

District of Innovation

Crowley Independent School District
Innovative Planning Committee Meeting

February 6, 2017

Welcome and Introductions

4:30 ● **Welcome & Introductions**

4:35 ● Presentation: What is a District of Innovation?

4:50 ● Table Collaboration: Challenges/Opportunities

5:30 ● **Break**

5:35 ● Table Report: Challenges/Opportunities

5:55 ● **Closing remarks and next steps**

CISD Mission, Vision and Values



CROWLEY INDEPENDENT SCHOOL DISTRICT STRATEGIC PLAN 2014-2019

Mission/Vision/Values	Strategic Objectives	Strategic Measures and Evidence of Progress	Key Strategies
<p>Mission Statement: Crowley ISD provides our students with excellence in education so that all students achieve their full potential.</p> <p>Vision Statement: Crowley ISD will provide all students with a world-class, high-quality education where students are inspired to succeed in the global community.</p> <p>District Values:</p> <ul style="list-style-type: none"> We value high academic achievement. All students can learn through a variety of instructional methods and opportunities that meet their individual needs. Learning is enhanced through social interaction in a diverse setting. We value a safe and secure learning environment. We value a positive work place in which each employee is appreciated and is provided opportunities for professional growth. We respect and value the opinions of all students, employees and community members. We encourage open, effective and timely communication with district stakeholders. We support effective stewardship of public resources. 	<p>1.1. Provide an aligned, relevant and rigorous curriculum and courses of study in order to prepare students to meet or exceed expected educational standards.</p> <p>1.2. Graduate college and workforce ready students who demonstrate the skills necessary for post-secondary success in a global community.</p> <p>1.3. Increase the integration of technology resources and systems in order to produce 21st Century learners.</p>	<p>1.1. Improved local student performance on state testing.</p> <p>1.2.</p> <ol style="list-style-type: none"> Increased percentage of Advanced Placement students passing the AP exam. Increased percentage of CISD graduating students having completed one or more courses in high school eligible for college credit including dual credit/concurrent credit and Advanced Placement courses, as well as CTE courses leading to post-secondary. Improved local 4-year graduation rates. Increased percentage of students graduating on the "Distinguished" high school plan. Improved local college and career readiness rates. <p>1.3.</p> <ol style="list-style-type: none"> Increased percentage of student accessibility to relevant and reliable technology. Increased technology staff development. 	<p>GOAL 1 - IMPROVE STUDENT ACHIEVEMENT FOR ALL</p> <p>1.1.</p> <ol style="list-style-type: none"> Monitor curriculum delivery and student learning utilizing both formative and summative assessment data, as well as classroom and teacher observations. Address the diverse instructional needs of students through a variety of innovative, engaging and rigorous instructional strategies. <p>1.2.</p> <ol style="list-style-type: none"> Provide opportunities for students to earn college credit, industry certification and licenses in high demand career areas while in high school with a variety of advanced academic opportunities. Provide annual course planning and review for all secondary students and families to ensure students are enrolled in courses that meet state "Distinguished" graduation requirements as well as their personal college and career aspirations. <p>1.3. Identify and implement current and emerging technology skills appropriately into the curriculum.</p>
	<p>2.1. Provide a safe, secure and nurturing learning environment for all students and staff.</p> <p>2.2. Provide effective communication for all stakeholders regarding safety/security.</p>	<p>2.1.</p> <ol style="list-style-type: none"> Increased school safety as measured by composite scores derived from data. Compliance with all safety standards. Improved student attendance rates. Improved dropout rates. Increased student participation in extra-curricular activities and co-curricular. Reduced number of students missing instructional time due to disciplinary reasons. <p>2.2.</p> <ol style="list-style-type: none"> Increased knowledge of safety and security procedures and processes for all stakeholders. Improved staff and secondary students' satisfaction with safety and security as measured in surveys. 	<p>GOAL 2 - PROVIDE SAFE, SECURE, AND NURTURING SCHOOLS</p> <p>2.1.</p> <ol style="list-style-type: none"> Monitor, support, provide, and maintain safety and security districtwide. Conduct comprehensive audits, safety drills and training. Monitor Positive Behavior Intervention and Support (PBIS) and anti-bullying programs. Implement Social and Emotional Learning (SEL) and Restorative Justice programs. Encourage and promote student participation in extra-curricular activities. Support wellness programs for students and staff. Monitor student engagement utilizing teacher observations and classroom visits. Monitor dropout prevention and intervention programs. <p>2.2.</p> <ol style="list-style-type: none"> Provide, evaluate, communicate and update safety and security equipment, procedures and programs. Conduct safety satisfaction surveys.
	<p>3.1. Provide continuous opportunities for parents and community members to partner with community schools.</p> <p>3.2. Ensure channels for frequent communication and open dialogue continue between schools, parents and community members.</p> <p>3.3. Collect feedback and input from parents and community members on a regular basis.</p>	<p>3.1. Increased number of parent and family volunteers in schools and school activities.</p> <p>3.2. Increased number of outside individuals and organizations having direct involvement with the schools.</p> <p>3.3. Improved stakeholder satisfaction by analyzing and evaluating surveys.</p>	<p>GOAL 3 - SUPPORT PARENT AND COMMUNITY PARTNERSHIPS</p> <p>3.1. Other targeted events, programs, meetings, committees and volunteer opportunities at all levels.</p> <p>3.2. Utilize changing technology to increase communication.</p> <p>3.3. Conduct comprehensive surveys of parents, community members, staff and students.</p>
	<p>4.1. Recruit, employ, develop and retain a quality teaching, administrative and support staff to attain excellence in student performance.</p> <p>4.2. Provide high-quality, job embedded professional development.</p>	<p>4.1. 100% of teaching staff meet Highly Qualified status.</p> <p>4.2. Improved employee satisfaction.</p>	<p>GOAL 4 - PROVIDE A QUALITY WORKFORCE IN A POSITIVE WORK ENVIRONMENT</p> <p>4.1.</p> <ol style="list-style-type: none"> Ensure all instructional staff are Highly Qualified and fully certified according to state and federal guidelines. Monitor customer service standards. Monitor employee satisfaction survey data. <p>4.2.</p> <ol style="list-style-type: none"> Provide quality and relevant staff development aligned to district needs. Develop emerging leaders for future positions within the district.
	<p>5.1. Continue excellence in financial planning, management and stewardship.</p> <p>5.2. Effectively utilize available funds to maintain or upgrade existing facilities and equipment and/or construct new facilities.</p>	<p>5.1. Maintain high ratings on the Financial Integrity Rating System of Texas (FIRTS) and demonstrate appropriate management of taxpayer resources on the District's Comprehensive Annual Financial Report (CAFR).</p> <p>5.2. Updated and maintained Capital Facilities Priorities Report.</p>	<p>GOAL 5 - ENSURE EFFECTIVE AND EFFICIENT USE OF RESOURCES</p> <p>5.1.</p> <ol style="list-style-type: none"> Maintain high ratings on all finance related assessment reports, including an unmodified opinion from our external auditors. Maintain financial integrity and continue utilization of transparent financial systems to ensure effective stewardship of taxpayer funds. <p>5.2.</p> <ol style="list-style-type: none"> Develop preventative maintenance and long-term replacement schedules for all infrastructures and equipment. Ensure all required infrastructures are in place timely to meet district growth. Actively work through the District's prioritized capital project list, as funds are available.

