

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

2018-2023



SCUC – LEADING WITH PASSION AND PURPOSE

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

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In the spring of 2015, the 84th Legislature passed House Bill 1842, providing public school districts with sufficient academic ratings the opportunity to become Districts of Innovation (DOI). This designation allows public school districts to have more local control on certain provisions of the Texas Education Code and more of the same flexibilities allowed to public charter schools. This flexibility comes through exemption from, or the ability to, modify certain state requirements at the local level to better meet the needs of the district.

The District of Innovation Designation provides districts:

- Greater local control in educational decision-making;**
- Increased flexibility and autonomy from state mandates; and**
- Empowerment for local districts to be creative and plan differently to determine and meet local needs.**

SCUCISD considers DOI to be about local control. Innovation plans allow districts to gain exemptions from a variety of Texas Education Code requirements. This allows districts many of the same flexibilities of open enrollment charter schools. Each district will develop a plan based on local preferences and no two plans may look the same. School districts may choose to include specific innovations in the areas of curriculum, instruction, governance, parent or community involvement, school calendar, and other ideas.

To qualify, a district must adopt a local plan that includes the exemptions from which the district is seeking relief according to Texas Education Code. Once approved, the plan is effective for five years and can only be amended, rescinded, or renewed through the DOI District Advisory Committee and Board of Trustees. The DOI District Advisory Committee will review the plan annually to review the needs of the district and confirm alignment and fidelity.

The SCUCISD Board of Trustees (School Board) approved twelve Areas of Focus for the Superintendent for the 2017-2018 school year in support of the SCUC Strategic Plan. One of these areas was to begin exploration for District of Innovation designation for 2018-19. On September 19, 2017, a request was submitted for the School Board to consider (Discussion Item) a resolution for the district to initiate the process of designation as a District of Innovation. On Tuesday, October 17, 2017, the School Board adopted a resolution, held a public hearing and appointed a committee (District Advisory Committee) to initiate the process of becoming a District of Innovation. Over the months of October through December, the committee worked to develop a local plan. The plan was presented in a public meeting on December 14, 2017.

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
DISTRICTS OF INNOVATION RESOLUTION

INNOVATION DISTRICTS

AF
(EXHIBIT)

RESOLUTION TO CONSIDER DESIGNATION AS DISTRICT OF INNOVATION

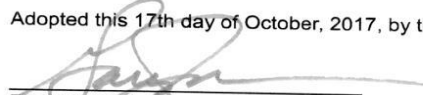
WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the Schertz-Cibolo-Universal City Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.


NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Schertz-Cibolo-Universal City Independent School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of Schertz-Cibolo-Universal City Independent School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 17th day of October, 2017, by the Board of Trustees.



Presiding Officer



Secretary

DATE ISSUED: 5/26/2015
UPDATE 49
AF(EXHIBIT)-RRM

1 of 1

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
2018-2022 STRATEGIC PLAN

MOTTO

- **SCUC – LEADING WITH PASSION AND PURPOSE!**

MISSION

- **SCUCISD, A DIVERSE COMMUNITY FOUNDED IN TRUST AND TRANSPARENCY, COMMITS TO INSPIRING LEARNING EXPERIENCES**

VISION

- **INSPIRE – INNOVATE – EXCEL!**

VALUES

- **LEADERSHIP, CHARACTER, COMMITMENT, SERVICE, AND LEARNING**

PRIORITIES AND GOALS (CURRENT)

- **HIGH ACHIEVEMENT FOR ALL STUDENTS**
 - **INCREASE % OF STUDENTS WHO MEET OR EXCEED MINIMUM STAAR STANDARDS COMBINED OVER ALL TESTED SUBJECTS**
 - **INCREASE % OF STUDENTS WHO SCORE AT OR ABOVE COLLEGE ENTRY CRITERIA ON SAT/ACT EXAMINATIONS**
 - **INCREASE % OF STUDENTS READING ON GRADE LEVEL BY END OF 2ND GRADE**
 - **INCREASE % OF SECONDARY (7-12) STUDENTS PARTICIPATING IN HIGH-QUALITY EXTRA-CURRICULAR-ACTIVITIES**
- **HIGH-PERFORMING AND ENGAGED WORKFORCE**
 - **INCREASE % OF PARTICIPANTS WHO RESPOND IN TOP 3 (OF 7) SCORING BANDS IN WORKFORCE SATISFACTION ON SCUC ANNUAL SURVEY**
- **EFFECTIVE AND EFFICIENT DISTRICT AND CAMPUS OPERATIONS**
 - **INCREASE % OF RESPONDENTS TO DISTRICT QUESTIONS ON THE COMMUNITY AND STUDENT ENGAGEMENT SURVEY(S) RESPONDING WITH OVERALL SATISFACTION**

