



A Foundation of Excellence-A Future of Success

DISTRICT OF INNOVATION PLAN
PLAN RENEWAL
2023 – 2028

Approved by the CCISD Board of Trustees

January 10, 2023

(Originally adopted on January 23, 2018)

District of Innovation Overview

The District of Innovation (DOI) concept is part of the Texas House Bill 1842, passed during the 84th Legislative Session in 2014, and allows traditional school districts the opportunity to utilize flexible operation strategies similar to open-enrollment charter schools. The DOI process and this local innovation plan are fully integrated with Vision 2024, the Copperas Cove ISD's strategic plan.

Vision 2024

Copperas Cove ISD.....A Foundation of Excellence-A Future of Success

The mission of Copperas Cove ISD (CCISD) is to provide exceptional opportunities for each student through exemplary instruction which inspires academic success, personal excellence, and responsible citizenship.

In CCISD, we believe:

- That Copperas Cove is the district of choice for Central Texas and the educational center of the community
- In fostering a culture of success where all students feel connected and can be successful now and in their post-secondary pursuits
- In fostering character development in students to produce good citizens
- We are committed to delivering educational programs and services that focus on rigor, relevance, and innovation for student success and enthusiasm
- In embracing diversity
- Our staff is dedicated to excellence
- In being good stewards of the taxpayers' dollars
- In providing safe and secure schools for students and staff
- Good Board relations are critical to success
- In taking pride in being a Copperas Cove Bulldawg

In carrying out the district's vision, the following goals were adopted by the Board in January 2022:

- Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.
- Provide all teachers with equal access to current and future innovative, functional technological resources to support instructional practices for all students.
- CCISD will retain and support high quality staff at all levels of the organization.
- CCISD will develop systems which target social emotional development for all students and staff.
- Facilities will support future student enrollment, address safety and security, and allow for innovative instruction in a technological society.
- Develop additional opportunities to increase a personalized culture of engagement.

Vision 2024 Strategies

- 1.1 Provide teachers with high quality, standards aligned instructional materials and the time to plan for effective implementation using high-yield instructional strategies to address the needs of all students.
- 1.2 Provide campus instructional leaders with professional development and access to time and data needed to reflect, monitor, and provide feedback on research-based instructional practices and strategies.
- 2.1 Develop a comprehensive plan for replacement and maintenance of instructional technology devices that addresses removing barriers for teachers and staff.

- 2.2 Increase opportunities for blended learning and STEM in classrooms across the district to prepare students for post-secondary college and career readiness.
- 3.1 Engage staff in meaningful feedback that results in staff involvement that is valued in the decision-making process.
- 3.2 Provide a variety of comprehensive systems to retain, support, and develop employees.
- 4.1 Cultivate emotional intelligence into professional development, practice, and student learning.
- 4.2 Ensure that restorative practices are implemented district-wide.
- 5.1 Ensure safe, secure and efficient facilities through the utilization of a facility master plan.
- 5.2 Expand facilities and technology for future student enrollment.
- 6.1 Provide direct outreach to stakeholders and increase stakeholder support of various programs.

CCISD's District of Innovation Plan is designed to support the goals and strategies identified in Vision 2024 and subsequent strategic plans.

Timeline

January 23, 2018

CCISD Board of Trustees approves original District of Innovation Plan

October 20, 2022

First District of Innovation Committee meeting for plan renewal

November 17, 2022

District of Innovation Committee meeting and Public Hearing for plan renewal

December 5, 2022

District to post the plan for 30 days and notify the Commission of Education of the CCISD Board's intention to vote on the adoption of the proposed plan

January 10, 2023

CCISD Board of Trustees will consider the proposed plan and may vote to adopt the plan

January 11, 2023

District to notify the Commissioner of Education of adoption of the plan and submit The Figure, which includes the list of exemptions included in the plan

