



# SAN FELIPE DEL RIO

CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

## DISTRICT OF INNOVATION 2023-2028 LOCAL INNOVATION PLAN

**BOARD APPROVED 6/29/2023**

### INTRODUCTION

House Bill 1842, passed in 2015 by the 84th Session of the Texas Legislature, in part amended Chapter 12A of the Texas Education Code (TEC) to create Districts of Innovation. The designation allows school districts to be exempt from certain sections of the TEC, providing more flexibility and local control in meeting the needs of students and the communities served.

The original District of Innovation Plan (2019-2023) was adopted in March 2019. On June 16, 2020, the District of Innovation Plan was amended and the DOI Plan expired in March 2023. The District of Innovation (DOI) Committee met on April 25, 2023 to discuss the process to restart the DOI Plan since the timeline had expired. On May 10, 2023, the San Felipe Del Rio CISD Board of Trustees (Board) adopted a resolution to re-initiate the process of becoming a District of Innovation. On May 15, 2023, the Board held a public hearing on the subject and on this same day appointed a District Advisory Committee (DAC) comprised of parents, teachers and community representatives. The DAC held a public meeting on June 28, 2023 to approve the final DOI plan, and the San Felipe Del Rio CISD Board of Trustees met on June 29, 2023 to adopt the 2023-2028 Local Innovation Plan (Plan).

### TERMS

By law, the term of the designation as a District of Innovation may not exceed five years. The term of the San Felipe Del Rio CISD Local Innovation Plan begins on June 30, 2023, and ends on June 30, 2028, unless rescinded or renewed by the Board in accordance with law, or terminated by the Commissioner of Education. The plan may be amended, rescinded or renewed by recommendation of the Committee, a majority vote of the district-level committee established under TEC 11.251 (District of Innovation Advisory Committee) along with a two-thirds majority vote of the Board. An amendment to the Plan does not change/extend the date of the term of designation as an innovation district; exemptions that were already formally approved are not required to be reviewed. The District must notify the Texas Education Agency (TEA) within five business days of rescission of the plan and provide a date (not to be later than the start of the following school year) at which time it will be in compliance with all sections of the TEC. During renewal, all sections of the plan and exemptions shall be reviewed and the original statutory adoption process must be followed. The District shall notify the Commissioner of any actions taken to amend, rescind or renew the Plan along with the associated TEC exemptions and local approval dates. The Committee will review the plan annually in the spring, unless the Board determines a review must be done prior to the annual review, to ensure that the recommendations are continuing to meet the needs of the District as intended and are aligned with San Felipe Del Rio CISD (SFDRCISD) Strategic Design efforts. An annual report will be provided to the Board based on the outcome of this review.

As part of the annual review process, the membership of the Committee will be renewed and/or modified by a majority vote of the Board. Outside of the annual review/renewal process, if a member of the Committee is unable to fulfill his/her duties, the Board may appoint a replacement by majority vote. The intent of the Board is to maintain balanced representation on the Committee of parents/community members and staff.

The SFDRCID District of Innovation – Local Innovation Plan is aligned with the beliefs, vision and goals of SFDRCID as approved by the Board.

## SFDRCID SHARED BELIEFS

We believe:

- ✓ Communication and collaboration among families, community, and educators are vital.
- ✓ In equity by providing the resources, support, and motivation necessary to differentiate instruction.
- ✓ All students should be equipped with a strong foundation of knowledge, including 21st century skills, so they are life-long learners prepared to be successful after high school.

## SFDRCID VISION

San Felipe Del Rio CISD, in partnership with our families and community, empowers every student to excel through a culture of collaboration, innovation, and achievement.

## SFDRCID MISSION

San Felipe Del Rio provides a high-quality, innovative curriculum with engaging, relevant instruction. We meet the individual needs of students and staff in a safe, nurturing, and collaborative environment which encourages development and growth.

## SFDRCID GOALS

District Goal 1: School Safety

The District shall ensure safe and secure school environments that provide resources and supports for student wellness, attendance, and academic success.

District Goal 2 – Student Performance

The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.

District Goal 3 – Results-Driven Accountability

The Superintendent will ensure the improvement of student performance in TEA's Results Driven Accountability (RDA) for the Bilingual/ESL/EL program from Determination Level 3 to a Determination Level 2 or better by monitoring the implementation of research-based methods and strategies with fidelity across campuses to increase the number of students meeting the exit criteria.

District Goal 4 – Finance

The District shall be a good steward of the community's resources – financial, human, facilities – and explore new opportunities for organizational efficiency and effectiveness.

District Goal 5 - Communication

The District shall increase awareness and access to all resources through consistent and effective communication with students, parents, staff, and the greater community.

District Goal 6 – Del Rio Middle School

The District shall continue the current level of implementation and support for improvements at Del Rio Middle School.

## District Goal 7 – Reading and Writing

The District shall prioritize reading and writing as a skill for lifelong learning.

In order to better meet the needs of our students and focus on prioritizing district goals for student performance, results-driven accountability, and other district goals, the District seeks the following exemptions from the Texas Education Code:

### INNOVATION PLAN EXEMPTION 1: UNIFORM START DATE

San Felipe Del Rio CISD is requesting an exemption from TEC §25.0811a. FIRST DAY OF INSTRUCTION. (a) ...a school district may not begin instruction for students for a school year before the fourth Monday in August.

