

Carthage ISD

District of Innovation Plan



**Developed in cooperation with and approval by
the District-Wide Improvement Committee**

2017 – 2018 through 2021 – 2022

DISTRICT OF INNOVATION COMMITTEE MEMBERS

2016 – 2017 DISTRICT SITE-BASED COMMITTEE

NAME	POSITION	SIGNATURE
Donna Porter	Assistant Superintendent Designated Chair	
Otis Amy	Principal - CHS	
Clarinda Collins	Principal - Libby	
Cheri Bagley	Teacher - CTE CHS	
Sherry Brewster	Teacher - CJHS	
Jennifer Tucker	Teacher - BK	
Karen Caver	Teacher - Libby	
Kim Bagley	Teacher – CP	
Aaron Bequette	Community Member Northside Christian	
Isha Brown	Community Member After School Youth Program	
Don Clinton	Parent	
Imelda Salazar	Parent	
Patsy Meck	Business Representative State Farm Insurance	

Board Approved _____ Board President's Signature _____

CISD Board Resolution Adopted (2/20/2017 – 6:20 pm)



Public Hearing by CISD Board
(Pursue 2/20/2017 – 6:25 pm)



Board appoints committee to develop District of Innovation Plan (DIP)
(2/20/2017 – 6:30 pm)



DIP posted online at www.carthageisd.org for 30 days
Board notifies commissioner of intention to vote on proposed plan
District Improvement Committee meets passes plan by majority vote



CISD School Board
approves final plan by 2/3 majority
(3/20/2017)



District of Innovation Plan approved for 5 years
(2017 – 2022)



CARTHAGE INDEPENDENT SCHOOL DISTRICT

1 BULLDOG DRIVE

CARTHAGE, TEXAS 75633-2370

February 16, 2017

NOTICE OF A SPECIAL BOARD MEETING

DATE: February 20, 2017

TIME: 6:20 p.m.

PLACE: CISD Administration Building

Notice is hereby given that a special meeting of the Board of Education of Carthage Independent School District will be held at the time and place listed above.

I. ADOPT AGENDA

II. BUSINESS

A. Adopt Carthage ISD Board Resolution – District of Innovation

III. ADJOURNMENT

Carthage Independent School District
Resolution to Consider Designation as a District of Innovation

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district;

and

WHEREAS the Carthage Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Carthage Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held within 30 days to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that within 30 days of the public hearing the Board of Trustees of Carthage Independent School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this _____ (*date*) day of _____ (*month*), _____ (*year*), by the Board of Trustees.

Presiding Officer

Secretary



CARTHAGE INDEPENDENT SCHOOL DISTRICT

1 BULLDOG DRIVE

CARTHAGE, TEXAS 75633-2370

February 16, 2017

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I. ADOPT AGENDA

II. BUSINESS

B. Public Hearing for Carthage ISD District of Innovation

III. ADJOURNMENT



**CARTHAGE INDEPENDENT SCHOOL DISTRICT
1 BULLDOG DRIVE
CARTHAGE, TEXAS 75633-2370**

NOTICE OF A REGULAR MEETING

**Board of Trustees
Carthage Independent School District
February 20, 2017
6:30 P.M.**

A regular meeting of the Board of Trustees of Carthage Independent School District will be held on February 20, 2017, beginning at 6:30 p.m., in the Boardroom at #1 Bulldog Drive, Carthage, Texas. The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. CONSENT AGENDA

- a. Minutes of January 17, 2016, Regular Meeting
- b. Accounts Payable
- c. Budget
- d. Cash and Investments
- e. Tax Report
- f. Cafeteria Report
- g. Construction Report
- h. Transportation Report
- i. Enrollment

DISCUSSION/ACTION

2. Appoint Committee to Develop Carthage ISD District of Innovation Plan
 3. Approve 2017-2018 School District Calendar
 4. First Reading on TASB Initiated Localized Policies – Policy Update 107:
Affecting Local Policy: CDC, CJ, DC, DEE, DFAA, DFBA, DFCA, FEA, FJ, GE
 5. Consider Purchase of School Buses
 6. Consider Purchase of New Washers and Dryers for Field House
 7. Consider Purchase of Technology Equipment for the Press Box and TV Production Classroom Projects
 8. Consider Purchase of State Championship Rings
 9. Superintendent's Report
- Facility Update
 - Legislative Update
 - 10. Personnel
- Resignations
 - Employment
 - Security
 - Administrative Council Contracts

CARTHAGE INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

The Carthage Independent School District's District of Innovation Plan considers authorized exemption categories allowed by HB 1842 approved by the 84th Legislature that are applicable to the district. HB 1842 allows Carthage ISD to have some of the same local flexibilities that public charter schools are allowed. The following plan outlines CISD priorities allowed by HB 1842.

