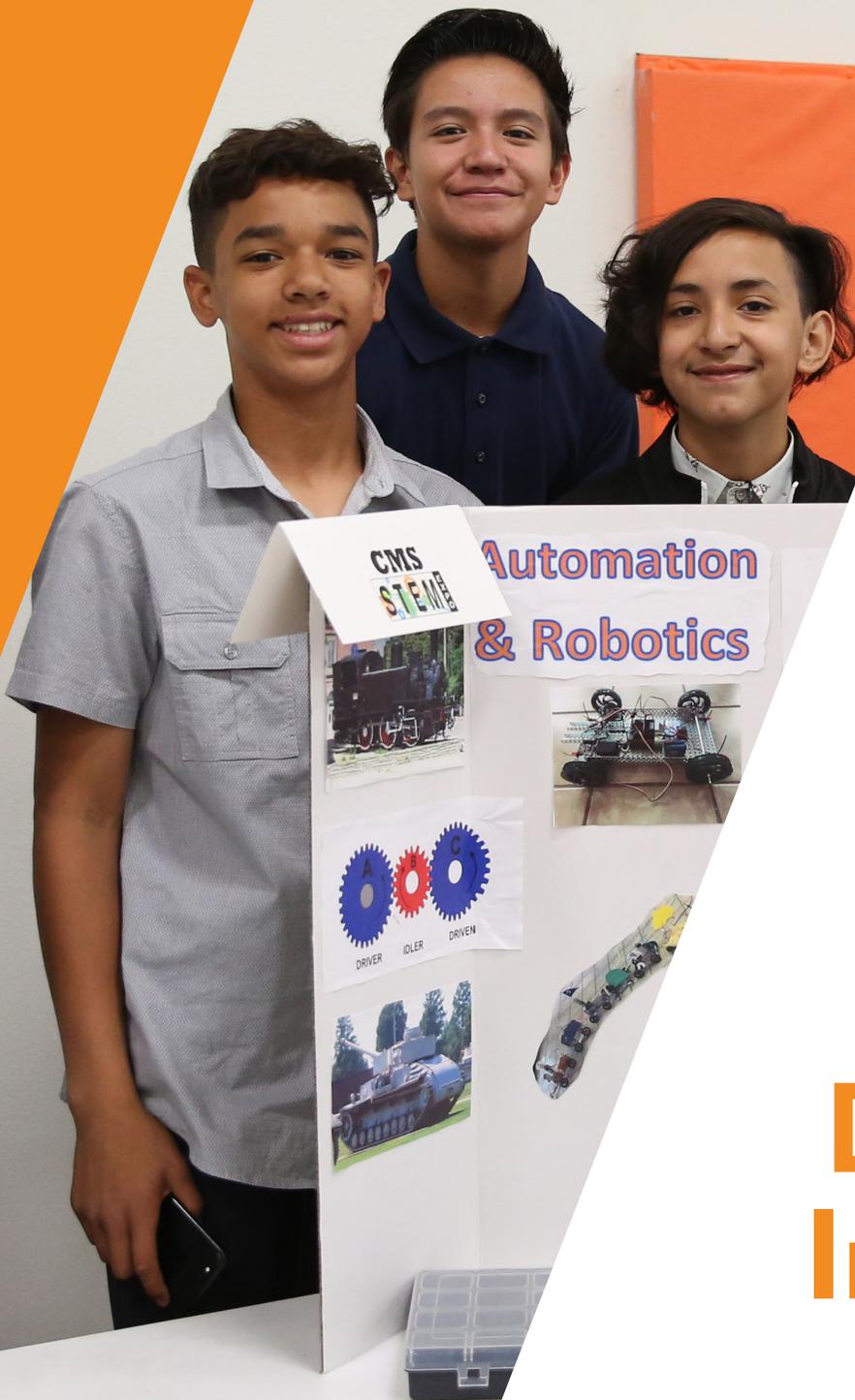


CANUTILLO A Premier District



District of Innovation

7965 Artcraft | El Paso, TX 79932
915.877.7400 | www.canutillo-isd.org
Follow us on:   



INTRODUCTION

District of Innovation was created by the 84th Legislature through the Texas Education Code (TEC) Chapter 12A. The purpose of TEC Chapter 12A is to allow traditional independent school districts the opportunity to obtain exemptions from certain provisions of the TEC. Designation as a District of Innovation allows a school district to increase local control and to support innovations as a means to improve educational outcomes for the benefit of all district stakeholders. With the unanimous support from the Canutillo ISD Board of Trustees that passed a resolution on April 24, 2018, to consider developing a District of Innovation (DOI) Plan, would ensure that our schools are academically successful and provide the best instruction possible for our students. Because of the flexibility of this process, the plan could support Canutillo ISD with meeting our Mission, Vision and Goals through the local control of the District of Innovation Plan.

CANUTILLO INDEPENDENT SCHOOL DISTRICT TIMELINE FOR ATTAINING STATUS AS A DISTRICT OF INNOVATION

DATE	EVENT
JANUARY 25, 2018	Leadership Presentation: Present Information to Leadership Team regarding the intention to become District of Innovation, present petition/resolution and announce public hearing.
APRIL 24, 2018	Public Hearing Canutillo ISD Trustees holds a public hearing to solicit input on the District of Innovation opportunity.
APRIL 24, 2018	Resolution Adoption Canutillo ISD Trustees review a resolution to initiate the process of designation as a District of Innovation
