



**College Station  
Independent School  
District**

**District of Innovation Draft  
Plan**

**Draft District of Innovation Plan for College Station ISD  
October 3, 2017**

**2017-2018 District of Innovation Board Appointed Committee**

<b>Grades Pre-K – Grade 4</b>		<b>Expires</b>
Elaine Everett	College Hills	09/19
Sandra Hay	Pebble Creek	09/19
Beverly Shimek	Rock Prairie	09/19
Catherine Eckhardt	South Knoll	09/18
Rebecca Griffey	Southwood Valley	09/18
Stephanie Weaver	Forest Ridge	09/19
D’Ann Johnson	Creek View	09/18
Charla Anderson	Greens Prairie	09/19
Venette Bradham	Spring Creek	09/18

<b>Grades 5-6</b>			<b>Expires</b>
Danny Morchat	Vice-Chair	Oakwood	09/18
Mandy Schwanke		Pecan Trail	09/19

<b>Grades 7-8</b>			<b>Expires</b>
Wendy Miles		AMCMS	09/18
Claire Hall		CSMS	09/19

<b>Grades 9-12</b>			<b>Expires</b>
Jackie Shoemake	Co-chair	A&M Consolidated High School	09/19
Sheridan Clinkscales	Secretary	College Station High School	09/18

<b>Alternative Programs</b>			<b>Expires</b>
Laura Weingand		CVHS	09/19

<b>Elementary-At-Large</b>			<b>Expires</b>
Josh Bowling		LEAP	09/18

<b>Secondary-At-Large</b>			<b>Expires</b>
Amice Parsons		AMCHS	09/19

<b>Elementary Administrator</b>			<b>Expires</b>
Jennifer Skrvanek		CHE	09/19

<b>Secondary Administrator</b>			<b>Expires</b>
Julia Mishler		CSHS	09/19

<b>Non-Teaching District Level Professional - Parent/Community/District-level Professional Representatives</b>		
Catherine Anderson	Parent, Grades Pre-K – 4 (GP) Head Start	09/19
Darin Paine	Parent, Grades Pre-K – 4 (GP)	09/19
Kim Rutledge	Parent, Grades 5-8 (CSMS/CG)	09/19
Shawn Henderson	Parent, Grades 5-8 (AMCMS/OW)	09/19
Stephanie Gray	Parent, Grades 9-12 (AMCHS)	09/19
John Crockett	Parent, Grades 9-12 (CSHS)	09/19
Miranda Walichowski	Parent-At-Large	09/18
Ruthy Boring	Parent-At-Large	09/17
Cheletia Johnson	Community Member	09/18
Debi Stoll	Community Member	09/19

Andy Wilson	Business Member	09/18
Jason Ortgies	Business Member	09/19
Carol Barrett	Trustee	
Michael Wesson	Trustee	
Clark Ealy	Superintendent	
Greg McIntyre	Deputy Superintendent for Curriculum and Instruction	
Molley Perry	Executive Director for Special Services and Accountability	
Chuck Glenewinkel	Director for Communications	
Chrissy Hester	Director for Student Services	
Kelly Kovacs	Director for Instruction and Leadership Development	
Marla Ramirez	Director for Special Programs	
Karen Ferguson	Director for Career Technology	
Chad Gardner	Director of of Community Education	
Tami Dudo	Coordinator for AVID	
Aaron Hogan	Coordinator for English/Language Arts	
Jennifer Smith	Coordinator for Math & Science	

## 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). The status of District of Innovation would allow College Station ISD to have most of the 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 is to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks 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 a thirty-three member District of Innovation District 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. The Committee met on October 3, 2017, to discuss areas of local control to benefit the stakeholders in the district and community and to draft the District of Innovation Plan for College Station ISD.

## I. Term

The term of the Plan is for five years, beginning November 15, 2017 and ending November 15, 2022, 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 nominate a new committee to consider suggested amendments. Upon the appointed committee's determination of needed amendments, the committee shall amend and verify all codes in the plan. The Board will adhere to 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.

## **II. Areas of Innovation**

### **TEC 21.003 Educators**

A. 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**

The current certification requirements inhibit the District's ability to hire including, but not limited to professionals with industry experience to teach Career and Technical Education (CTE) and Science, Technology, Engineering, Arts, & Mathematics (STEAM) courses. In order to expand opportunities for students to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits. Locally established teacher certification requirements allow the District to:

- Recruit industry certified and/or trade professionals with real world knowledge to teach specialized certification courses
- Increase the number of CTE course offerings resulting in more opportunities for students
- Offer dual credit opportunities in CTE courses
- Hire community college instructors

- Provide realistic requirements for professionals transitioning from industry to teaching
- Ability to employ part-time professionals to teach specialty courses

### **Local Guidelines**

- The District will establish Local Criteria, such as years of experience, qualifications, and industry certifications, as part of our local teaching certificate criteria
- Principals, along with the CTE Director, will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the district to certify the individual locally. The Board will be notified prior to the locally certified individual beginning employment

### **TEC 21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships**

A. TEC 21.051 Field-Based Experience states that “In this section, "teacher of record" means a person employed by a school district who teaches the majority of the instructional day in an academic instructional setting and is responsible for evaluating student achievement and assigning grades. (b) Before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities under supervision at: a public school campus accredited or approved for the purpose by the agency; or a private school recognized or approved for the purpose by the agency. (c) Subsection (b) applies only to an initial certification issued on or after September 1, 2012.”

