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Stockdale Independent School District

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Phone 830-996-3551 Fax 830-996-1071
Daniel Fuller, Superintendent

Principals
Sandra Lynn, High School
Sharon Dunn, Junior High
Donna Lee Dockery, Elementary

Programs & Testing Coordinator
Roxanne Moczygemba

Athletic Director
Joshua West

FINAL Amendments to Stockdale ISD Innovation Plan

Approved and Adopted by Stockdale ISD Board on June 28, 2018

The Administration PLC met on April 18, 2018 to discuss possible amendments to the Stockdale ISD Innovation Plan in the areas of District-Level and Site Based Decision-Making, Certification of Educators, and School District Depositories. The districtwide education improvement committee met on the same day in the afternoon and voted to approve the amendments as presented. The Stockdale ISD Board of Trustees met on June 28, 2018 and voted to approve and adopt the proposed amendments.

Amendment 1. District-Level and Site Based Decision-Making

[TEC §11.251, §11.252, and §11.253] [BQ(LEGAL), BQ(LOCAL), BQA(LEGAL), BQA(LOCAL), BQB(LEGAL), BQB(LOCAL)]

Current limitations:

Stockdale ISD has one elementary, one junior high, and one high school. The planning and decision making process overlaps across the district and campuses. Some staff, parents/family, community, and business members serve on multiple committees within the district. The requirements in content and format of the improvement plans have become a bureaucratic process that takes away from meeting the needs of all students without a more meaningful plan to implement and evaluate on a regular basis.

Innovation Strategy:

Stockdale ISD will continue to complete a comprehensive needs assessment (CNA) at the campus level and will be used to create one district CNA. An Administration PLC has been established and will meet regularly, review, analyze, and respond to both qualitative and quantitative data regarding the district's and campuses' success with a focus on student achievement. This will allow the district to create one district improvement plan to include all campuses with a bottom up instructional focus instead of a top down administrative approach. The elementary campus will still have a campus improvement plan that addresses all Elements for Title I Schoolwide Program requirements; however, all other improvement plan components will be in the district improvement plan. The districtwide education improvement committee will continue to meet to oversee the implementation of the district improvement plan throughout the year.

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Amendment 2. Certification Required and Certification of Educators [TEC §21.003, §21.053, and §21.057] [DK(LEGAL), DK(LOCAL), DK(EXHIBIT)]

Current limitations:

Stockdale ISD has limited flexibility in scheduling and course offerings to students when the district is not able to employ an educator if he/she does not hold the appropriate certificate or permit issued by SBEC. Additional paperwork for non-certified teachers must be distributed to notify parents. The district has had few or no applications submitted to hire certain subject areas due to location of the district. The current Career and Technical Education (CTE) certification requirements hinder the district's ability to hire professionals with industry experience in order to provide more students the opportunity to take CTE courses and promote each student's ability to obtain professional certifications. The current statutes do not take into consideration the distinctive financial, personnel, and/or instructional needs of the district.

Innovation Strategy:

Stockdale ISD will take into consideration the needs of the students to allow for flexibility in scheduling and course offerings by controlling certification decisions within the district.

For non-CTE subjects in grades PK-12, the campus principal must submit a request to the superintendent for local certification. The written request will specify the reason and document the credentials/experiences in a related field of the current certification. This will allow a certified teacher to teach one subject in a related field of their current certification. The related fields will be the core content areas of English, fine arts, mathematics, science, and social studies. The teacher will collaborate with certified teachers in the same related field if possible.

The teacher will have at least one opportunity per semester to attempt and pass the appropriate certification test in their uncertified area.

For CTE subjects in grades 6-12, the district seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in statute. Also, if a teacher meets the applicable local certification requirements, the teacher will not be required to present certification before being hired. The advantages for the district to have flexibility to control certification decisions locally include the following:

- Greater number of CTE course offerings resulting in more opportunities for students.
- Realistic requirements for professionals transitioning from industry to teaching.
- Ability to employ part-time professionals to teach CTE courses.
- Industry certified and/or trade professionals to teach specialized certification courses.

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The campus principal must submit a request to the superintendent for local certification. The written request will specify the reason and document the credentials/experiences that would qualify the individual to teach the proposed CTE course. The superintendent must approve all requests. The district will not be required to provide parental notification as long as the teacher meets the above applicable Non-CTE or CTE requirements.

Amendment 3. School District Depositories – Term of Contract [TEC §45.205] (BDAE(LEGAL), BDAE(LOCAL))

Current limitations:

The Term of Contract was inadvertently left out of the original Innovation Plan and not marked on the Figure: 19 TAC §102.1307(d) document.

Innovation Strategy:

Amend Innovation Plan to include TEC §45.205, the Term of Contract.

FINAL Stockdale ISD Innovation Plan

Approved and Adopted by Stockdale ISD Board on April 10, 2017

Introduction

House Bill 1842 was passed during the 84th Legislative Session in 2015 which created Texas Education Code Chapter 12 A about the District of Innovation concept. School districts would be able to access many flexibilities that have been available to open enrollment charter schools in Texas. Stockdale ISD began this process on January 9, 2017 when the Board of Trustees adopted a resolution to consider designating our district as a district of innovation. A public hearing was held on February 6, 2017 to consider whether Stockdale ISD should develop a local innovation plan for the designation of our district as a district of innovation. The Board of Trustees appointed an innovation plan committee to develop a local innovation plan on February 6, 2017. The committee members included teachers, parents, community, as well as district and campus administrators.