What is a **District of Innovation**?



A District of Innovation is a concept passed by the 84th Legislative Session in House Bill 1842, effective immediately, that gives traditional independent school districts most of the **flexibilities** available to Texas' open enrollment charter schools. To access these flexibilities, a school district must adopt an **innovation plan**, as set forth in the Texas Education Code chapter 12A.

- TASB Legal Services



Why a **District of Innovation?**

Greater local control

Freedom to make decisions about CISD at the local level

Empowerment to innovate and think differently

Pursue specific innovations in curriculum, instruction, parent and community involvement, calendar and other ideas

Increased freedom and flexibility

Allows Crowley ISD flexibility to fulfill its mission, achieve its vision, and commit to its core values

District of Innovation Opportunities



School District

*Planning and Decision
Making*



Educators

*Appraisals, certification,
duties/development, benefits*



Students

*Attendance, calendar,
class size, discipline*

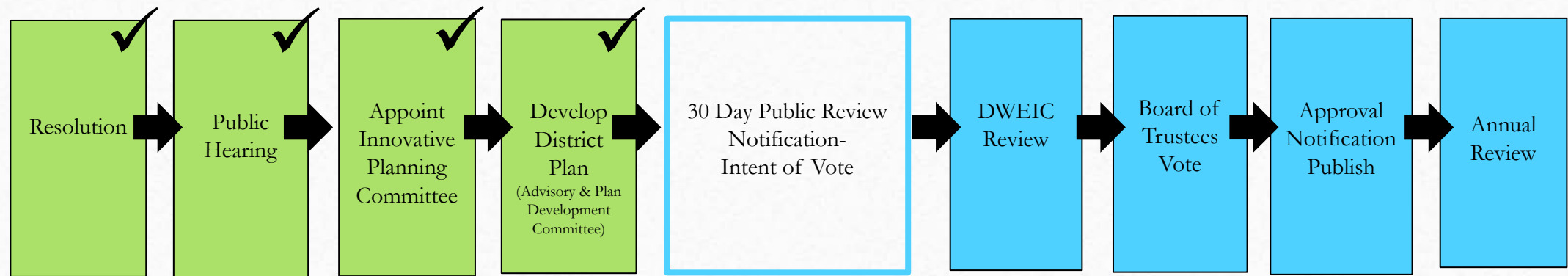


Fiscal Management

*Depositories,
purchases, misc.*



District of Innovation Process



Purpose of Advisory Committee

- Explore all possible exemptions and determine which exemptions are appropriate for Crowley ISD
- Post PROPOSED Local Innovation Plan for 30 days on the district website
- Host a Public Hearing about PROPOSED plan and answer any questions the community might have
- Approve PROPOSED District of Innovation Plan and submit to Board of Trustees for final approval

Plan Development Committee

- A small group of members who are charged with taking the exemption recommendations from the District Advisory Committee and developing a Local Innovation Plan
- These members can be a sub committee of the District Advisory Committee

Table Top Discussions

- ✓ Review sample DOI Plans
- ✓ District of Innovation Checklist
- ✓ Group Consensus- Theme(s)



Activity: Table Consensus



Challenge → Opportunity

Preparing for next meeting: **TBD**

Please review the following

- Example DOI plans from other districts
- TASB's Innovation Table
<https://www.tasb.org/Services/Legal-Services/TASB-School-Law-eSource/Governance/Districts-of-Innovation/Districts-Table.aspx>
- TASB's FAQ list