



Goose Creek CISD District of Innovation Plan

Board Approved Revision Update-May 20, 2021

Mission Statement

“Developing the Whole Child”

Goose Creek CISD develops and enhances each learner’s intellectual, social, and emotional well-being facilitated by a highly qualified team committed to Growth, Community, Collaboration, Innovation, Success, and Determination.

Core Values

Graduate every child

Children first, in a safe and nurturing educational environment

Collaborative community and parental involvement

Integrity, Respect, Humility, and Transparency

Service before self

Diversity Respected

Vision

We empower every student with knowledge and skills they need to succeed in a global community.

Goose Creek CISD Instructional Vision

Must haves...

1. Every classroom will create a learning experience that requires student engagement, communication with others, and active learning every day.
2. District and campuses will implement PLCs as a way of thinking – building a collaborative culture that focuses on student learning.
3. Every classroom will provide a relevant, meaningful, and connected curriculum with equitable levels of rigor every day.
4. Administrators will lead as instructional leaders while developing and empowering staff to become instructional leaders.
 - Engage, inspire, empower staff and students
 - Make data-driven decisions
 - Know student strengths and weaknesses
 - Know staff strengths and weaknesses
 - Provide professional development, resources, and best practices
 - Implement an unwavering belief system for student success
 - Clearly articulate campus vision and mission
 - Build a collaborative culture
 - Be a relationship builder
 - Take risks/be visionary
 - Align with district expectations/focus

I. INTRODUCTION

House Bill 1842, passed during the 84th Texas Legislative Session provides public school districts the opportunity to seek designation as a District of Innovation to obtain exemption from certain provisions of the Texas Education Code. The board, on December 3, 2018, approved a resolution to consider developing a Local Innovation Plan. On December 3, 2018, the Board held a public hearing on District of Innovation. December 3, 2018 the board identified the district Instructional Leadership Council as the Innovation Committee

On December 11, 2018, a District of Innovation Committee (Committee) comprised of members from the district Instructional Leadership Council which includes District stakeholders, including educators, administrators, parents and community members formed to develop the Local Innovation Plan (Plan). Opportunities to review and revise the plan occurred during Committee meetings held December 20, 2018 and January 17, 2019. The Committee obtained input from various stakeholders by posting the information on the District website, social media sites, email correspondence to staff members and campus presentations. On January 8, 2019, campus ILC representatives and principals presented the plan and obtained feedback from all campus staff. A Frequently Asked Questions (FAQ) document was created based on previous questions and is available for staff and community members to review. The FAQ is updated regularly and accessible on the district website. Based on direction provide by the Board and input from various District stakeholders, the Committee proposes the following plan for designation as a District of Innovation.

II. TERM

The term of the Plan is for five years, beginning with the 2018-2019 school year and culminating at the end of the 2023-2024 school year, 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 recommend to the Board any suggested modifications to the Plan.

III. TIMELINE

- December 3rd – Board Approved Resolution to Consider District of Innovation
- December 3rd – Public Hearing on DOI
- December 3rd – Board Approved DOI Committee
- December 21st – Post Plan (30 day minimum)
- January 7th – Review Plan Tenets with Principals and ILC Representatives
- January 8th – ILC Representative and Principal Review with Campus Staff and Submit Feedback
- January 17th – Review with ILC any Revisions from Feedback
- February 4th - Innovation Committee Plan Approval
- February 4th – ILC Approval “Majority Vote”
- February 4th – Present to Board for Approval

IV. INNOVATIONS

To achieve the District’s Mission and Board Goals, to align the District’s practices and operations with the District’s vision and core beliefs, flexibility is required to exert local control, at both the District and campus levels to:

- Flexibility to adjust calendar to meet student academic needs

- Modify certification requirements to meet campus instructional needs
- Maintain state mandated class-size ratio at elementary campuses including PK and 5th grade standards
- Extend probationary contracts to all new teaching staff
- Maintain 30 minute duty free lunch
- Maintain state mandated conference minutes

The District requires local flexibility in the areas listed above to support each student in attaining the skills and mindset needed to succeed in the college/career pathway of their choice through district developed initiatives.

