

STEPHENVILLE ISD DISTRICT OF INNOVATION PLAN



The 84th Legislative Session passed House Bill 1842 allowing school districts to have greater local control while becoming a District of Innovation. This opportunity will allow for flexibility regarding certain state-level rules and regulations in order to transform and make improvements to better serve the students of Stephenville ISD.

The plan will remain in effect for the next five years (2021-2026). The plan may be amended at any time by the District of Innovation Committee with the approval of the school board.

Stephenville ISD Mission Statement

Empowering learners to achieve excellence through initiative and integrity.

Stephenville ISD Motto

Developing the Potential of Every Student, Every Day

Stephenville ISD Core Values

GROWTH

RELATIONSHIP

INTEGRITY

EXCELLENCE

INITIATIVE

PERSONALIZATION

Stephenville Independent School District-- Strategic Plan Goals

Goal 1: Provide a caring and compassionate culture where students can effectively communicate, collaborate, and create, in a way that enables them to connect and function effectively as a lifelong learner.

Goal 2: Provide a challenging curriculum in tune with evolving technology advancements enabling students to be competitive and successful in the global marketplace.

Goal 3: Provide daily instruction that challenges students to think creatively, critically, and collaboratively.

Goal 4: Provide assistance for each student to envision their individual potential, within the context of global workforce, enabling personal responsibility, and provide them the avenues for

Goal 5: Provide challenging education programs delivered by a broader curriculum supported by professional learning that will give students the qualities and skills needed to succeed in the 21st century.

Goal 6: Provide safe and secure educational facilities that enhance an educational experience that is sought after by students all over the country.

DISTRICT OF INNOVATION COMMITTEE

Hallie McFarlin Teacher

Jamie Taylor Teacher

Susan Simpson	Teacher	Jane Black	Administration
Kelci Dowell	Teacher	Shelley Gilliland	Parent
Melina Mueller	Teacher	Lisa Scroggins	Community
Tisha Young	Teacher	Kim Jenscke	Teacher
Teresa Blankenship	Teacher	Kim Arpin	Teacher
Mary Anderson	Teacher	Liz Stearnes	Teacher
Conan Gilliland	Teacher	Melanie Payne	Counselor
Jamicah Dawes	Business	Kelli Raymond	Business
Shelby Womack	Administration	Kathy Hampton	Administration
Kelly Magin	Administration		

District of Innovation Timeline

- * September 20, 2021 SISD School Board Meeting
SISD Board of Trustees named the SISD District Site-Based Team Committee as the District Level Advisory Committee to renew the District of Innovation Plan. District of
- * October 20, 2021 District Advisory Committee Meeting
The District Advisory Committee met and reviewed all sections of the plan and exemptions being considered.
- * October 21, 2021 SISD District of Innovation Plan posted on SISD Website for 30 days
The Commissioner is notified of the SISD District of Innovation Plan Renewal.
- * November 10, 2021 Conduct a public hearing to consider developing an Innovation Plan.
- * December 13, 2021--SISD School Board Meeting-Board of Trustees vote to renew and adopt the proposed District of Innovation.

- * December 14, 2021 Stephenville ISD sends approved plan to the Commissioner of Education for final approval.

Statues Under Considerations

School Start Date

Education Code 25.0811

SISD Board Policy-EB Legal and EB Local

First Day of Instruction. (a) Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed

SISD Innovation Strategy

Stephenville ISD would like to have the opportunity to develop a calendar that best meets the needs of the students and community. This would align the district calendar more closely with local universities, and better balance the first and second semester providing more instructional days prior to state testing. It would also allow more timely and meaningful staff development throughout the school year for the teachers.

Teacher Employment Contracts

Education Code 21.102 (B)

SISD Board Policy-DCA Legal

(b) A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 by the district.

Proposed

SISD Innovation Strategy

For experienced teachers or counselors new to the district that have been employed as a teacher/counselor in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the last date of district employment. The same rules will apply for any teachers/counselors returning to Stephenville ISD. This will allow the district more time to evaluate a staff member's effectiveness.

Teacher Certification

Education Codes 21.003; 21.053; 21.055; 21.057

SISD Board Policy-DBA Legal/Local; DK Legal/Local

TEC 21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district can't locate a certified person, the district must request emergency certification from TEA and the State Board of Educator Certification.

