



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.

- 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.

- 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.

- 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
Lacey 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