District of Innovation Advisory Committee Members

NAME	POSITION	CAMPUS/DEPARTMENT
Jodi Wagner	Teacher	Mae Stevens Early Learning Academy
Lynn Justice	Teacher	Clements/Parsons Elementary School
Teresa Gorres	Teacher	Fairview/Miss Jewell Elementary School
Shaunita Burnell	Teacher	Halstead Elementary School
April-Dawn Wiemer	Teacher	Martin Walker Elementary School
Lee Vasquez	Teacher	Williams/Ledger Elementary School
Jade Cooper	Teacher	S.C. Lee Jr. High School
Erin Kilpatrick	Teacher	Ave E Learning Center
Heidi Brown	Teacher	Copperas Cove High School
Rebekah Shuck	Principal	Elementary
Brian Jost	Principal	Jr. High
Patrick Crawley	Principal	Ave E Learning Center
Dr. Jimmy Shuck	Principal	Copperas Cove High School
Jeff Gorress	CCISD Board Member	CCISD
Shameria Davis	CCISD Board Member	CCISD
Dr. Joe Burns	Superintendent	Supt's Office
Amanda Crawley	Deputy Superintendent	Instructional Services
Rick Kirkpatrick	Deputy Superintendent	Support Services
Dr. Earl Parcell	Chief Financial Officer	Business Services
Maron Samuel	Director	Instructional Technology
Katherine Lewis	Director	Human Resources and Payroll
Chastie Hooper	Asst. Director	Human Resources
Wendy Sledd	Director	Communications
Krystal Smith	Parent Representative	N/A
Vanessa Jiminez	Parent Representative	N/A
Clyde Glosson	Community Representative	N/A
Mark Kemp	Community Representative	N/A
B.J. Taylor	Community Representative	N/A
Stephen Kennedy	Business Representative	N/A
Shaun Smith	Business Representative	N/A

District of Innovation Plan

CCISD has a rich and proud history of innovation and committee decision-making. The District of Innovation Committee created this District of Innovation Plan based on guiding principles in Vision 2024, CCISD's strategic plan, to provide increased flexibility needed to continue to fulfill the needs of our students, staff and community. Careful consideration was given to the selection of the Texas Education Code exemptions contained within this plan. Each exemption was chosen to allow CCISD the opportunity to personalize and enhance learning for our students. CCISD declares exemption from the following listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency, including but not limited to the Commissioner of Education, Texas Education Agency, State Board of Educator Certification, and State Board of Education.

Areas of Innovation

- §§11.251 & 11.252 District-level Planning and Decision-Making
- §21.102(b) Teacher Employment Contracts
- §21.003 Certification Required
- §21.352 & §21.3541 Teacher and Principal Evaluation
- §25.036 Transfer of Student
- §25.0811 First Day of Instruction
- §25.092 Minimum Attendance for Class Credit or Final Grade
- §§25.112, 25.113, 25.114 Student/Teacher Ratios and Class Size, Notice of Class Size
- §37.0012 Designation of Campus Behavior Coordinator

The District of Innovation Plan is for five years, beginning from the point of final board adoption and ending five years from the date of adoption, unless terminated or amended earlier by the CCISD Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, 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. CCISD will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

District-level Planning and Decision-Making

Exemption from: TEC §§11.251, 11.252

Vision 2024: Develop additional opportunities to increase a personalized culture of engagement.

Required

CCISD is required to have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with assistance of the district-level committee established under Section 11.251

Proposed

CCISD has a strong history of involving teachers, administrators, parents, community members and students in the decision-making process and will continue with a collaborative process. However, instead of having a separate district site-based decision-making committee, CCISD will utilize the Vision 2024 Strategic Planning Team to annually review the district improvement plan. This will ensure the strategic plan serves as the

foundation for the district moving forward. The Vision 2024 Strategic Planning Team will have a similar makeup as previous district site-based decision-making committees and be expanded to better represent all aspects of the district and community. CCISD will continue to have campus level planning committees.

Teacher Employment Contracts

Exemption from: TEC §21.102(b)

Vision 2024: CCISD will retain and support high quality staff at all levels of the organization.

Required

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.

Proposed

One year is often not a long enough period for an administrator to properly determine the effectiveness of an educator, especially when administrators are asked to make contract decisions in early spring. CCISD shall issue a probationary contract for up to two years for experienced teachers, counselors, nurses, or librarians or other employees required to be employed under a Chapter 21 contract who are new to the district and who have been employed as a teacher in public education for at least five of the eight previous years. If an employee is hired after the first day of instruction, that year will not count toward the full school year requirement.

