

# Seguin ISD

## District of Innovation Plan

Approved by the Seguin ISD Board of  
Trustees

March 27, 2018



It is the policy of the Seguin Independent School District not to discriminate on the basis of race, color, national origin, sex or disability in its Educational programs, services or activities, as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

### **Board of Trustees**

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Carl Jenkins, Vice President

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Kirsten Legore, Executive Director of Student Services

Sean Hoffmann, Executive Director of Community Relation

## I. Introduction

The District of Innovation (TEC Sec. 12A.001) concept, passed during the 84<sup>th</sup> Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools. The flexibility derives from the district's ability to exempt itself from state mandates that may limit its ability to implement innovative ideas. The potential benefits of becoming a District of Innovation include increased local control to decide which flexibilities best suit local needs, freedom in customizing an innovation plan, and autonomy in that the innovation plan does not require state approval.

Recognizing the potential benefits of a District of Innovation designation, the Seguin ISD Board of Trustees ("Board") unanimously approved a resolution on January 23, 2018 to study the District of Innovation concept and what it may mean in terms of new and better ways to meet the needs of our students and the community. On February 12, 2018, the Board appointed a District Advisory Committee (DAC) comprised of district staff, parents, and business and community members representing a variety of roles and responsibilities.

## II. Timeline

DATE	EVENT
Jan. – Dec. 2017	Discuss process for proposing to become a District of Innovation by identifying provisions currently in place that could be exempted on this plan – review with leadership team, Teacher Communication Council (TCC), and Superintendent Leadership Team (SLT)
January 22, 2018	Present District's intent of becoming a District of Innovation to TCC
January 23, 2018	The Seguin ISD School Board unanimously approved a resolution to initiate the process of becoming a District of Innovation. <b>Board Resolution</b> <a href="#">TEC 12A.001(c)(1)</a> <b>(c)</b> Consideration of designation as a district of innovation may be initiated by: <b>(1)</b> a resolution adopted by the board of trustees of the district
January 24, 2018	Share District's resolution of becoming a District of Innovation with campus administrators.
	<ul style="list-style-type: none"> <li>• "a public hearing shall be held <u>within 30 days</u> to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation"</li> <li>• "...and that <u>within 30 days</u> of the public hearing the Board of Trustees of Seguin School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation."</li> </ul>
February 12, 2018	<b>Public hearing by school board</b> <a href="#">TEC 12A.002(a)</a> <b>(a)</b> Promptly after adopting a resolution under Section 12A.001(c)(1) or receiving a petition under Section 12A.001(c) (2), the board of trustees shall hold a public hearing to consider whether the district should develop a local innovation plan for the designation of the district as a district of innovation.

	<p><b>Board appoints committee to develop plan with:</b>  <b>(1) comprehensive education program with innovations</b>  <b>(2) list of Education Code provisions to be exempt</b>  <a href="#">TEC 12A.002(b)(2)</a>  <a href="#">TEC 12A.003</a>  <b>(b)</b> At the conclusion of the public hearing or as soon as possible after conclusion of the public hearing, the board of trustees may:  <b>(2)</b> appoint a committee to develop a local innovation plan in accordance with Section 12A.003</p>
February 13, 2018	Meeting with District Advisory Committee (DAC). Purpose: Identify innovations and/or exemptions to include, review local district policies affected, and draft Innovation Plan to present to the Board.
February 15, 2018	Meeting with DAC. Purpose: Continue to identify innovations and/ or exemptions to include, review local district policies affected, and continue to draft innovation plan to present to the Board.
February 16, 2018	<b>DAC</b> receives the <i>finalized</i> plan for review.
Feb. 20 - 21, 2018	<b>DAC</b> members present final plan to campus staff.
February 22, 2018	Meeting with DAC. Present final Innovation Plan to DAC. DAC must vote for plan approval (2/3 to pass and continue).
February 23, 2018	<p><b>Plan posted online for 30 days (Feb. 23 to March 25)</b>  <a href="#">TEC 12A.005(a)(1)</a>  <b>(a)</b>The board of trustees may not vote on adoption of a proposed local innovation plan unless:  <b>(1)</b> the final version of the proposed plan has been available on the district's Internet website for at least 30 days;</p> <p><b>Board notifies commissioner of intention to vote on proposed plan</b>  <a href="#">TEC 12A.005(a)(2)</a>  <b>(a)</b> The board of trustees may not vote on adoption of a proposed local innovation plan unless:  <b>(2)</b> the board of trustees has notified the commissioner of the board's intention to vote on adoption of the proposed plan;</p>
March 26, 2018	District Advisory Committee meets to review public/ community feedback and updates if necessary
March 27, 2018	<p><b>District Advisory Committee holds public meeting, passes plan by majority vote</b>  <a href="#">TEC 12A.005(a)(3)</a>  <b>(a)</b> The board of trustees may not vote on adoption of a proposed local innovation plan unless:  <b>(3)</b> the district-level committee established under Section 11.251 has held a public meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee members, provided that the meeting required by this subdivision may occur immediately before and on the same date as the meeting at which the board intends to vote on adoption of the proposed plan.</p>

