
- Establish start and end dates that best support the district's academic goals.

The Crosby ISD Board of Trustees will annually adopt an instructional calendar that best supports student learning while meeting applicable state instructional-time requirements and all other calendar requirements from which the district is not exempt.

IV. Innovative Curriculum and Instructional Methods:

TEC 25.092(a)	Minimum Attendance Requirements

Current Requirement
Texas Education Code §25.092(a) generally requires students in kindergarten through grade 12 to attend at least 90 percent of the days a class is offered to receive credit or a final grade, subject to statutory exceptions.

TEC §25.083(b) limits removal from a regularly scheduled class for remedial tutoring or test preparation to no more than 10 percent of the school days on which the class is offered unless written parental consent is provided. Separate requirements under TEC §28.0211 govern accelerated instruction, including restrictions on removing students from foundation and enrichment instruction, recess, and other physical activity.

Innovative Actions
Crosby ISD seeks a limited exemption from TEC §25.092(a) to support individualized instruction when students participate in district-authorized instructional services during a regularly scheduled class. This flexibility will support students' academic needs while preserving access to a broad curriculum and opportunities to participate in elective courses.

The exemption will apply only when a student is present at school or participating in an otherwise authorized instructional setting and receives documented, district-authorized instructional services in place of attendance in the regularly scheduled class.

The district will implement this flexibility through administrative procedures that:

- Require campus administrator approval and documentation of the instructional need, services provided, and class periods affected.
- Ensure students receive instruction in the required Texas Essential Knowledge and Skills and demonstrate mastery of the course content before receiving credit or a final grade.

- Monitor student progress and adjust instructional services as needed.
- Comply with TEC §25.083(b), including obtaining written parental consent when required.
- Comply with applicable accelerated-instruction requirements under TEC §28.0211, including restrictions on removal from foundation and enrichment instruction, recess, and other physical activity.
- Preserve applicable parental rights and requirements for students receiving special education or Section 504 services.

This exemption does not excuse unrelated absences or automatically award credit or a final grade. It does not change compulsory attendance requirements, attendance reporting or funding requirements, state assessment requirements, or graduation requirements.

V. Class Size and Notice of Class Size:

TEC 25.112	Class Size
TEC 25.113	Notice of Class Size

Current Requirement
Texas Education Code §25.112 generally limits enrollment in prekindergarten through fourth grade classes to 22 students, subject to statutory exceptions. When a class exceeds the applicable limit, a district must request a class-size exception from the Texas Education Agency.

TEC §25.113 requires a district that is granted a class-size exception to provide written notice to the parent or person standing in parental relation to each affected student. The statute specifies the content, format, and timing of the notice.

Innovative Actions
Crosby ISD seeks exemption from TEC §25.112 to make local decisions regarding class sizes in prekindergarten through fourth grade without submitting individual class-size exception requests to the Texas Education Agency. The district also seeks exemption from TEC §25.113 to implement the local parent-notification process described below.

Crosby ISD will continue to use 22 students per classroom as its planning target for prekindergarten through fourth grade. Flexibility to exceed this target will support timely responses to enrollment growth, classroom balancing, student scheduling, and staffing needs.

Before approving a class size above 22 students, the superintendent or designee will consider student needs, teacher workload, available classroom space, instructional effectiveness, and available staffing and support. Class sizes will be monitored, and adjustments will be considered when needed to support student learning.

When a prekindergarten through fourth grade class exceeds 22 students, the Crosby ISD Board of Trustees will be informed, and written notification will be provided to the parents or persons standing in parental relation to students in the affected class. The notification will identify the class, state the number of students enrolled, and explain that the district is exercising flexibility under its locally adopted District of Innovation plan.

Crosby ISD will continue to comply with TEC §25.111 regarding the districtwide average student-teacher ratio and with all other applicable requirements from which the district is not exempt.

VI. Probationary Contracts:

TEC 21.102(b)	Probationary Contracts

Current Requirement

Texas Education Code §21.102(b) limits a probationary contract to one school year. Although probationary contracts may generally be renewed for additional one-year periods as authorized by law, 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. For purposes of this section, "teacher" includes the professional employees identified in TEC §21.101.

Innovative Actions

Crosby ISD seeks a limited exemption from TEC §21.102(b) to permit a second consecutive one-year probationary contract for an eligible employee who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

This flexibility will provide additional time to evaluate performance, provide coaching and support, and determine readiness for a term contract. Additional time may be appropriate when an employee begins employment late in the school year, has an extended absence, or needs further opportunities to demonstrate growth and meet district expectations.

The decision to recommend a second probationary year will be made on an individual basis following a review of available evaluations, documented performance, support provided, and recommendations from the employee's supervisor. The superintendent or designee will review the recommendation before it is presented to the Board of Trustees for action.

Eligible employees may be recommended for a term contract following their first probationary year when their performance supports that recommendation. When additional evaluation and support are warranted, the district may offer a second one-year probationary contract.

This exemption is limited to extending the otherwise applicable one-year probationary period to a maximum of two consecutive school years for these employees. Each probationary contract will remain limited to one school year. All other applicable contract requirements and employment procedures will remain in effect.

VII. Exemptions from TEC Mandates and Modification of the Innovation Plan

The District of Innovation designation allows Crosby ISD to make local decisions through legally permitted exemptions from the Texas Education Code that support district priorities and a high-quality education for all students.

Crosby ISD may modify its District of Innovation plan as student, district, and community needs evolve, consistent with applicable law and commissioner rules. Changes must be approved by a

majority vote of the district-level committee and at least two-thirds of the full membership of the Crosby ISD Board of Trustees.

Following approval, the district will post the updated plan on its website and provide TEA with a link within 15 days, along with required exemption information and approval dates. Amendments do not extend the plan's expiration date.

VIII. Conclusion

Crosby ISD's renewed District of Innovation plan supports the district's philosophy by providing flexibility to address identified student and staff needs. Campuses and departments will develop implementation plans as needed, in alignment with the district's strategic planning process. The district will regularly monitor and review the plan to ensure it continues to support student learning and district priorities.