V. INHIBITING STATUTES TO THE DISTRICTS ACADEMIC PROGRESS

A. GCCISD will have the flexibility to start school no earlier than the 2nd Monday in August.

Sec. 25.0811. FIRST DAY OF INSTRUCTION. (a) 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.

Justification

The ability to adjust the district calendar based on yearly identified needs leads towards the following benefits: students may have balanced semesters; more instructional time prior to testing, and allows increased instructional time for remediation.

**Section below was amended on 6/6/22. Please refer to Addendum #2 for the update.
Section below was amended on 8/7/23. Please refer to Addendum #3 for the update.**

~~B. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal 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 any employment. Local teaching certificates will be for one year. The employee will be at-will.~~

~~Allow teachers to teach outside of their certification within their campus grade span with written teacher consent. At secondary level, the teacher must be certified within that content area. Human Resources will review and verify all requests. The Area Executive Director will provide final approval on moves outside of teacher certification.~~

~~*Sec. 21.003. CERTIFICATION REQUIRED. (a) 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 Subchapter B.*~~

Justification

The ability to hire noncertified teachers in CTE or ~~certified teachers outside of their~~ certification provides the following benefits: addresses ~~areas of need (hard to fill positions);~~ addresses ~~student and campus individual needs,~~ highly qualified teachers will have the opportunity to fill position in needed content areas ~~on the campus;~~ provides an opportunity to identify individuals who can provide quality instruction.

Section below was amended on 6/6/22. Please refer to Addendum #2 for the update.

- C. ~~The district will maintain 22:1 ratios in Kinder – 4th grade and set a 22 prekindergarten cap. Classes that reach 24:1 or over must be reported by campus and class to the board, each meeting, to address campus needs or board provides a waiver.~~

~~*Sec. 25.112. CLASS SIZE. (a) Except as otherwise authorized by this section, a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth grade class.*~~

~~The district will maintain 24:1 ratios in 5th grade. Classes that reach 27:1 or over must be reported by campus and class to the board, each meeting, to address campus needs or board provides a waiver.~~

~~Letters to parents will be sent at the beginning of the 2nd and 4th six weeks grading periods for all classes that do not meet the district mandated class size from PK through 5th grade.~~

~~*Sec. 25.113. NOTICE OF CLASS SIZE. (a) 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. The notice must be in conspicuous bold or underlined print and:~~

Justification

~~Maintaining state standards as well as applying district standards in PK and 5th grade will provide the following benefits: positive impact on student achievement; inform the public of class sizes; and board awareness and participation in plans of action.~~

- D. All teachers new to GCCISD shall be placed on a 1 year probationary contract for three consecutive years before being offered a continuing contract.

Sec. 21.102. PROBATIONARY CONTRACT. (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.

Justification

Extending “new” teacher probationary contracts provides campus administration ample time to evaluate teacher proficiency.

- E. The district will maintain TEC 21.405 and teachers will continue to receive their 30-minute duty-free lunch.

Sec. 21.405. DUTY-FREE LUNCH. (a) Except as provided by Subsection (c), each classroom teacher or full-time librarian is entitled to at least a 30-minute lunch period free from all duties and responsibilities connected with the instruction and supervision of students. Each school district may set flexible or rotating schedules for each classroom teacher or full-time librarian in the district for the implementation of the duty-free lunch period.

Section below was amended on 6/6/22. Please refer to Addendum #2 for the update.