#### RATIONALE

Texas Education Code §25.0811(a) does not allow school districts to begin school before the fourth Monday of August. This requirement restricts the local community from designing a calendar that best meets the needs of students and families. This requirement limits the amount of instructional time available before local and state testing. Exemption from this requirement allows SFDR CISD to collaboratively design an academic calendar based on the needs of and input from the community.

#### STRATEGY

Implement an earlier school start date, specifically on the second Monday in August, which would allow SFDR CISD to:

- ✓ Provide a balanced distribution of instructional time for one-semester coursework, as students who currently take a one-semester course in the fall have fewer instructional days to master course content than students who take the same one-semester course in the spring.
- ✓ Provide more instructional days in advance of standardized assessments, such as Advanced Placement and STAAR exams;
- ✓ Provide additional instructional time after the last official day of school for students retaking a STAAR exam over the summer;
- ✓ Complete fall semester exams before dismissing for Winter Break;
- ✓ Provide an opportunity for students to take advantage of the full array of summer offerings at institutions of higher education.
- ✓ Provide for additional days to mitigate health or emergency-related school closures.

### INNOVATION PLAN EXEMPTION 2: EDUCATOR CERTIFICATION FOR CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS

San Felipe Del Rio CISD is requesting an exemption from TEC §21.003 (a). CERTIFICATION REQUIRED. (a) 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 the 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.

#### RATIONALE

Growth of Career and Technical Education (CTE) programs, course offerings, and HB5 endorsements have led to CTE teacher shortages in hard to fill program areas. An exemption from TEC §21.003 would allow SFDR CISD the flexibility to consider workforce professionals to teach CTE courses specifically within the Trades and Industry Certificates, Health Science Certificates, Family & Consumer Science Certificates, and Business Information Management (BIM) courses for which a traditionally, certified candidate is not available.

## STRATEGY

San Felipe Del Rio CISD prides itself in hiring the highest quality teaching staff for the benefit of all learners. The District will make every attempt to hire individuals with appropriate certification for the positions within the Trades and Industry Certificates, Health Science Certificates, Family & Consumer Science Certificates, and Business Information Management (BIM) courses; however, where that is not reasonably possible, the district will consider workforce professionals to teach CTE courses specifically for which a traditionally, certified, qualified candidate is not available; and have the flexibility to hire individuals who are knowledgeable in the area and are fully equipped to effectively perform the duties of the position in question based on local certification criteria as referenced in the TEA Career and Technical Education Chart.

Qualification for local certification shall include all applicable TEA Career and Technical Education Chart criteria:

- ✓ Degree or formal training/education in the content area
- ✓ Professional work experience
- ✓ Current licensure by a state or nationally recognized accrediting agency in any approved occupations for the classes the instructor will be teaching
- ✓ Requirement of an appropriate Microsoft Office Specialist (MOS) certification for instructors of Business Information Management (BIM) courses

All candidates will be carefully considered to ensure the individuals have sufficient education and expertise to provide instruction necessary to carry out the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught.

Staff hired under a school district teaching permit will benefit from the same rights and responsibilities as certified teachers within the district. After the required posting period and candidate interviews, the CTE Director must specify in writing the reason for the request and document what specific credentials (i.e. experiences and expertise) the prospective teacher possesses that would qualify the individual to teach that subject(s). The superintendent must approve the selection and recommend to the Board for final approval. The District and local campus will assess appropriate training needs for any teacher hired under this exemption. Finally, this is a local certification only and does not transfer to another school district.

## INNOVATION PLAN EXEMPTION 3: DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR TEC SECTION 37.0012 AND FO(LEGAL) STUDENT DISCIPLINE

San Felipe Del Rio CISD is requesting an exemption from TEC §37.0012 and FO(LEGAL) Designation of Campus Behavior Coordinator. TEC Section 37.0012 mandates the designation of a campus behavior coordinator at every school. This statute provides that the campus behavior coordinator is primarily responsible for maintaining student discipline and for the implementation of TEC Chapter 37 Discipline.

## RATIONALE

At San Felipe Del Rio CISD, large campuses (high school - 2,300 students; middle school - 1,400 students), one individual is designated as CBC to manage discipline. It is necessary to have additional administrators to address behavior and discipline on campus, and provide notice to parents about disciplinary incidents.

## STRATEGY

Exemption from this requirement will provide campuses the opportunity to allow campus administrators to fully understand and get to know the students in their caseload rather than sourcing all discipline matters to one employee designated as a campus behavior coordinator. While it is imperative that all employees work together and be informed as to the discipline that is occurring on campus, it is just as crucial for students to depend on an administrator they know and trust in all facets of their education, including their discipline. Each campus administration should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students and teachers.

The recommendation is to change the language in policy FO(LLEGAL/LOCAL) indicating all campus principals/assistant principals will serve as Campus Behavior Coordinators and will carry out this duty.

## SUMMARY AND CONCLUSION

SFDRCSID will annually review the 2023-2028 Local Innovation Plan to ensure it continues to meet the needs of the District. It is noted that through the annual review process, further innovation and exemptions may be proposed in order to support the growing needs of the district.