Committee Goal 1: Carthage ISD will make decisions based on the unique needs of the district's students and community in consideration of the first day of instruction and class size waivers.

First Day of Instruction

EB(LEGAL) EB(LOCAL)

TEC §25.0811 A school district may not begin student instruction before the 4th Monday of August.

With the adoption of TEC §25.0811 school districts were not allowed to start school before the 4th Monday in August. At one time school districts could apply for a waiver and with Board approval could start school the 3rd or even the 2nd week in August, but the state took away that option. Local control of the instructional calendar affords Carthage ISD the flexibility to begin the school year before the 4th Monday in August.

Inhibition of CISD Education Goals

Carthage ISD is afforded the opportunity to have a local community college, Panola College, available for our students to have dual credit enrollment. CISD tries to work with the college when it comes to scheduling students for these classes. Because of the constraints of not being able to begin before the 4th week in August and the district trying to equalize the semester's days of instruction, a hardship is placed on calendar development. CISD's semester typically has to go into January: whereas, Panola College's semester ends in December. This causes a hardship on scheduling with Panola College. Also when other Texas schools end their semesters in December and students move into our district they cannot get credit because of the timeframe. This holds true to students who move out of our district at the end of our semester to other districts that end their semesters in December.

Proposal

- To assist with students taking college dual credit courses, Carthage ISD will correlate its school schedule with Panola College's schedule for beginning and ending semesters.
- To coincide with most other districts calendars, Carthage ISD will provide a calendar that meets the educational needs of the district and community.

- Carthage ISD will align the semester days to be more equal. Doing this will assist students in coursework and teachers in balancing instruction for the days taught.
- Carthage ISD will begin instruction no earlier than the 2nd Monday of August.

Kindergarten – 4th Grade Class Size

(EEB LEGAL)

Inhibition of CISD Education Goals

TEC §25.111 requires that districts employ a sufficient number of teachers certified to maintain an average ratio of not less than one teacher for each 20 students in average daily attendance except as provided by TEC 25.112.

TEC §25.112 requires districts to maintain a class size of 22 students or less for Kindergarten – 4th grade.

TEC §25.113 requires district to notify parents of waivers or exceptions to class size limits.

State law requires districts to maintain a 22:1 student to teacher ratio for kindergarten – 4th grade. If a class goes over the 22:1 ratio a waiver must be submitted to TEA. Any waiver submitted to TEA from CISD has never been denied. To allow CISD to eliminate the requirement of submitting a waiver would save time for personnel and avoid the red tape required by TEA. Additionally, a letter must be sent home to the parents of each student in the class informing them that a waiver has been filed. Historically the class size waivers submitted by CISD for an overage of the 22:1 is a result of sometimes 1 or 2 students coming into the district. Student numbers fluctuate throughout the school year, and if an extra teacher has to be added in the middle of a semester it can become an issue with placing students.

Proposal

CISD is aware of the importance of having smaller classes and the positive impact it has on students.

- CISD can duplicate this positive impact by monitoring and managing classroom size without the added effort of having to submit a waiver.
- The district will continue to seek a classroom ratio 22:1 or lower.
- If campus administration observes classes becoming over 22:1 without fluctuation, hiring a qualified teacher will be considered.
- Local control must be given to the campus and district in consideration of class size for Kindergarten – 4th grade.
- Notification to parents/guardians of waivers or exceptions to class size would be eliminated.

Committee Goal 2: Carthage ISD will make teacher certification and hiring decisions based on district qualifications that meet the unique needs of the district's students and community.