- ~~F. The district will maintain TEC 21.404 and teachers will continue to receive their planning and preparation time.~~

~~*Sec. 21.404. PLANNING AND PREPARATION TIME. Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.*~~

VI. LOCAL INNOVATION SUBCOMMITTEE MEMBERS

Melanie Christensen

Kay Cruz

Leslie Cogdell

Samantha Fullbright

Amparo Martinez

Chris Mergell

Roslyn Scott

Tricia Times

Brian Walenta

Pam Wilkinson

Deanna Armstrong

2018-2019 ILC

Name	Title	Location
Dr. Melissa Duarte	Deputy Superintendent	Administration Building
Ginger McKay	Director	Administration Building
Crystal Holt	Teacher	Alamo Elementary
Allison Liner	Teacher	Ashbel Smith Elementary
Katie Cote	Teacher	Austin Elementary
Pam Wilkinson	Teacher	Bañuelos Elementary
Mandie Beam	Teacher	Baytown Jr.
Jennifer Wood	Teacher	Bowie Elementary
Lacee Gordon	Teacher	Carver Elementary
Stephanie Stults	Teacher	Cedar Bayou Jr.
Angela Carr	Teacher	Clark Elementary
Anitria Collette	Teacher	Crockett Elementary
Stephanie Starling	Teacher	De Zavala Elementary
Samantha Fulbright	Teacher	Gentry Jr.
Caitlin Huebner	Teacher	Goose Creek Memorial
Fabiola Avena	Teacher	Harlem Elementary
Christopher Madrazo	Teacher	Highlands Elementary
Susanne Lucas	Teacher	Highlands Jr.
Melinda Trainer	Teacher	Hopper Primary
Leslie Cogdell	Teacher	Horace Mann Jr.
Chris Mergell	Teacher	Impact ECHS
Elisa Berger	Teacher	Lamar Elementary
Dr. Brian Walenta	Teacher	Lee High School
Jerry Shafer	Teacher	PEH
Rachel Prettyman	Teacher	POINT
Carol Cloteaux	Teacher	San Jacinto Elementary
Amy Maddie	Teacher	Sterling High School
Misty Mungroo	Teacher	Stuart Career Tech High School
Sheryl Shepherd	Teacher	Travis Elementary
Roslyn Scott	Teacher	Victoria Walker Elementary
Barbara Burg	Community Representative	
Amparo Martinez	Community Representative	
Yvonne Silva	Business Representative	
Connie Tilton	Business Representative	
Nidia Santos	Parent Representative	
Charles Johnson	Parent Representative	
Rebecca Estrada	Counselor	Cedar Bayou JS
Melanie Christensen	Librarian	Victoria Walker
Kay Cruz	Principal	Ashbel Smith Elementary
Bart Cobb	Principal	Carver Elementary
Tricia Times	Principal	POINT Alternative Center
Cap Roder	Principal	Stuart Career Tech HS

Addendum #1

**Goose Creek CISD Board Approved
Amendment to Current Local Innovation
Plan**

GOOSE CREEK CISD PROPOSED AMENDMENT TO CURRENT LOCAL INNOVATION PLAN

With regard to each area of innovation, the District declares exemption from the listed statutory provision, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commission of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

Texas Education Code §22.004(i) Inhibits the Goals of the Local Innovation Plan

TEC §22.004(i) Group Health Benefits for School Employees 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 district employees. This provision also prohibits the district from procuring group health insurance benefits that may provide better coverages for its employees at a lower cost. This provision does not give the district the flexibility needed to acquire benefits packages that would potentially be more attractive to prospective employees.

Exemption from Texas Education Code §22.004(i)

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 proposes that the District of Innovation Plan be amended to exempt the district from the health insurance requirements in TEC §22.004(i).



