

# Celina ISD

## District of Innovation Plan

### **District of Innovation:**

#### **I. INTRODUCTION**

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and obtain an exemption from certain provisions of the Texas Education Code. On November 14, 2016, Celina Independent School District's Board of Trustees ("Board") passed a Resolution to Adopt a District of Innovation Plan to increase local control over District operations and support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility to improve educational outcomes for the benefit of students and the community. On December 12, 2016, the Board appointed a twenty-two-member District of Innovation Advisory Committee ("Committee") comprised of diverse leaders representing a cross-section of the District's stakeholders, including teachers, principals, parents, and administrators. On Tuesday, December 13, 2016, the Committee met to discuss and draft the Local Innovation Plan ("Plan").

The Committee met on Wednesday, October 20, 2021, to review and consider additions or deletions to the current Local Innovation Plan. The recommendation was to retain the current plan without changes.

#### **II. TERM**

The Plan's term is for no more than five years, beginning January 31, 2022, and ending January 31, 2027, unless terminated or amended earlier by the Board of Trustees in accordance with the law. Suppose within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842. In that case, the Board will nominate a new committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the Board will adhere to the same term as the original plan. The District may not implement two separate plans at any one time.

#### **III. INNOVATIONS**

The District proposes flexibility in the following areas:

##### **A. Certification Required**

Applicable Provisions from the Texas Education Code: TEC 21.003 and TEC 21.057

Policies that may be affected: DBA (LEGAL), DBA (LOCAL), DK (LEGAL), DK (LOCAL), and DBP (LEGAL)

TEC 21.003 states, “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.” TEC 21.057 requires 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 the classroom.” The current certification and notice requirements inhibit the District’s ability to hire professionals with industry experience to teach Career And Technical Education (CATE) and Science, Technology, Engineering, (Art), & Mathematics (STEM/STEAM) courses. In order to provide more students the opportunity 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.

Flexibility to establish its own teacher certification requirements affords the District the following advantages:

- Industry certified and/or trade professionals to teach specialized certification courses;
- Greater number of CATE course offerings resulting in more opportunities for students;
- Realistic requirements for professionals transitioning from industry to teaching; and
- Ability to employ part-time professionals to teach specialty courses.

## **B. Uniform School Calendar**

Applicable Provisions from the Texas Education Code: TEC 25.0811 and TEC 25.0812

Policies that may be affected: EB (LEGAL) and EB (LOCAL)

TEC 25.0811 states that a school district may not begin instruction before the fourth Monday in August. TEC Section 25.0812 states that a school district may not schedule the last day of school before May 15.

Local control of the instructional calendar affords the District the following advantages:

- Elimination of imbalanced 9 weeks and semester schedules while still ending the first semester prior to the holiday break.
- Alignment of the calendar with Collin College, Advanced Placement Exams, and STAAR/EOC timelines.
- Ensure hour/seat time requirements are met for Certification courses.

### **C. Probationary Contracts**

Applicable Provisions from the Texas Education Code: TEC 21.102(b)

Policies that may be affected: DCA (LEGAL)

Texas Education Code Section 21.102(b) states that “a probationary contract 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 with the district.” Many times this period of time is not sufficient to evaluate the teacher’s effectiveness in the classroom since teacher contract timelines demand employment decisions must be made prior to the availability of end-of-the-year classroom and student data.

By providing an additional year of probationary status, the campus and district administration can:

- Better evaluate a teacher’s effectiveness;
- Ensure fit for the district and campus culture; and
- Provide an opportunity for teacher growth.

### **D. Class Size Requirements for Elementary grades**

Applicable Provisions from the Texas Education Code: TEC 25.111, TEC 25.112, and TEC 25.113

Policies that may be affected: EEB (LEGAL), BF (LEGAL), and EHAA (LEGAL)

TEC 25.111 requires districts “employ a sufficient number of teachers certified to maintain an average ratio of not less than one teacher for every 20 students in average daily attendance except as provided by section 25.112.” TEC 25.112 prohibits a school district from enrolling more than 22 students for Kindergarten - fourth-grade classes unless a school district receives an exemption through the TEA waiver process. TEC 25.113 requires a district to notify parents of waivers or exceptions to class size limits as stated within the Code. According to these statutes, districts are required to maintain a 22:1 student to teacher ratio for Kindergarten through fourth grade. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency.

Historically, these waivers are never rejected by the TEA. This proves to represent an unnecessary step for the education of our students. Additionally, a letter must be sent home to the parents of each student in the class exceeding the limit to inform them that a waiver

has been filed. This statute does not take into consideration the impact of students being transferred to new classrooms in the middle of the school year. The desire is to provide for lower class sizes, but realize the growth curve experienced by the district.

By providing for local control, the district seeks to:

- Locally monitor and maintain appropriate class size without the necessity of waivers;
- Maintain a class student to teacher ratio of 22:1; and
- Allow for flexibility for hiring personnel as we face exponential growth.

