

# **Roscoe Collegiate ISD District of Innovation Plan (HB 1842) 2021-2026**

Roscoe Collegiate ISD is utilizing HB 1842 of the 84<sup>th</sup> Legislative Session to create more local control in certain areas. HB 1842 allows a public school to have some of the same local flexibility that public charter schools are allowed. As a P-TECH Academy this District of Innovation designation will provide an opportunity for our local district to develop plans based on the unique needs of our students and community.

This plan will be in effect for the 2021-2022 school year through the 2025-2026 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

## **District Innovation Team**

1. Andy Wilson	Superintendent
2. Marina Wilcox	Dean of Academic Affairs
3. Joe Elmore	Dean of Secondary Education
4. Tecka Heaps	Dean of Elementary Education
5. Dana Elmore	Dean of Early Childhood Education
6. Morgan Martin	Dean of Continuing Education
7. Kellie Seals	Dean of College Readiness
8. Cynthia Black	Instructional Coach/Research Director
9. Sheila Womack	Instructional Coach/Interventionist
10. Heather Ward	Secondary Counselor
11. Lindsay Freeman	Elementary Counselor
12. Cheyenne Smith	School Board President/Parent
13. Jason Freeman	School Board Vice President/Parent
14. Janie Abrigo	Special Education Teacher
15. Jaime Maloney	Secondary Teacher
16. Katie Ralph	Secondary Teacher
17. Shannon Boren	Elementary Teacher
18. Kayla Graves	Elementary Teacher
19. Katherine Jackson	Early Childhood Teacher
20. Kristi Martin	Early Childhood Teacher
21. Alisa Parrott	Parent
22. Hannah Ward	Student

## **District of Innovation Timeline**

### **Monday, January 18, 2021 – 7:00 pm, Board Room**

Initial meeting with board to discuss preliminary thoughts concerning the 2021 plan and how to best move forward.

### **Thursday January 28, 2021 – 10:30 am, Zoom**

Initial meeting with the leadership team to review the old plan and discuss possible additions or omissions for the 2021 plan.

### **Monday, February 1, 2021 – 4:15 pm, Zoom**

Meeting with Site Base Committee to discuss preliminary objectives for District of Innovation designation and announce the proposed team members

### **Monday, February 8, 2021 – 4:15 pm, Zoom**

District of Innovation Committee Meeting (Review Proposed Plan and Make Changes – Finalize Plan)

### **Tuesday, February 9, 2021 – Monday, March 15, 2016**

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

### **Monday, February 15, 2021 – Board Room 7:00 pm, Regular Meeting**

Board of Trustees will review the proposed plan and consider action to approve the following:

1. A public hearing in March to discuss the renewal of the Roscoe Collegiate ISD's HB 1842 District of Innovation Plan
2. Notification to TEA that RCISD will pursue the renewal of the RCISD District of Innovation plan

### **Friday, February 19, 2021 – 7:30 am, AVID Conference Center**

District-wide faculty meeting to discuss District of Innovation Plan

### **Monday, March 1, 2021 – 4:15 pm, Zoom**

District Site Base Committee to review/discuss proposed final District of Innovation Plan (If any changes are made, update the plan on the website and restart 30 day count)

### **Monday, March 15, 2021 – 7:00 pm, Board Room**

1. Public hearing in March to discuss the renewal of the Roscoe Collegiate ISD's HB 1842 District of Innovation Plan
2. Board of Trustees will consider action to approve the renewal of the RCISD District of Innovation plan as proposed online **OR** table the action until April if changes are necessary

**Tuesday, March 16, 2021**

Update all policy changes with TASB

## **1. School start date**

*(EB LEGAL) (TEC 25.0811)*

*Previously: (Pre-2016)*

*Students may not begin school before the 4<sup>th</sup> Monday of August. For many years this has been the rule, however, districts had the option of applying for a waiver to start earlier.*

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

*However, for the past 4 years, Roscoe Collegiate ISD has had a special waiver granted as an Early College to begin the 2<sup>nd</sup> Monday in August to better align with our Community College Partner Calendar. In June of 2015, TEA Commissioner Michael Williams advised me that there would no longer be an Early College waiver granted and advised me to seek that flexibility through the District of Innovation designation.*

*Currently: (2016-2021 DOI Plan)*

To allow for a calendar that fits the local needs of our community, Roscoe Collegiate ISD will continue to begin school on the 2<sup>nd</sup> Monday in August to better achieve student outcomes consistent with P-TECH expectations.

1. Students will begin school on the 2<sup>nd</sup> Monday in August.
2. Teachers will begin in-service activities on the 1<sup>st</sup> Monday in August.
3. This will allow an equal number of days in each semester, provide student orientation time prior to the start of the college semester, eliminate inefficient time after the conclusion of the college semester, and allow break time prior to the start of summer school for all students.
4. The goal is to improve student academic outcomes through flexibility in the calendar.

*Proposed:*

To allow for a calendar that fits the local needs of our community, Roscoe Collegiate ISD will determine the first day of instruction for its students on an annual basis with input from stakeholders. This will enable us to better achieve student outcomes consistent with P-TECH expectations.

