



THREE WAY INDEPENDENT SCHOOL DISTRICT

247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

AGENDA TWISD Regular School Board Meeting

April 14, 2026 Board Room 5:30 PM

I. Roll Call - Verify Quorum

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, Cody Howle

II. Citizen Comments

III. Staff Reports

1. Financial Update
2. Principal's Report
3. Superintendent

IV. Consent Agenda

1. Consider approval or other action for minutes for the March 17, 2026 regular meeting.
2. Consider approval or other action regarding accounts payable report for payments made for the month of March 2026.

V. Action Items

1. Discussion, consideration, and possible action to adopt Interlocal Agreement / Resolution with ESC Region 11 Benefits Cooperative.
2. Discussion, consideration, and possible action regarding MOU with Cornerstone Christian Academy for the 26/27 SY.
3. Discussion, consideration, and possible action to approve the District of Innovation (DOI) Plan (Revised).
4. Discussion, consideration, and possible action regarding adoption of revised policies BDF, DBA, DK, DNB, EB and FDA to bring TWISD's DOI Plan into compliance.
5. Discussion, consideration, and possible action to set acceptable forms of Proof of Residence for in-district students.

6. Discussion, consideration, and possible action to appoint 2 members to committee.

VI. Closed Session

1. In accordance with Texas Open Meetings Law, Texas Government Code Section 551, Annotated in accordance with:

Section 551.074 - to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Positions and Contracts
2. Discussion, consideration, and possible action on Staff Contracts.

VII. Adjourn

With no further business before the Board, this meeting is adjourned at _____ pm.

Closed Session Notice

Three Way Independent School District may convene into Closed Session on any matter related to any of the above agenda items for a purpose, such a closed session is allowed under Chapter 551, Texas Government Code. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meetings. Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed meeting then the final action, final decision, or final vote shall be either: (a) In the open meeting covered by the Notice upon the reconvening of the public meeting; or (b) At a subsequent public meeting of the School Board upon notice thereof; as the Board shall determine.

ADA Notice

In accordance with the Americans with Disabilities Act, persons who need accommodation to attend or participate in the meeting should contact Stephanie Ritchie at (254)965-6496 x 200 at least 48 hours prior to the meeting to request such assistance.

Certification

I, the undersigned authority, do hereby certify that this Notice of Meeting was posted in accordance with the regulations of the Texas Open Meetings Act on the front door of the Three Way Administration Building and the front door of the Three Way High School, a place convenient and readily accessible to the general public, as well as to school's website at www.twisd.us and said notice was posted at or before , and remained posted for at least two hours after said meeting was convened.

Dr. Teddy Ott, Superintendent



THREE WAY INDEPENDENT SCHOOL DISTRICT

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Teddy Ott,
Superintendent

Regular School Board Meeting Minutes March 17, 2026

I. **Roll Call** – Meeting was called to order at 5:30 pm

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, and Cody Howle were in attendance.

Dr. Ott, Superintendent; Dr. Delka, Principal; Jennifer Bailey, Business Manager; Laura Parker, Counselor; Allison Walker, School Nurse; and Stephanie Ritchie, PEIMS/Admin Assistant were also in attendance.

II. **Citizen Comments** – There were no citizen comments

III. **Staff Reports**

1. Financial Update – Bailey presented
2. Principal's Report – Dr. Delka presented
3. Superintendent – Dr. Ott presented

IV. **Consent Agenda**

1. Consider approval or other action for minutes for the February 10, 2026 regular meeting.
2. Consider approval or other action regarding accounts payable report for payments made for the month of February 2026.

Cody Howle moved to accept the consent agenda as presented. Lloyd Lietz seconded the motion. Motion carried 5/0.

V. **Action Items**

1. Discussion, consideration, and possible action regarding SHAC recommendation for Health & Human Development Curriculum Proposal.

Cody Howle moved to accept the SHAC recommendation for the Academic Team to develop an implementation plan for Health and Human Development and return findings to the board. Senaida Huerta seconded the motion. Motion carried 5/0.

2. Discussion, consideration, and possible action to approve SY26/27 Calendar.

Lloyd Lietz moved to approve Option 1 Calendar as presented, start date of August 3rd. Duanea Armes seconded the motion. Motion carried 5/0.