PORTRAIT OF A GRADUATE

- **FUTURE READY**
 - **OPEN TO LEARN KNOWLEDGE, SKILLS, AND EXPERIENCES TO BE READY FOR THE REAL WORLD**
 - **POSSESSING GRIT AND PERSEVERANCE –RESILIENCE**
 - **CRITICAL THINKING SKILLS IN ORDER TO ADAPT AND BE PREPARED FOR CHANGES**
- **DYNAMIC LEADERS**
 - **HELP AND SUPPORT OTHERS**
 - **GOOD MORAL CHARACTER – LEAD BY EXAMPLE**
 - **WILLING TO TAKE INITIATIVE**
- **SKILLED COMMUNICATORS**
 - **TRANSPARENCY**
 - **CONFIDENCE**
 - **UNDERSTAND SITUATION - FLEXIBILITY**
- **SELF-MOTIVATED**
 - **DEDICATED**
 - **SENSE OF PURPOSE**
 - **APPLICATION – REAL WORLD SKILLS**
- **SERVICE ORIENTED**
 - **SENSE OF COMMUNITY**
 - **CITIZENSHIP**
 - **SELFLESSNESS**

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
PHILOSOPHY ON TEACHING AND LEARNING

SCUCISD utilizes the Texas Essential Knowledge and Skills (TEKS) to design curriculum. Our front-loaded approach also includes the identification of “critical-content” to ensure the mastery of the content and skills, rather than surface-level coverage. In the curriculum development process, an emphasis is given to these critical content learning standards - as defined by our Focused Planning Guides. By ensuring deep coverage of the critical content and skills, learners are prepared to graduate from SCUCISD with the tools necessary to experience personal success, continue as lifelong learners, be engaged citizens and thrive in a global workplace.

The SCUCISD approach to accomplishing this is through our belief in a Professional Learning Community structure. This is defined as a team of people working interdependently to achieve a common goal for which there is mutual accountability. The shared commitment of the team focuses on: ensuring that students learn; creating a culture of collaboration; being results-oriented; and growing leaders. The four guiding questions that drive us as a Professional Learning Community are:

1. What do we want students to learn and be able to do?
2. How will we know when they have learned it?
3. How will we respond when some students do not learn?
4. How will we respond to extend and enrich opportunities for students who have learned?

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
BELIEF STATEMENTS

WE BELIEVE ALL STUDENTS HAVE THE CAPACITY TO LEARN AND EXCEL.

WE BELIEVE A SAFE, SECURE ENVIRONMENT IS PARAMOUNT TO LEARNING.

WE BELIEVE IN LIVING OUR CORE VALUES OF LEADERSHIP, CHARACTER, COMMITMENT, SERVICE AND LEARNING.

WE BELIEVE ENGAGING, INTERACTIVE, AND AUTHENTIC TEACHING, CREATES EMPOWERED, ACTIVE LEARNERS PREPARED FOR OUR CHANGING WORLD.

WE BELIEVE EMBRACING TECHNOLOGY AS A RELEVANT TOOL ENHANCES LEARNING IN AND BEYOND THE CLASSROOM.

WE BELIEVE IN A PROFESSIONAL LEARNING COMMUNITY (PLC) THAT FOSTERS COLLABORATION FOR CONTINUOUS IMPROVEMENT.

WE BELIEVE TRANSPARENT, CLEAR, TIMELY COMMUNICATION IS CRITICAL TO SUCCESS.

WE BELIEVE MEASURES OF OUR SUCCESS GO BEYOND STANDARDIZED TESTING.

WE BELIEVE PUBLIC EDUCATION IS DEFINED BY THE LOCAL COMMUNITY, WITH LIMITED STATE INVOLVEMENT.