May 20, 2021

VIA CERTIFIED MAIL AND ELECTRONIC MAIL
Mike Morath, Commissioner of Education
Texas Education Agency
1701 North Congress Avenue
Austin, TX 78701
commissioner@tea.texas.gov



Re: Notice to the Commissioner of Education of Goose Creek CISD Board of Trustees' Approval of Amendment to Local Innovation Plan

Dear Commissioner Morath,

In accordance with T.A.C. §102.1313, Amendment, Rescission, or Renewal, which specifies:

- (a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC) §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.
 - (1.) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

Please be advised that on May 17, 2021, the Goose Creek CISD (the "District") Board of Trustees unanimously approved the intent to move forward with a proposed amendment to their Local Innovation Plan declaring exemption from the following statutory provision, as well as any implementing rules or regulations promulgated pursuant to the provision by any state agency or entity:

- Texas Education Code §22.004(i) – Group Health Benefits for School Employees

On March 23, 2021, it was presented to the ILC Committee ("Committee"). The Committee voted unanimously to submit the proposed amendments to the Board of Trustees for consideration to be posted for the required thirty days.

The District Board of Trustees considered and voted on the final version of the proposed amendment to the Local Innovation Plan after such plan was posted on the District's website for at least thirty days. As approved, this amendment will amend the Local Innovation Plan approved by the Board of Trustees on February 4, 2019.

Please feel free to contact the District should you have any questions or concerns.

Sincerely,



Richard Clem, President
Board of Trustees, Goose Creek Consolidated Independent School District
Richard.Clem@gccisd.net

Addendum #2

Goose Creek CISD Board Approved Amendments to Current Local Innovation Plan

Approved: June 6, 2022

District of Innovation Plan

Amendments

Approved by ILC on 5/17/22

Approved by Board on 6/6/22

May 17, 2022

MEMBERS IN ATTENDANCE

Harry Barber, Jeremy Bledsoe, Jessica Brown, Kirk Calma, Melanie Christensen, Brandy Davis, Cassie Dutton, Annalissa Garcia, Corina Garcia, Leslie Garcia, Daena George, Susan Jackson, John Langlois, Faith Longorio, Irma Macias, Amparo Martinez, Ginger McKay, Daniella Mondragon, Nannette Pickle, Carrie Smith, Tommie Smith, Thelma Shults, Aurelia Yznaga, Steve Koester, Ron Wyatt, Heather Hentges, Anna Espinoza

WELCOME

Susan Jackson welcomed everyone to the meeting.

SUMMER PD UPDATE

Steve Koester recapped on the presentation that was shared last month on how we are making the logistics for the summer PD work using Eduphoria. Elem campuses will meet at EF Green, JH/HS will meet at GCM. 5 sessions each day.

In STRIVE, you have a button that says "Conference". You will choose either Elementary or Secondary, then will select the sessions that you would like to attend. Filters on the right will help narrow down your selections i.e., CTE, ELA, Math, Science, etc.

Goal is that every teacher will bring their iPad those days and it will show their schedule for the day along with room numbers. Sessions will be available to choose from beginning midnight on Monday, May 23, 2022.

Once new hires go thru their orientation, they will be able to log in and pick their courses.

An amazing event for "teacher choice". The PreK teachers will be at the Liles Central Campus.

Principals will be receiving a download button for them to see what teachers have signed up for.

DISTRICT OF INNOVATION

Dr. Ron Wyatt shared the proposed plan updates of the DOI. There were 5 recommended updated sections that were reviewed and a form to complete and vote upon. Forms were collected for review and results are below:

Item	Yes	No	Abstain
1	26	1	0
2	27	0	0
3	26	0	1
4	25	0	2
5	25	0	2

ADJOURNMENT

The meeting adjourned at 6:00 p.m.

NEXT MEETING DATE

TBD



B. Teacher Certification

According to Texas Education Code Section 21.003, 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.

Section 21.051 imposes the requirement that before a district can hire a “teacher of record,” the candidate must complete 15 hours of field-based experience under supervision.

Section 21.057 requires parental notification when an inappropriately certified or uncertified teacher is assigned to the same classroom for more than 30 consecutive days.

Section 21.053 requires that an individual’s teaching certificate must be filed with the hiring district before the individual’s contract is binding and prohibits a district from paying a non-certified individual for teaching or work done prior to the effective date of the issuance of a valid certificate.

