



## **Cameron ISD District of Innovation Plan**

### **Innovations**

Cameron ISD proposes flexibility and seeks an exemption in the following areas:

#### **First Day of Instruction**

Board Policy: EB(Legal)

#### **Uniform Start Date (TEC 25.0811)**

State law currently prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.

#### **Rationale for the Exemption:**

- More professional development opportunities during the school year for teachers
- Flexibility in start and end dates of the school year
- The calendar would be more aligned with college schedules, allowing students to enroll in summer courses that start in early June
- More instructional days prior to required state assessments (i.e. STAAR/EOC)
- Balance the amount of instructional time/days per semester

#### **Proposed Innovation:**

- Cameron ISD will no longer be required to delay the start of school to the fourth Monday in August. The district advisory committee will present proposed calendars annually voted on by all CISD employees. The approved calendar will include an appropriate start day for students that does not occur before August 14th.

**Note:**

- Changing the first day of instruction does not alter the University Interscholastic League (UIL) restrictions for the first day of practice for athletic and fine arts programs. CISD will continue to comply with the UIL calendar for summer practices.

**Designation of Campus Behavior Coordinator  
Board Policy: FO(Legal); Student Code of Conduct****Campus Behavior Coordinator (TEC 37.0012)**

A person at each campus must be designated to serve as the Campus Behavior Coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal. Duties include, but are not limited to, promptly notifying parents by telephone and in writing when a student is suspended, removed from DAEP or taken into custody by the law enforcement.

**Rationale for Exemption:**

- This exemption is to only allow for the interpretation of the role and responsibilities of a Campus Behavior Coordinator to be fulfilled by multiple administrators as it is unrealistic to have only one person in this role to serve all students.

**Proposed Innovation:**

- The district will maintain all the duties and responsibilities outlined for the Campus Behavior Coordinator and allow to be fulfilled by more than one administrator per campus.
- Will provide campuses the opportunity for campus administrators to develop rapport with students, administrators can hold students accountable while teaching them how to more effectively monitor their own behavior in the future. Each campus should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students.
- Maintenance of student discipline will be appropriately addressed in the Student Code of Conduct.

**Teacher Certification**  
**Board Policy DBA, DK**  
**TEC 21.003(a)**

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification.

**Rationale for the exemption:**

- The Texas Education Code 21.003 limits the District's ability to hire instructors for hard-to-fill and high-demand courses when high quality, certified teachers are not available in: Career and technical education (CTE), Dual Credit and other electives.
- Teachers with industry certification and native Spanish speakers with qualified experience could be eligible to teach a course through a local teaching certificate.
- Flexibility could also allow a certified teacher to teach outside their field in order to avoid the disruption of an instructional path for students allowing CISD to reduce scheduling conflicts.

**Proposed Innovation:**

- The district will establish local requirements, such as years' experience, qualifications, and industry certifications.
- The district will utilize this exemption in the areas of Career and Technical Education, dual credit and hard to fill electives.
- A currently certified teacher could only teach outside their state certified field if they meet the established local requirements posted above. This would only be used in classes of Career and Technical Education, dual credit and hard to fill electives mentioned above. This employee must be informed as soon as possible in order to plan accordingly.
- Principals will submit candidates to the superintendent who will then determine whether it is in the best interest of the District to certify the

individual. The School Board will be notified prior to beginning employment.

Any teacher employed under this exemption will receive a rigorous on-boarding and training program for newly non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.

The district must first consider high quality certified educators for all teaching positions.