

## Board Meeting

Monday, March 2, 2026 5:45 PM

FISD Boardroom, 402 Laurel Dr., Friendswood, TX 77546

### 1. Meeting Opening

1.1. Call to Order at 5:45pm

1.2. Establish Quorum

### 2. Recess to Executive Session

2.1. Recess to Executive Session

### 3. Reconvene to Open Session

3.1. Invocation

3.2. Pledge of Allegiance

3.3. Pledge to the Texas Flag

### 4. Recognitions and Celebrations

4.1. Making a Difference- Cline Elementary

4.2. Celebration of Excellence

### 5. Audience Participation

5.1. Audience Participation

### 6. Consent Agenda

6.1. Consider Approval of Minutes February 9, 2026

6.2. Consider Approval of Minutes February 23, 2026

6.3. Approval of District and Campus 5-Year College, Career, and Military Readiness (CCMR) Goals (2026-2031) **Speaker (s) :** Ryan Kopp

### 7. Action Items

7.1. Consider Approval of One-Year Term Contracts for the Following: Executive Director of Special Education, Executive Director of Facilities and Capital Projects, Executive Director of Human Resources, Coordinator of Data Quality, Director of Technical Services, Executive Director of Transportation, Data Systems Engineer, Director of Finance, Assistant Athletic Director, Network Administrator, Tax Assessor/Collector, and Executive Director of Communications.

7.2. Consider Approval of Contracts for the Deputy Superintendent of Teaching & Learning, Assistant Superintendent of Secondary Teaching & Learning, CIO, CFO, Executive Director of CTE & Community Partnerships, Coordinator of Curriculum & Student

Operations, Athletic Director & Head Football Coach, Principals,  
Deans of Instruction, Assistant Principals, and Director of CTE.

8. **Information Items**

8.1. Board / Superintendent Goal 2 Update - Special Education **Speaker (s) :** Ashley Ashna

8.2. Budget Priority Discussion

8.3. District of Innovation Renewal and Amended Plan

9. **Superintendent's Report**

9.1. Superintendent's and Board Member's Report

9.2. Board Member's Report

10. **Adjourn**

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Board Secretary

Beau Egert: Present  
Rebecca Hillenburg: Present  
Ralph Hobratschk: Present  
Tony Hopkins: Present  
David Montz: Present  
Niki Rhodes: Present  
Laura Seifert: Absent  
Present: 6, Absent: 1.

### 1. Meeting Opening

#### 1.1. Call to Order at 5:45pm

The meeting was called to order at 5:45pm.

#### 1.2. Establish Quorum

Trustee Hobratschk, Trustee Rhodes, Trustee Hopkins, and Trustee Egert were present on the dais. Trustee Montz and Trustee Hillenburg were present in the building. Trustee Seifert was absent.

Trustee Egert was absent from the dais from 7:45 - 7:47pm.

2. Recess to closed or executive session pursuant to Texas Government Code, 551.074 Personnel Matters: To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee; and Texas Government Code, 551.089; Deliberation Regarding Real Property - A governmental body may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person. The Board recessed to executive session at 5:46pm. The Board reconvened at 6:05pm

### 3. Reconvene to Open Session

#### 3.1. Invocation

#### 3.2. Pledge of Allegiance

#### 3.3. Pledge to the Texas Flag

### 4. Recognitions and Celebrations

#### 4.1. Making a Difference

McKenna Giamfortone and Erin Reifel were honored for making a difference at Westwood and in FISD.

#### 4.2. Celebration of Excellence

Rodeo Art Artists, Ava Stone with Texas Farm Bureau AgVentures, and our HOSA State Advancements were celebrated for their achievements.

## 5. Audience Participation

### 5.1. Audience Participation

No one requested to speak during audience participation.

## 6. Public Hearing

### 6.1. Public Hearing on the 2024-2025 Texas Academic Performance Report for FISD

Dr. Stacy Guzzetta presented the annual TAPR report during a public hearing called to order at 7:45pm. She discussed scores and attendance. The public hearing was closed at 8:01pm.

## 7. Consent Agenda

I recommend approval of the consent agenda as presented. This motion, made by Ralph Hobratschk and seconded by Rebecca Hillenburg, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

7.1. Consider Approval of Minutes - January 12, 2026

7.2. Consider Approval of Minutes - January 20, 2026

7.3. Consider Approval of Minutes - January 22, 2026

7.4. Consider Approval of Minutes - January 28, 2026

7.5. Consider Approval of Minutes - Feb 2, 2026

7.6. Consider Approval of Budget Amendment

7.7. Consider Approval of Gifts and Donations

7.8. Consider Approval of Contract with Galveston County for Election Services

7.9. Consider Approval of Resolution to Pay Employees during District Closure due to Inclement Weather

Dr. Montz read an inclement weather resolution for January 26, 2026 into the record.

7.10. Consider Approval to Declare February CTE Month

Dr. Montz read the resolution to declare February CTE month into the record.

## 8. Action Items

8.1. Consider Approval of the Right of First Refusal with the Galveston County Consolidated Drainage District for the acreage housing the FHS Agricultural Barn.

No action taken

8.2. Consider Creation of a Board Grievance Committee

I recommend approval of a Board Grievance Committee represented by Trustees Hobratschk, Hillenburg and Egert with alternates should they be needed of Trustees Rhodes, Seifert and Montz. This motion, made by Tony Hopkins and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea,

Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea  
Yea: 6, Nay: 0, Absent: 1

Mr. Roher discussed the new law placed that the Board can create a grievance committee to hear a grievance on behalf of the Board.

### 8.3. Consider Approval of the Plan for Teacher Certification Requirements

I recommend approval of the Plan for Teacher Certification Requirements as presented and authorize the Superintendent or designee to submit the plan to the Texas Education Agency for review and approval, in accordance with TEC 21.0032. This motion, made by Beau Egert and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea,  
Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

HB 2 requires teachers of record in foundation curriculum areas to be appropriately certified, limiting District of Innovation exemptions while allowing districts to request a temporary delay through a TEA-approved phase-out plan. Friendswood ISD employs a small number of uncertified teachers who are enrolled in approved preparation programs and supported by district oversight. The district's delay plan outlines annual reductions starting in 2025-2026 and achieves full certification compliance by 2029-2030.