Goose Creek CISD is committed to providing students with the highest level of academic instruction possible. Currently, in the event the district cannot locate a certified teacher for a position, or a teacher is assigned to a subject outside of his/her certification, the district must submit a request to the Texas Education Agency and wait for an approval or denial to be issued from the Commissioner of Education.

Goose Creek CISD would like for decisions regarding certification to be handled locally and approved by the Superintendent of Schools and/or his designee.

The goal of the district will be to continue to hire certified teachers; however, flexibility is needed in areas that are difficult to find highly effective candidates with the required teacher certification. This provision will provide the district flexibility in hiring professionals from technical fields, college instructors, and internal applicants seeking assignments outside of their certification areas. This exemption also applies to the associated requirements of field experience and parental notification and negates the need to request approval from the Commissioner of Education.

Goose Creek CISD would implement the following processes:

1. For Career and Technical Education (CTE) (including Science, Technology, Engineering, and Math (STEM)) and Dual Credit certification areas:
 - a. The campus principal may submit a request for a local teaching certificate to allow for a non-certified, yet highly qualified, professional to be employed as a teacher. The principal must specify in writing the reason for the request and document what credentials and experience make the applicant highly qualified. A teacher certification waiver, state permit applications or other paperwork will not be required to be submitted to TEA.
2. For allowing teachers to teach one subject outside of their certification area, but inside their grade level cluster:

- a. The campus principal may submit a request to allow for a certified teacher to teach one subject out their certified field, yet still within their certification grade cluster, with written consent from the teacher. The principal must specify in writing the reason for the request and document what credentials or experience the certified teacher has to teach the subject (*e.g.*, an elementary principal may submit a request for a 4th grade teacher who is certified EC-4th ELAR to teach 4th grade Social Studies).
3. For allowing teachers to teach outside of their grade level cluster, but inside their certification area:
 - a. The campus principal may submit a request to allow for a certified teacher to teach outside of their certification grade cluster, yet within their certified field, with written consent from the teacher (*e.g.*, a junior school principal may submit a request to allow for a teacher who is certified 7-12 Science to teach 6th grade Science).
4. For a teacher who is fully certified in another state, they will be considered a certified teacher in Goose Creek CISD for one year on a probationary status as long as:
 - a. The employee creates a Texas Educator TEAL account and applies for and pays for their:
 - i. review of out of state credential; one-year temporary certification; and fingerprints; and The employee agrees to register for appropriate certification examinations.
5. For a teacher applicant who is in the process of obtaining certification, they may be hired in an at will capacity and paid as a teacher before the effective date of the issuance of a valid certificate if the following apply:
 - a. The individual is recommended for hire no more than 20 days before the first day of instruction or after the start of the instructional year; and
 - b. The candidate will be issued a certificate by the deadline set annually by the Human Resources Department.

C. Class Size Waivers and Notifications

Texas Education Code § 25.111 requires that class sizes not exceed a ratio of not less than 1 teacher for each 20 students in average daily attendance.

Texas Education Code § 25.112 provides that not more than 22 students be enrolled in a Pre-K through 4th grade class without express authorization from the Commissioner of Education.

Texas Education Code § 25.113 provides that if the District obtains an exemption from the Commissioner for the class size restriction contained in Section 25.112, the District must notify the parents of each student in the class of the increased class size.

Texas Education Code § 25.114 states that teacher to student ratios in physical education classes may not exceed 1:45.

Rationale for Exemption:

To best serve the needs of Goose Creek CISD students and staff, the district will continue to maintain the 22:1 student to teacher ratio in PK through 4th grades and will continue to follow the process of thoughtful planning, assignments of teachers to the schools with growing student enrollment, reviewing staffing ratios, and making decisions in the best interests of students while taking into consideration the financial capacity of the District. However, the district would no longer have to submit annual class size waivers that are continuously approved by TEA.

