



# Seagraves Independent School District

~A Great Place to Learn~

Seagraves Schools · P.O. Box 577 · Seagraves, TX 79359 · Phone 806-387-2035 · Fax 806-387-2944

July 24, 2020

TEA Commissioner of Education-

Seagraves ISD School Board of Trustees adopted a resolution to develop a local innovation plan for designation of the district as an Innovation District on October 14<sup>th</sup>, 2019. The necessary steps were then taken by School Board of Trustees: hosting a public hearing, appointment of District Advisory Committee Members tasked to follow protocols to develop the local plan, notify commissioner team of plan posting for 30 days with intent to vote, recognize public meeting and unanimous committee vote approval of plan, and finally SISD School Board of Trustees voted unanimously to approve final plan on July 13<sup>th</sup>, 2020.

Seagraves ISD is now submitting notice to commissioner of approval and including requested list of approved TEC exemptions on TEA form. The district will post and maintain the plan online in prominent location and with this submission have provided the Agency with plan within 15 days of adoption.

Please reach out to superintendent with any questions or concerns.

I appreciate your service and wish you the best.

-Josh Goen

Seagraves ISD Superintendent

\*On behalf of the board of trustees of Seagraves ISD as directed by action July 13<sup>th</sup>, 2020.

#### School Board

President Wesley Rodgers · Vice President Francisco Casas · Secretary Wade Ellis  
Trustee Adolfo Cortez, Jr. · Trustee Brent Falkenbury · Trustee Victoria Rodriguez · Trustee David Wilson  
Superintendent · Josh Goen

# Seagraves Independent School District



## **Our Vision**

To develop skilled individuals that have the desire and knowledge to be life-long learners

## **Our Mission**

Seagraves ISD will customize student learning and create meaningful relationships with students, parents, and the community in order for students to develop and discover their skills and strengths, build their character, and believe in themselves.

# District of Innovation Plan 2020-2024

Approved by Board of Trustees July 13<sup>th</sup>, 2020

If you have difficulty accessing the information in this document because of disability, please contact the district at [tina.davis@seagravesisd.net](mailto:tina.davis@seagravesisd.net), 806-387-2035.

## INTRODUCTION

House Bill 1842, passed during the 84th Legislative Session, provides the opportunity for Texas public school districts to pursue the designation of District of Innovation. This allows local school districts to obtain exemptions from certain provisions of the Texas Education Code to allow more flexibility and local control for innovative programming.

On October 14<sup>th</sup>, 2019, the Seagraves Independent School District passed a Resolution to initiate the process of designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students in the community. On November 11, 2019, the Seagraves ISD School Board held a Public Hearing to allow the public to learn more about the designation and provide feedback. The School Board appointed a Local Innovation Committee comprised of community members appointed by the School Board Officers, parents, teacher leaders, and campus and district level administrators to prepare a Local Innovation Plan to address the needs of the District.

This Local Innovation Committee met to develop an initial draft of the Local Innovation Plan. The plan was posted online for public viewing and feedback on June 9, 2020. Additional TimeLine details are included in notice to Agency communications also included at end of this document.

## PURPOSE OF INNOVATION

Seagraves ISD seeks to become a District of Innovation in order to have more flexibility in 1) creating a school system invested in college and career preparation and 2) recruiting and retaining quality staff. The Plan's comprehensive educational program is guided by and aligned with the board's Vision, Mission and Strategic Plan for the District.

## TERM

The term of the Local Innovation Plan will begin July 13, 2020 and end at the end of the 2023-2024 School Year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The committee will revisit the plan annually to ensure that the recommendations are still in line with the needs of the district. Any changes recommended would be on the website for 30 days and require approval of the Innovation Committee, the Site Based Decision Members and the School Board.

## AREAS OF INNOVATION

### **Start / End Dates of School Year** (*EB legal, TEC 25.0811, TEC 25.0812*)

A district may not begin instruction for students for a school year before the fourth Monday in August and may not have the last day of school before May 15.

#### **Proposal:**

The flexibility of a locally approved start date allows the district to determine, on an annual basis, what best meets the needs of the students and community. This would also offer the following:

- Allow for more balanced grading periods.
- Allow for more instructional time prior to state assessments in December.
- Students participating in dual credit will have more balanced semesters, which will align more with our local colleges.

#### **Guidelines:**

The district will determine, on an annual basis, when each school year will begin and end.

### **Teacher Certification** (*TEC 21.003, 21.051, 21.053, 21.057, DK Legal, DK Local*)

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. Special education and bilingual teachers must be SBEC certified.

