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Stockdale Independent School District

503 South Fourth Street
 PO Box 7
 Stockdale, Texas 78160
 Phone 830-996-3551 Fax 830-996-1071
Paul Darilek, Superintendent

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

Programs & Testing Coordinator
 Roxanne Moczygemba

Athletic Director
 Joshua West

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
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

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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.

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.

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- 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 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.