

Canton ISD

District of Innovation Plan (HB 1842)

2016-2017

Canton ISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. We feel this is a great opportunity for our local district to tailor plans based on the needs of our students and community.

This plan will be in effect for the 2016-2017 school year through the 2020-2021 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

District Innovation Team

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| 1. Jay Tullos | Superintendent |
| 2. Brenda Sanford | Curriculum and Accountability Director |
| 3. Kelly Lamar | Elementary Principal |
| 4. Marsha Robison | Intermediate Principal |
| 5. Amy Autry | Junior High Principal |
| 6. Jarrod Bitter | High School Principal |
| 7. Ashley Herchman | Elementary Teacher |
| 8. Staci Dunn | Intermediate Teacher |
| 9. Lisa Parker | Junior High Teacher |
| 10. Jan Parker | High School Teacher |
| 11. T.A. Hale | Board of Trustees |
| 12. Sarah Clayton | Parent/Business Owner |
| 13. Nathan Moore | Parent/Canton City Council |
| 14. Honorable Dan Flynn | Texas House of Representatives |

District of Innovation Timeline

Tuesday, February 2nd – 9:00am, Board Room

Initial meeting with administrative staff to discuss preliminary thoughts and discuss possible members of the District of Innovation Committee.

Monday, February 8th – 1:00pm, Board Room

Meeting with administrative staff to further discuss thoughts and discuss possible members of the District of Innovation Committee.

Monday, February 15th

5:45pm, Special Board Meeting

- Board of Trustees approve resolution to hold a public hearing to discuss the possibility of using HB 1842 to become a District of Innovation.
- Adjourn

5:50pm, Public Hearing

- Public hearing to explain and discuss the possibility of becoming a District of Innovation.

6:00pm, Regular Meeting

- Approve a motion to pursue local, “District of Innovation” plan.
- Board of Trustees approve the members of the District of Innovation Committee.

Thursday, February 18th – 4:00pm, Administration Office

Initial meeting of the District of Innovation Committee.

Monday, February 22nd – 4:00pm, Administration Office

2nd meeting of the District of Innovation Committee

Tuesday, February 23rd – 4:00pm, Administration Office

District Advisory Committee Meeting

Monday, February 29th – 3:45pm, Larry Davis Auditorium

District-wide faculty meeting

Tuesday, March 1st – Wednesday, March 30th

Post the District of Innovation plan on the district website for 30 days

Thursday, March 31st – 6:00pm, Special Board Meeting

- Approve the District of Innovation plan
- Approve the 2016-2017 school calendar

Monday, April 4th

Update all policy changes with TASB

1. School start date

(EB LEGAL) (Ed. Code 25.0811)

Currently

Students may not begin school before the 4th Monday of August. 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.

The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Proposed

To allow for a calendar that fits the local needs of our community, we would like to consider moving the mandatory start date back one week which would better benefit our students.

- a. Students will begin no earlier than the 3rd Monday of August.
- b. Teachers will begin no earlier than the 2nd Monday of August.
- c. This will allow the first and second semesters to be closer in the number of days of instruction.
- d. The goal is to improve the district attendance rate and student success through the flexibility in the calendar.

2. Submitting waivers for Kindergarten – Grade 4 class size

(EEB LEGAL) (Ed. Code 25.111) (Ed. Code 25.112) (Ed. Code 25.113)

Currently

Kindergarten – 4th Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. These waivers are never rejected by TEA. This is a bureaucratic step that serves no purpose.

Along with the waiver, it is required that a letter is sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted. Many times soon after the waiver is submitted, students move out of the district and we are below the 22:1 ratio.

Proposed

While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment.

- a. CISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees.
- b. In the event a K-4th core classroom reaches 25:1, the campus will notify the parents of the students in the classroom and inform them of the situation.
- c. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.
- d. This gives CISD the flexibility without having the bureaucracy of waivers within the Texas Education Agency.

3. Teacher and Principal Evaluation

(DNA LEGAL, DNA LOCAL) (Ed. Code 21.203) (Ed. Code 21.352)

Currently

The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017, that will be called the Texas Teacher Evaluation and Support System (T-TESS).

Districts currently have the authority to only formally appraise teachers once every five school years. Canton ISD teachers are formally evaluated annually.

Principals must complete five informal walk-throughs each week.

Principals are evaluated annually on a locally developed plan.

Proposed

A committee of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of CISD.

- a. Canton ISD will utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from central administration, campus administration, and teachers. It will use staff input, PDAS, T-TESS, T-PESS, and any other relevant best practice.
- c. A minimum of 50% of a campus's teachers must be formally evaluated every year. All teachers must be formally evaluated at a minimum of every third school year. Every teacher will receive a minimum of six, informal walk-throughs per year.
- d. All teachers will have an annual summative conference to discuss the year and to set classroom goals and a staff development plan.
- e. Principals will continue to be evaluated annually on a locally developed plan.
- f. These locally developed plans should reflect the strengths, areas of concern, and goals for Canton ISD.

4. Teacher certification

(DK LEGAL, DK LOCAL, DK EXHIBIT)

Currently

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request. There is a lot of bureaucracy and unnecessary paperwork involved in the process.

Proposed

In order to best serve CISD students, decisions on certification will be handled locally.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
- b. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.
- c. This will allow more flexibility in our scheduling and more options for our students in class offerings.