Teacher Certification

(DK LEGAL) (DK LOCAL) (DK EXHIBIT) (DBA LEGAL) (DBA LOCAL)

Inhibition of CISD Education Goals

TEC §21.003(a) A person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. 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 request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district.

TEC §21.055 A school district may issue a school district teaching permit and employ as a teacher a person who does not hold a teaching certificate issued by the SBOE. To be eligible for a school district teaching permit under this section, a person must hold a baccalaureate degree. Promptly after employing a person under this section, a school district shall send to the commissioner a written statement identifying their person, the person's qualifications as a teacher, and the subject or class the person will teach. The person may teach the subject or class pending action by the commissioner.

TEC §21.057 requires that a school district provide parental notification if the district assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year.

Rural districts have a difficult time filling positions with quality instructors, especially subjects where state-wide shortages exist. In the event a district cannot locate a qualified certified teacher for a position or a teacher is teaching a subject outside of their certification the district must request emergency/local certification for the Texas Education Agency and/or State Board of Educator Certification. Then TEA approves or denies this request. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district. Furthermore, there have been instances when persons meeting the criteria outlined in *TEC §21.057* have been denied local certification because they were actively, yet unnecessarily, pursuing an alternative certification. Additionally, highly qualified standards/notification have been removed from federal requirements under repeal of the NCLB Act.

Proposal

Carthage ISD will continue its quest for highly effective educators to deliver quality instruction to its students. Primarily certified teachers will be sought before District Permitted teachers are employed.

- To best serve Carthage ISD students, all decisions on teacher certification and assignments will be managed locally.
- Notification of District Teaching Permits (local certification) shall not be necessary.
- The campus principal may submit to the Superintendent of schools a request to allow a certified teacher to teach one subject in a related field for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify this individual to teach the subject/field of study. Emergency or financial situations creating the need for this assignment should also be noted.
- When possible, lesson plans for the uncertified teacher will be created in partnership with certified teachers in the same field. A mentor teacher will be assigned to the individual.
- Carthage ISD will allow District Teaching Permits (local Certification) based on skills and experiences outside the traditional teacher certification pathway.
- An individual with certain qualifications who is not certified as a teacher can be eligible to teach in hard to fill positions including, but not limited to, TEA approved shortage areas such as special education, mathematics, science, Languages Other than English (LOTE), Career & Technical Education (CTE), etc.
- A person seeking District Teaching Permit (local certification) should have the abilities and related knowledge/experience to fulfil the requirements of the position.
- The principal may submit to the superintendent and/or the superintendent's designee, a request for District Teaching Permit (local certification) outlining all the individual's credentials/qualifications.
- Qualifications that may be considered include but are not limited to:
 - Professional work experience
 - Formal training and education
 - Active professional relevant industry certification or registration
 - Combination of work experience, training and education
 - Demonstration of successful experience working with students
- The superintendent or his/her designee will then approve the request if they believe the individual possesses the knowledge, skills and experience required of the position and feel the individual could be an asset to students.
- An employee working under a District Teaching Permit (local certification) will not receive a contract but will work on an at-will basis and have a separate pay scale from state certified teachers.
- Determinations shall be made on a case-by-case basis.

- A teacher certification waiver, state permit applications, notification, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.
- An employee working under a District Teaching Permit (local certification) will adhere to the same professional standards, ethics, and requirements of all certified teachers.
- An employee working under a District Teaching Permit (local certification) will be appraised under the same teacher appraisal system as required of all certified teachers.

PROBATIONARY CONTRACT

DCA(LEGAL)

Inhibition of CISD Education Goal

TEC §21.102(b) A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that 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.

Carthage ISD's desire is to have the best teachers possible for its students. When an experienced teacher is hired by CISD, an additional year beyond the one year probation is sometimes needed to observe that teacher to determine if that teacher is meeting student's academic needs. *TEC §21.102(b)* does not allow for an additional probation year for teachers who have taught at least five of the prior eight years. The decision to keep a teacher in this circumstance on probation for a second year should be awarded to the district.

Proposal

Carthage ISD administration will monitor probationary teachers who have been hired and who have taught five out of the preceding eight years. A recommendation will be made to keep a teacher on a probationary contract for a second year by the campus principal who will notify the Superintendent before renewal of any contract for the next year.