

**Sudan Independent School District**

P.O. Box 249  
Sudan, Texas 79371

Superintendent:227-2431  
Business Office:227-2431

High School:227-2431  
Elementary:227-2431

**Sudan Independent School District**  
**Resolution to Adopt a District of Innovation**

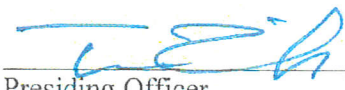
WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 39.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated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

WHEREAS the Sudan Independent 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 Sudan Independent 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 to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of Sudan Independent School District shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 11th day of December, 2017, by the Sudan Independent School District Board of Trustees.



Presiding Officer

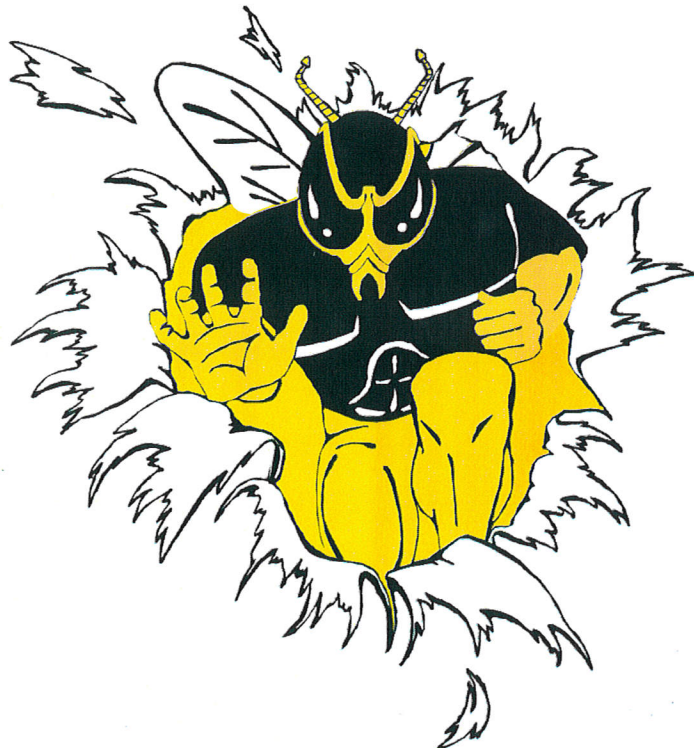


Secretary

**SUDAN ISD**

# **District of Innovation Plan**

**2018-2023**



# Sudan ISD

## District of Innovation Plan

The 84th Texas Legislature passed House Bill 1842 in the spring of 2015, providing public school districts the opportunity to become Districts of Innovation. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Sudan ISD is utilizing HB 1842, of the 84<sup>th</sup> Legislative Session, in order to have more local control in certain areas. HB 1842 allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. We feel this is a great opportunity for our local district to tailor a plan based on the needs of our students and community. Sudan ISD intends to follow the Texas Education Code in all other areas. Sudan ISD's Local Innovation Plan is comprehensive and touches numerous areas in the TEC, and because Sudan ISD seeks to maximize local control of educational decisions for students, Sudan ISD seeks exemption from the permissible provisions of the TEC included and explained in this Local Innovation Plan. Sudan ISD's Local Innovation Plan will begin with the 2018-2019 school year and will conclude at the end of the 2022-2023 school year, unless the plan is terminated or amended by the Sudan ISD Board of Trustees in accordance with HB1842. Any future amendments will adhere to the same term of the original plan.

Districts of Innovation may be exempt from state statutes to:

- Take greater local control as the decision makers over the educational and instructional model for students;
- Increase freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Increase empowerment and encourage innovative thinking.

House Bill 1842, passed in the 84th Texas Legislative Session, provides Texas public school districts the opportunity to amend certain state requirements at the local level to better meet the needs of their unique student populations.



## **Sudan ISD District of Innovation Timeline:**

<u>October 20, 2017</u>	-Initial meeting with district leadership team to discuss District of Innovation (DOI) advantages and potential members of the DOI committee
<u>November 13, 2017</u>	-Initial discussion with the Board of Trustees on the advantages of becoming a District of Innovation
<u>December 11, 2017</u>	-Board of Trustees adopted resolution to initiate District of Innovation Plan -Board of Trustees held 1 <sup>st</sup> public hearing regarding DOI -Board of Trustees approved members of the DOI Committee
<u>December 14, 2017</u>	-1 <sup>st</sup> meeting of DOI Committee to discuss District of Innovation Plan
<u>January 8, 2018</u>	-2 <sup>nd</sup> meeting of DOI Committee to finalize District of Innovation Plan
<u>January 8, 2018</u>	-Board of Trustees held 2 <sup>nd</sup> Public hearing regarding DOI
<u>January 8, 2018</u>	-Post DOI Plan on website for 30 days
<u>February 9, 2018</u>	-Board notifies Texas Commissioner of Education of intention to vote on plan
<u>February 12, 2018</u>	-Recommend final plan to Board of Trustees for approval
<u>February 13, 2018</u>	-Board of Trustees formally notifies Texas Commissioner of Education of approved plan
<u>May 9, 2018</u>	-Update all policy changes with TASB
<u>March 13, 2020</u>	-DOI amendment unanimously passed by District Site Based Committee and posted to website
<u>April 13, 2020</u>	-DOI amendment passed unanimously by Board of Trustees
<u>April 14, 2020</u>	- Board of Trustees formally notifies Texas Commissioner of Education of approved amendment