	<p><b>Upon completion of above, school board approves final plan by 2/3 majority</b>  <a href="#">TEC 12A.005(b)</a>  <b>(b)</b> A board of trustees may adopt a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board.</p>
March 28, 2018	<p><b>District notifies commissioner of approval of the plan along with a list of approved TEC exemptions by completing TEA's <a href="#">form</a>.</b>  <a href="#">19 TAC 102.1307(d)</a>  <b>(d)</b> The district shall notify the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection.</p>
	<p><b>District posts and maintains plan online in prominent location.</b>  <a href="#">TEC 12A.0071(a)</a>  <b>(a)</b> A school district designated as a district of innovation shall ensure that a copy of the district's current local innovation plan is available to the public by posting and maintaining the plan in a prominent location on the district's Internet website.</p>
	<p><b>District sends plan to the Agency within 15 days of adoption</b>  <a href="#">TEC 12A.0071(b)</a>  <b>(b)</b> Not later than the 15th day after the date on which the board of trustees adopts a proposed local innovation plan, adopts a proposed amendment of a local innovation plan, or renews a local innovation plan, the district shall provide a copy of the current local innovation plan to the agency. The agency shall promptly post the current local innovation plan on the agency's Internet website.</p>
April 2018	<p>Structure of the Policy Manual; board agenda – action item</p> <ul style="list-style-type: none"> <li>• Disclaimer in (LEGAL) Policies</li> <li>• Exemption from policy or statute</li> <li>• Update (LOCAL) Policies aligned to DOI</li> <li>• Note SISD innovation in policy manual</li> </ul>

### **III. Term**

The term of the DOI plan is five years, beginning on March 27, 2018 (the date of board approval) and ending March 27, 2023, unless amended, rescinded, or renewed by the DAC and the Board in the same manner required for initial adoption. The Committee will continuously monitor the effectiveness of the DOI plan and recommend to the Board any suggested or needed modifications.

### **IV. Comprehensive Educational Program**

The DOI plan's comprehensive educational program is guided by the Board's Vision Statement, Mission Statement, Core Beliefs, and Strategic Priorities [\[AE\(LOCAL\)\]](#).

#### **A. Vision**

Exceptional students to exceptional citizens

#### **B. Mission Statement**

To cultivate, inspire and empower students to grow and learn

#### **C. Beliefs**

1. Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions.
2. The learning experience should be engaging, relevant and collaborative to meet the needs of all.
3. Parent, community and industry partners are essential for student success.
4. Teachers foster student curiosity and initiative through meaningful and relevant learning experiences.
5. Relationships that nurture student growth and development are key to success.

#### **D. Strategic Priorities**

1. Improve student learning through improved instructional practice
2. Engage parents, industry and community partners to enrich the experience of students and staff and to establish Seguin ISD as an integral part of the community
3. Create the conditions in Seguin ISD to recruit, retain and engage employees

## V. Innovation Plan

[AF(LOCAL)]

Requirements of the Texas Education Code that inhibit the goals of the DOI plan from which the district will be exempt upon adoption of the plan:

### A. Determine a Flexible School Start Date

[EB(LOCAL)]

**Innovation:** A flexible start date would allow Seguin ISD many options which may positively impact student learning and growth. An earlier start date would allow for balanced semesters, innovative and timely summer programs to provide enrichment and intervention, and targeted professional development and school transition opportunities.

**Requirement:** Texas Education Code §25.0811 state that a school district may not begin instruction prior to the fourth Monday in August.

#### Local control advantages:

- Balanced instructional time in the first and second semesters may improve the ability to implement special programs at various schools.
- The alignment of the calendar with colleges and universities may allow for quality pacing of instruction, assessment, and intervention to support college, career or military readiness. In addition, students will have the ability to participate in summer college camps and courses.
- Timely professional development may positively impact student learning.
- A flexible start provides options for quality enrichment and intervention programs that may limit the loss of knowledge gained during the previous year.
- A shortened week at the beginning of the school year may ease the transition to a new campus for kindergarten, middle school, and high school students.

### B. Allow Alternatives to Educator Certification

[DBA(LOCAL)]

**Innovation:** Educator certification alternatives may increase the number of dual credit and Career and Technical Education (CTE) courses offered at the secondary level. This change may allow students more opportunities to receive college credit and/or industry certifications while in high school.

**Requirement:** Texas Education Code § 21.051 provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities. Teacher certification for Career and Technical Education Instructors; TEC § 21.003 CERTIFICATION REQUIRED. (a) A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

#### Local control advantages:

- Flexibility in recruiting and hiring teachers from the field, including experienced individuals from unique trades or vocations, may lead to more dual credit and/or industry certification opportunities for students enrolled in Career and Technology Education (CTE) courses.
- This initiative will allow for the potential to offer additional languages and dual credit courses by employing college instructors, university professors, or retired part-time teachers.