The District will provide parents with written notification of class size requirements and procedures at the beginning of each year. In the event that a PK-4th grade core content classroom exceeds a 22:1 ratio for at least 5 school days, the Superintendent will report the circumstances to the Board of Trustees. In the event that a K-4th grade core classroom ratio reaches 24:1, the campus will contact the parents of the students in the classroom and inform them of the situation. The District will make every effort to provide support through balancing of sections, “freezing” enrollment in the affected grade level, transferring teachers/staff from other campuses, and/or any other measures as appropriate.

F. Teacher Planning and Preparation Time

Under Texas Education Code § 21.404, each classroom teacher is entitled to at least 45 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating student's work, and planning. According to the Section, a planning period may not be less than 45 minutes within the instructional day and the classroom teacher may not be required to participate in any other activity during that time.

Goose Creek CISD is committed to maintaining and honoring the planning and preparation time requirements outlined in TEC 21.404; however, we are seeking exemption from the restriction on teachers being able to voluntarily give up their planning time. The District believes Section 21.404 and the Commissioner of Education's interpretation of that section prevent teachers from voluntarily waiving their planning and preparation time for various job-related activities, including training and professional development during their planning and preparation time. The District would like to allow teachers the option to take on other assignments to address the District's needs during that time.

Teachers in GCCISD will be allowed to give up their planning time under the following conditions:

1. The teacher must **voluntarily** agree to give up their planning time and take on an additional assignment/class in writing.
2. This decision must be made voluntarily by the teacher and a teacher may not be coerced or forced into giving up their conference period for an additional teaching assignment.
3. Any teacher who chooses to give up their conference time must receive additional pay for this added assignment/class.
4. Any teacher who chooses not to give up their conference time **MAY NOT** be punished or penalized for this decision in any way.

G. Admission and Enrollment

Texas Education Code Section 25.001(b) states school district's board of trustees or its designee shall admit into the school district's public schools free of tuition a person who is over five and younger than 21 years of age on the September 1st of the school year in which admission is sought and may admit a person who is at least 21 years of age and under 26 years of age for the purpose of completing the requirements for a high school diploma.

The District believes Section 25.001(b) limits the District's ability to register students who are near the required age of Pre-Kindergarten or Kindergarten from attending the District that school year. To allow for the development of early childhood education, the District would like to be exempt from this Section.

Goose Creek CISD would like to allow for the parent of a student who will be of age to enroll in PK and/or Kindergarten within 30 days of the September 1st deadline to have the ability to request for their student to be reviewed for admission. The student will be screened for school readiness and a district level committee will review all relevant data and make recommendations for admission exceptions to be approved by the Superintendent or his designee.

H. Future Mandates

To best serve our local community, staff, and students, Goose Creek CISD includes a provision in our Local Innovation Plan for the District to maintain control over any future, eligible Texas Education Code mandates, which may be exempted by a 2/3 majority vote of the Goose Creek CSID Board of Trustees.



Tuesday, June 7, 2022

VIA CERTIFIED MAIL AND ELECTRONIC MAIL
Mike Morath, Commissioner of Education
Texas Education Agency
Attn: Accreditation
1701 North Congress Avenue
Austin, TX 78701
commissioner@tea.texas.gov
cc: accred@tea.texas.gov

Re: Notice to the Commissioner of Education of Goose Creek CISD Board of Trustees' Approval of Amendment to Local Innovation Plan

Dear Commissioner Morath,

In accordance with T.A.C. §102.1313, Amendment, Rescission, or Renewal, which specifies:

- (a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC) §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.
 - (1.) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.