Certification Required

Exemption from: TEC §21.003

Vision 2024: CCISD will retain and support high quality staff at all levels of the organization.

Required

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 TEC §21.003 Subchapter B.

Proposed

CCISD is committed to hiring high-quality, certified teachers. However, current teacher certification requirements and a decreasing applicant pool restrict the district's ability to hire teachers to teach in difficult to fill positions or to fill last-minute vacancies. CCISD will establish its own local qualification requirements to fill such positions. Difficult to fill positions include, but are not limited to:

- Career and Technology Education
- Secondary Science
- Dual Credit
- Language other than English
- Secondary Math
- DAEP

Due to the geographic location of CCISD and our connection with a military installation, CCISD will also establish local qualifications which will allow the district to recognize out-of-state certifications for all levels and all certification areas.

When required, a 7-12 certified teacher may teach sections in a related field for which he or she is not certified or K-5 certified teacher may teach a grade level for which he or she is not certified.

CCISD will benefit by having access to a broader applicant pool, including community college instructors, university professors, and internal applicants seeking assignments outside of their certification area. A teacher certification waiver, state permit application or other documentation will not be submitted to the Texas Education Agency.

Local qualifications that may be considered include but are not limited to:

- Professional work experience
- Formal training and education in the content area
- Active, relevant professional industry certification or license
- Combination of work experience, training and education

Implementation guidelines for teachers hired under local qualifications are as follows:

- High quality, certified teachers must be considered first.
- Campus principals must submit a written request to the superintendent to employ a non-certified teacher along with evidence of the local qualifications.
- Employees will be employed under a non-chapter 21 contract for a term of one school year.
- Professional development plans will be developed with an emphasis on classroom management and effective instructional practice.
- Employees will be appraised under the appraisal system used for all other teachers in the district.

Teacher and Principal Evaluation

Exemption from: TEC §21.352 & 21.3541

Vision 2024: CCISD will retain and support high quality staff at all levels of the organization.

Required

The State of Texas has adopted the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS) as the appraisal instruments for teachers and campus principals.

Proposed

While CCISD finds value in the T-TESS/T-PESS appraisal system, CCISD will develop a teacher and principal evaluation system that may be a combination of T-TESS/T-PESS and other best practices to develop a local instrument and/or process that fits the needs and goals of CCISD. All staff will be evaluated at least once a year.

Transfer of Student

Exemption from: TEC §25.036

- ***Vision 2024: Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.***

Required

Any child, other than a high school graduate, who is younger than 21 years of age and eligible for enrollment on September 1 of any school year may transfer annually from the child's school district of residence to another district in this state if both the receiving district and the applicant parent or guardian or person having lawful control of the child jointly approve and timely agree in writing to the transfer. Both TEA and the Commissioner of Education have interpreted this statute as requiring that student transfers be granted for a minimum duration of one school year, and prohibiting a district from revoking a transfer approval mid-year except for failure to pay tuition.

Proposed

CCISD faces many challenges when they cannot revoke a transfer of a student during the year. CCISD currently maintains a student transfer policy under Board Policy FDA (Local), which requires that all nonresident students who wish to transfer must file a transfer application each school year. In making decisions regarding applications for transfer, the policy currently permits for the consideration of the availability of space and instructional staff, the student's disciplinary history, and the student's attendance records. In addition to considering all of these factors in approving or denying a transfer request, the District also seeks the flexibility to revoke a student's transfer status during the school year based on the student's failure to meet expectations for behavior, disciplinary history and attendance while in CCISD.

The determination to pursue a recommendation to revoke a transfer will be made by the campus principal and the decision to revoke a transfer will be made by the Deputy Superintendent for Operations.