3. Discussion, consideration, and possible action to engage Snow Garrett Williams CPA for the 26/27 school year.

Lloyd Lietz moved to engage Snow Garrett Williams CPA for the 26/27 SY. Cody Howle seconded the motion. Motion carried 5/0.

4. Discussion, consideration, and possible approval of certification to the State Board of Education (SBOE) and the commissioner that students have access to instructional materials covering all Texas Essential Knowledge and Skills (TEKS) for all required subjects, except physical education; and in accordance with Texas Administrative Code 19 TAC Sec 66.105, Three Way does certify that they protect against access to absence or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC Sec 254(h)(5)(B) and (C).

Lloyd Lietz moved to approve the certification to SBOE for instructional materials and compliance with the CIPA requirements as presented. Senaida Huerta seconded the motion. Motion carried 5/0.

5. Discussion, consideration, and possible action to approve the District of Innovation (DOI) Plan.

Item postponed until future meeting.

6. Discussion, consideration, and possible action to approve the District Improvement Plan.

Item postponed until future meeting.

Regular Session was recessed and Board entered closed session at 6:17pm.

VI. Closed Session

1. In accordance with Texas Open Meetings Law, Texas Government Code Section 551, Annotated in accordance with:

Section 551.074 - to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Positions and Contracts

Closed Session ended and the Regular session was reconvened 6:43pm.

2. Discussion, consideration, and possible action on Administration and Term Staff Contracts.

VII. **Adjourn** - With no further business before the Board, this meeting is adjourned at 6:44 pm.

Board President

Board Secretary



**THREE WAY
INDEPENDENT SCHOOL DISTRICT**
247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

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VII. **Adjourn** - With no further business before the Board, this meeting is adjourned at 6:44 pm.

Board President

Board Secretary

EDUCATION SERVICE CENTER REGION 11 BENEFITS COOPERATIVE
INTERLOCAL AGREEMENT RESOLUTION AND AGREEMENT

WHEREAS, Three Way ISD, of Stephenville, Texas, (“Participant”) pursuant to the authority granted under Chapter 791 Government Code, as amended, desires to join together with other school districts, charter schools, or governmental entities to participate in employee benefits offered by the Education Service Center Region 11 Employee Benefits Cooperative (the “ESC Region 11 BC”), holding the opinion that participation in these programs will be beneficial to the school district, charter school, or governmental entities and its employees;

WHEREAS, the ESC Region 11 BC is managed by a committee called the Board of Record that consists of the superintendents or chief executive officers or their designees from each of the Participants in the Coop;

NOW, THEREFORE BE IT RESOLVED that Board of Trustees of Participant requests the ESC Region 11 BC to include Three Way ISD as a participant. Participant acknowledges and agrees to the following:

1. The purposes of the ESC Region 11 BC are governmental functions or services that each party to this agreement is authorized to perform individually;
2. Any obligation to pay any fees will come from current revenues available to the Participant;
3. Such fees fairly compensate the parties performing the functions and services under the agreement;
4. This agreement incorporates the Operational Procedures developed by the Board of Record as it currently exists or may be hereafter amended by action of the Board of Record;
5. Participant delegates to the Board of Record authority to modify the Operational Procedures as the Board of Record deems in the best interests of the ESC Region 11 BC;
6. Participant delegates to the Board of Record all purchasing functions related to the purposes of this interlocal agreement to the maximum extent permitted by law;
7. Participant shall comply with the Operational Procedures as established, modified, and/or approved by the Board of Record;
8. The ESC Region 11 BC shall comply with the purchasing requirements for the purchase of personal property and services as required by Chapter 44 of the Education Code and Chapter 791 of the Local Government Code;
9. The term of this agreement shall be one year, from September 1, 2026, to August 31, 2027; and
10. Participant or the ESC Region 11 BC may terminate Participant’s participation in the ESC Region 11 BC for any reason by giving written notice to the ESC Region 11 BC Board of Record sixty (60) calendar days before the anniversary date of this agreement.

BE IT FURTHER RESOLVED that the Board of Trustees of Participant authorizes its superintendent to execute any and all documents and take whatever action necessary to carry out the desires of the Board of Trustees as stated herein.

I certify that the foregoing is a true and correct copy of the resolution and agreement adopted by the Board of Trustees of Three Way USD and that the same is reflected in the minutes of the Board meeting held _____.