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
DOI DISTRICT ADVISORY COMMITTEE MEMBERS

Pam Culberson	Cibolo Valley	Teacher, Community Member
LeeAnn Rojas	Cibolo Valley	Teacher, Parent
Rhonda Jungmichel	Cibolo Valley	Assistant Principal
Madison Thomas	Green Valley	Teacher
Christine Huth	Green Valley	Teacher
Amy Denman	Green Valley	Assistant Principal, Community Member, Parent
Brandie Long	Paschal	Teacher, Community Member, Parent
Cheryl Deahl	Paschal	Teacher, Community Member, Parent
Adria Filla	Paschal	Assistant Principal
Nancy Vaille	Rose Garden	Teacher
Heidi Schriewer	Rose Garden	Teacher
Sherri Schlather	Rose Garden	Principal, Community Member
Lindsey Harvey	Schertz	Teacher, Parent
Edith Nino	Schertz	Teacher, Community Member, Parent
Erika Sanchez	Schertz	Non-Teaching Position
Tammy Mayotte	Sippel	Teacher
Jennifer Irvin	Sippel	Teacher
Lenore Sassman	Sippel	Assistant Principal, Community Member
Ali Denton	Watts	Teacher
Katie Van Booven	Watts	Teacher
Deanna Jackson	Watts	Principal, Community Member, Parent
Allison Wolff	Wiederstein	Teacher
Tracy Chambers	Wiederstein	Teacher
Lori Gorhum	Wiederstein	Teacher, Community
Luis Chavez	Wiederstein	Principal
Laurie Esparza	Jordan	Teacher
Jennifer Hansen	Jordan	Teacher, Community Member, Parent
Tina Curtis	Jordan	Principal
Lynn Bullock	Schlather	Teacher, Community Member
Alex Sutherlin	Schlather	Teacher
Naomi Jader	Schlather	Non-Teaching Position, Community Member
Jennifer Richardson	Wilder	Teacher, Community Member, Parent
Kelli Arvin	Wilder	Teacher
Michael Keough	Wilder	Assistant Principal, Community Member
Glenda Harper	Dobie	Teacher
Rebecca Dierschke	Dobie	Teacher, Parent
James Joyner	Dobie	Teacher

Phillip Jackson	Dobie	Assistant Principal, Community Member, Parent
Ashlee Long	Corbett	Teacher
Rachel Crow	Corbett	Teacher, Community Member
Lauren York	Corbett	Teacher
Cathy Glunt	Corbett	Assistant Principal, Community Member
Jessica Grant	Clemens	Teacher
Sarah Lozano	Clemens	Teacher
Manon Schanhals	Clemens	Teacher
Cari Weems	Clemens	Non-Teaching Position
Justin Linthicum	Steele	Teacher
Pam Shull	Steele	Teacher
Melissa Rountree	Steele	Teacher, Community Member, Parent
Charlene Williams	Steele	Non-Teaching Position
Stacy Serna	DAEP	Principal, Community Member, Parent
Claudia Romano	Allison Steele	Teacher
Luis San Roman	DAEP	Teacher
Dr. Damon Edwards	Council Chairperson	Deputy Supt., Community Member, Parent
Francisco Perez	District - Operations	Non-Teaching Position
Kim Williams	District - SPED	Non-Teaching Position, Community
Erin Ryan	District – Coordinator	ELA Coordinator, Parent
Serena Georges	District – Coordinator	ELA Coordinator, Community Member
Amy Trifilio	Parent	Parent
Amy Macias	Parent	Parent
Leticia Sever	Community Member	Community Member
Angela Enriquez	Business Representative	Business Representative
Karen Givilancz	Business Representative	Business Representative
Non-Voting Advisors		
Dr. Greg Gibson	Superintendent	
Linda Canon	Chief Human Resource Officer	
Wayne Pruski	Chief Operations Officer	
Paige Meloni	Executive Director for Finance	
Dr. Karla Burkholder	Director for Instructional Technology	
Michelle Chae	Director for Secondary Education	
Cassandra Gracia	Director for Counseling Services	
Veronica Goldhorn	Director for Elementary Education	
Scott Lehnhoff	Director for Athletics	
Mike Lipe	Director for Fine Arts	
Dr. Toni Wood	Director for Curriculum and Staff Development	