#### **Proposal:**

The current state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high demand, as well as career and technical courses. In order to best serve Seagraves ISD students, decisions on certification will be handled locally. Based on local need, this exemption from teacher certification requirements will enable greater flexibility in staffing and will enrich applicant pools in specific areas of need. This would allow for the following:

- Provide more flexibility in scheduling
- Provide more options for students in class offerings
- Allow experienced teachers to teach a course in an area they have qualified knowledge.
- Allow industry certified and/or trade professionals to teach specialized certification courses

#### **Guidelines:**

- The campus principal may submit a request to the superintendent to allow a certified teacher to teach subject(s) out of their certified area. The request must state the reason and document the current certifications that the teacher holds that would qualify them to teach the subject.

- Individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The campus principal would submit the request to the superintendent with all the documents that the person holds that would qualify them to teach the course.
- Individuals pursuing teacher certification through higher education or alternative certification programs could be eligible to teach vacant classes that remain unfilled with mentor assignment and professional development.
- The Superintendent will approve or deny requests for local certification.

### **Teacher Contract Days (TEC 21.401, DCB Legal and Local)**

Texas Education Code states an educator under a 10-month contract must provide 187 days of service.

#### **Proposal:**

Seagraves ISD will reduce teacher contract days from 187 to a decreased length with no effect on teacher salaries. Flexibility in the contractual days for certified personnel will:

- Provide teachers more flexibility during the summer months to seek out beneficial staff development
- Improve teacher morale
- Enhance Teacher recruitment
- Increase the daily rate the district pays teachers

#### **Guidelines:**

To allow flexibility in the contractual days for certified personnel, Seagraves ISD will:

- Evaluate the number of contract days needed for certified staff in that school year and shall set the number of calendar work days, with the flexibility to reduce the days from 187. The administrative staff will also annually determine the number of professional development days are required and when and where they will be fulfilled on the calendar.
- Maintain at minimum the current salary schedule for all certified employees.

### **Class Size in Grades K through 4 (TEC 25.112, EEB Legal)**

Kindergarten-4<sup>th</sup> Grade classes are to be kept at a 22:1 student; teacher ratio.

#### **Proposal:**

While we certainly believe that small class size plays a positive role in the classroom, this must be balanced with the logistics of the timing of adding staff. Often it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment. A TEA waiver will not be necessary when a K-4<sup>th</sup> classroom exceeds the 22:1 ratio.

#### **Guidelines:**

- Seagraves ISD will attempt to keep all K-4<sup>th</sup> core classes to a 22:1 ratio.

- If the class size exceeds this ratio, the superintendent will notify the Board of Trustees.
- If the class size exceeds a 24:1 ratio, the campus will notify the parents of the students in the classroom and inform them of the situation.

**Inter-District Transfers (TEC 25.036, FDA Local)**

Requires districts transfers to be for a period of one school year.

**Proposal:**

The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants.

**Guidelines:**

- Seagraves ISD will follow FDA Local in approving all transfers.
- On rare occasions, student behavior warrants suspension (in or out of school), placement in DAEP, or expulsion. In addition, student attendance may fall below the state's 90% attendance standard. In these rare cases, after other corrective measures have been attempted, a student's transfer status may be revoked by the superintendent at any time during the school year.

**Probationary Contracts (TEC 21.102, DCA Legal)**

Requires teachers who have been employed in Texas school districts for 5 of the previous 8 years to be placed on a probationary contract not to exceed one year.

**Proposal:**

This period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom and student data. Relief from Texas Education Code 21.102 will permit Seagraves ISD the option to issue a probationary contract for a period of up to three years for experienced teachers and counselors newly hired in Seagraves ISD.

**Guidelines:**

- Campus principals will inform the teacher when recommending a probationary contract to the superintendent.

**School District Depository Contracts: TEC §45.205, §45.206; BDAE (Legal & Local)**

The depository for the District shall serve for a term of two years and until its successor is selected and has qualified. A district and its depository bank may agree to extend the contract for three additional two-year terms per TEC §45.205. The contract term and any extension must coincide with the district's fiscal year. An extension is not subject to the requirements of TEC 45.206.

**Proposal:**

In a small district and a small town, the District's choices for its depository bank are limited. Seagraves ISD uses services provided by the bank on a daily basis. SISD will continue to use the local depository for the District without rebidding. At the end of each two-year term, the District and its depository bank may agree to extend the contract for

multiple additional two-year periods.

**Guidelines:**

The District must review the contract to ensure the best value and support for the District and obtain Board approval for each of the two-year periods. Nothing in this process would hinder the District's ability to undertake bidding the District Depository Bank at the end of any of the two-year periods. The District believes it can operate most optimally if it is not limited to three additional two-year extensions of its depository contract.

**Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented. TEC 22.004(i) and TEC 22.004(b)**

Texas Education Code 22.004(i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code.

**Proposal**

The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all District employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This provision does not give the District the flexibility needed to acquire benefits packages that would potentially be more attractive to prospective employees.

Proposed in order to have the option to offer additional benefits options to employees, the District proposes that the District of Innovation Plan allow exemption to the District from the health insurance requirements in Texas Education Code 22.004 (i). The benefit of this allows Seagraves ISD to give our employees a better opportunity to secure health insurance package at a reasonable rate. Seagraves ISD will sample the market for group medical insurance plans, evaluate the components of those plans, and then present to our employees an additional group medical insurance option (or options) alongside the TRS offerings during open enrollment. Employees would then have an additional choice in the options for group medical insurance, along with the associated benefits which come in a competitive insurance marketplace.

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: 2020 - 2024

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:

TEC 25.036 Inter-District Transfers

21.102 Probationary Contracts

22.004 (b+i) Group Health Coverage



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June 12, 2020

TEA Commissioner of Education-

Seagraves ISD School Board of Trustees is pleased to notify your team of our intent to vote on a proposed District of Innovation Plan at a regular meeting of the board on July 13, 2020.

The proposed plan is currently posted on the school website and will have been posted the minimum 30 days before action is taken by the board.

Please reach out to superintendent with any questions or concerns.

I appreciate your service and wish you the best.

-Josh Goen

Seagraves ISD Superintendent

\*On behalf of the board of trustees of Seagraves ISD as directed by action June 8, 2020.

#### School Board

President Wesley Rodgers · Vice President Fransisco Casas · Secretary Wade Ellis  
Trustee Adolfo Cortez, Jr. · Trustee Brent Falkenbury · Trustee Victoria Rodriguez · Trustee David Wilson  
Superintendent · Josh Goen

RESOLUTION TO CONSIDER DESIGNATION AS DISTRICT OF INNOVATION

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the Seagraves School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Seagraves School District by adoption of this resolution initiates the process under Education Code Chapter 12A to become a District of Innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held within 30 days to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that within 30 days of the public hearing the Board of Trustees of Seagraves School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 14<sup>th</sup> day of October, 2019, by the Board of Trustees.

  
Presiding Officer

  
Secretary



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NEXT STEP District of Innovation Planning: Board appoints committee to develop plan with:

- 1) Comprehensive education program with innovations
- 2) List of Education Code provisions to be exempt  
TEC 12A.002(b)(2)  
TEC 12A.003

Committee Recommendation:

Members of the District Planning Committee including:

**Josh Goen** -  
Superintendent

**Traci Garza** -  
Business Manager

**Daylan Sellers** - Principal,  
Campus 9-12

**Armando Minjarez** -  
Asst. Principal, Campus 9-  
12

**Jamie Humphries** -  
Principal, Campus 6-8

**Jeff Fleenor** - Principal,  
Campus PK-5

**Ovidio Martinez, Jr.** -  
Executive Principal of SD  
& Parent Community  
Engagement

**Mary Heryford** -  
Counselor, Campus 9-12

**Glenn Thompson** -  
Teacher, Campus 9-12

**Jennifer Cox** - Teacher,  
Campus 9-12

**LaShay Ellis** - Teacher,  
Campus 6-8

**Angel Davila** - Counselor,  
Campus PK-5

**Sherry Rosson** - Teacher  
of Intervention, Campus  
PK-5

**Kristi McCrary** -  
Teacher, Campus PK-5

**Rosa Flores** - District  
ESL Coordinator

**Norma Casas** - District  
Migrant Coordinator

**Michelle Davila** - Federal  
Programs

**Maria Lozano** -  
Instructional Aide

**Melissa Smith** -  
Instructional Aide

**Brenda Aranda** -  
Instructional Aide

**Laleinah Almager** -  
Instructional Aide

**Alexis Garza** - Student

**Kingsley Rodriguez** -  
Student

**Kendra Sellers** - Business  
Rep.

**Ana Rosas** - Parent

**Cassie Redecop** - Parent

**Teresa Perez** - Parent

**Ermelinda Rojo** -  
Parent/Community Rep.

**Araceli Soto** -  
Parent/Community Rep

School Board · President Wesley Rodgers · Vice President Francisco Casas · Secretary Wade Ellis · Trustee Adolfo Cortez, Jr. · Trustee Brent Falkenbury · Trustee Victoria Rodriguez · Trustee David Wilson · Superintendent · Josh Goen