In witness thereof, we hereunto affix our signatures this 14th day of April, 2026.

BY: _____	<u>Tracie Hankins</u>
Signature of School Board or Charter School Board President	Typed Name of School Board or Charter School Board President
_____	<u>Senaida Huerta</u>
Signature of School Board or Charter School Board Secretary	Typed Name of School Board or Charter School Board Secretary
_____	<u>Dr. William Ott</u>
Signature of District or Charter School Superintendent/Chief Financial Officer	Typed Name of District or Charter School Board Superintendent/Chief Financial Officer

Name of Agency: _____

Address: _____

Name of Contact Person: _____

Phone Number: _____

_____	<u>Eric Cederstrom, Ed.D.</u>
Signature of ESC Region 11 BC Board President	Typed Name of ESC Region 11 BC Board President

_____	<u>Ravonne Allmon-Smith</u>
Signature of ESC Region 11 BC Board Secretary	Typed Name of ESC Region 11 BC Board Secretary

_____	<u>Brad Schnautz, Ed.D.</u>
Signature of ESC Region 11 Executive Director	Typed Name of ESC Region 11 Executive Director

Date Approved by ESC Region 11 BC

THREE WAY ISD *District of Innovation*

Three Way ISD District of Innovation Plan

Effective Dates:

Purpose

The District of Innovation (DOI) Plan provides Three Way ISD with local flexibility in certain areas of the Texas Education Code (TEC) to meet the unique needs of our students, families, and community. The plan seeks to enhance student achievement, instructional quality, operational efficiency, and community engagement while maintaining compliance with all federal and state laws.

1. First Day of Instruction

TEC Reference: TEC §25.0811

Current Law: TEC §25.0811 prohibits school districts from beginning instruction before the 4th Monday of August, unless a waiver is granted.

Proposed Flexibility:

The district may set the first day of instruction annually to best meet the needs of students and the community.

The start date may occur prior to the 4th Monday of August if approved by the Board of Trustees.

District leadership and site-based management committees will provide input from parents, staff, and stakeholders.

This flexibility allows for balanced instructional time, equitable learning opportunities across semesters, and alignment with local calendar needs.

Policies EB (LEGAL) and EB (LOCAL) will be updated to reflect this flexibility.

2. Teacher Certification

TEC Reference: TEC §21.003; TEC §22.0833

Current Law: TEC §21.003 requires appropriate state certification for all instructional and administrative personnel.

Proposed Flexibility:

The district may hire highly qualified teachers, experts, or professionals in hard-to-fill, high-demand, dual credit, and CTE courses without requiring state certification.

SPED and ESL certifications remain required.

The Superintendent, after consultation with the campus principal, will certify candidates meeting local qualifications.

Criminal background checks will be completed in compliance with TEC §22.0833.

Policies DBA (LEGAL/LOCAL) and DK (LEGAL/LOCAL) will be revised to reflect local credentialing authority.

Rationale: Flexibility enables expanded course offerings and innovative instructional practices in a rural setting, ensuring students have access to high-quality educational experiences.

3. Probationary Contracts

TEC Reference: TEC §21.002

Current Law: New teachers are generally placed on a 3-year probationary contract.

Experienced teachers (≥5 of 8 years) new to the district are placed on a 1-year probationary contract.

Proposed Flexibility:

Experienced teachers (≥5 of 8 years) may be offered probationary contracts of up to 2 years, allowing more thorough evaluation.

All other teachers remain on 3-year probationary contracts, with a possible 4th year extension.

Returning employees may follow the same flexibility.

Rationale: Provides sufficient time to assess employee performance while maintaining fairness and consistency in evaluations.

4. Teacher Contract Days

TEC Reference: TEC §21.401

Current Law: Teachers are employed on a 10-month contract equivalent to 187 days.

Proposed Flexibility:

With a 4-day instructional week, teacher contract days will align with required student instructional minutes (75,600 minutes).

The district may adjust the total days of service while maintaining teacher salaries.

Rationale: Supports teacher recruitment, morale, and compensation competitiveness while ensuring instructional requirements are met.

5. Student/Teacher Ratios

TEC Reference: TEC §25.111, §25.112

Current Law: K–4 core classrooms cannot exceed 22:1 student-to-teacher ratio; districts must request a waiver if exceeded.