### 8.4. Consider Approval to Initiate Renewal Process for the FISD District of Innovation Plan

I recommend approval of the District moving forward with renewal of the District of Innovation Process as presented. This motion, made by Beau Egert and seconded by Niki Rhodes, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea,  
Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The District of Innovation framework, established in 2015, allows school districts to access certain flexibilities through an approved plan. Friendswood ISD, a District of Innovation since 2017 with a renewal in 2021, is proposing to renew and amend the plan to align with current laws, district needs, and priorities. Lindsey Foley presented the proposed renewal, reviewed required removals due to new legislation, outlined new additions and the renewal timeline, and was available to answer questions as the process moves forward through DAC, public review, and Board consideration.

### 8.5. Consider Approval of PCAT Casualty Term Renewal

I recommend approval of the PCAT casualty term renewal as presented. This motion, made by Niki Rhodes and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea,  
Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

Ms. Petree discussed the renewal of the PCAT casualty term renewal. She discussed a minimal increase to the premium. Ms. Petree was available for questions.

8.6. CONSIDER AND APPROVE ORDERS AUTHORIZING THE ISSUANCE OF ONE OR MORE SERIES OF FRIENDSWOOD INDEPENDENT SCHOOL DISTRICT REFUNDING BONDS; SETTING CERTAIN PARAMETERS FOR THE BONDS; AUTHORIZING THE PRICING OFFICER TO APPROVE THE AMOUNT, THE INTEREST RATE, AND PRICE, INCLUDING THE

TERMS THEREOF; AUTHORIZING THE REDEMPTION PRIOR TO MATURITY OF CERTAIN OUTSTANDING BONDS AND NOTES; AND CERTAIN OTHER PROCEDURES AND PROVISIONS RELATED THERETO

I RECOMMEND THE BOARD CONSIDER AND ADOPT THE ORDERS AUTHORIZING THE ISSUANCE OF ONE OR MORE SERIES OF FRIENDSWOOD INDEPENDENT SCHOOL DISTRICT REFUNDING BONDS; SETTING CERTAIN PARAMETERS FOR THE BONDS; AUTHORIZING THE PRICING OFFICER TO APPROVE THE AMOUNT, THE INTEREST RATE, AND PRICE, INCLUDING THE TERMS THEREOF; AUTHORIZING THE REDEMPTION PRIOR TO MATURITY OF CERTAIN OUTSTANDING BONDS AND NOTES; AND CERTAIN OTHER PROCEDURES AND PROVISIONS RELATED THERETO. This motion, made by David Montz and seconded by Rebecca Hillenburg, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The FISD Finance Committee met with the District's financial advisor to discuss a potential refunding of the Series 2016 refunding bonds and 2024 maintenance tax notes to achieve interest savings or lower annual debt costs. Pre-approved bond orders would allow the District to act quickly if market conditions become favorable. The proposed orders authorize the Superintendent or CFO to issue Series 2026 refunding bonds and notes within set parameters for 12 months, and Ms. Petree and bond counsel Tom Sage were present to answer questions

8.7. CONSIDER AND APPROVE AN ORDER BY THE BOARD OF TRUSTEES OF FRIENDSWOOD ISD CALLING A BOND ELECTION ON MAY 2, 2026; PROVIDING FOR THE CONDUCT AND GIVING OF NOTICE OF THE ELECTION; AND CONTAINING OTHER PROVISIONS RELATING THERETO

I move that the Board of Trustees adopt the ORDER CALLING A BOND ELECTION ON MAY 2, 2026, as presented before the trustees this evening. This motion, made by Ralph Hobratschk and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

Amber Petree, Nolan Correa, and Superintendent Roher presented an overview of the recommendation for a May 2, 2026 bond order. They reviewed all the proposed propositions and discussed the components of each. Bond Counsel, Tom Sage, and Huckabee Architects were also available for questions.

8.8. Consider Resolution Related to SB 11

I recommend approval of the resolution related to SB11. This motion, made by Ralph Hobratschk and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Abstain Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 5, Nay: 0, Absent: 1, Abstain (With Conflict): 1

Senate Bill 11 authorizes, but does not require, school boards to adopt a policy establishing a daily period of prayer and reading of the Bible or other religious texts on each campus.

District administration affirms that students already have protected rights under state and federal law to engage in voluntary, student-initiated religious expression, which is currently accommodated on campuses. Dr. Montz read the resolution into the record.

## 9. Financial Report

9.1. Monthly Check Register and Payroll Summary Report

9.2. Bond 2020 Financial Report

9.3. Tax Assessor Collector's Report

9.4. School Lunch Fund

9.5. Revenue and Expenditure Reports

9.6. Monthly Investment Report

9.7. Balance Sheets

9.8. Capital Projects and Priority Maintenance Update

## 10. Superintendent's Report

10.1. Superintendent's and Board Member's Report

10.2. Board Member's Report

## 11. Adjourn

The meeting was adjourned at 8:14. This motion, made by David Montz and seconded by Beau Egert, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

Board Workshop Monday, February 23, 2026 6:30 PM Central	FISD Boardroom 402 Laurel Dr. Friendswood, TX 77546
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Beau Egert:	Present
Rebecca Hillenburg:	Present
Ralph Hobratschk:	Present
Tony Hopkins:	Present
David Montz:	Present
Niki Rhodes:	Present
Laura Seifert:	Absent

Present: 6, Absent: 1.

1. Call to Order at 6:30pm

Meeting called to order at 6:30PM.

2. Establish Quorum

Trustee Hobratschk, Trustee Hopkins, Trustee Hillenburg, Trustee Egert and Trustee Rhodes were present on the dais. Trustee Montz joined the dais at 6:33pm. Trustee Seifert was absent. Trustee Hillenburg was absent from the dais from 6:46 to 6:47pm.

3. Audience Participation

No one requested to speak during audience participation

4. Recess to Executive Session

4.1. Recess to Executive Session

The Board recessed to Executive Session at 8:05pm. They reconvened at 9:05pm.