### **Benefit for CSISD**

- The current field-based experience requirements require the Board to propose rules to be submitted to the Commissioner to adopt for the District’s ability to regarding the 15 credit hours of field-experience, without having the commissioner approve the criteria set forth by the district for private school observation opportunities for the 15 hours.
- Allow the board local control of establishing their own criteria for individuals lacking the 15 hours of field-experience.

### **Local Guidelines**

- The District will establish Local Criteria for the 15 credit hours of field-based experience required

### **TEC 21.053 Presentation and Recording of Certificates**

A. TEC 21.053 Presentation and Recording of Certificates states that “A person who desires to teach in a public school shall present the person’s certificate for filing with the employing district before the person’s contract with the board of trustees of the district is binding. (b) An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

### **Benefit for CSISD**

- Local control would allow the Board to pay individuals who have been selected to teach classes without without the issuance of of a valid teaching certificate in regards to innovation with TEC 21.003.

### **Local Guidelines**

- The District will establish policy or administrative guidelines regarding pay for teachers in the areas noted in innovation TEC 21.003. The Board would be informed prior to the hiring of said individuals with a trade certificate, a professional degree, or out-of-state teaching certificate.

### **TEC 21.057 Parental Notification**

A. TEC 21.057 states that “a school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom. (b) The superintendent of the school district shall provide the notice required by Subsection (a) not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.”

### **Benefit for CSISD**

- Local control would allow for non-notification of parents when an individual is hired that meets the Board's determined criteria for hiring under the District's Innovation Plan.

#### **Local Guidelines**

- The District will establish policy or administrative guidelines regarding notification of parents with individuals hired using the District of Innovation TEC selections.

#### **TEC 21.401 Minimum Service Required**

- A. TEC 21.401 states that "A contract between a school district and an educator must be for a minimum of 10 months' service. (a-1) to (a-4) Expired. (b) An educator employed under a 10-month contract must provide a minimum of 187 days of service. (c)The commissioner, as provided by Section 25.081(b), may reduce the number of days of service required by this section. A reduction by the commissioner does not reduce an educator's salary.

#### **Benefit for CSISD**

- Local control would allow for the district to define a teacher contract and the days it includes
- Proposal could potentially reduce the length of teacher contracts with no negative effect on teacher salaries. This could result in a stronger alignment between teacher days and the 75,600 minutes of instruction required for students.

#### **Local Guidelines**

- The district will establish policy or administrative guidelines regarding the length of educator contracts.

#### **TEC 21.404 Planning and Preparation Time**

- A. 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 would 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 would have quality planning time each month, however, flexibility is requested for instructional planning allotments.

### **Local Guidelines**

- The District would 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.

## **Chapter 25 Admission, Transfer, and Attendance**

### **TEC 25.0811 and 25.0812 First Day of Instruction and Last Day of Instruction**

- A. 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 Certification courses.



### **Local Guidelines**

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

### **TEC 25.092 Minimum Attendance for Class Credit or Final Grade**

- A. TEC 25.092 states that “(a) Except as provided by this section, a student in any grade level from kindergarten through grade 12 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 the class is offered.”

### **Benefit for CSISD**

- Provide educational advantages to students through innovation in the method, location, and times instruction may be delivered to students.
- Flexibility in the District penalizing students who miss class due to legitimate school activities.
- Flexibility with this TEC 25.092 does not constitute any substantive exemption from compulsory attendance or UIL rules, nor does it limit or modify a teacher’s ability to assign or determine grades in accordance with TEC 28.0214 and 28.0216.

### **Local Guidelines**

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

### **TEC 25.111 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 would allow the district to determine the enrollment in classes, bearing in mind class structure, content, and the age of learners.

#### **Local Guidelines**

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

### **TEC 25.112 Student/Teacher Ratios**

- 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 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 would 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 would develop local policy establishing parameters for implementation of this innovative area.

### **TEC 25.113 Student/Teacher Ratios**

- 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 would allow the district to determine the appropriateness of parent notification as innovative class structures as explored and potentially put into place.

#### **Local Guidelines**

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

### **III. Implementation**

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