Proposed Flexibility:

District administration may allow slight deviations from 22:1 when enrollment, staffing, or classroom structure necessitates.

Parents are notified the next day, and the Board of Trustees is informed at the next meeting.

TEA waivers are not required for minor deviations under the DOI plan.

Options include hiring additional staff, creating a new class, or maintaining current class size for continuity.

Rationale: Ensures flexibility in staffing while maintaining stable and continuous learning environments.

6. School Health Advisory Council (SHAC)

TEC Reference: TEC §28.004

Current Law: SHAC meetings and procedures are strictly defined by TEC.

Proposed Flexibility:

Local control over SHAC operations including meeting frequency, officer selection, meeting documentation, and curriculum adoption.

Allows adaptation of health and human sexuality instruction to reflect community values.

Rationale: Empowers the district to meet local health education needs while fostering community engagement.

7. Teacher and Principal Evaluation

TEC Reference: TEC §21.203, §21.352, §21.354

Current Law: Teacher and principal evaluations must follow state-mandated T-TESS and T-PESS systems.

Proposed Flexibility:

The district will utilize a locally developed evaluation system reflecting best practices from T-TESS, T-PESS, PDAS, and other relevant models.

Teachers receive at least four informal walk-through evaluations annually.
Principals are evaluated annually using a locally developed plan.
Evaluations consider strengths, areas for growth, and district-specific goals.

Rationale: Provides evaluations tailored to the district's mission and instructional priorities.

8. Transfer Students

TEC Reference: TEC §25.036

Current Law: Transfers are generally accepted for a one-year commitment; academic performance may be considered.

Proposed Flexibility:

Eliminate the one-year commitment for transfer students.
Academic performance cannot disqualify a student from transfer; prior student records may be reviewed for appropriate placement only.

Transfers may be revoked for:

Behavioral violations

Excessive unexcused absences or tardies

Non-compliance with district rules

Families are notified in writing, and the Board of Trustees is informed.

Rationale: Creates a dynamic and responsive transfer policy while maintaining equity and accountability.

Legal Compliance

This DOI plan adheres to:

Texas Education Code §§12A.004, 21.002, 21.003, 21.401, 22.0833, 25.036, 25.0811, 25.111, 25.112, 28.004

TEA Commissioner Rules on Transfer Policies, Teacher Certification, and Class Size Waivers

TASB guidance on local innovation and flexibility



August 10, 2021 - August 10, 2026

First Day of Instruction

TEC Code Requiring Exemption: TEC §25.0811

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. For many years, this was the rule; however, districts had the option of applying for a waiver to start earlier, even as early as the 2nd Monday in August.

Proposed Flexibility:

A flexible start date would allow for a calendar that best fits the needs of our students, community, and school. Having the flexibility to establish an earlier start date will enable the District to balance better the amount of instructional time available in each semester, providing classroom teachers the opportunity to deliver more equitable learning experiences for students in the fall and spring semesters. The district leadership and the site-based management committee will receive input from parents and staff members. Subject to the Board of Trustees' approval, decide on an annual basis the beginning date of school. Exemption from the Texas Education Code Section §25.081 will require revisions in the District policies at EB (LEGAL) and (LOCAL).

Teachers Certification

TEC Code Requiring Exemption: TEC §21.003

TEC §21.003 states that a person may not be employed as a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Proposed Flexibility:

The state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high-demand, dual credit, and career and technical courses. Three Way ISD is located in a rural area that limits course offerings and utilizes creative instructional methods district-wide. Allowing the district local control to enable students to obtain the educational benefits of such course offerings, the District seeks to establish its local qualification requirements and requirements for training professionals and experts to teach such courses instead of the requirements outlined in the law. This does not include SPED and ESL certifications. After consultation with the campus principal, the Superintendent will certify candidates meeting local credential guidelines. The Superintendent will notify the Board before the individual begins employment. Exemption from the Texas Education Code §21.003 will require the District to review its policies at DBA (LEGAL) and (LOCAL) as well as the policies at DK (LEGAL) and (LOCAL). All candidates must complete the criminal background check in compliance with State Board for Education Certification (SBEC) rules mandated by TEC §22.0833 for a non-certified employee.