TEC 21.053 requires a teacher to present their certificate to the District before their employment contract will be binding and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at that time.

TEC 21.055 states that if a teacher is not certified, the District may issue a teaching permit to employ the individual.

TEC 21.057 requires that the District provide written notice to parents if any inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive days.

Proposed

SISD Innovation Strategy

State certification will not be required for teachers of Career and Technology (CTE Courses). SISD would like the flexibility to consider entering into at-will employment agreements with noncertified individuals that have field experience in a CTE field or a vocational skill that would provide more options for students and flexibility in scheduling.

Teacher Employment Contracts

Education Code: 21.401

SISD Board Policy DCB Legal; DC Legal; DEA Legal

TEC 21.401 defines a teacher contract as a ten month contract equivalent to 187 days.

Proposed

SISD Innovation Strategy

Stephenville ISD would like to have the freedom to consider the reduction in contract days to better align with the 75,600 minutes required of students. This proposal reduces teacher contract days with no effect on teacher salaries. It provides flexibility to better align teacher service days to instructional days. This proposal will increase the daily rate SISD pays teachers and improve teacher morale.

Transfer Students

Education Code: 25.036 (a)

SISD Board Policy FDA Legal; FDA Local

Proposed

SISD Innovation Strategy

Non Resident students who have been accepted as a district transfer may have such transfer status revoked by the superintendent at any time during the year if the student fails to meet and maintain standards of academic achievement, attendance, or conduct as outlined in the SISD Transfer form.

Class Size in Kindergarten through 4th Grade/Notice of Class Size in Kindergarten through 4th Grade

Education code 25.112; 25.113

SISD Board Policy EEB LEGAL

Proposed

SISD Innovation Strategy

TEC 25.112 states that a school district may not enroll more than 22 students in a kindergarten, first, second, third, or fourth-grade class.

TEC 25.112 and 25.113 states that a campus or district that is granted an exception under Section 25.112(d) from class size limits will provide written notice of the exception to the parent of or a person standing in parental relation to each student affected by the exception.

SISD Innovation Strategy

By gaining exemption from these statuses, Stephenville ISD would no longer have to submit redundant class size waivers that are approved by TEA and prevent multiple communications to parents each time a new student enrolls. SISD will continue to keep class sizes within 22:1 limits but will seek relief on paperwork.

Minimum Attendance for Class Credit or Final Grade

Education Code 25.092

SISD Board Policy FEC Legal and Local

(a) Except as provided by this section, a student in any grade from k-12 may not be given credit unless the student is in attendance for at least 90% of the days the class is offered.

Proposed

SISD Innovation Strategy

Stephenville ISD would like to have the freedom to make course credit decisions on a case-by-case basis, for example, in such an instance where a student is involved in numerous UIL academic, athletics and Ag competitions, the Campus Attendance Committee would consider students' grades, absences, and all pertinent information and make a decision.

Behavior Coordinator

Education Code 37.0012

SISD Board Policy FO Legal and Local

The manner in which statute inhibits the goals of the plan: State law requires the designation of a campus behavior coordinator on each campus. Districts are required to name one individual per campus to serve as behavior coordinator. Due to the number of students on any given campus, it is unrealistic for the role of Campus Behavior Coordinator to be assigned to one person.

Proposed

SISD Innovation Strategy

Stephenville ISD is seeking a more collaborative approach to behavior management through the utilization of a coordinated team of professionals collaborating to address student behavior needs.

Retire/Rehire Minimum Salary

Education Code 21.002, 21.402, 21.415

Proposed

SISD Innovation Strategy

Currently, all districts, when hiring a retired educator must pay them their salary based upon the TEA minimum salary pay scale; in addition, the districts are required to pay a TRS surcharge. Stephenville ISD would like the opportunity to hire an eligible retired educator and pay them below the TEA minimum pay scale while also paying the required TRS surcharge. We believe that by hiring an eligible retired educator our students, campuses, and district will reap the rewards of having a veteran educator who is still involved and passionate in the education process. In addition, the district will be able to have an experienced educator at a significantly less cost than had we paid them based upon the TEA minimum pay scale plus the TRS surcharge. Thus, by hiring an eligible retired educator Stephenville ISD will be adding value in the schools and will be making sound fiscal decisions for our district's stakeholders