5. Reconvene to Open Session

6. Information Items

6.1. Annual Review of College, Career, and Military Readiness (CCMR)

Mr. Ryan Kopp, Ms. Ashley Birmingham, Ms. Lexi Kopp, and Ms. Nancy Lockhart presented on the annual College, Career, and Military Readiness. Ms. Lockhart reviewed AP scholars, National Merit Achievements, and our Dual Credit enrollment. All AP, National Merit, and Dual Credit numbers have steadily increased. Enrollment trends in these program also continue to rise. Ms. Lockhart also reviewed the collaborative programs with UT On Ramps and Collegiate HS with College of the Mainland. Ms. Lexi Kopp then reviewed the CTE data. She reviewed the CTE certifications from last year and also highlighted future certifications with CTE. Ms.

Birmingham discussed various testing options and the data from Friendswood High School. She reviewed the ACT, SAT and TSIA data. She highlighted that on a particular cohort of students over three years have shown to be over the benchmark for college readiness in Friendswood High School. They have shown growth year over year. Mr. Kopp reviewed the current FHS CCMR overall benchmark score and how it was achieved. They were available for questions.

#### 6.2. Board Training - Election Ethics

Sarah Permenter with Huckabee gave the Board a presentation on Bond Election ethics. She discussed the Board's role during the election period and how to effectively and ethically communicate. She reviewed many laws for trustees during elections and went over several scenarios.

#### 6.3. 2026-2027 Budget Priorities

Superintendent Roher asked the Board to be thinking about budget items they would like for the administration to take a look at for the March Board workshop.

### 7. Action Items

#### 7.1. Consider Approval of Millennium Project Solutions, Inc. as the Construction Manager at Risk for the Foundation Projects at Friendswood High School and Friendswood ISD Administration Building

I recommend approval of Millennium Project Solutions, Inc. as the Construction Manager at Risk for the Foundation Projects at Friendswood High School and Friendswood ISD Administration Building as presented. This motion, made by Tony Hopkins and seconded by Beau Egert, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

Mr. Correa discussed the Construction Manager at Risk for foundation projects at FHS and Admin. VLK reviewed the bids in January 2026. Step 2 was in February 2026. FISH Admin and VLK recommend Millennium Project Solutions as CMR. A Guaranteed Maximum Price will be back to the Board for approval.

#### 7.2. Consider Approval of Remote Homebound Instruction Waiver for General Education Student

I recommend that the Board of Trustees approve submission of the Remote Homebound Instruction Waiver for a general education student to the Texas Education Agency. This motion, made by Beau Egert and seconded by David Montz, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

We have a student in a hospital setting for an extended period of time. The student needs to minimize exposure to germs and the location of the facility is inside Houston. This waiver would be to allow for us to service this student remotely.

### 7.3. Consider approval of proposed library book purchases

I recommend approval of the proposed library purchases. This motion, made by Rebecca Hillenburg and seconded by Niki Rhodes, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

Dr. Guzzetta talked to the Board about the proposed library book purchases. The campus media integration specialists have reviewed all books.

## 8. Adjourn

### 8.1. Adjourn

I recommend to adjourn this workshop. This motion, made by Beau Egert and seconded by Niki Rhodes, Carried.

Laura Seifert: Absent, Beau Egert: Yea, Rebecca Hillenburg: Yea, Ralph Hobratschk: Yea, Tony Hopkins: Yea, David Montz: Yea, Niki Rhodes: Yea

Yea: 6, Nay: 0, Absent: 1

The meeting was adjourned at 9:08pm.

Minutes prepared by Tammy Locklear

Minutes approved by:

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Tony Hopkins, President

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Laura Seifert, Secretary

## College Career Military Readiness (CCMR)

The percent of Friendswood High School Graduates who MEET CCMR will increase from 83% - 92%

### FHS Yearly Target Goals

	2023-2024 Baseline %	2024-2025 Goal %	2025-2026 Goal %	2026-2027 Goal %	2027-2028 Goal %	2028-2029 Goal %	2029-2030 Goal %
Student Groups	2025 Year	2026 Year	2027 Year	2028 Year	2029 Year	2030 Year	2031 Year
All Students	84%	84%	87%	89%	90%	91%	92%
African American	70%	70%	73%	76%	78%	79%	80%
Hispanic	77%	77%	80%	82%	83%	84%	85%
White	86%	86%	89%	91%	92%	93%	94%
Asian	90%	90%	91%	92%	93%	94%	95%
Two or More Races	80%	80%	83%	85%	86%	87%	88%
Special Ed.	85%	85%	88%	89%	90%	91%	92%
Econ Disadv	71%	71%	74%	76%	77%	78%	79%
Emergent Bil.	33%	33%	36%	39%	40%	41%	42%

\* American Indian and Pacific Islander student groups not shown due to small group size.

2026/2027 Contracts for Administrators

<b>Last Name</b>	<b>First Name</b>	<b>Assignment</b>	<b>Location</b>	<b>Type of Contract</b>
Ashna	Afsheen Ashley	Exec. Director of Special Education	Administration	Professional Non Chapter 21
Correa	Nolan	Exec. Director of Facilities and Capital Projects	Administration	Professional Non Chapter 21
Foley	Lindsey	Exec. Director of Human Resources	Administration	Professional Non Chapter 21
Jansky	Jennifer	Coordinator of Data Quality	Administration	Professional Non Chapter 21
Gasiorowski	Michael	Director Technical Services	Administration	Professional Non Chapter 21
Lewis	Harold Dean	Exec. Director of Transportation	Administration	Professional Non Chapter 21
Mossbarger	Colin	Data Systems Engineer	Administration	Professional Non Chapter 21
Pierce	Paula	Director of Finance	Administration	Professional Non Chapter 21
Scott	Daron	Assistant Athletic Director	High School	Professional Non Chapter 21
Smith	Brian	Network Administrator	Administration	Professional Non Chapter 21
Tilitzki	Robyn	Tax Assessor/Collector	Administration	Professional Non Chapter 21
Traina	Lauren	Exec. Director of Communications	Administration	Professional Non Chapter 21