APRIL 24, 2018	Committee Appointment Canutillo ISD Trustees appoints a Committee to develop a Local Innovation Plan
MAY 2, 2018 MAY 16, 2018 MAY 23, 2018	Planning Canutillo ISD Innovation Committee will develop the Canutillo Innovation Plan
OCTOBER 2018	District Advisory Committee Approval Canutillo ISD Advisory Committee will vote to approve the proposed Canutillo ISD Innovation Plan
OCTOBER 2018	Texas Education Agency Notification Canutillo ISD will notify the Texas Education Agency of its Board of Trustees intention to develop a Canutillo ISD Innovation Plan.
OCTOBER 2018	Canutillo ISD Innovation Plan Posted Proposed Canutillo ISD Innovation Plan will be posted online for 30 days
NOVEMBER 2018	Board of Trustees Approval The Canutillo ISD Board of Trustees will be asked to approve the Canutillo ISD Innovation Plan proposal.

DISTRICT OF INNOVATION COMMITTEE

Facilitator: Elvia Moreno, Program Compliance Director

LAST NAME	FIRST NAME	POSITION
ARELLANO	JESICA	PRINCIPAL, GES
BARBA	JESUS	PRINCIPAL, JDE
BROOKS	KAREN	SPECIALIST TEACHER, CES
CARBAJAL	GRACE	NURSE, RES
CLAPSADDLE	THERESA	PRINCIPAL, CHS
COLORADO	ERIKA	PARENT, JDE
GONZALEZ	DEBORAH	INSTRUCTIONAL COACH, BCE
KERNEY	DEBRA	PRINCIPAL, RES
LIVENGOOD	PERLA	SPED TEACHER, GES
MALDONADO	LILIA	TEACHER, CES
MONTIEL	PATRICIA	TEACHER, CMS
MORALES	JEANETTE	TEACHER, CES
NUNEZ	SYLVIA	LIBRARIAN, DEANNA DAVENPORT
O'KEEFFE	JAMES	TEACHER, NWECHS
ORTIZ	ANA	PARENT (CMS/CHS)
PAPPAN	TISHA	PARENT, JOSE DAMIAN ELEMENTARY
PATON	RITA	TEACHER, AMS
PULLEY	CHRISTINE	DIRECTOR OF FINANCE
REYES	MONICA	DIRECTOR OF STUDENT SUPPORT SERVICES
RICO	OSCAR	PRINCIPAL, AMS
ROCHA	MARNIE	EXECUTIVE DIRECTOR OF CURRICULUM & INSTRUCTION
SANCHEZ	DENNA	PARENT (GES/CHS)
SHERMAN	NANCY	TEACHER, CMS
WATTS	RAQUEL	TEACHER, CHS
WHEATLEY	MARYELLEN	BUSINESS
WIERSON	MELANIE	TEACHER, CHS