First Day of Instruction

Exemption from: TEC §25.0811

- ***Vision 2024: Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.***

Required

Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

Being able to start the academic school year prior to the fourth Monday in August will give CCISD the following opportunities:

- Develop an academic calendar that addresses the needs of the community
- Balance the number of days per semester (student instructional days), which will allow for better pacing and delivery of instruction
- Provide targeted professional development throughout the year
- Create more instructional time before state assessments

- Align academic calendar with local colleges and universities so that students can take advantage of dual credit and summer college course offerings

CCISD will determine, on an annual basis, when each school year will begin.

Minimum Attendance for Class Credit or Final Grade

Exemption from: TEC §25.092

- ***Vision 2024: Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.***

Required

Except as provided by this section, a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.

Proposed

While CCISD will continue to stress the importance of regular attendance, the 90% rule for attendance is an arbitrary percentage. Abstaining from the requirement means CCISD will not have to penalize students due to missed classes for situations such as illness, extra/co-curricular activities, academic activities, or other extenuating circumstances that may arise. This exemption will allow the District to promote student engagement, as well as social and emotional development, by encouraging more students to participate in such activities. CCISD administrators and local attendance review committees will be able to award credit to students in accordance with administrative procedures, which may include factors including assignments, tests, projects, classroom activities, and other instructional activities that demonstrate a student's mastery of the TEKS/Academic Standards.

Relief from TEC 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Moreover, opting out of TEC 25.092 in no way limits or modifies a teacher's right to determine the finality of a grade in accordance with Texas Education Code, nor does it restrict or alter a teacher's right to assign grades in accordance with Texas Education Code.

Student/Teacher Ratios and Class Size

Exemption from: TEC §§25.112, 25.113, 25.114

- ***Vision 2024: Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.***

Required

Except as otherwise authorized by this section, a school district may not enroll more than 22 students in a pre-kindergarten, kindergarten, first, second, third, or fourth grade class.

A campus or district that is granted an exception under Section 25.112(d) from class size limits shall provide written notice of the exception to the parent of or person standing in parental relation to each student affected by the exception.

Proposed

CCISD will make every attempt to keep all PK-4 classrooms to 22:1 ratio and will allocate staff based on a district ratio of 22:1. Several factors must be considered before adding another teacher to a grade level in order to maintain the 22:1 ratio, including age of students, time of year, available resources, availability of qualified applicants, etc. In the event a PK-4 classroom exceeds this ratio, the district will allow class size to go to 24:1 if it is determined this is the best course of action for the students. When a class exceeds 22:1, a waiver will not be filed with the Texas Education Agency, but the Superintendent will provide a report to the Board at the next board meeting following 30 instructional days of the class exceeding 22:1.

The 22:1 ratio does not apply to physical education classes. In such subjects, CCISD will consider student/teacher ratios appropriate to carry out the curriculum and ensure student and staff safety.

Designation of Campus Behavior Coordinator

Exemption from: TEC §37.0012

- ***Vision 2024: Teachers engage all students daily with TEKS-aligned, high quality instructional materials and assessments.***

Required

A person at each campus must be designated to serve as the campus behavior coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal.

Proposed

CCISD is committed to providing a safe learning environment for all students. The requirement to have a single person designated as the Campus Behavior Coordinator limits the CCISD's ability to promote a more collaborative discipline program in which schools provide social and emotional supports to students. CCISD will continue with parent notification procedures as described within the Student Code of Conduct and Student Handbook. However, the responsibility to make the parent notifications will be determined by the campus principal based on the administrator or other staff designated to handle each individual situation.

Summary

The innovations outlined by this District of Innovation Plan were collaboratively determined by a committed group of Copperas Cove ISD (CCISD) teachers, administrators, parents, community and business members, and board members. This committee investigated and researched the needs of our students, staff and community and developed a plan that will benefit not only CCISD students of today, but those of tomorrow as well. Through this plan, CCISD will be in a much stronger position to make the best decisions for our students at the local level.

Copperas Cove ISD.....A Foundation of Excellence-A Future of Success

The Copperas Cove Independent School District does not discriminate on the basis of race, color, religion, gender, national origin, disability, or any other basis prohibited by law in its programs, activities, or employment practices. For inquiries regarding the non-discrimination policies, contact: Director of Human Resources or Director of Student Services at (254) 547-1227, 408 S. Main Street, Copperas Cove, TX 76522.