

CANUTILLO A Premier District

District of Innovation Plan *Amendment*

7965 Artcraft | El Paso, TX 79932
915.877.7400 | www.canutillo-isd.org
Follow us on: [f](#) [t](#) [i](#)



INTRODUCTION

District of Innovation was created by the 84th Legislature through 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 Board of Trustees that passed the resolution on April 24, 2018 to consider on developing a District of Innovation (DOI) Plan, would ensure that our schools are academically successful and providing the best instruction possible for our students. Because of the flexibility of this process, the plan could support the District with meeting our Mission, Vision and Goals through the local control that 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	Resolution Adoption Canutillo ISD Trustees review a resolution to initiate the process of designation as a District of Innovation
April 24, 2018	Public Hearing Canutillo ISD Trustees holds a public hearing to solicit input on the District of Innovation opportunity.
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
May 30 or Sept 2018	District Advisory Committee Approval Canutillo ISD Advisory Committee will vote to approve the proposed Canutillo ISD Innovation Plan
May 30 or Sept 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.
June 1 or Sept 2018	CISD Innovation Plan Posted Proposed CISD Innovation Plan will be posted online for 30 days
Aug or Oct 2018	Board of Trustees Approval The Canutillo ISD Board of Trustees will be asked to approve the CISD Innovation Plan proposal.
Aug. 1, 2022	Board of Trustees Approval The Canutillo ISD Board of Trustees approved an Amendment of the CISD Innovation Plan proposal.

DISTRICT OF INNOVATION COMMITTEE

Facilitator: Julieta Melendez, Program Compliance Director

LAST NAME	FIRST NAME	POSITION
WIERSON	MELANIE	TEACHER, CHS
WATTS	RAQUEL	TEACHER, CHS
PAPPAN	TISHA	PARENT, JOSE DAMIAN ELEMENTARY
NUNEZ	SYLVIA	LIBRARIAN, DEANNA DAVENPORT
COLORADO	ERIKA	PARENT, JDE
SANCHEZ	DENNA	PARENT (GES/CHS)
ORTIZ	ANA	PARENT (CMS/CHS)
O'KEEFE	JAMES	TEACHER, NWECHS
WHEATLEY	MARYELLEN	BUSINESS
LIVENGOOD	PERLA	SPED TEACHER, GES
ALARCON	MARIA	PRINCIPAL, GES
CASTILLO	CAIN	SPECIALIST TEACHER, CES
MORALES	JEANETTE	TEACHER, CES
MALDONADO	LILIA	TEACHER, CES
GONZALES	DEBORAH	INSTRUCTIONAL COACH, BCE
PULLEY	CHRISTINE	DIRECTOR OF FINANCE
SHERMAN	NANCY	TEACHER, CMS
MONTIEL	PATRICIA	TEACHER, CMS
ARELLANO	JESICA	EXECUTIVE DIRECTOR OF CURRICULUM & INSTRUCTION
RICO	OSCAR	TECHNOLOGY DIRECTOR
REYES	MONICA	DIRECTOR OF STUDENT SUPPORT SERVICES
KERNEY	DEBRA	ASSOCIATE SUPERINTENDENT
CARRILLO	JESSICA	PRINCIPAL, RES
CLAPSADDLE	THERESA	PRINCIPAL, CHS
AVILA	NIDIA	PRINCIPAL, AMS
LEE	ANAELISA	PRINCIPAL, JDE
CARBAJAL	GRACE	NURSE, RES
PATON	RITA	TEACHER, AMS

TERM OF PLAN

The term of Canutillo ISD Innovation Plan will be for 5 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 recommend to the Board any suggested modifications to the Plan on an annual basis.

Comprehensive Educational Program

This Plan is guided by and aligned with the Board's Mission and Vision which are united to District goals and core beliefs.

MISSION

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

VISION

Canutillo ISD is a premier school district with nationally-ranked, multi-literate graduates ready to excel in college, their careers, their community, and in life.

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 CISD and Community Stakeholders

INNOVATIONS

In order to achieve the districts mission, vision and align to our practices and operations to meet our priorities as a district and campus level our focus are to;

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

The flexibility will allow to improve student outcomes by focusing on college and career readiness, character development, social and emotional learning. Allowing time to expand the potential for providing more 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 the appropriate central office and campus based stakeholders.