Please be advised that on June 7, 2022, the Goose Creek CISD (the "District") Board of Trustees unanimously approved the intent to move forward with a proposed amendment to their Local Innovation Plan declaring exemption from the following statutory provision, as well as any implementing rules or regulations promulgated pursuant to the provision by any state agency or entity:

- Texas Education Code §21.003 Certification Required
- Texas Education Code §21.051 Rules Regarding Field-Based Experiences
- Texas Education Code §21.053 Presentation and Recording of Certificates
- Texas Education Code §21.057 Parental Notification
- Texas Education Code §21.404 Planning and Preparation Time
- Texas Education Code §25.0811 First Day of Instruction
- Texas Education Code §25.111 Student/Teacher Ratios
- Texas Education Code §25.112 Class Size
- Texas Education Code §25.113 Notice of Class Size
- Texas Education Code §25.114 Student Teacher Ratios in Physical Education Classes
- Texas Education Code §25.001 Admission



On March 17, 2022, it was presented to the ILC Committee ("Committee"). The Committee voted near unanimously to submit the proposed amendments to the Board of Trustees for consideration.

The District Board of Trustees considered and voted on the final version of the proposed amendment to the Local Innovation Plan. As approved, this amendment will amend the Local Innovation Plan initially approved by the Board of Trustees on February 4, 2019, and previously amended on May 17, 2021.

In accordance with TEC §12A.0071, an electronic copy of the local innovation plan is publicly posted on the district website and is available at the following link:

<https://www.gccisd.net/upload/template/0025/docs/DOIPlan.pdf>

Please feel free to contact the District should you have any questions or concerns.

Sincerely,

Richard Clem, President

Board of Trustees, Goose Creek Consolidated Independent School District

Richard.Clem@gccisd.net

Attachment: Figure: 19 TAC § 102.1307(d): Updated checklist of exemptions

Addendum #3

Goose Creek CISD Board Approved Amendments to Current Local Innovation Plan

Approved: August 7, 2023

District of Innovation Plan

Amendments

Approved by ILC on 7/26/23

Approved by Board on 8/7/23

July 26, 2023

MEMBERS IN ATTENDANCE

Heather Alarcon, Tina Andrade, Helen Becker, Torie Bernard, Matt Bolinger, Earnest Brooks, Melanie Christensen, Sarah Hernandez, James Husband, Susan Jackson, Amparo Martinez, Amber Matsoukas, Evelyn Mexas, Ginger McKay, Kristen Olin, Kelsey Roark, Lisa Steele, Tyron Sylvester, Jessica Turpen, Yvonne Vargas, Stebbin Varner, Cristina Vega

WELCOME

Susan Jackson welcomed everyone to the meeting.

2023-2024 DOI AMENDMENT

Dr. Matt Bolinger spoke about the DOI teacher certification portion only and presented a PowerPoint presentation.

Recommendations to amend the District of Innovation plan to include more flexibility in hiring educators amid current teaching vacancies. We need to include our adjunct educator program in the DOI for compliance purposes.

Heather Alarcon spoke on the probation period for those without a teacher's certification and how we can have a little more flexibility obtaining them.

Motion to approve the amendments were taken. All participants agreed.

Amendments will be taken to the Board on August 7, 2023.

ADJOURNMENT

The meeting was adjourned at 9:52 a.m.

NEXT MEETING DATE

August 22, 2023



B. Teacher Certification

According to Texas Education Code Section 21.003, 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.

Section 21.0031 imposes the requirement that an employee's probationary or term contract is void if the employee does not hold a valid certificate or permit issued by SBEC. Further, if the district has knowledge that an employee's contract is void under this section, the district may terminate, suspend, or retain the employee at will.

Section 21.051 imposes the requirement that before a district can hire a "teacher of record," the candidate must complete 15 hours of field-based experience under supervision.

Section 21.057 requires parental notification when an inappropriately certified or uncertified teacher is assigned to the same classroom for more than 30 consecutive days.

Section 21.053 requires that an individual's teaching certificate must be filed with the hiring district before the individual's contract is binding and prohibits a district from paying a non-certified individual for teaching or work done prior to the effective date of the issuance of a valid certificate.