<u>Last Name</u>	<u>First Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Type of Contract</u>
Ambeau	Lauren	Deputy Supt. of Teaching & Learning	Administration	2 Year Chapter 21 Administrator
Barron	Brandon	Assistant Principal	Windsong	2 Year Chapter 21 Administrator
Bielamowicz	Amanda	Assistant Principal	FHS	2 Year Chapter 21 Administrator
Birmingham	Ashley	Student Success Coordinator	FHS	2 Year Chapter 21 Administrator
Bock	Tammy	Coordinator of Curriculum & Student Operations	Administration	2 Year Chapter 21 Administrator
Bowles	Matthew	Assistant Principal	FHS	2 Year Chapter 21 Administrator
Cappadona	Fred	Assistant Principal	FHS	2 Year Chapter 21 Administrator
Ferro	Nicole	Assistant Principal	FJH	2 Year Chapter 21 Administrator
Griffon	Mark	Principal	FHS	2 Year Chapter 21 Administrator
Guzzetta	Stacy	Chief Information Officer	Administration	2 Year Chapter 21 Administrator
Hogue	Christina	Assistant Principal	Westwood	1 Year Chapter 21 Administrator - Probationary 2 of 3
Holt	Christina	Dean of Instruction	FJH	2 Year Chapter 21 Administrator
Johnson	Jordan	Athletic Director & Head Football Coach	FHS	2 Year Chapter 21 Administrator
Kopp	Alexis	Exec. Director of CTE and Community Partnerships	Administration	1 Year Chapter 21 Administrator - Probationary 2 of 3
Kopp	Ryan	Asst. Supt. of Secondary Teaching & Learning	Administration	2 Year Chapter 21 Administrator
Lockhart	Nancy	Dean of Instruction	FHS	2 Year Chapter 21 Administrator
Lyon	Devin	Principal	FJH	2 Year Chapter 21 Administrator
McAshlan	Wendy	Principal	Windsong	2 Year Chapter 21 Administrator
McCarty	Julianne	Principal	Cline	2 Year Chapter 21 Administrator
Mercer	Lauren	Assistant Principal	FJH	1 Year Chapter 21 Administrator - Probationary 2 of 3
Mille	Crystal	Principal	Westwood	2 Year Chapter 21 Administrator
Millner	Jennifer	Assistant Principal	FJH	1 Year Chapter 21 Administrator - Probationary 2 of 3
Pike	Sarah	Assistant Principal	Cline	1 Year Chapter 21 Administrator - Probationary 2 of 3
Petree	Amber	Chief Financial Officer	Administration	2 Year Professional Non Chapter 21
Russell	Sarah	Assistant Principal	Cline	1 Year Chapter 21 Administrator - Probationary 3 of 3
Sauceda	Melissa	Assistant Principal	FHS	1 Year Chapter 21 Administrator - Probationary 2 of 3
St. John	Nishi	Director of CTE	FHS	1 Year Chapter 21 Administrator - Probationary 2 of 3
Stanley	Emily	Principal	Bales	2 Year Chapter 21 Administrator
Tilimon	Jessica	Assistant Principal	Bales	1 Year Chapter 21 Administrator - Probationary 2 of 3

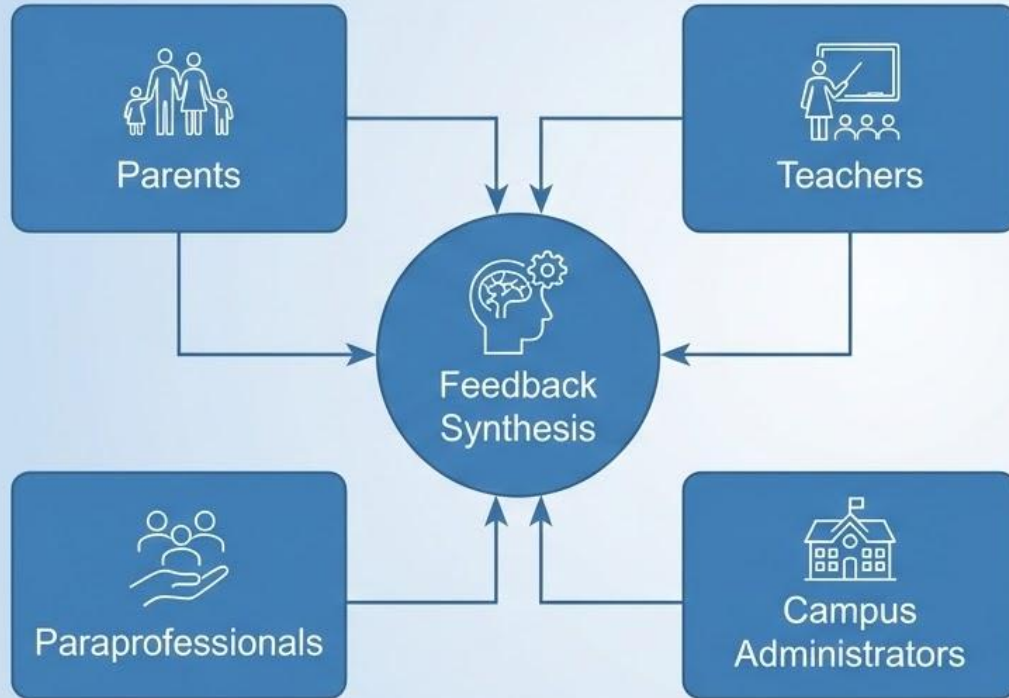
FRIENDSWOOD ISD  
SPECIAL EDUCATION



# Foundations of Fidelity

Special Education February  
2026 Board Update

# Diagnosing the Needs: Stakeholder Engagement



Parent feedback groups held across every campus



Individual sessions with all Campus Administrators



Input gathered from Teachers, and Paras



# Evidence of Impact

Program Support in Action - 2025-26



**479**

**Campus Support  
Visits**

Ongoing coaching and  
fidelity monitoring



**285**

**Direct In-Classroom  
Sessions**

Hands-on support for  
staff and students



**100%**

**Automated Principal  
Reporting**

Real-time data and  
accountability

Program Specialist Provide Active, Documented Campus Support

**Consistent ✓ | Visible ✓ | Measurable ✓**

# The Friendswood Standard

Defining clarity, placement, and program fidelity

## Program Guidance



Defines student profiles and instructional philosophy.

## Placement Rubrics



Data-driven tools for appropriate setting and support.