Anytime during the term of the innovation plan, the Canutillo ISD seeks for additional exemptions, the innovation Planning Committee must be reconvened to develop amendments to the plan.

Canutillo ISD Innovation Planning Committee identified innovations it would like to see implement through 2025. A couple of 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 follows:

- 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.

- To provide a substantial cognitive and socio-cultural benefits of education to as many students as possible, and as early as possible the committee recommends using innovation to find a way of providing universal all-day Pre-k initiating in 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.
 - Pre Kindergarten 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 SCHOOL YEAR

Exemption

First Day of Instruction- Texas Education Code (TEC) Section 25.0811
 CISD seeks flexibility to begin the school year before the fourth Monday in August.

Required Criteria (if appropriate):

- CISD must meet 75,600 instructional minutes

- CISD 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)
- Aligned with EPISD calendar for Canutillo students attending CTE classes in El Paso ISD.
- Balancing instructional time in semesters, allows for better pace and delivery of instruction
- High school seniors would be able to enroll in college courses that begin in early June, increasing college and career readiness.
- The flexibility will allow EOC students, who are in need to retest on state mandated assessments, 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- CISD 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 in the TTESS system for the previous year will be evaluated every other year using a rotational system, set criteria to meet qualifications is 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, if the employee meets the following criteria:

- Term contract
- evaluated by T-TESS
- rated at least “proficient” in all domains
- is not new to the campus
- has completed three consecutive years of service in the district
- Employee agrees in writing by signing a letter to waiver the formal observation.

The following criteria disqualify teachers from waiver eligibility:

- new to grade level
- on probationary contract
- new to content area
- new to campus from outside of district
- If campus does not meet overall state accountability rating system
- If teacher is on an improvement plan.

A teacher may be pulled from being waived if any of the above criteria occurs during the year, this is contingent upon administration.

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

- TTESS goal setting will take place, collaboratively developed by teacher and administrator that are aligned to the Texas Educator Performance Standards.
- Minimum of 2 documented walkthroughs per semester will be required and at least one feedback meeting per semester
- Student Learning Objectives will be required to complete and collaborate with administrator

Benefits from Exemption:

- Administration will be able to provide more 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 to collaboratively develop data sources that support TTESS goals and using 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.
- Teachers who have met criteria will not feel the regimented stress of a formal documented observation.

STUDENT DISCIPLINE

Exemption from: Texas Education Code (TEC) 37.0012- requires the designation of a campus behavior coordinator on each campus. CISD is seeking relief FOR SECONDARY CAMPUSES as this requirement inhibits social and emotional learning because it restricts the District's ability to promote a more collaborative team approach in which all stakeholders schools will work as a team to provide social and emotional support to students. Goal is to shift from punitive forms of discipline to an emphasis on positive support in disciplinary actions.

Required Criteria: Secondary

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

Canutillo ISD will adopt a team based approach and create a process to 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. This 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 important to communicate safety and security and it is the responsibility of all district employees. To this end we will expand and continue to develop our PBIS 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 implement improved safety and security practices in every school
- to enhance a district-wide responsible citizenship practices and programs
- to expand and develop our PBIS program on taking a proactive role by fostering the development of individual responsibility, while encouraging the social and emotional development of each student and his/her responsibility toward their school and community.

TEACHER CERTIFICATION

Exemption from: TEXAS EDUCATION CODE (TEC): SECTION 21.003 & 21.053

Canutillo ISD will pursue exemption to Teacher Certification in Texas Education Code: Sec. 21.003 & 21.053 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 skill area.

- We will have the flexibility in hiring “hard to fill” positions.
- We will have the flexibility to hire experts in their field even if they don’t yet have a teaching certification, but are in the process of working towards the certification.
- We will have the flexibility to allow a certified teacher to teach outside their field while completing all requirements to be certified within the field.
- CTE will have the flexibility to hire those with industry experience.

Required Criteria:

Canutillo will complete the following process to determine the hard to fill positions by meeting criteria set by Canutillo ISD::

Career 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 we must exhaust all recruiting efforts in hiring a certified teacher for CTE 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 skill area.