Innovation Plan Committee Members:

Cindy Ramzinski	High School Parent
Cynthia Luna	Junior High Parent
Donna Lee Dockery	Elementary Principal
Jacquelyn Cunningham	Elementary Teacher

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James Williams	High School Teacher
Joshua West	Athletic Director
Kenneth King	High School Teacher
Kenneth Martin	Community Member
Kirby Urrabazo	Community Member
Mireya Soefje	Elementary Parent
Patricia Rutland	Elementary Teacher
Paul Darilek	Superintendent
Rebecca Pavlovsky	Junior High Teacher
Roxanne Moczygemba	Programs and Testing Coordinator
Sandra Lynn	High School Principal
Sharon Dunn	Junior High Principal
Tabatha Borchardt	Junior High Teacher

The first innovation plan committee meeting was held on February 13, 2017. The second innovation plan committee meeting was held on February 27, 2017 to discuss the draft innovation plan. The draft plan was forwarded to the school attorney for review on February 28, 2017. The proposed plan was e-mailed to the technology director for posting on the district website beginning March 3, 2017. The DEIC held a public meeting on April 5, 2017 with a unanimous vote to approve the plan. The final plan was approved and adopted at the Stockdale ISD Board meeting on April 10, 2017.

This plan will be in effect for the 2017-2018 school year through the 2020-2021 school year. This plan may be amended, rescinded, or renewed if the action is approved by a vote of the district wide educational improvement committee and the board in the same manner as required for initial adoption of a local innovation plan. [AF(LEGAL)] The innovation committee will continually monitor the effectiveness of the plan and recommend to the Board of Trustees any suggested revisions.

Innovations

1. Probationary Contract [TEC §21.102] [DCA (LEGAL)]

Current Limitation:

TEC §21.102(b) states that a probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment with the district. This period of time is not sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end of year classroom and student data.

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Innovation Strategy:

For experienced teachers, counselors, librarians, or nurses new to Stockdale ISD that have been employed in public education for at least five of the eight previous years, the probationary period when becoming employed by Stockdale ISD shall be for a period of two full years with probationary contracts issued for each of the two years. Partial years would not count toward the full year requirement.

2. First Day of Instruction [TEC §25.0811] [EB (LEGAL)]

Current Limitation:

TEC §25.0811 states that the first day of instruction for students may not begin before the fourth Monday in August. The current process allows no flexibility in the design and balancing of instructional semesters to meet the needs of students or wishes of the local board of trustees, who represent community interests in this matter.

Innovation Strategies:

- A. Stockdale ISD proposes to have the flexibility to begin instruction no earlier than the 2nd Monday of August for students. Teachers will report for duty no earlier than the 1st Monday of August. This change will create better flexibility in the creating of the district calendar as well as allowing more opportunities in scheduling meaningful and balanced staff development days.
- B. The start date will allow the district to provide more instructional days before state assessments.
- C. This will give Stockdale ISD flexibility to better align calendars and balance instructional days during the first and second semester of instruction. This will also allow the district to better align its starting date to accommodate the start and end date of colleges in which the district uses for dual credit courses. The flexibility will also allow the schools to look at starting classes as a short week which can ease the transition for students entering kindergarten, junior high, and high school.
- D. This strategy will provide for more concentrated professional development in key areas during instruction instead of planning before needs are realized.

3. School Day Interruptions [TEC §25.083(a)] [EC (LEGAL)]

Current limitations:

TEC §25.083(a) currently required the Board of Trustees to adopt and strictly enforce a policy limiting interruptions of classes during the school day for nonacademic activities such as announcements to once during the school day except in the case of an emergency. While the district agrees that maximizing class time is crucial, this

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requirement is not practical. The district will continue to minimize classroom disruptions to the greatest extent possible.

Innovation Strategy:

Stockdale ISD would like to have the flexibility to make reasonable announcements as needed during class time for picture days, field trips, academic and extra-curricular send-offs beyond district competition, and other days that are not routine.

4. School District Depositories [TEC §45.206] [BDAE (LEGAL)]

Current limitations:

Districts are required to bid depository banking services at a minimum of every six years. There is only one bank in Stockdale with the next closest banks about 15 miles away either in Nixon or Floresville. There are a limited number of banking entities with the interest in serving and/or the ability to serve the financial needs of the District. In addition, the required bid process uses the time and efforts of our one business manager that is better spent on other activities given our limited ability to change banks.

Innovation Strategy:

Stockdale ISD will continue to review banking services every 2 years, monitor the availability of services and pricing that the one local bank and other surrounding banks may offer, and bid for services as needed to support the District's financial needs.

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Amended June 28, 2018

Figure: 19 TAC §102.1307(d)

Innovation District

- ✓ Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District. **letter dated March 20, 2017**
- ✓ A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:
 - 1) Innovative Curriculum
 - 2) Instructional Methods
 - 3) Community Participation
 - 4) Governance of Campuses
 - 5) Parental Involvement
 - 6) Modifications to the school day or year
 - 7) Provisions regarding the district budget and sustainable program funding
 - 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
 - 9) Any other innovations prescribed by the board of trustees.
- ✓ A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.
- ✓ Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.
- ✓ Please note that this is not an exhaustive list of exemptions.

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Term of Plan: July 1, 2017 until June 30, 2021

Plan applies to: Entire District
 Campus (list) _____
 Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs

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- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
 - §21.403 Placement on Minimum Salary Schedule
 - §21.4031 Professional Staff Service Records
 - §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
 - §21.404 Planning and Preparation Time
 - §21.405 Duty-Free Lunch
 - §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
 - §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
 - §21.408 Right To Join or Not To Join Professional Association
 - §21.409 Leave Of Absence for Temporary Disability
 - §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
 - §21.452 Developmental Leaves of Absence
 - §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

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Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 – Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan: