



**Corsicana ISD  
Innovation Plan  
2017-2022**

# Corsicana ISD as a District of Innovation

House Bill 1842, passed during the 84<sup>th</sup> Legislative Session, permits Texas public school districts to become Districts of Innovation (DOI) and through this designation to become exempt from certain provisions of the Texas Education Code (TEC). Corsicana ISD's plan is aligned with the District's Strategic Plan, **Vision2020**, and supports the Mission, Beliefs, Learner Outcomes, Goals, and Actions included in that plan.

In December of 2016, the Board of Trustees received a presentation on the concept, goals, requirements, and parameters for Districts of Innovation. In January of 2017, the Board of Trustees passed the resolution to initiate the process of planning for CISD to become a District of Innovation. The committee, comprised of a diverse group of key district stakeholders, met during the month of February to develop and review the draft document.

As a District of Innovation, Corsicana Independent School District (CISD) seeks to maximize local control over educational and governance decisions for students and staff. In order to move forward, CISD seeks exemption from the provisions detailed below of the Texas Education Code (TEC). The District will continue to follow the TEC in all other areas. Should amendments to this plan be considered in the future, the District will reconvene the innovation plan committee to initiate the appropriate process, as outlined in the TEC.

## Timeline

<b>Action</b>	<b>Responsibility</b>	<b>Date</b>
Board Resolution	Board of Trustees	Jan. 23, 2017
Public Hearing	Board of Trustees	Jan. 23, 2017
Appoint innovation committee	Board of Trustees	Jan 23, 2017
Innovation committee meeting	Superintendent	Feb. 8, 2017
Innovation committee meeting	Superintendent	Feb. 16, 2017
Post proposed Innovation Plan on CISD website	District	March 9, 2017
Send notification to Commissioner of Education on the District's intention to vote on the local plan	Board of Trustees	March 9, 2017
First reading for the local innovation plan	Board of Trustees	Feb. 20, 2017
Second reading and Board vote on approval of final plan	Board of Trustees	April 3, 2017
Notification to Commissioner of Education of plan approval	Superintendent	April 4, 2017

# District of Innovation Advisory Committee

Kim Holcomb	Asst. Supt. C&I	Joeyer Yerem	Parent
Billy Harlan	Asst. Supt. HR	Octavia Pequignot	Parent
Danzell Lee	Ex. Dir. Admin. Services	Jennifer Hodge	Teacher
Shade Boulware	Corsicana High School Principal	Rachelle Crouch	Parent
Stephanie Howell	Carroll Elementary School Principal	Laretha Gooden	Parent
Lucy Jones	Teacher-CHS	James Gooden	Parent
Kelly Hale	Teacher-CMS	Misty Chandler	Parent
Wendy Steel	Teacher-DIS	Jeanetta Groce	Parent
Diane Hitt	Teacher-BES	Cathy Branch	Parent
Crystal Hicks	Teacher-CES	Elmer Avellaneda	Exec. Dir. Special Programs
Jennifer Hodge	Teacher-FES	Marti Shaner	Asst. Supt. for Business
Julleen Bottoms	Teacher-NES	Susan Johnson	Exec. Dir. PR & Communications
Ariana Hernandez	Teacher-SHES	Darla Nolen	Collins Middle School Principal
Jarod Gordon	Parent/Business	Diane Frost	Superintendent

## Innovation Plan

### **Uniform School Start Date: First Day of Instruction and Last Day of Instruction**

(TEC §25.0811 and TEC § 25.0812 ; EB Legal)

#### Current Statute:

The TEC requires that students may not begin school before the fourth Monday of August; however, several years ago, districts were permitted apply for a waiver to begin school earlier. The waiver process was eliminated, and schools were required to begin their school year no earlier than the fourth Monday of August. Further, the mandatory start date also inhibits the District from creating a calendar that balances the number of instructional days in each semester.

#### Proposed Flexibility:

The flexible start date allows the district to determine locally, on an annual basis, the timeframe to best meet the needs of students and the community. By beginning the school year earlier in August, the district can plan for balanced instructional time in each semester. This modification provides additional time for staff learning and planning as well as additional instructional time for students. In addition, flexibility in the start date would allow students to enroll in summer college courses that begin in early June.

