

Cayuga Independent School District

District of Innovation Plan

2022 - 2027



In an effort to better meet the needs of Cayuga ISD's students, this District of Innovation plan was developed in accordance with the Texas Education Code, specifically Chapter 12A. The elements of this plan are related to the provision of a comprehensive educational program. The plan also identifies requirements of the Texas Education Code that inhibit Cayuga ISD's goals and from which the district seeks exemption.

Cayuga ISD's initial District of Innovation plan was implemented on July 1, 2017. It expired on June 30, 2022. This updated plan is to be implemented on July 1, 2022 and will expire on June 30, 2027.

CISD's local innovation plan may be amended, rescinded or renewed if approved by the District-Wide Improvement Council and the Board in the same manner that it was adopted. If, within the term of this plan, other innovative strategies are proposed, the Board will authorize a committee to consider and recommend additional exemptions. Any amendments approved by the Board will adhere to the same term as the current plan.

Cayuga Independent School District

Board of Trustees

Tim West	Tammy Lightfoot
David Link	Donald Loving
Daniel Sims	Todd Winkel

District-Wide Improvement Council - District of Innovation Plan Renewal Committee

Tracie Campbell	Christie Smith
Laurie Walls	Carla Henigan
Johanna Link	Autumn Brown
Laura Poland	Kenyetta Jenkins
Jennifer Scheppler	Jill Hamil
Cari Mullican	Becky Thompson
Jay Thompson	Christine Drinkard
Lynn Wicker	Kaylee Sims
Magen Humphreys	Kellie Gatewood
Jacob Magee	Joey Fitzgerald

Timeline for Revision, Adoption, Submission & Implementation of Cayuga ISD's Renewed District of Innovation Plan

December 15, 2021

The District-Wide Improvement Council will discuss the need for Cayuga ISD's District of Innovation plan to be updated and renewed. Relevant Texas Education Code exemptions will be discussed by the DWIC membership prior to the updated plan being posted on CISD's website.

January 4, 2022

The proposed District of Innovation plan will be posted on CISD's website for at least thirty days.

February 28, 2022

During a regular monthly meeting, the Board of Trustees and administration will discuss renewal of Cayuga ISD's District of Innovation plan. The discussion will include the list of proposed Texas Education Code exemptions to be included in the updated plan. The Board will make a decision related to notifying the Commissioner of Education of the Board's intent to vote on adoption of the proposed DOI plan.

March 1, 2022

The Commissioner of Education will be informed of the Board's intent to vote on adoption of the proposed DOI plan.

March 1-12, 2022

The DWIC / District of Innovation Plan Renewal Committee will hold a public meeting to consider the final version of the proposed plan. Before the Board adopts the updated DOI plan, it will be approved by a majority vote of the DWIC / DOI Plan Renewal Committee.

March 28, 2022

By an affirmative vote of at least two-thirds of its membership, the CISD Board will adopt the updated plan.

March 29, 2022

The Commissioner of Education will be notified of the Board's approval of the plan.

July 1, 2022

Implementation of the 2022-2027 District of Innovation plan will begin. As needed, relevant district policies will be revised.

Cayuga Independent School District District of Innovation Plan

Term of Plan: July 1, 2022 – June 30, 2027

Plan applies to:

- Entire District
- Campus (list) N/A
- Other (please describe) N/A

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
 - §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff

- §21.4021 Furloughs
- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
- §21.403 Placement on Minimum Salary Schedule
- §21.4031 Professional Staff Service Records
- §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
- §21.404 Planning and Preparation Time
- §21.405 Duty-Free Lunch
- §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
- §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
- §21.408 Right To Join or Not To Join Professional Association
- §21.409 Leave Of Absence for Temporary Disability
- §21.415 Employment Contracts

Subchapter J – Staff Development

- §21.451 Staff Development Requirements
- §21.452 Developmental Leaves of Absence
- §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation

- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- X §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size

§25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

§37.0012 Designation of Campus Behavior Coordinator

§37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B - Purchases; Contracts

§44.031 Purchasing Contracts

§44.0331 Management Fees Under Certain Cooperative Purchasing Contracts

§44.0352 Competitive Sealed Proposals

§44.042 Preference to Texas and United States Products

§44.043 Right To Work

§44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

§44.901 Energy Savings Performance Contracts

§44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy

§44.903 Energy-Efficient Light Bulbs in Instructional Facilities

§44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- X §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemptions required for your District of Innovation Plan.

- X 25.036 Transfer of Student
- X 28.004 Local School Health Advisory Council, Health Education Instruction
- X 37.008 Disciplinary Alternative Education Programs

Relevant Provisions of the Texas Education Code

As a District of Innovation, Cayuga Independent School District will be exempted from the following provisions of the Texas Education Code.

1. Certification Required; Presentation and Recording of Certificates

TEC 21.003(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...

TEC 21.053(a-b)

A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.

An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.

2. Probationary Contracts

TEC 21.102(b)

...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.

3. Transfer of Student

TEC 25.036

Any child...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 other person having lawful control of the child jointly approve and timely agree in writing to the transfer.

4. First Day of Instruction

TEC 25.0811(a)

...a school district may not begin instruction for students for a school year before the fourth Monday in August...

5. Local School Health Advisory Council, Health Education Instruction

TEC 28.004(6, d-1)

The local school health advisory council shall meet at least four times each year.

6. Disciplinary Alternative Education Programs

TEC 37.008(a, 3 & 7)

Each school district shall provide a disciplinary alternative education program that...

provides for the students who are assigned to the disciplinary alternative education program to be separated from students who are not assigned to the program;

employs only teachers who meet all certification requirement...

7. School District Depositories; Term of Contract

TEC 45.205(a)

...the depository bank when selected shall serve for a term of two years...

A school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms.