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT

DOI TIMELINE

The SCUCISD Board of Trustees requested to consider (Discussion item) a resolution for the District to initiate the process of designation as a District of Innovation as required by TEC 12A.001.	Tuesday, September 19, 2017
DIC presented information regarding Superintendent's areas of focus specifically related to discussion with SCUC Board regarding consideration of becoming a DOI.	Wednesday, September 20, 2017
Team 1 presented information regarding Superintendent's areas of focus specifically related to discussion with SCUC Board regarding consideration of becoming a DOI.	Tuesday, September 26, 2017
Discussion with ELT regarding possible exemptions based on district need and practices.	Monday, October 9, 2017
Update with principals at Principal PLC to ensure they have accurate information.	Tuesday, October 10, 2017
Update with DIC.	Wednesday, October 11, 2017
The Schertz-Cibolo-Universal City ISD Board of Trustees requested to adopt a resolution for the District to initiate the process of designation as a District of Innovation as required by TEC 12A.001.	Tuesday, October 17, 2017
The Schertz-Cibolo-Universal City ISD Board of Trustees held a public hearing to consider whether the District should develop a Local Innovation Plan as required by TEC 12A.002.	Tuesday, October 17, 2017
The Schertz-Cibolo-Universal City ISD Board of Trustees appointed a District Advisory Committee as required by TEC 12A.002.	Tuesday, October 17, 2017
First District Advisory Committee meeting to define DOI, share committee's role, benefits of DOI, what should be included in a plan, commissioner's rules for DOI, and potential exemptions from certain provisions of the Texas Education Code as outlined in TEC Chapter 12A. Craig Wood, attorney for Walsh Gallegos, discussed legalities of the process. A SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis was used to capture feedback.	Thursday, October 26, 2017
The District Advisory Committee met to review the feedback provided from the SWOT. A variety of staff addressed committee questions from the SWOT (Damon Edwards, Jana Cervantes, John Holm, Sherri Schlather, and others). The committee reviewed the 66+ possible exemptions allowed under the Texas Education Code as outlined in TEC Chapter 12A. The committee also determined the exemptions to be considered for the SCUC DOI plan.	Wednesday, November 15, 2017
The District Advisory Committee worked in groups to identify current challenges and rationale for exemptions (proposed flexibility).	Thursday, November 30, 2017.

The District Advisory Committee met to finalize the plan including potential exemptions from certain provisions of the Texas Education Code as outlined in TEC Chapter 12A and continue the process of DOI plan development.	Thursday, December 7, 2017
The District Advisory Committee will meet to review the final draft of the DOI plan. The District Advisory Committee will hold a public meeting to present the final draft of the Local Innovation Plan as required by TEC 12A.005.	Thursday, December 14, 2017
The District Advisory Committee will vote on the Local Innovation Plan as required by TEC 12A.005.	Friday, December 15, 2017 – Monday, December 18, 2017
Pending District Advisory Approval, the SCUCISD District of Innovation plan will be posted on the SCUC webpage for a 30-day period prior to the SCUCISD Board of Trustees voting on the plan.	Monday, December 18, 2017
Board notification of intent to vote on adoption of DOI plan will be sent to Commissioner.	Tuesday, December 19, 2017
The SCUCISD DOI plan presented as a Discussion item at the Board of Trustees meeting.	Tuesday, December 19, 2017
The SCUCISD Board of Trustees voted on and approved the local DOI plan at a public meeting conducted in compliance with the Texas Open Meetings Act.	Tuesday, January 23, 2018
Schertz-Cibolo-Universal City ISD sent a letter to Commissioner of Education as notification of the approval of DOI plan and designation as a District of Innovation. Included in the correspondence is a list of approved exemptions as per 19 TAC 102.1307.	Thursday, January 26, 2018

SCHERTZ-CIBOLO-UNIVERSAL CITY INDEPENDENT SCHOOL DISTRICT
DISTRICT OF INNOVATION PLAN – AREAS OF EXEMPTION

EDUCATOR CERTIFICATION (CAREER & TECHNICAL EDUCATION, HIGHLY SPECIALIZED/HARD TO FILL AREAS)

STATUTORY EXEMPTION (CURRENT STATUTE):

TEC § 21.003 Certification Required & § 21.057 Parental Notification

SCUC Board Policy DBA & DK (LEGAL & LOCAL)

TEC §21.003 states: A person may not be employed as a teacher by a school district unless the person holds appropriate certification or permit issued as provided.