Goose Creek CISD is committed to providing students with the highest level of academic instruction possible. Currently, in the event the district cannot locate a certified teacher for a position, or a teacher is assigned to a subject outside of his/her certification, the district must submit a request to the Texas Education Agency and wait for an approval or denial to be issued from the Commissioner of Education.

Goose Creek CISD would like for decisions regarding certification to be handled locally and approved by the Superintendent of Schools and/or his designee.

The goal of the district will be to continue to hire certified teachers; however, flexibility is needed in areas that are difficult to find highly effective candidates with the required teacher certification. This provision will provide the district flexibility in hiring professionals from technical fields, college instructors, degreed but not yet certified, applicants seeking assignments outside of their certification areas, or applicants with out-of-state or out-of-country certifications. This exemption also applies to the associated requirements of field experience and parental notification and negates the need to request approval from the Commissioner of Education.

Goose Creek CISD may hire uncertified individuals as follows:

1. For Career and Technical Education (CTE) (including Science, Technology, Engineering, and Math (STEM)) and Dual Credit certification areas.
2. For certified teachers to teach outside of their certification area or grade level cluster in hard-to-fill positions or as determined to be in the best interest of the district.
3. For a teacher who is fully certified in another state, they may be considered a certified teacher in Goose Creek CISD for one year on a probationary status, with the option of extended at the discretion of the district.
4. For a teacher who is fully certified in another country, they may be considered a certified teacher in Goose Creek CISD for one year on probationary status, with the option of extending at the discretion of the district.
5. For a teacher applicant who is in the process of obtaining certification, they may be hired in an at will capacity and paid as a teacher before the effective date of the issuance of a valid certificate.
6. For a teacher applicant who holds a degree in a closely related field but does not yet have a teaching certification, he/she may be hired in an at will capacity and paid at a rate lower rate until the individual obtains certification.

District administration will develop administrative regulations to provide further processes and procedures related to the hiring of uncertified individuals through this plan.

District administration will develop administrative regulations establishing local requirements for notification to parents when a non-certified teacher is employed for their child's class.



August 15, 2023

Texas Education Agency
Attn: Accreditation
1701 North Congress Ave.
Austin, TX 78701
Via email to commissioner@tea.texas.gov

Re: Notice to the Texas Education Agency of Amendment to Goose Creek ISD's District of Innovation Plan

Dear Commissioner Morath,

In accordance with Texas Administrative Code §102.1313, Amendment, Rescission, or Renewal, this letter serves as notification that the Goose Creek CISD (the "District") has amended its local Innovation Plan. The amendment was for the following provision:

- Texas Education Code §21.003*
- Texas Education Code §21.0031
- Texas Education Code §21.051*
- Texas Education Code §21.053*
- Texas Education Code §21.057*¹

On July 26, 2023, the District presented the proposed amendments to the ILC Committee. The committee voted 18 to 0 to approve the amendments and submit them to the District Board of Trustees for consideration.

On August 7, 2023, the District Board of Trustees considered and voted on the proposed amendments to the local Innovation Plan and approved the amendments by a unanimous vote. As approved, this amendment will amend the local Innovation Plan initially approved on February 4, 2019, and previously amended on May 17, 2021, and June 6, 2022.

In accordance with TEC §12A.0071, an electronic copy of the most current local innovation plan is publicly posted on the District's website and is available at the following link.

https://www.gccisd.net/upload/template/0025/docs/DOIPlan_update.pdf

¹ *The District previously exempted out of these state law requirements; however, in its current amendment, it updated local procedures related to these exemptions.



Enclosed with this letter is an updated checklist of exemptions reflecting all sections of the Texas Education Code from which the District is exempt (both newly and previously adopted).

Sincerely,

A handwritten signature in black ink that reads "Tiffany Guy".

Tiffany Guy

President

Board of Trustees, Goose Creek Consolidated Independent School District

Enclosure: Updated checklist of exemptions