Cayuga ISD's Innovative Strategies

1. Certification Required; Presentation and Recording of Certificates

TEC 21.003(a)

FOR NON-CTE SUBJECTS

Decisions regarding teacher certification will be made by Cayuga ISD's Board and administration. Such decisions will be made locally in order to better serve CISD's students, including the opportunity to provide more course offerings for the students. This strategy will also allow for more flexibility in teacher assignments and campus schedules. For grades six through twelve, in all subjects except Special Education and ESL/Bilingual, the campus principal may submit a request to the superintendent to allow a certified teacher to teach one subject in a field related to the faculty member's current certification and/or education but for which the teacher is not certified.

RELATED FIELDS

- English: Reading, Speech, Journalism, any other course accepted by the SBOE for graduation credit in English
- Social Studies: History, Government, Economics, Political Science, any other course accepted by the SBOE for graduation credit in Social Studies
- Science: Life Sciences, Physical Sciences, Biology, Earth Science, Physics, Chemistry, any other course accepted by the SBOE for graduation credit in Science
- Fine Arts: Art, Music, Theater Arts, Dance, any other course accepted by the SBOE for graduation credit in Fine Arts
- Mathematics: Engineering, Statistics, Accounting, any other course accepted by the SBOE for graduation credit in Mathematics

The principal shall specify in writing the basis for the request and document the certified teacher's credentials that qualify the faculty member to teach the requested subject in a related field. The superintendent will decide whether or not to approve such requests.

FOR CTE SUBJECTS

The district will establish local qualifications and criteria for teachers of CTE courses. By establishing its own CTE teacher qualifications and criteria, Cayuga ISD will receive the following benefits: the ability to employ teachers who are industry certified and experienced in their vocation, the opportunity to offer more CTE courses and the increased possibility of recruiting and employing part-time teachers for CTE courses.

In making recommendations for teachers of CTE subjects, the principal shall specify in writing the basis for such recommendations and document the candidates' credentials that qualify the recommended individuals to teach CTE courses. Prior to such candidates' employment by the district, the superintendent will decide whether or not to recommend them to the Board of Trustees. If approved by the Board, such staff members will be employed on an at-will basis.

As with all district employees, the criminal history of candidates for CTE teaching positions will be checked prior to being recommended to the Board. In considering such applicants, efforts will also be made to verify the candidates have sufficient education and experience to effectively teach the Texas Essential Knowledge and Skills (TEKS) for the courses they are to be assigned. Faculty members hired using these "District of Innovation" procedures will receive training in instructional delivery methods, classroom management training, meeting the needs of Special Education students and the state curriculum (TEKS) for their assigned course(s). During their first year of employment, they will receive some form of mentoring.

2. Probationary Contracts

TEC 21.102(b)

This innovative strategy will apply to teachers who have taught in public education for at least five of the eight years preceding their initial employment by Cayuga ISD. This strategy will allow CISD to renew the probationary contract of such an experienced teacher for one additional year, for a maximum of two school years.

In some cases, one year of employment is insufficient to fully determine even an experienced teacher's effectiveness. This innovative strategy will provide Cayuga ISD with another employment option in addition to the options of offering term contracts to such faculty members or non-renewing their probationary contracts. Another benefit of this initiative is that it will provide additional time for the district to mentor teachers prior to hiring them under term contracts. This strategy will also allow experienced teachers the option of accepting another year of employment by the district under a probationary contract in addition to the option of seeking other employment opportunities prior to the deadline for teacher resignations.

3. Transfer of Student

TEC 25.036

Cayuga ISD accepts many transfer students. Almost all of them are remarkable students who make us very proud. Cayuga ISD would like to exercise the flexibility to

revoke a student transfer in the event that the individual does not uphold our standards.

4. First Day of Instruction

TEC 25.0811(a)

The first day of instruction for Cayuga ISD students will typically occur prior to the fourth Monday in August. This innovative strategy will allow Cayuga ISD to make decisions about the school's calendar at the local level and on an annual basis. It will result in grading periods and semesters that are more balanced. This initiative will also be helpful to the district in maintaining its practice of concluding the fall semester prior to the Christmas holidays. Another benefit of this strategy is that it will result in more school days and minutes of instruction occurring prior to the state assessments.

5. Local School Health Advisory Council, Health Education Instruction

TEC 28.004(6, d-1)

In a small, rural school district such as Cayuga ISD, faculty members often serve in multiple roles, including committee memberships. In addition, the members of the SHAC in a small school tend to have more personal relationships and awareness of student needs. Both of these factors support Cayuga ISD's determination to exempt itself from the expectation of four SHAC meetings to be held each year. Instead, on an annual basis, CISD's SHAC will meet only frequently enough to effectively and efficiently tend to its assigned responsibilities.

6. Disciplinary Alternative Education Programs

TEC 37.008(a, 3 & 7)

At Cayuga ISD, there are often very few students at any given time who are in a disciplinary alternative education placement. The flexibility of this innovative strategy will enable CISD to serve these students in the best possible educational arrangement. CISD may opt to separate the individual(s) from the rest of the student body in an on campus DAEP setting if necessary, or may fold them into other disciplinary programs such as in school suspension (ISS). This flexibility will allow CISD to maximize personnel usage and craft an educational experience that will instill discipline without taxing personnel resources.

7. School District Depositories; Term of Contract

TEC 45.205(a)

Cayuga ISD is a small, rural school district that requires only basic depository services. No banks are located within CISD's attendance zone. In the past, when CISD has solicited bids for depository proposals from area banks, the school has received only very limited bids for the provision of such services. This innovative strategy will allow CISD to maintain a relationship with its current depository and avoid the difficulties associated with changing banks. CISD will solicit bids for depository services only when it is determined by the Board and administration that it would be advantageous for the district.