## Critical Elements

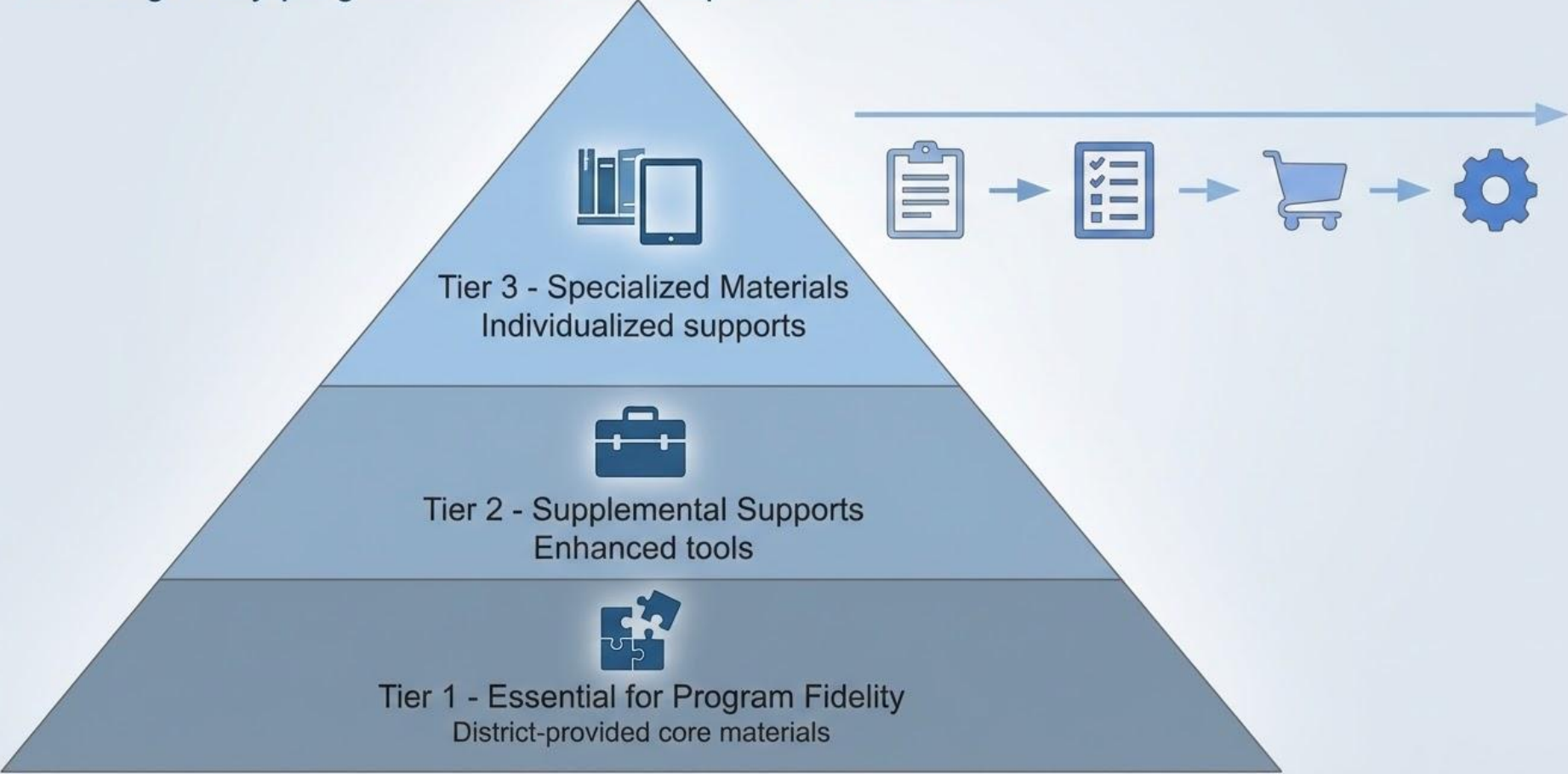


Operational blueprint for classroom excellence.

**Districtwide Consistency**

# Equity & Fidelity of Materials

Ensuring every program has the tools required for success



# Collaborative Refinement & Principal Review

## Drafting

Frameworks developed by Department Coordinators



## Teacher Field-Tested

Adjusted based on classroom experience/perspective



## Principal Review and Approval

Leadership alignment and final refinement

# Next Steps & Strategic Focus



## **Spring 2026**

### **Finalize Program Guidance Documents**

- Complete rubric calibration
- Inventory campus materials
- Principal alignment meetings



## **Summer 2026**

### **Training & Resource Deployment**

- Program teacher sessions
- Program Specialist training
- Tier 1 material distribution



## **26-27 School Year**

### **Implementation & Monitoring**

- Classroom walkthrough tools
- Fidelity checks
- Data review cycles

This phased approach ensures clarity, training, and sustainability.

# Strategic Capacity Investments



## Instructional Capacity

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- Resource/Inclusion Specialist
- Campus coaching cycles
- IEP implementation supports



## Program Expansion

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- TEC Program scaling and expansion
- Shared BCBA between TEC and Friendswood



## Student Support Enhancements

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- TEC and TC Outdoor learning space
- Facility Dog Initiative
- Dyslexia Service Fidelity
- Materials Refinement across programs

Building sustainable supports systems for 2026 and beyond

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# What This Means for Friendswood ISD

Strengthening Teacher Capacity. Ensuring Program Fidelity.  
Improving Student Outcomes. Superintendent Goal 2