Montessori teachers:

- **Principal will submit a letter of need for the Montessori PreK-3 (for 3 year old students) position to Human Resources for approval in order to move forward with the hiring process.**
- **Candidates must have acquired a Montessori certification from an accredited Montessori training program (AMI- Association Montessori Internationale or AMS - American Montessori Society).**
- **Must have experience in an early childhood setting.**
- **Candidate must have a bachelor’s degree related to education.**
- **A letter of expectation will be signed and placed in file to ensure completion of courses and state assessments in acquiring the Texas Teacher Certification in Early Childhood Education.**

- Candidates will be required to complete 15 hours of annual professional development related to their field as per letter of expectations.
 - Training requirements can be based on the following: Local district, Region 19, state training, courses from a university and a book study related to Early Childhood. All options will be pre-approved by Human Resources or designee.
 - Candidates that do qualify will be paid on an alternate pay scale, until all requirements are met.
 - Human Resources department reserves the right to determine if teachers meet the criteria in these hard to fill positions.

Hard to Fill teacher positions: (Not to include SPED or Bilingual)

- Principal will submit a letter of need for Hard to Fill position to Human Resources for approval to move forward on the hiring process.
- Principal may request to allow a certified teacher to teach one subject out of their certified field.
- Candidates must have experience in an education setting for a minimum of 2 years.
- Candidate must have a bachelor's degree related to education to apply for an Education Fellow position.
- A letter of expectation will be signed and placed in file to ensure completion of courses and state assessments in becoming a certified teacher and specific content.
- Candidates will be required to complete professional development related to their field as per letter of expectations.
 - Training requirements can be based on the following: Local district, Region 19, state training, courses from a university. All options will be pre-approved by Human Resources or designee.
 - Candidates that do qualify will be paid on an alternate pay scale, until all requirements are met.
 - Human Resources department reserves the right to determine if teachers meet the criteria in these hard to fill positions.
 - Candidates hired under this exception including out of state and international certifications would be expected to be certified in Texas within a period of two (2) years.

Benefits from Exemption:

The exemption from the current state teacher certification requirements will inhibit Canutillo ISD ability to hire teachers for hard to fill teaching positions that will allow our district to establish local qualifications and training requirements.

- The district will be able to find personnel in hard to fill positions for CTE, montessori and Special Education.
- Students will benefit from programs in high demand instead of having to leave the district.
- Allows qualified community members, through alternative certification, to work in the district as teachers before attaining certification.
- This exemption directly supports the move from “highly qualified” requirements to Every Student Succeeds Act (ESSA).
- CISD will have the flexibility to hire external or internal applicants that do not have traditional state certifications.
- Human Resources will determine if the candidate meets all qualifications to proceed towards the interviewing process.
- 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.

MINIMUM MINUTES OF INSTRUCTION

Required Criteria:

- Early Release dates will be provided to superintendent prior to school year for approval
- Agenda of early release dates will be provided to superintendent 2 weeks prior to date.

Exemption from: Texas Education Code (TEC) 25.081, HB 2610 EB LEGAL

Canutillo ISD is seeking the flexibility to adjust minutes of instruction that will assist with individualized learning building teacher capacity that will ensure to meet individual student needs.

Benefits of exemption:

Canutillo ISD will have the flexibility to adjust minutes of instruction which will assist with individualized learning to ensure student success. Through the exemption of the 420 minute day requirement would benefit for targeted professional development, Professional Learning Communities and other support to all stakeholders to effectively and positively impact student learning and not utilizing substitutes as our district struggles with shortage of substitutes. While there is a waiver process available to request exemption from this requirement, the waiver is limited to a 6 day maximum per

school year. To ensure that the shorter day is to benefit student learning, “early release days” would be planned ahead of time and noted in the district website - Early release dates will be board approved in advance of the school year. The district will not schedule early release days shorter than 240 minutes (4hours)

Learning together with colleagues is an invaluable part of an individual teachers professional growth and development regardless of years of teaching experience. Students need the maximum amount of learning time the district can design during the week of instruction by exempting minimum minutes per day. PLC, PD would provide intel leveraging maximum learning time for students with their teachers than substitutes if available.