TERM OF PLAN

The term of the Canutillo ISD Innovation Plan will be for five years, from August 2019 to May 2024 covering school years 2019-2020 through 2023-2024 unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and make recommendations to the Board on an annual basis, or as needed.

Comprehensive Educational Program

This Plan revises the current comprehensive educational program through specific identified innovations and exemptions from certain Texas Education Code provisions. Each exemption and planned innovation is set forth in the following sections.

MISSION

Our mission is to create rigorous, student-centered classrooms which develop future-ready students to compete in a global economy and thrive in a multicultural world.

VISION

Canutillo ISD is a premier district preparing tomorrow's best today with innovative, future-focused learning opportunities for every student.

CORE BELIEFS

- Culture of Excellence
- Student Centered
- High Expectations
- Accountability
- Transparency

DISTRICT GOALS

- GOAL 1- To provide a Safe and Secure Environment
- GOAL 2- To increase Student Academic Achievement
- GOAL 3- Enhance Student Character and drive towards a Career and/or a Profession
- GOAL 4- To build a meaningful Parent Partnerships for their Empowerment and Engagement in their child's education
- GOAL 5- To convey and share a Positive Image to all Canutillo ISD and Community Stakeholders

INNOVATIONS

In order to achieve the district's mission, vision and align our practices and operations to meet our priorities our focus is to;

- Modify our school year;
- Promote innovative ideas by taking a proactive model regarding student discipline;
- Promote effective, much needed time and innovative instructional methods to support our teachers;

The flexibilities will allow for improved student outcomes by focusing on college and career readiness, character development, and social-emotional learning. These exceptions will allow the expansion of potential by providing high-quality, meaningful professional development opportunities for staff so they can build their professional capacity and collaborate regarding best practices so they can best support students.

Adoption and implementation of the Canutillo ISD Innovation Plan will require the Board of Trustees to review, revise and approve the local innovation plan. These innovations will be executed through the processes and procedures that will involve pertinent central office and campus based stakeholders.

Anytime during the term of the innovation plan, Canutillo ISD may seek for additional exemptions through the Innovation Planning Committee (committee must be reconvened to develop amendments to the plan).

Canutillo ISD Innovation Planning Committee identified innovations it would like to see implemented through 2025. The innovative ideas are identified as triggers to move forward robustly and vigorously by executing the plan within a timely manner.

Key goals that have been identified for long term are as follow:

- **Pre- Kindergarten**
 - The Curriculum and Instruction (C&I) department recognizes the benefits of a full day prekindergarten program. Currently, we work with Region 19 Head Start to identify children who meet the criteria for ½ day prekindergarten and ½ day Head Start. At this time, a full day prekindergarten program has not been identified by the superintendent or the school board as one of its priorities. Budgetary costs continue to be an ongoing issue. However, the C&I department is committed to bringing high quality professional development and technical assistance to the Pre-Kindergarten teachers with its partnership with The Institute of Public School Initiatives and The University of Texas College of Education. A full day Prekindergarten program is a goal for the department pending funding from the Canutillo ISD school board.
 - This is to provide substantial cognitive and socio-cultural benefits of education to as many students as possible, and as early as possible. The committee recommends using innovative ideas to find a way of providing a universal all-day Prekindergarten by initiating pilot campuses pending on future funds.
 - A prekindergarten pilot would be conducive to recruitment and retention of scholars and assist in the prediction of enrollment from prekindergarten to 12th grade.
 - Canutillo ISD would be able to provide a solid support system for the implementation of research-based instruction and best practices that guide children academically, socially, and emotionally.
 - Prekindergarten full day programs reflect the belief that children are active learners. Children build meaning and understanding through full participation in their learning environments, a Canutillo ISD full day program would be designed to promote children's knowledge and skills in all developmental areas, cognitive, social-emotional, physical, and aesthetic, while establishing a foundation for lifelong learning.