Probationary Contracts

TEC Code Requiring Exemption: TEC §21.002

TEC 21.002: Current guidelines state that contracted employees new to education (less than 5 of 8 years) will be on probation for 3 years. Experienced contracted employees (reached 5 of 8 years) new to the district will have 1-year probation.

Proposed Flexibility:

About contracted employees, the proposed guideline will allow the district the option to issue probationary contracts not over 2 years for experienced teachers (5 of 8 years of experience) new to the district. All other teachers hired will remain on probation for 3 years with an option for a 4th year. This same rule applies to any employee returning to Three Way ISD. Allow more time for the district to fairly and thoroughly assess an employee's performance.

Teacher Contract Days

TEC Code Requiring Exemption: TEC §21.401

TEC 21.401: Current education law defines a teacher contract as a ten-month contract equivalent to 187 days.

Proposed Flexibility:

Three Way ISD has adopted a 4-day instructional week school calendar. Teacher contracts will reflect a 10-month contract. The district will determine the number of actual days of service. This attempts to align the teacher contract days to the required student 75,600 minutes. Increase the daily rate the district pays teachers. Enhance teacher recruitment by offering a more competitive compensation package than surrounding districts. Reduces teacher contract days from 187 to a decreased length without affecting teacher salaries. Improves teacher morale.

Student/Teacher Ratios

TEC Code Requiring Exemption: TEC §25.111

TEC 25.111 requires districts to employ a sufficient number of certified teachers to maintain an average ratio of at least 1 teacher for every 20 students in average daily attendance. State law also requires that a K-4 core classroom may not exceed a student-to-teacher ratio of 22:1. If classes exceed this cap, a waiver is required from the Texas Education Agency. If approved, the District must notify parents by specifying the class for which an exception from the limit imposed by Section 25.112(a) was granted and state the number of children in the class for which the exception was granted. TEC 25.111, 25.112, 25.113

Proposed Flexibility:

If the 22:1 class ratio is exceeded in grades K-4. In that case, the campus administrator shall notify the superintendent the same day that the ratio was exceeded, and the superintendent will report these findings to the Board of Trustees at the next board meeting. If there is not a regularly scheduled board meeting within two weeks, a special board meeting may be requested. The administration, including the superintendent, shall select one of the following actions to recommend:

Hiring an additional teacher, creating a new classroom for the grade level, or keeping the class intact because this option is more advantageous than separating students; the class size may slightly exceed the 22:1 student-to-teacher ratio. If the classroom exceeds 22:1, parent notification will be sent by the following day, and the exception is presented to the Board of Trustees. It will specify the class for which an exception from the limit imposed by Section 25.112(a) was granted. A TEA waiver will no longer be filed when a K-4 classroom exceeds 22:1 by the District Plan for Innovation. A class may return to a smaller student-to-teacher ratio before or after the waiver is formally granted, thus negating the notice or the need to cause parents and staff unnecessary concern. Students remain with the teacher and classmates they began the year with, fostering continuity and stability, which will support increased student achievement. Continue to explore avenues to reduce class sizes, but require the flexibility for staffing decisions that consider multiple variables, including time of year, enrollment projections, and the natural enrollment variations that occur during the school year.

School Health Advisory Council Meetings

TEC Code Requiring Exemption: TEC §25.111

TEC 28.004 states that a school district shall establish a local school health advisory council (“SHAC”) to assist the district in ensuring that local community values are reflected in the district’s health education instruction. While the District has established a SHAC, it will claim an exemption to section 28.004. An exemption would allow local control by the board of trustees, district administration, and the SHAC committee members to make determinations regarding the SHAC, such as the required number of days for meetings, the notices and retention of meeting minutes, the appointment and make-up of SHAC members and officers, the recording of meetings, and the adoption of curriculum material for the District’s human sexuality instruction. On June 14, 2022, the Board of Trustees adopted findings declaring that TEC 28.004 is not in any of the prohibited exemptions that can be included in a District’s local innovation plan under Texas Education Code 12A.004 and the list of Commissioner’s prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1209.

