



# CAMERON ISD

## DISTRICT OF INNOVATION PLAN

Cameron ISD proposes flexibility and seeks an exemption in the following areas:

<b><i>Innovation:</i></b>	
<b>First Day of Instruction</b>	Board Policy: EB(Legal)
Uniform Start Date (TEC 25.0811) State law currently prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.	
<b>Rationale for the Exemption:</b> <ul style="list-style-type: none"> <li>• More professional development opportunities during the school year for teachers</li> <li>• Flexibility in start and end dates of the school year</li> <li>• The calendar would be more aligned with college schedules, allowing students to enroll in summer courses that start in early June</li> <li>• More instructional days prior to required state assessments (i.e. STAAR/EOC)</li> <li>• Balance the amount of instructional time/days per semester</li> </ul>	
<b>Proposed Innovation:</b> <ul style="list-style-type: none"> <li>• Cameron ISD will no longer be required to delay the start of school to the fourth Monday in August. The district advisory committee will present proposed calendars annually voted on by all CISD employees. The approved calendar will include an appropriate start day for students that does not occur before August 14th.</li> </ul> <p>Note:</p> <ul style="list-style-type: none"> <li>• Changing the first day of instruction does not alter the University Interscholastic League (UIL) restrictions for the first day of practice for athletic and fine arts programs. CISD will continue to comply with the UIL calendar for summer practices.</li> </ul>	



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<b><i>Innovation:</i></b>	
<b>Designation of Campus Behavior Coordinator</b>	Board Policy: FO(Legal); Student Code of Conduct
Campus Behavior Coordinator (TEC 37.0012) 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. Duties include, but are not limited to, promptly notifying parents by telephone and in writing when a student is suspended, removed from DAEP or taken into custody by the law enforcement.	
<b>Rationale for Exemption:</b> <ul style="list-style-type: none"><li>• This exemption is to only allow for the interpretation of the role and responsibilities of a Campus Behavior Coordinator to be fulfilled by multiple administrators as it is unrealistic to have only one person in this role to serve all students.</li></ul>	
<b>Proposed Innovation:</b> <ul style="list-style-type: none"><li>• The district will maintain all the duties and responsibilities outlined for the Campus Behavior Coordinator and allow the position to be fulfilled by more than one administrator per campus.</li><li>• Will provide campuses the opportunity for campus administrators to develop rapport with students, administrators can hold students accountable while teaching them how to more effectively monitor their own behavior in the future. Each campus should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students.</li><li>• Maintenance of student discipline will be appropriately addressed in the Student Code of Conduct.</li></ul>	



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<b><i>Innovation:</i></b>	
<b>Teacher Certification</b>	Board Policy DBA, DK
<p>TEC 21.003(a) State law states that a person may not be employed as a teacher, teacher intern/trainee, librarian, education aide, administrator, educational diagnostician, or school counselor 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.</p>	
<p><b>Rationale for the exemption:</b></p> <ul style="list-style-type: none"> <li>• The Texas Education Code 21.003 limits the District’s ability to hire instructors for hard-to-fill and high-demand courses when high quality, certified teachers are not available in Career and Technical Education (CTE), elective courses, Dual Credit, and core classes.</li> <li>• Teachers with industry certification and native Spanish speakers with qualified experience could be eligible to teach a course through a local teaching certificate.</li> <li>• Flexibility could also allow a certified teacher to teach outside their field in order to avoid the disruption of an instructional path for students allowing CISD to reduce scheduling conflicts.</li> </ul>	
<p><b>Proposed Innovation:</b></p> <ul style="list-style-type: none"> <li>• The district will establish local requirements, such as years of experience, qualifications, and industry certifications.</li> <li>• The district will utilize this exemption in the areas of Career and Technical Education, dual credit and hard to fill electives.</li> <li>• For core classes, the district will seek to hire certified personnel first, but a campus principal can make a written recommendation to hire candidates with superintendent approval. The School Board will be notified prior to beginning employment.</li> <li>• A currently certified teacher could teach outside their state certified field if they meet the established local requirements posted above. This employee must be informed as soon as possible in order to plan</li> </ul>	



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accordingly.

- Any teacher employed under this exemption will receive a rigorous on-boarding and training program for newly non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.
- The district must first consider high quality certified educators for all teaching positions.

Proposed Renewal



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***Innovation:***

**Teacher Employment Contracts**

Board Policy: DCA

*TEC §21.102(b)* States that a probationary contract 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 with the District. In this statute, “teacher” means a principal, supervisor, classroom teacher, school counselor, nurse, or other full-time professional employee. This statute in the TEC provides a three-year probationary period for newly hired teachers and only a one-year probationary period for teachers who have been in public education for at least five of the previous eight years.

**Rationale for the Exemption:**

- This limited period of time may not be sufficient to evaluate the employee’s effectiveness since contract timelines demand that employment decisions must be made prior to the end of the school year.

**Proposed Innovation:**

- Experienced teachers new to the District that have been employed in public education for at least five of the previous eight years may be issued a probationary contract for up to two years from the date of District employment.



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<b><i>Innovation:</i></b>	
<b>Bank Depository Contract</b>	Board Policy: BDAE (Legal)
<p>Currently, the District must renew its depository contract every two years. The two-year contract term begins and ends in odd-numbered years. In accordance with the Texas Education Code (TEC 45.205 and 45.206), the District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education.</p>	
<b>Rationale for the Exemption:</b> <ul style="list-style-type: none"><li>• This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the District's business.</li></ul>	
<b>Proposed Innovation:</b> <ul style="list-style-type: none"><li>• The District is seeking an exemption from TEC 45.205 and 45.206 to allow the District's banking contract to be extended beyond the allowable contract term, if the District determines contract-pricing remains competitive and there is no operational or financial reason to send the District's banking services out for bid.</li></ul> <p>Note:</p> <ul style="list-style-type: none"><li>• The District will only go out for bid if it is determined that contract-pricing is not competitive and there is an operational or financial reason to send the District's banking services out for bid. The District will continue with two year contracts for our banking depository</li></ul>	



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### **District of Innovation Plan Renewal Timeline**

Renewal recommended for board approval on March 20, 2023

District Level Meeting vote held on \_\_\_\_\_

District staff committee meeting on January 19, 2023

School Board informational presentation on January 9, 2023

Survey submitted for staff to be included on DOI committee 10/18/2022

### **District of Innovation Plan Amendment Timeline**

Amended for board approval at the May 9, 2022 meeting.

District Level Meeting vote held on May 4, 2022 .

### **District of Innovation Plan Original Timeline**

✓	✓	✓	✓	✓	✓	✓	✓	
District Board of Trustees passes resolution to hold public hearing to consider development of District of Innovation Plan (DOI)	School Board holds public hearing	School Board Appoints DOI Planning Committee	Committee Develops District of Innovation Plan	Plan posted 30 days for review by staff and community	DAC holds public meeting and approves DOI plan with majority vote	Board of Trustees to vote for approval of DOI plan	Publish CISD's DOI Plan and Notify Commissioner of Education	DEC and School Board review plan each year
Jan. 8, 2018	Jan.22, 2018	Jan. 22, 2018	Jan. 29 - Feb 2, 2018	Feb. 5-Mar. 9	Mar. 19, 2018	Mar. 19, 2018	Mar. 20, 2018	