- **Parental Engagement**
 - In creating literacy initiative for students and families and by creating and expanding a parent university in partnership with local institutions
 - Grow and sustain parent and family engagement through the development of both district and campus road maps utilizing the framework outlining the six types of parent involvement; parenting, communicating, volunteering, learning at home, decision making and collaborating with the community.
 - Continue to build a robust Parent University.
 - Schools will develop teams to create their own collaborative and coordinated system for family and community engagement.

Procedures and Requirements for Exemptions

MODIFICATIONS TO THE DISTRICT ACADEMIC CALENDAR

Exemption

First Day of Instruction - Texas Education Code (TEC) Section 25.0811

Canutillo ISD seeks flexibility to begin the school year before the fourth Monday of August.

Required Criteria (if appropriate):

- Canutillo ISD must meet 75,600 instructional minutes
- Canutillo ISD must meet 187 days of teacher contract days

Benefits from Exemption:

- Maximizing instructional days prior to state mandated assessments;
- Dual credit students schedules would be aligned with EPCC and UTEP calendar (higher education institutions);
- Canutillo ISD would be aligned with EPISD calendar for Canutillo students attending CTE classes in El Paso ISD;
- Provision would aide in balancing instructional time in semesters, allowing for a better pace and delivery of instruction;
- The flexibility will provide EOC students who need to retest state mandated assessments with additional instructional days prior to the retest opportunity in December;
- Provide summer school teachers and students the opportunity to plan and prepare a more targeted and focused academic instructional plan for those students that need to retest in the month of June;

TEACHER APPRAISALS

Exemption from: Texas Education Code (TEC): 21.352- Canutillo ISD is seeking to have relief for teachers from the annual appraisal system under chapter 21.352. Teachers who have shown proficient or above in all domains of the TTESS system for the previous year will be eligible for a waiver provided they meet the qualifications listed below:

Required Criteria:

In accordance with DNA (LOCAL), certain teachers are eligible for less-than-annual appraisals. The requirement of an employee to be appraised annually may be waived every other year, the district will follow DNA regulation to define schedule if the employee meets the following criteria:

- Be employed on an educator term contract;
- Be evaluated by T-TESS;
- Be rated at least “proficient” in all domains and criteria;
- Not be new to the campus;
- Has completed three consecutive years of service in the district;
- Employee agrees in writing by signing a letter to waive the formal observation;

The following criteria disqualifies teachers from waiver eligibility:

- Teacher is new to grade level;
- Teacher is new to content area;
- The campus does not meet overall state accountability rating system;
- Teacher is on an improvement plan;
- There are new Administrators (Principals &/or Assistant Principals) at the campus for the first appraisal year;

Please note that an Appraiser / Supervisor may at any time, with appropriate documentation, place the educator back on the traditional annual appraisal cycle.

Appropriate documentation: cumulative data attained through goal / professional development setting, informal class visits, walk-through's, conference, completion of SLO's, that may indicate any deficiency in the Texas Teacher Evaluation and Support System performance criteria.