## **Clarity**

Defined programs and  
placement guidance



## **Consistency**

Aligned expectation  
across campuses

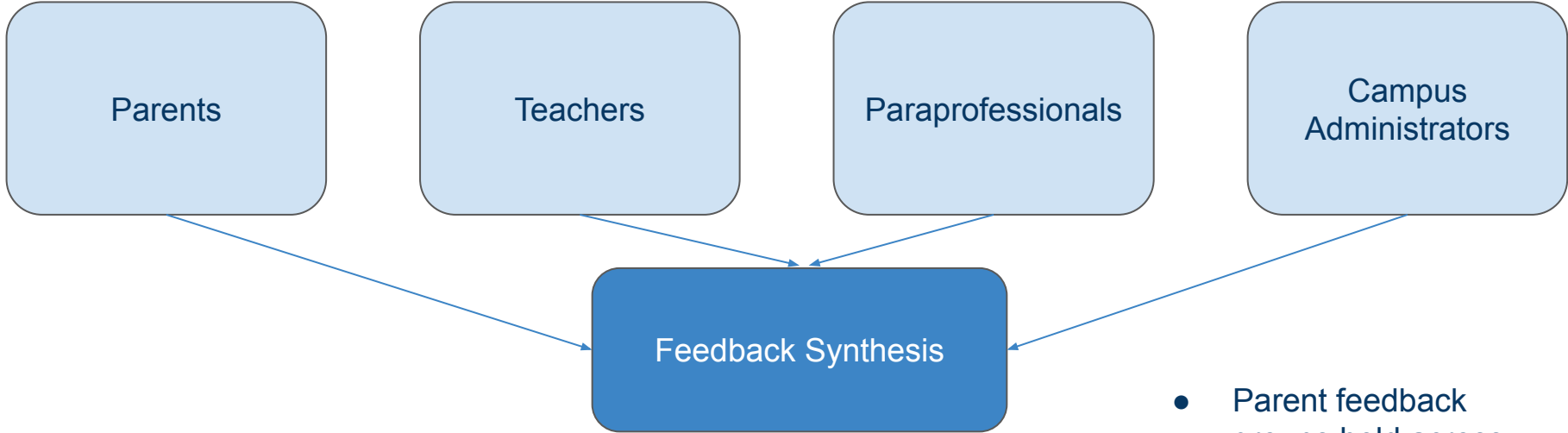


## **Sustainability**

Capacity investments  
to support long-term  
growth

Ensuring program fidelity and improving student outcomes through strategic investments.

# Diagnosing the Needs: Stakeholder Engagement



- Parent feedback groups held across every campus
- Individual sessions with all Campus Administrators
- Input gathered from Teachers, and Paras

# The Friendswood Standard

Defining clarity, placement, and program fidelity

## **Program Guidance**

Defines student profiles and instructional philosophy

## **Placement Rubrics**

Data-driven tools for appropriate setting and support

## **Critical Elements**

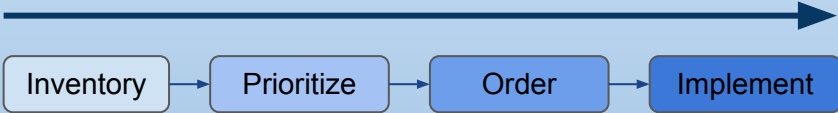
Operational blueprint for classroom excellence

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Districtwide Consistency

# Equity & Fidelity of Materials

Ensuring every program has the tools required for success



Tier 3 - Specialized Materials  
Individualized supports

Tier 2 - Supplemental Supports  
Enhanced tools

Tier 1 - Essential for Program Fidelity  
District-provided core materials

# Evidence of Impact

Program Support in Action - 2025-26

**479**  
**Campus  
Support Visits**

Ongoing coaching and fidelity monitoring

**285**  
**Direct  
In-Classroom  
Sessions**

Hands-on support for staff and students

**100%**  
**Automated  
Principal  
Reporting**

Real-time data and accountability

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Program Specialist Provide Active, Documented Campus Support  
Consistent ✓ | Visible ✓ | Measurable ✓

# Next Steps & Strategic Focus

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Spring 2026	Summer 2026	26-27 School Year
<p data-bbox="156 423 519 500">Finalize Program Guidance Documents</p> <ul data-bbox="175 554 513 904" style="list-style-type: none"><li data-bbox="175 554 513 634">● Complete rubric calibration</li><li data-bbox="175 645 513 768">● Inventory campus materials</li><li data-bbox="175 779 513 904">● Principal alignment meetings</li></ul>	<p data-bbox="794 423 1134 500">Training &amp; Resource Deployment</p> <ul data-bbox="803 554 1151 852" style="list-style-type: none"><li data-bbox="803 554 1151 634">● Program teacher sessions</li><li data-bbox="803 645 1151 768">● Program Specialist training</li><li data-bbox="803 779 1151 852">● Tier 1 material distribution</li></ul>	<p data-bbox="1445 423 1740 500">Implementation &amp; Monitoring</p> <ul data-bbox="1425 554 1746 812" style="list-style-type: none"><li data-bbox="1425 554 1746 678">● Classroom walkthrough tools</li><li data-bbox="1425 689 1746 725">● Fidelity checks</li><li data-bbox="1425 736 1746 812">● Data review cycles</li></ul>

This phased approach ensures clarity, training, and sustainability

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# Strategic Capacity Investments

Instructional Capacity	Program Expansion	Student Support Enhancements
<ul style="list-style-type: none"><li>● Resource/Inclusion Specialist</li><li>● Campus coaching cycles</li><li>● IEP implementation supports</li></ul>	<ul style="list-style-type: none"><li>● TEC Program scaling and expansion</li><li>● Shared BCBA between TEC and Friendswood</li></ul>	<ul style="list-style-type: none"><li>● TEC and TC Outdoor learning space</li><li>● Facility Dog Initiative</li><li>● Dyslexia Service Fidelity</li><li>● Materials Refinement across programs</li></ul>

Building sustainable supports systems for 2026 and beyond

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# What This Means for Friendswood ISD

## Clarity

Defined programs and placement guidance

## Consistency

Aligned expectation across campuses

## Sustainability

Capacity investments to support long-term growth

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Strengthening Teacher Capacity. Ensuring Program Fidelity.  
Improving Student Outcomes  
Superintendent Goal 2

# **Friendswood Independent School District**

## **DISTRICT OF INNOVATION PLAN**

**As Renewed and Amended (Proposed) 2026-2031**

## **Friendswood Independent School District DISTRICT OF INNOVATION PLAN**

### **Background: FISD as a District of Innovation**

The district of innovation concept was passed into law in 2015 when the 84th Texas Legislature created Texas Education Code (TEC) Chapter 12A, Districts of Innovation. The law allows traditional independent school districts to access most of the flexibilities available to Texas' open enrollment charter schools. To access the flexibilities, a school district's most recent academic performance rating must be at least acceptable, and it must adopt an innovation plan, in accordance with the process set forth in Chapter 12A and Texas Education Agency rules. An innovation plan allows a school district to gain exemption from many Texas Education Code requirements, authorizing the district to pursue specific innovations in curriculum, instruction, governance, parent or community involvement, school calendar, budgeting or other areas. Ultimately, innovation plans are about local control. Community members should note that each innovation plan will be unique to the local school district and no two plans may look the same.