Proposed Flexibility:

Increased local control of the SHAC processes and procedures to allow Three Way ISD to be adaptive to the District’s local community values regarding the district’s health education instruction. Giving local control to the SHAC processes and procedures can be a positive step towards meeting the health education needs of the Three Way ISD community. It allows for greater flexibility and adaptability in tailoring health education instructions to fit the unique values and beliefs of the community. This can help ensure that the health education curriculum is relevant and resonates with students and their families. Additionally, it can foster a sense of ownership and investment in the health education program within the community. This could lead to increased engagement and participation, ultimately resulting in better health outcomes for students. Overall, increased local control of SHAC processes and procedures can be a powerful tool for creating healthier communities.

Teacher and Principal Evaluation

TEC Code Requiring Exemption: (TEC §21.203) (TEC §21.352) (TEC§21.354)

The state of Texas has used the Professional Development and Appraisal System (PDAS) 17 teacher appraisal system since 1997. The state issued a new teacher and principal appraisal

system in 2016-2017, the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS).

Proposed Flexibility:

TWISD will utilize a locally developed teacher and principal evaluation tool. a) This instrument will be developed with input from campus administration and teachers. It will use staff input, PDAS, T-TESS, T-PESS, and other relevant best practices. b) TWISD will follow DNA (LOCAL) guidelines for annual or less than annual evaluation requirements, exceptions and eligibility, frequency, and annual review process. c) Every teacher will receive a minimum of four informal walk-throughs per year. d) The principal will continue to be evaluated annually on a locally developed plan. e) These locally developed plans should reflect the strengths, areas of concern, and goals of TWISD.

Transfer Students

TEC Code Requiring Exemption: TEC §25.036

Three Way ISD maintains a transfer policy under FDA LOCAL requiring nonresident students wishing to transfer to apply each school year. In approving transfer requests, the availability of space and instructional staff and the student's disciplinary history, academic records, and attendance records are evaluated. Transfer students must follow the District's attendance requirements, rules, and regulations. Violation of the terms of the agreement may result in a transfer request not being approved the following year. TEC 25.036 has been interpreted to establish the District's acceptance of a transfer as a one-year commitment.

Proposed Flexibility:

The District seeks to eliminate the provision of a one-year commitment in accepting transfer applications. The District will reserve the right to revoke the transfer of a student at any time during the year based on behavior, excessive tardies, attendance, or not remaining in good academic standing. This decision was made to improve the quality of education provided by the district. Students and parents will now have the flexibility to make decisions based on what is best for them without the fear of being locked into a one-year commitment. The district believes that this change will also help to ensure that students are held accountable for their behavior, attendance, and academic performance, which will ultimately lead to better outcomes for everyone involved. By removing the one-year commitment, the district hopes to create a more dynamic and responsive educational environment that will benefit all students, regardless of their needs or circumstances. With this new approach, the district is committed to providing a high-quality education that is accessible, inclusive, and tailored to the needs of every student.

PROPOSED REVISIONS: 3.11.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

**School Health
Advisory Council**

~~In accordance with the District's innovation plan, the District shall be exempt from the state law that requires the District's school health advisory council (SHAC) to have at least four meetings per year. In addition, the District shall be exempt from requirements regarding notices, retention of meeting minutes, appointment and makeup of SHAC members and officers, recording of meetings, and adoption of curriculum for the District's human sexuality instruction.~~

Note: For committees composed only of current Board members, see BDB.

**Advisory
Committees**

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students. An advisory committee may also include Board members in numbers less than a quorum of the Board.

Formation of an advisory committee shall be by Board action. When establishing an advisory committee, the Board action shall, at a minimum, specify the:

- Number of members on the committee;
- Process to appoint members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

An advisory committee shall be fact-finding, deliberative, and advisory and shall not assume administrative duties or responsibilities. Advisory committees shall report their findings and recommendations to the Board.

**Transacting
Business**

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of the assigned task or Board action.