### **E. Group Health Benefits for School Employees**

Applicable Provisions from the Texas Education Code: TEC 22.004(i)

Policies that may be affected: CRD (LEGAL) and CRD (LOCAL).

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Celina ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This provision is in direct contradiction to the wishes of the Celina ISD Board of Trustees who represent community interests in this matter. Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. By providing for local control, the district seeks to:

- Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

## **IV. 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 campuses and departments. Adjustments to Board Policy will be researched and adopted where appropriate.

## V. DISTRICT OF INNOVATION COMMITTEE

<b>Member:</b>	<b>Representative:</b>
Tom Maglisceau	Superintendent
John Mathews	Assistant Superintendent of Administrative Services
Lori Sitzes	Assistant Superintendent of Instruction and Technology
Russell McDaniel	Assistant Superintendent of Student Services
Marilyn Chamberlin	Director of Technology
Jill Roza	District Community Liaison
Starla Martin	District Coordinator of Student Services
Nancy Alvarez	Celina Primary School Principal
Kari McMeekan	Celina Primary School Teacher
Amanda Jones	Celina Primary School Teacher
Marla Fowler	Celina Primary School Teacher
Raquel Pierce	Celina Primary School Teacher
Jeremy Holcomb	Celina Primary School Parent
Stacy Ceci	O'Dell Elementary School Principal
Lauri Welch	O'Dell Elementary School Counselor
Julie Dobbins	O'Dell Elementary School Teacher
Amanda Patterson	O'Dell Elementary School Teacher
Andrew Stamper	O'Dell Elementary School Teacher
Mandy Brignon	O'Dell Elementary School Teacher
Yessenia Saucedo	O'Dell Elementary School PTA/Parent
Natalie Whitlow	O'Dell Elementary School PTA/Parent
Linley Hawkins	Lykins Elementary School Principal
Raychel Hammons	Lykins Elementary School Teacher
Richard Hagan	Lykins Elementary School Teacher
Sherry Ollison	Lykins Elementary School Teacher/Bobcat Moms
Angela Bailey	Lykins Elementary School Teacher

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Jennifer Hanson	Lykins Elementary School PTA/Parent
Jennifer Turner	Lykins Elementary School PTA/Parent
Elizabeth Huse	Lykins Elementary School PTA/Parent
Kristi Phillips	Lykins Elementary School PTA/Parent
Jamey Briscoe	Celina Middle School Principal
Stefanie Place	Celina Middle School Teacher
Kimberly Brinkerhoff	Celina Middle School Teacher
Brian Roach	Celina Middle School Parent
Jennifer Thomas	Celina Middle School Parent/Celina Education Foundation
David Wilson	Celina High School Principal
Greg Sherwood	Celina High School Administrative Intern
Lori Gibbs	Celina High School Student Services Coordinator
Nicole Linera-Gonzalez	Celina High School Teacher
Angela Nowlin	Celina High School Teacher/Band Parent
Craig Turner	Celina High School Parent
Andrea DeBolt	Celina High School Parent
Chris Keaveney	Celina Community Member
Mary McCauley	Celina Education Foundation/Community Member

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## VI. PROPOSED TIMELINE

Wednesday, October 6, 2021 - 8:30 a.m., Administration Conference Room.

- Meeting with the Cabinet to review the district's innovation plan, renewal process, and consider additions.

Wednesday, October 13, 2021 - 8:30 a.m., Administration Conference Room.

- Meeting with the Cabinet to review the district's innovation plan and consider additions.

Wednesday, October 20, 2021 - 5:00 p.m., Athletic Facility Banquet Room.

- Meeting with the District Site-Based Committee (Bobcat Counsel) to review the district's innovation plan, renewal process, and consider additions. No new additions or changes were recommended to the Local Innovation Plan.
- The explanation provided for requirements and ramifications of the District of Innovation.
- Discuss possible exemptions.
- Decide which exemptions to pursue and include in our plan.

Friday, November 12, 2021 - Post Proposed District of Innovation Plan on District Website.

Monday, November 15, 2021 - 6:00 p.m., Athletic Facility Banquet Room (Board Room).

- Presentation to Celina ISD Board of Trustees to renew the current innovation plan for Board consideration. Request Board approval of notice.

Tuesday, November 16, 2021

- Notification to be sent to the Texas Commissioner of Education that the Board intends to vote on the renewal of the Local Innovation Plan.

Wednesday, November 17, 2021, - 5:00 p.m., Athletic Facility Banquet Room.

- Public Hearing to explain and discuss the possibility of renewing the Local Innovation Plan as required by TEC §12.002 (b) (2), and §12.003.
- Committee to vote on the proposed Local Innovation Plan.

Monday, December 13, 2021, - 6:00 p.m., Board Room.

- Present plan to the Board of Trustees.
- Board votes on District of Innovation Plan – Must approve by a 2/3 majority vote.

- Send notification to Commissioner of Education of Board's approval of District of Innovation Plan.

Tuesday, December 14, 2021

- Notification is to be sent to the Texas Education Commissioner for the approval of the plan, along with a list of the approved TEC exemptions by completing the TEA form 19.