Friendswood ISD became a District of Innovation with its approved Innovation Plan on February 13, 2017. Based on the requirements in TEC Chapter 12A and its implementing regulations, Texas public school districts are required to renew their District of Innovation status every five years. Friendswood ISD is taking this opportunity to renew and amend its plan.

This document serves as Friendswood ISD's Local Innovation Plan, as Renewed and Amended.

The original plan provided exemptions from the following legal requirements that Friendswood ISD seeks to renew:

- District-Level Planning and Decision-Making - TEC 11.251, 11.252, 11.253
- Teacher Certification - TEC 21.003
- First Day of Instruction - TEC 25.0811
- Minimum Attendance for Class Credit or Final Grade - TEC 25.092
- Student/Teacher Ratios and Class Size - TEC 25.111, TEC 25.112, TEC 25.113

Due to changes in law, district practice, or lack of necessity, Friendswood ISD no longer seeks exemption from:

- Teacher Appraisal System - TEC 21.352
- Group Health Benefits for School Employees - TEC 22.004
- Student Discipline – Designation of Campus Behavior Coordinator - TEC 37.0012

In addition to these existing exemptions, FISD seeks exemption from:

- Course Syllabi Posting Requirements - TEC 26.0062
- Universal GPA Weighting System - TEC 28.0252
- Probationary Contracts - TEC 21.102(b)

**Timeline:**

<b>Activities to Renew DOI Plan</b>	<b>Date</b>
Process for renewal begins with a $\frac{2}{3}$ majority vote of the BOT	2/9/26
DAC to vote, majority needed in favor to proceed	2/11/26
Information item on Board Agenda	3/2/26
Proposed final plan posted on the district website for 30 days	3/8/26
DAC holds a public meeting to consider approval of the posted version of the plan with a majority vote	4/15/26
BOT votes on the plan with $\frac{2}{3}$ majority vote needed to pass	5/11/26
Notify Commissioner	5/12/26

## **Innovation Plan**

### District and Campus-Level Planning and Decision-Making - TEC 11.251, TEC 11.252, TEC 11.253 (BQA LEGAL, BQA LOCAL)

#### *Manner in which the statute inhibits local control.*

Currently, the prescribed makeup of committees removes flexibility in determining who is able to serve in this capacity. The components that must be addressed by the improvement plan often make the plans cumbersome compliance documents rather than workable guides for actionable goals.

#### *Innovation for local control*

Return Site-Based Decision-Making back to the local district by allowing the local district to determine the makeup of the committee and which decisions will be referred to the committee, except those otherwise prescribed by law.

The leadership in Friendswood ISD, both at campuses and at the district level, has a history of collaboratively involving multiple stakeholders in the processes of annually assessing campus and district needs when establishing and monitoring short and long term goals. Our leadership has and continues to strive to provide sufficient and appropriate representation of teacher, paraprofessional, parents and community members on each of the required site-based committees, but will not be required to adhere to representative percentages imposed by the Education Code.

With additional teacher and paraprofessional representation available, FISD will continue to move forward with our collaborative improvement plans that are reflective of action-oriented tasks and measurable goals. Further, the committees will no longer be restricted and overburdened by compliance-focused content, freeing them up to focus on relevant actions aimed at progress toward established goals. Portions of the improvement plans required by federal obligations will not be affected by this exemption.

### Teacher Certification - TEC 21.003 (DK LEGAL, DK LOCAL, DK EXHIBIT, DBA LEGAL, DBA LOCAL)

#### *Manner in which the statute inhibits local control*

The Texas Education Code requires a public school employee to have the appropriate certification for his or her current assignment unless the appropriate permit has been issued. The credentials appropriate to each assignment are set forth in the State Board for Educator Certification (SBEC) rules at 19 Administrative Code Chapter 231. In the event an appropriately certified teacher cannot be found, the District must request an emergency certification from TEA and SBEC. These rules are burdensome and do not take into account the unique needs and circumstances of the district. Certain subject areas, in particular, are often very difficult to find properly-certified teachers.

### *Innovation for local control*

Friendswood ISD is in close proximity to the Johnson Space Center and is in a geographical area populated by a highly educated workforce including, for example, many scientists. The District has been fortunate to have several scientists mentor students who have achieved national recognition for their projects. Several retired scientists also substitute teach in the schools. Various medical professionals and other highly qualified engineers and mathematicians reside in close proximity to the District. The Houston area has a very rich arts and performance community that could provide experienced people interested in working with students in a school setting. It would be advantageous to tap into this pool of experts who have shown the ability to work with students effectively and have expertise in certain subject areas. Under certain circumstances, it may be that one of these highly qualified individuals with a wide range of experience would be an excellent teacher for FISD students.

In order to best serve students, certain decisions will be handled locally. Section 21.003 restricts flexibility in hiring teachers needed for certain courses, including Career & Technical Education (CTE) and Dual Credit courses. Campus administrators are also limited in their ability to consider out-of-state educator certifications and professional qualifications or credentials of candidates, as well as to review the strengths and qualifications of campus staff to make local recommendations for teaching outside of certain certification areas in hard-to-fill positions. Friendswood ISD has utilized its District of Innovation authority to locally certify teachers and seeks to continue maintaining this option for consideration by campus administrators. The Superintendent will approve all local certifications per administrative procedures and will report to the Board of Trustees. Local certification authorized under this innovation shall not be used for teachers providing instruction in foundation curriculum areas.

### First Day of Instruction – TEC 25.0811 (EB LEGAL)

#### *Manner in which the statute inhibits local control*

Current law does not allow students to begin school before the 4th Monday of August. In the past, districts could apply for a waiver to start the school calendar earlier to meet the needs of the local community. The waiver process was eliminated several years ago, mandating that all schools begin school no earlier than the fourth Monday of August, with no exceptions. This requirement inhibits the District's flexibility to develop a calendar that best meets students', staff, and community needs.

#### *Innovation for local control*

Having the flexibility to set the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and our community. Flexibility to start earlier in August also provides the opportunity to embed professional learning during the school year, better balance the number of instructional days in each semester, maintain traditional holidays, and a mid-week start.