1. This will allow an equal number of days in each semester, provide student orientation time prior to the start of the college semester, eliminate inefficient time after the conclusion of the college semester, and allow break time prior to the start of summer school for all students.

2. The goal is to improve student academic outcomes through flexibility in the calendar.

## **2. Submitting waivers for Kindergarten – Grade 4 class size**

*(EEB LEGAL) (TEC 25.111) (TEC 25.112) (TEC 25.113)*

*Previously: (Pre-2016)*

*Kindergarten – 4<sup>th</sup> 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 TEA. These waivers are never rejected, so it 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 22:1 ratio, informing them that a waiver has been submitted. This creates confusion among many parents causing them to question the effectiveness of instruction.*

*Currently and Proposed:*

While we believe that in certain circumstances small class size plays a positive role in the classroom, in many cases master teachers, who are highly trained in student engagement strategies, are equally effective with larger class size environments. Often it is not the number of students but the classroom environment that influences student learning outcomes.

1. Roscoe Collegiate ISD will attempt to keep all the core K-4 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.
2. A TEA waiver will not be necessary when a K-4 classroom exceeds the 22:1 ratio.
3. This will give RCISD flexibility without having the bureaucracy of waivers within TEA.

## **3. Teacher and Principal Evaluation**

*(DNA LEGAL, DNA LOCAL) (TEC 21.352)*

*Previously: (Pre-2016)*

*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 5 school years. Roscoe Collegiate ISD teachers are formally evaluated annually.*

*Principals complete informal walk-throughs on a weekly basis. Principals are evaluated annually on the PDAS plan.*

*Teachers and administrators participate in Internal Harvard Instructional Rounds on a weekly basis and External Harvard Instructional Rounds once each semester.*

*Currently and Proposed:*

A Leadership Team consisting of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, T-PESS, Harvard Instructional Rounds and other best practices to develop a local instrument and/or process that fits the needs and goals of RCISD

1. Roscoe Collegiate ISD will utilize a locally developed teacher and principal evaluation tool.
2. This instrument will be developed with input from central administration, campus administration, campus administration, and teachers. It will use staff input, PDAS, T-TESS, T-PESS, Harvard Instructional Rounds, and other relevant best practices.
3. All campus teachers and administrators will continue to be formally evaluated every year. Every teacher will receive a minimum of six informal walk-throughs per year.
4. All teachers will continue to have regular formative conferences for debrief of Harvard Instructional Rounds on a weekly, monthly, and semester basis.
5. Principals and other members of the Leadership Team will continue to be evaluated formatively on a weekly, monthly, and semester basis on a locally developed plan.
6. These locally developed plans should reflect the strengths, areas of concerns, and goals for Roscoe Collegiate ISD.

#### **4. Teacher certification**

*(DK LEGAL, DK LOCAL, DK EXHIBIT) (TEC 19) (Administrative Code 230.79) (TAC 230.79) (DBA LEGAL, DBA LOCAL) (TEC 21.003)*

*Previously: (Pre-2016)*

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

*Currently and Proposed:*

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

1. The campus principals may submit to the superintendent a request to allow a certified teacher to teach a subject(s) out of their certified field. The principals must provide reasoning for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.
2. In the event that neither certified teachers nor individuals who hold bachelor's degree can be found to teach core subjects at the elementary or early childhood areas, principals may submit a request to the superintendent for a local certification for an applicant who is within 30 hours of completing a bachelor's degree and who has previous classroom experience. A local certification for this reason will not be

granted for more than two years, allowing the teacher to complete the degree and enter a certification program. The employee being hired under this local certification will be considered an at-will employee and will not be subject to TEC 21.

3. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principals 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 employment. Local teaching certificates will require an employment agreement rather than a contract.
4. This process will allow more flexibility in our scheduling and more options for our students in class offerings leading to industry recognized certifications.

## **5. Teacher Employment Contracts**

*(DCA LEGAL) (TEC 21.104)*

*Currently:*

Experienced teachers new to the district have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. This time period is not sufficient to evaluate a teacher's effectiveness in the classroom.

*Proposed:*

Probationary Contracts- Experienced teachers and counselors new to RCISD that have been employed in public education for at least five of the eight previous years, a probationary contract may be issued for up to three years from the first date of district employment. This will allow the district more time to evaluate a staff member's effectiveness.

## **6. Health Insurance Options**

*(TEC 24.004 (i)) Preclusion from providing Alternative Uniform Group Coverage Program*

*Currently:*

TEC 22.004 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 Roscoe Collegiate 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.

*Proposed:*

Exemption: Roscoe Collegiate ISD values our staff and the quality of the total employment compensation package we can offer. One major benefit of any potential employment opportunity is quality medical insurance at the best possible cost. This exemption allows Roscoe Collegiate ISD the opportunity to sample the market for group medical insurance and creates the possibility for flexibility in plan design and focus.

TEC 22.004 is not included in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to TEC 12A.004 or the list of the Commissioner's prohibited exemptions in the Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Therefore, in order to have the option to offer additional benefits options to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs, the district hereby includes in the District of Innovation Plan this item to exempt the district from the health insurance requirements in TEC 22.004(i)