Three Way ISD-Erath County
072901

BOARD INTERNAL ORGANIZATION
ADVISORY COMMITTEES

BDF
(LOCAL)

~~⁴Innovation Plan: <https://www.twisd.us/>~~

PROPOSED REVISIONS: 3.11.2026

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

Updating Credentials All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

~~**State Teacher Certification**~~

~~In accordance with the District's innovation plan, the District shall be exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of dual credit and career and technical education (CTE) courses. The Superintendent shall also have the authority to identify additional hard-to-fill and high-demand teaching areas for which state certification will not be required. All other teaching assignments shall require certification in accordance with state law.~~

~~In addition, the Superintendent shall have the authority to permit a certified teacher to teach up to two periods per day outside the teacher's certified field. [See DK]~~

Social Security Number The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

⁴ Innovation Plan: <https://www.twisd.us/>

PROPOSED REVISIONS: 3.11.2026

~~Note: This local policy has been revised in accordance with the District's innovation plan.⁴~~

Superintendent's Authority

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

Campus Assignments

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

~~In accordance with the District's local innovation plan exemption regarding SBEC certification, the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a dual credit field, career and technical education (CTE) field, or a hard-to-fill, high-demand content area to teach a dual credit course, CTE course, hard-to-fill course, or a high-demand content course.~~

~~In addition, the Superintendent shall have the authority to approve the principal's request to assign a certified teacher to teach up to two periods per day outside the teacher's certified field. All other teaching assignments shall require certification in accordance with state law. [See DBA]~~

Supplemental Duties

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

Work Calendars and Schedules

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

⁴ ~~Innovation Plan: <https://www.twisd.us/>~~

PROPOSED REVISIONS: 3.19.2026

Principals

The District shall appraise principals using ~~a local appraisal process developed~~ **the Texas Principal Evaluation and Support System (T-PESS)** in accordance with law and administrative regulations.

Other Campus Administrators

~~Campus~~ **The appraisal system used for campus** administrators other than principals shall be ~~appraised according to a local appraisal process~~ determined by each administrator's position and job responsibilities and **shall consist of either a local appraisal system** developed in accordance with law and administrative regulations **or a modified version of the T-PESS**.

Frequency

District principals and other campus administrators shall be appraised annually.

SCHOOL YEAR

EB
(LOCAL)

PROPOSED REVISIONS: 3.11.2026 TJJ

~~**Note:** — This local policy has been revised in accordance with the District's innovation plan.⁴~~

School Start Date

~~In accordance with the District's innovation plan, the District shall be exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.~~

School Calendar

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

School Closure

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

⁴~~Innovation Plan: <https://www.twisd.us/>~~

PROPOSED REVISIONS: 3.16.2026

Note: This local policy has been revised in accordance with the District's [innovation plan](#). ~~innovation plan.~~⁴ [\[See AF\(LOCAL\)\]](#)

Authority

The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

A resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester.

[An approved transfer to the District is a privilege, not a right; therefore, it does not create a property interest or guarantee continued enrollment.](#)

Transfer Requests

A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent ~~or designee~~. [Approval for one school year shall not ensure approval for subsequent school years.](#)

Factors

In approving transfers, the Superintendent ~~or designee~~ shall consider availability of space and instructional staff, ~~and~~ the student's disciplinary history, ~~and~~ attendance records, [and academic performance; and the impact on resident students.](#)

Transfer Agreements

A transfer student shall be notified in the written transfer agreement that he or she must follow all [District policies, including the Student Code of Conduct, as well as all](#) rules and regulations of the District. [In addition, a student must maintain a rate of 98 percent attendance each semester and avoid excessive tardies or disciplinary infractions.](#)

In accordance with the District's innovation plan, the District shall be exempt from ~~state law requiring~~ [the requirement for transfers](#) a transfer to be for a one-year period. ~~The Superintendent may revoke a student's transfer at any time during a school year based on behavior, excessive tardies, or attendance.~~ [Therefore, violation of the terms of the agreement may result in revocation of the agreement during the school year or a transfer request not being approved for the following year.](#)

Tuition

If the District charges tuition, the amount shall be set by the Board, within statutory limits.

ADMISSIONS
INTERDISTRICT TRANSFERS

FDA
(LOCAL)

Waivers The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian.
[See FP]

Nonpayment The District may initiate withdrawal of students whose tuition payments are delinquent.

Appeals Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

⁴~~Innovation Plan: <https://www.twisd.us/>~~

THREE WAY ISD Acceptable Proof of Residence

1. Current tax appraisal documentation showing ownership
2. Current Mortgage Statement
3. Lease / Rental Agreement in your name
4. Notarized Affidavit from property owner that you reside at the address and a copy of property owner's proof of residency
5. Employee provided housing requires a letter from the employer with name and address resident.
6. Current Water, Sewer, Trash, Gas or Electric bill (how current does the bill need to be?)