Minimum Attendance for Class Credit or Final Grade - TEC 25.092 (EI LEGAL, FEC LEGAL)

*Manner in which the statute inhibits local control*

State law currently requires students attend class 90% of the school days the class is offered in order to earn credit. The law currently requires the District to award class credit to students based on "seat time" rather than based on demonstrated mastery of the learning.

*Innovation for local control*

The 90 percent rule is an arbitrary percentage, which means school districts award credit based on seat time rather than based on content mastery. Flexibility in abstaining from the requirement will allow the District to not penalize students who miss class due to legitimate school activities and/or family issues that may prevent students from meeting the 90% class attendance rule, as long as mastery of content can be documented. Finally, this will limit issues related to seat time and allow further pursuit of dual credit opportunities.

This exemption allows Fisd to explore the option of providing students credit for courses based on content mastery, not the amount of time the student spends in the classroom. The District could provide innovative options to promote student engagement in course material in flexible ways, ultimately allowing learning to happen anytime, anyplace, apart from the traditional way of delivering instruction.

Flexibility in this area does not alter a teacher's right to assign a student's final grade or exempt a student from any UIL rules.

Student/Teacher Ratios and Class Size – TEC 25.111, TEC 25.112, TEC 25.113 (BF LEGAL, EEB LEGAL)

*Manner in which the statute inhibits local control*

Kindergarten through 4th Grade class sizes are to remain at or below a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the District must complete a waiver with the Texas Education Agency. These waivers are completed at the start of a school year as well as anytime a child enrolls in an elementary school at a grade level where the ratio is already maintained according to staffing projections from the previous year. Current statute also requires a district to employ a sufficient number of teachers certified under the Chapter 21 Education Code to maintain a ratio of 20:1 for total student enrollment.

*Innovation for local control*

Although Friendswood is a stable, low growth district, occasionally late registrants have necessitated a request for class size waivers. The District has and will make every effort to have a class size ratio within the state guidelines while best meeting the needs of our students. In the event a classroom does exceed the 22:1 ratio, we will follow local administrative procedures for reporting to the Board of Trustees and parents of the affected classroom(s).

Local control of class sizes also provides the District with the ability to pursue different delivery models in the future that may afford students innovative and transformative learning experiences. In the event that this model exceeds the 22:1 class size ratio in K-4 classrooms, the Superintendent would follow established administrative procedures.

In the event FISD utilizes local certifications as provided by the DOI Plan, an exemption from 25.111 would allow the district to count these teachers towards the average ratio. The exemption from this requirement would assure local certifications could be considered in determining class ratios.

#### Course Syllabi Posting Requirements - TEC 26.0062 (EEP LOCAL, EEP LEGAL)

##### *Manner in which the statute inhibits local control*

Current statute requires the adoption of a policy mandating that instructional plans or course syllabi for every class be made available on the district's website at the beginning of each semester. The statute further requires teachers to provide copies of instructional plans or syllabi to district administration and to the parents of each enrolled student prior to the start of the semester, and to furnish additional copies upon parental request. These prescriptive requirements limit a district's ability to implement flexible, efficient processes for sharing instructional information and create duplicative administrative obligations despite the availability of centralized digital platforms.

##### *Innovation for local control*

*Friendswood ISD will implement a standardized process for posting course syllabi through the District's learning management systems. Administrative guidelines will establish required components, timelines, and implementation supports to ensure consistency across campuses while allowing flexibility to meet instructional needs.*

*Local control would allow the District to utilize a centralized digital approach through its learning management systems to satisfy syllabus posting and access requirements, reducing duplication of effort while maintaining transparency for parents and students. Parents would continue to have access to syllabi through the District's learning management systems and may request copies as needed.*

*Course syllabi may be adjusted throughout the semester to respond to student needs, curriculum pacing, and instructional delivery. In the event of updates or minor delays in posting, the District would follow established administrative procedures to ensure parent access and appropriate communication.*

## Universal GPA Weighting System - TEC 28.0252 (EIC LOCAL)

### *Manner in which the statute inhibits local control*

Senate Bill 1191 from the 89th Regular Legislative Session requires the Texas Commissioner of Education to develop a universal GPA weighting system for Advanced Placement and dual credit courses. This requirement limits local discretion for districts that have intentionally designed GPA and class rank systems to promote student choice, individualized pathways, and postsecondary success. A mandated universal weighting system may disrupt locally developed practices that have demonstrated positive outcomes for students.

### *Innovation for local control*

Friendswood ISD does not rank students outside of the top 10 percent, as required by Texas law. The District believes that limiting class rank reduces an overemphasis on comparison and competition and instead supports student choice, individualized learning pathways, and academic growth. This approach has had a significant impact on student course selection and has contributed to improved college admission outcomes.

Based on these results, Friendswood ISD implemented additional refinements to its GPA and class rank methodology to benefit all students, including those within the top 10 percent. Beginning with the graduating class of 2026, Rank GPA will be calculated using only core academic courses, including world language courses. The District will implement a single five-point weighted GPA scale for both cumulative (personal) GPA and Rank GPA. All core and world language courses, regardless of the method of completion (including summer school, correspondence, dual credit, or credit by examination), will be included in the Rank GPA calculation.

Local control of GPA weighting and class rank methodology allows the District to maintain a community-developed system that supports student choice, ensures fairness and rigor, and aligns with demonstrated postsecondary success outcomes.

## Probationary Contracts - TEC 21.102(b) (DCA LEGAL, DFAB LEGAL)

### *Manner in which the statute inhibits local control*

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.

### *Innovation for local control*

Extending new professional staff probationary contracts provides campus administration with ample time to evaluate staff proficiency and facilitates the employment of highly qualified, highly effective teachers, administrators, counselors, librarians, nurses, and diagnosticians before offering a term contract. TEC §21.102(b), all new contract employees will be subject to the probationary period set out in TEC §21.102(c), in order to allow more time for the district to fairly and thoroughly assess an employee's performance.

**CLOSING**

The renewal of Friendswood ISD's District of Innovation status enables the district to continue making locally driven decisions that best serve students, staff, and the community. Through this Renewed and Amended Plan, Friendswood ISD maintains flexibility where it adds value, removes exemptions that are no longer necessary, and introduces updated innovation areas aligned with current instructional practices and legislative expectations.