## **Flexible School Day/Minutes of Instructional Time**

(TEC §25.081)

### Current Statute:

The district is required to meet the specific number of instructional minutes per school day and year. The requirement is 75,600 minutes per year and 420 minutes per day.

### Proposed Flexibility:

Flexible scheduling will allow the district to meet the needs of students who complete coursework outside the regular instructional day.

## **90 Percent Attendance Rule**

(TEC §25.092; FEC Local)

### Current Statute:

State law currently requires students to attend class 90 percent of the school days on a district calendar to earn credit. The law requires districts to award credit to a student based on the time he/she is present in a classroom, rather than for mastery of the content and subject proficiency.

### Proposed Flexibility:

The 90 percent rule is an arbitrary percentage, which means that school districts award credit based on seat time, rather than mastery of content. Flexibility in the requirement means that districts will no longer penalize students who miss class due to activities which, in many cases, are enriching, or other extenuating circumstances that supports CISD's Learner Outcome: All learners will have an individual and attainable educational plan. The Department of Student Services will work with campus administrators, guidance counselors, and the student's teachers to determine if individual students exhibit proficiency in the grade level/course or courses. These criteria may include, but are not limited to, report card grades, district formative assessments, district benchmarks, state tests, college-readiness scores, and certifications.

## **Kindergarten Start Age**

(TEC §29.151)

### Current Statute:

Children mature and demonstrate readiness at varying rates. Their social/emotional development can be affected by a wide range of factors. The September 1<sup>st</sup> deadline for entering public kindergarten does not provide the flexibility needed for the district to serve students who are ready for school but do not meet the age requirement on the established date.

### Proposed Flexibility:

The Department of Curriculum and Instruction will work with the Early Childhood Director to develop criteria to individually evaluate students who may be eligible for early start kindergarten. These criteria will include assessment using the CogAT test. In order to enter kindergarten, the student will need to score at the established level for the kindergarten age group.

## **Teacher Certification**

(TEC §21.003 and TEC §21.044)

### Current Statute:

The teacher certification requirements enacted in these statutes inhibit the district's ability to hire highly-skilled individuals to teach dual credit and career and technical education courses, as well as courses in languages other than English. The availability of teachers who are certified to teach these courses is limited, which causes the district to limit course offerings in these areas.

### Proposed Flexibility:

Campus administrators will work with the Human Resources Department to consider out-of-state credentials as well as the certifications and professional qualifications or credentials of candidates. The Superintendent will approve all local certifications and report to the Board of Trustees.

## **Teacher Appraisal System**

(TEC §21.203 and TEC §21.352)

### Current Statute:

The district is required to use T-TESS for teacher evaluations. CISD will continue to use this instrument, but would like the option to exercise local control of decisions regarding teacher appraisals. This will allow administrators to focus on newly hired and/or struggling teachers and will enhance administrators' time to have professional interactions across the campus.

### Proposed Flexibility:

Teachers who have demonstrated high-quality performance in CISD will be evaluated once every three years, rather than annually. Teachers will be identified using local criteria, including a minimum three-year history of high-quality performance in the district as exhibited by evaluations, walk-throughs, and student success. All teachers will continue to receive feedback from their supervisors on a frequent, regular basis and participate in all data, PLC and grade level meetings.

#### With respect to employees:

Corsicana ISD (CISD) does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

Employees with questions or concerns about discrimination based on sex, including sexual harassment should contact the CISD Director of Human Resources, the district Title IX coordinator.

Employees with questions or concerns about discrimination on the basis of a disability should contact the CISD Transition Coordinator, the district ADA/Section 504 coordinator. Questions or concerns relating to discrimination for any other reason should be directed to the Superintendent at the Lee Education Center 2200 W. 4th Ave Corsicana, TX 75110, phone (903) 874-7441.

#### With respect to students:

Corsicana ISD (CISD) does not discriminate on the basis of race, color, religion, national origin, gender, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Questions or concerns about discrimination against students based on sex, including sexual harassment should be directed to the CISD Director of Human Resources, the district Title IX coordinator. Questions or concerns about discrimination on the basis of a disability should be directed to the CISD Transition Coordinator, the district ADA/Section 504 coordinator. All other questions or concerns relating to discrimination based on any other reasons should be directed to the Superintendent at the Lee Education Center 2200 W. 4th Ave Corsicana, TX 75110, phone (903) 874-7441.