**Seguin ISD**  
**District Advisory Committee (DAC)**

On February 12, 2018, the Board of Trustees appointed the following members to serve on the District Advisory Committee:

<b>Teachers</b>	
Name	Campus
Arnold, Mary	Briesemeister MS
Mladenka, Cathy	Briesemeister MS
Molina, Leonardo	Briesemeister MS
Rangel, Gennie	Briesemeister MS
Alonso, Cynthia	Ball ECC
Nickerson, Jeanene	Ball ECC
Dodd, Megan	Barnes MS
Elizabeth Magnesio	Barnes MS
Gandt, Yvonne	Burges (DAEP)
Grudzieski, Kimberly	Jefferson Elem
Tawil, Meaghan	Jefferson Elem
Bischoff, Patricia	Koennecke Elem

<b>Teachers</b>	
Name	Campus
Ragsdale, Martha	MBLC (AEP)
Post, Tracy	McQueeney Elem
Reavis, Laura	McQueeney Elem
Kirksey, Jessica	Patlan Elem
McMillan, Dawn	Rodriguez Elem
Burttschell, Emily	Seguin HS
Samantha Miles	Seguin HS
Amanda Garza	Seguin HS
Erika Gonzalez	Seguin HS
McKinney, Valerie	Vogel Elem
Wells, David	Weinert Elem

<b>Campus Administrators</b>	
Name	Campus/Position
Garza, Michael	Barnes MS Principal
Cherry, Wade	Burges (DAEP) Principal
Smith, Blackely	Patlan Elem Librarian
Diaz, James	Seguin HS Dean of Instruction
Wolber, Janet	Vogel Elem Librarian

<b>Central Office</b>	
Name	Position
Borden, Cynthia	Dir Fed & State Acct.
Dean, Halcy	Dir Special Education
Gorordo, Guadalupe	Asst. Supt. Policy and Compliance
Murillo, Danica	Dir Professional Learning
Pape, Allison	Dir Secondary Education and Advanced Academics
Schmidt, Jason	Asst. Supt. Learning & Leadership Services
Valenta, Venus	Dir Elementary & Multilingual Education

**Seguin ISD  
District Advisory Committee (DAC)**

<b>Business</b>	
Name	Company
Jenke, Chester	Alamo Colleges Dist/CTTC
Bennett, Elaine	Guadalupe Regional Foundation

<b>Community</b>	
Name	Community
Rabon, Cindy	Community
Stephens, Kimberly	Community

<b>Parents</b>	
Name	Campus
Burns, Lisa	Weinert Elem/ Barnes MS
Edwards, Katie	Vogel Elem
Kubena, Donna	Briesemeister MS

<b>Ad Hoc</b>	
Name	Campus/Position
Dr. Matthew Gutierrez	Central Office - Superintendent
Tony Hillberg	Central Office – Asst. Supt. Business Services
Sean Hoffmann	Central Office – Exec Dir Community Relations
Kirsten Legore	Central Office – Exec Dir Student Support Services
Bill Lewis	Central Office – Assoc. Supt. Technology & Student Support Services
Dot Whitman	Central Office – Asst. Supt. Administrative Services
Carter, Elisa	Central Office – Coordinator Math
Flores, Jonathan	Central Office – Coordinator Bilingual/ESL
Higginbotham, Allison	Central Office – Coordinator Compliance & Data Support
Jaramillo, Andrea	Central Office – Coordinator ELAR

<b>Ad Hoc</b>	
Name	Campus/Position
	Central Office – Coordinator Science & Special Services
Vella, Nilda	
Laura Flack	Ball ECC - Principal
Merry White	Jefferson Elem - Principal
Cynthia Moreno	Koennecke Elem - Principal
Yomeida Guerra	McQueeney Elem - Principal
Linda Guzman	Patlan Elem – Principal
Allison Seidenberger	Rodriguez Elem – Principal
Chanda Bloch	Vogel Elem – Principal
Brandi Bell	Weinert Elem – Principal
Amber Gonzales	Briesemeister MS – Principal
Hector Esquivel	Seguin HS – Principal
Jay Law	MBLC (AEP) - Principal

**March 27, 2018**

Figure: 19 TAC §102.1307(d)

**Innovation District**

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: Five years

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

## Chapter 11 – School Districts

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

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

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

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

## Chapter 21 – Educators

### Subchapter A – General Provisions

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

### Subchapter B – Certification of Educators

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

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

### Subchapter H – Appraisals and Incentives

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

### Subchapter I – Duties and Benefits

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

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

## **Chapter 22 – School District Employees and Volunteers**

### **Subchapter A – Rights, Duties, and Benefits**

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

## **Chapter 25 – Admission, Transfer, and Attendance**

### **Subchapter C – Operation of Schools and School Attendance**

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

### **Subchapter D – Student/Teacher Ratios; Class Size**

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

## **Chapter 37 – Discipline; Law and Order**

### **Subchapter A – Alternative Setting for Behavior Management**

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

## **Chapter 44 –Fiscal Management**

### **Subchapter B – Purchases; Contracts**

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

### **Subchapter Z – Miscellaneous Provisions**

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

## **Chapter 45 – School District Funds**

### **Subchapter G – School District Depositories**

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

## **Other**

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