TEC §21.057 states: A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.

CURRENT CHALLENGES

The traditional certification requirements under the Texas Education Code are not always aligned with the realities of the current education employment environment and the need to hire industry certified experts to teach certain course offerings, particularly Career & Technical Education (CTE) or highly specialized/hard-to-fill areas. The lack of ability for the district to hire the most qualified individuals to teach these courses has created challenges in the offering of courses in these areas to meet the needs of students and our community.

RATIONALE FOR THE EXEMPTION (PROPOSED FLEXIBILITY):

SCUCISD will continue to seek traditionally certified candidates for all teaching positions. However, for Career and Technical Education courses or highly specialized/hard-to-fill areas for which a traditionally certified candidate is not identified, the District will recruit instructors with the appropriate qualifications or industry certifications/experience in the field of need. The District will develop minimum required qualifications for persons hired for such positions and will identify required professional development. After thoroughly vetting candidates for hire, SCUCISD will consider the instructors hired these positions to be appropriately qualified and will not provide additional special notification to parents of students in their classes that the instructor does not hold a traditional teaching certification. This innovation has the potential to enrich applicant pools in specialized course offerings and afford more students the opportunity to take courses if state-certified teachers are not available to teach those courses.

Current expectations for employee certification should be maintained and a dedicated effort should be made to hire individuals with appropriate certifications for Career and Technical Education courses, highly specialized/hard-to-fill areas, or a certified educator to teach a subject in a related field for which she or he is not credentialed by the state teaching positions. However, when that is not reasonably possible, or a non-certified individual or industry expert is more highly qualified, flexibility to hire the more qualified individuals should be exercised. The campus principal may submit a request to the Superintendent to allow a non-certified yet highly qualified professional to teach a Career and Technical Education course, highly specialized/hard-to-fill area, or a certified educator to teach a subject in a related field for which she or he is not credentialed by the state. The principal must specify in writing the reason for the request and document what qualifications the individual possesses to teach a proposed course.

TEACHER APPRAISAL SYSTEM

STATUTORY EXEMPTION (CURRENT STATUTE):

§ 21.352 Local Role

SCUC Board Policy DNA (LEGAL & LOCAL)

TEC §21.352 states: In appraising teachers, each school district shall use: (1) the appraisal process and performance criteria developed by the commissioner; or (2) an appraisal process and performance criteria.

CURRENT CHALLENGES

Administrators spend an exorbitant amount of time on the appraisal process, from pre-conference to post-conference, which poses a challenge for them to provide quality and timely feedback to the individual teacher.

RATIONALE FOR THE EXEMPTION (PROPOSED FLEXIBILITY):

SCUCISD will develop a localized protocol to determine evaluation cycles and processes for teacher evaluations. This will include collaboration from district/campus administrators and teacher leaders on the development of a district plan to determine evaluation/observation cycles.

By developing a localized protocol, we can allow administrators greater flexibility in evaluations and more time to support teachers through feedback and coaching. This also allows teachers time to mentor, grow, and learn with and through each other.

OPERATION OF SCHOOLS AND SCHOOL ATTENDANCE (UNIFORM START DATE)

STATUTORY EXEMPTION (CURRENT STATUTE):

§ 25.0811 First Day of Instruction

SCUC Board Policy EB (LEGAL)

TEC §25.0811 states: A school district may not begin student instruction prior to the 4th Monday of August.

CURRENT CHALLENGES

TEC 25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows little flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests in this matter. Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

RATIONALE FOR THE EXEMPTION (PROPOSED FLEXIBILITY):

SCUCISD seeks exemption from TEC 25.0811 as to obtain flexibility to begin the instructional year before the 4th Monday in August to prevent the loss of instructional time and to provide more days of uninterrupted time for teachers to plan and prepare for instruction. This would also better balance semesters in order for the district to support semester course curriculum. Beginning the instructional year prior to the 4th Monday in August will allow more time for instruction and remediation to better prepare students for success prior to state accountability testing and college entrance examinations.

SCUCISD will continue to seek and consider input from the District Improvement Committee (DIC) on an annual basis for the upcoming school year calendar. This input/recommendation will continue to be shared with the Board of Trustees for

consideration when determining final approval for the upcoming school year calendar.