



2015-2016 ENROLLMENT: **622**
PERCENT LOW INCOME: **46%**

Innovative Practices

- Prevent summer learning loss and prepare students for early college high school through earlier school start date
- Allow larger class sizes for master teachers to allow smaller class sizes for new teachers using class size flexibility
- Implement a teacher evaluation system emphasizing collaborative problem solving
- Attract highly-qualified teachers from career and technology fields through exemption from certification

Overview

Located on I-20 between Abilene and Midland, Roscoe Collegiate ISD partners with Western Texas College to create an early college high school serving all of the district's high school students. Their goal is graduate 90 percent of Roscoe students with an associate's degree – a goal reached each of the last two years. The district invests heavily in career and technology education. To create their innovation plan, Roscoe Collegiate worked through the district early college leadership team, which includes administrators from the district and the college, as well as parents and teachers. Below is a summary of the innovative practices being adopted at Roscoe Collegiate and the exemptions from state regulation necessary to implement them.

Prevent Summer Learning Loss and Prepare Students for Early College High School

Flexibility Needed: School Start Date

The district begins school on the second Monday in August. This early-start date allows the district to focus on recovering any learning lost through the summer. In Roscoe, nearly a quarter of students participate in summer school. Students not successful on STAAR, as well as other students identified as having educational need by campus leadership committees, are invited for a full month of additional instruction. The STAAR retest date in July makes the June summer school program critical to district success.

An earlier start date is also essential to delivering preparatory study and note-taking skill support to students in the early college high school program before beginning college-level courses.

Make Most Effective Use of Master Teachers

Flexibility Needed: Class Size

Roscoe has a number of master teachers and instructional coaches with significant classroom experience. Where possible, the district increases class sizes for these teachers, allowing the district to retain lower class sizes for beginning teachers and ensuring a larger proportion of the district's students are served by master teachers. An exemption from statutory class size requirements is necessary to achieve this level of flexibility. The innovation plan specifies the district must bring plans to exceed statutory class-size requirements in grades K-4 before the board of trustees.

Co-Create Customized Teacher Evaluation System to Strengthen Practice

Flexibility Needed: Teacher Evaluation

Roscoe's goal is to make sure students are engaged in high-level cognitive activities 90 percent of the time they are in school. The district is creating its own teacher evaluation system with input from central administration, campus administration, and teachers. The system will use a combination of elements from TTESS and the Harvard Instructional Rounds program, which provides teachers the opportunity to debrief and reflect on classroom practice. All teachers will be formally evaluated every year, which is more stringent than state statute requires. The system includes six informal walk-throughs each year and involves formative problem solving conferences on a weekly, monthly, and semester basis.

Attract Career and Technical Education Teachers with Specialized Knowledge

Flexibility Needed: Teacher Certification

Roscoe plans to engage some teachers who have specialized knowledge and skills, but not state certification. Many are faculty at Western Texas College and have advanced degrees or experiences. They include a retired Air Force officer, a retired airline captain, a chiropractor, an attorney, and a venture capitalist. The district also plans to hire veterinarians to teach a vet tech course. The district provides mentoring support for uncertified teachers as necessary.

For more information about Districts of Innovation, visit RaiseYourHandTexas.org/DOI