Teachers that are waived for the current year are responsible for the following:

- TTESS goals, which will be collaboratively developed by teacher and administrator in alignment to the Texas Educator Performance Standards;
- Student Learning Objectives must be completed in collaboration with administration;

Benefits from Exemption:

- Administration will be able to provide support to those teachers who need it most;
- Administration will be able to place more concentration on areas of teacher growth by collaboratively developing individualized professional development plan;
- The teacher will work with their campus administrator collaboratively to develop data sources that support TTESS goals and Student Learning Objectives (SLO), to drive instruction and use best practices. This will allow more time for in depth collaboration to differentiate the curriculum and provide appropriate intervention(s);
- Teachers who have met criteria will not feel the regimented stress of a formal observation;
- Administrators will be required a minimum of two documented walkthroughs per semester and one feedback meeting per semester;

STUDENT DISCIPLINE

Exemption from: Texas Education Code (TEC) 37.0012- requires the designation of a campus behavior coordinator at each campus. Canutillo ISD is seeking relief from TEC 37.0012 for Secondary Campuses only. This requirement inhibits social and emotional learning because it restricts the District's ability to promote a more collaborative team approach. All stakeholder's will work as a team to provide social and emotional support to students. The goal is to shift from punitive consequences of discipline to positive support interventions in disciplinary actions.

Required Criteria: Secondary

Each incident will be dealt with on an individual basis according to the district's Student Code of Conduct, based on the severity of the infraction and the best interest of the student.

Canutillo ISD will adopt a team based approach and create a process for student discipline issues. Team members may include but are not limited to: Campus Administrator, Counselor, Diagnostician, Nurse, Campus Police/Security, Teacher, Prevention Specialist, At Risk Coordinator, Case Manager, and Parent(s). The team will work collaboratively to develop a disciplinary intervention plan for each case to ensure every child is safe and secure.

Benefits from Exemption: The plan will distribute responsibility amongst all team members and decentralize discipline. This will empower and engage all stakeholders in a collaborative process. It is the responsibility of all district employees to communicate safety and security. To this end, we will expand and continue to develop our PBIS systems and other positive behavior programs which include, but are not limited, to Character Counts, Nonviolent Crisis teams, and Restorative Discipline Circles.

The main goals to achieve this commitment are to:

- Improve safety and security practices at every campus;
- Enhance district-wide responsible citizenship practices and programs;
- Expand and develop our PBIS system in a proactive role by fostering the development of individual responsibility, and encouraging the social and emotional development of each student and his/her responsibility toward their school and community;

TEACHER CERTIFICATION CAREER AND TECHNICAL EDUCATION (CTE) COURSES ONLY

Exemption from: TEXAS EDUCATION CODE (TEC): SECTION 21.003- Canutillo ISD will not pursue exemption to Teacher Certification in Texas Education Code: Sec. 21.003. However, we ask that the district abide by 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area.

Required Criteria:

Canutillo will complete the following process for hiring CTE teachers.

- The district will post positions for CTE teachers requiring the appropriate certifications;
- All certified applicants that qualify will go through the interview process;
- In order to trigger the 19 TAC Chapter 233.13 and 233.14 Canutillo ISD must exhaust all recruiting efforts in hiring a SBEC certified teacher for CTE programs only;
- The district will post again if there are no applicants that have the required certification, and will repost by using 19 TAC Chapter 233.13 and 233.14 regarding certifications of CTE teachers in areas requiring experience and preparation in a skilled area;

Benefits from Exemption:

- The district will remain in compliance with TAC which requires highly qualified teachers
- The district will be able to find personnel in hard to fill positions within CTE programs
- Students will benefit from high demand programs within Canutillo ISD instead of having to leave the district
- Allows qualified individuals, through alternative certification, to work in the district as teachers before attaining certification
- All personnel falling under ruling 19 TAC Chapter 233.13 and 233.14 must be approved by Human Resources and the Board of Trustees, as appropriate

Local Innovation Committee Signatures:


ARELLANO JESICA


BROOKS KAREN


MALDONADO LILIA


NUNEZ SYLVIA


O'KEEFFE JAMES


ROCHA MARNIE


MORENO ELVIA


ANA ORTIZ



Dr. Pedro Galaviz, Superintendent of Schools