### **District of Innovation Planning Committee**

#### **Member Name**

Scott Harrell  
Gordon Martin  
DeAnn Wilson  
Kayela Harrell  
Meagan Sowder  
Janice Warren  
Warren Swarb  
Kandis Lloyd  
Shawnda Martin  
Sandra Trillo  
Sharla Rich  
Tim Rodriguez

#### **District/Community Role**

Superintendent  
High School Principal  
Elementary Principal  
High School Counselor  
Elementary Counselor  
ELA Department  
Social Studies Department  
Math Department  
Community Member  
Sudan ISD Parent  
Sudan ISD Parent  
Sudan ISD Parent

### **Sudan ISD Board of Trustees**

#### **Member Name**

Tim Rich  
Joe Ky Shultz  
Ryan Netherland  
Clay Carr  
Torrey Tolbert  
Susan Baker  
Richard Salazar

#### **Board Position**

President  
Vice-President  
Secretary  
Member  
Member  
Member  
Member

## **INNOVATIONS**

**Sudan ISD, in conjunction with the District of Innovation Committee, proposes the following flexibilities with the Texas Education Code to provide the best educational opportunities for students at Sudan ISD.**

### **1.) School Start Date**

(EB Legal) (Texas Education Code 25.0811)

#### **Currently**

A District may not begin instruction for students for a school year before the fourth Monday in August unless the district operates a year-round system. A District may not receive a waiver for the requirement.

#### **Sudan ISD Proposed**

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 local community. The flexibility of this start date also offers the following opportunities:

- Balancing the number of semester days while still finishing the first semester before the holiday break in December.
- An early start date permits students an additional week of instruction prior to state assessments.
- Students participating in Dual Enrollment opportunities will work with balanced semesters, which align with our local colleges.
- This would allow an option to start semesters with a shorter week, easing the transition for students entering elementary, middle school, and high school.
- Creates flexibility for the district to pursue other calendar options best suited for our identified populations.

#### **Sudan ISD Guidelines**

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

## **2.) Inter-District Transfers**

(FDA LOCAL) (Texas Education Code 25.036)

### **Currently**

Currently, under Texas Education Code 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036 has been interpreted to require a transfer to be for a period of one school year.

### **Sudan ISD Proposed**

Sudan ISD maintains a transfer policy under FDA (Local) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district. TEC 25.036 has been interpreted to establish the acceptance of a transfer as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these rare cases, and following reasonable corrective measures, Sudan ISD seeks exemption from the one-year transfer commitment.

### **Sudan ISD Guidelines**

Nonresident students who have been accepted as inter-district transfer students, may have such transfer status revoked by the superintendent, at any time during the year, if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.



### **3.) Teacher Certification**

(DK LEGAL, LOCAL) (Texas Education Code 21.003)

#### **Currently**

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 submit a request to the Texas Education Agency. TEA then approves or denies this request. In certain circumstances, a district can use a local one-year permit.

#### **Sudan ISD Proposed**

In order to best serve Sudan 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. The district's exemption from TEC 21.003 would allow the district to consider part-time professionals to teach courses, allow industry expert professionals to transition into the teaching profession in Career and Technology, and also assist in staffing high need STEM and dual credit course offerings. Out-of-state certified teachers could be considered for positions upon a local review of experience, education, and credentials. Often there are experienced certified teachers in our district that could teach a course outside of their certification area due to their education, background, and/or experience. Local decisions outside of state certification requirements would allow innovation and flexibility in scheduling to meet student needs. However, by law all special education and bilingual teachers will continue to meet SBEC certification requirements.

#### **Sudan ISD Guidelines**

The campus principal may submit to the superintendent a request to allow a certified teacher to teach a subject and/or grade level out of their field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying this individual to teach the subject. An individual with experience in a Career and Technology field may be eligible to teach a vocational skill or course. An individual may hold a teaching certification in another state for Core areas or Career and Technology. An individual may have background, experience, skills, or work related/industry experience to work full time or part time in a designated area. The principal will submit a request to the superintendent for local certification. The principal must specify the reason for the request and document what credentials the individual possesses qualifying this individual to teach the subject. The superintendent will approve or deny requests for local certification.

#### **4.) Class size requirement**

(EEB Legal) (Texas Education Code 25.111, 25.112, 25.113)

##### **Currently**

TEC §25.112 requires districts to maintain a class size of 22 students or less for Kindergarten – 4th Grade classes. TEC §25.113 requires districts to notify parents of waivers or exceptions to class size limits. TEC §25.111 requires districts to maintain a 22:1 student to teacher ratio for Kindergarten – 4th Grade classes.

##### **Sudan ISD Proposed**

Sudan ISD recognizes that smaller class sizes are beneficial and will continue to use the 22:1 student/teacher class size and ratio for Kindergarten-4<sup>th</sup> grade in projecting the number of staff needed for future school years. We also recognize that this fact must be balanced with the logistics of the timing of adding staff and continuing to employ the best qualified teachers. Many times, it is not the number of the students, but the makeup and chemistry of the classroom which influence the learning environment. Most importantly, research clearly shows it is the teacher in the classroom that has the greatest impact on student learning, not absolute class size. Sudan ISD would like local control in allowing a principal to get permission from the superintendent and School Board if a classroom has one or two students over the class size and ratio of 22:1. In order to best serve Sudan ISD students, we maintain the vision of being able to have the timing and latitude to hire the “right teacher” for kids and not rush to hire “any teacher” just to fulfill a mandate if we feel it necessary to hire a new teacher. Furthermore, the district proposes to notify parents if the ratio is higher than 24:1.

##### **Sudan ISD Guidelines**

The campus principal may submit a request to the superintendent and school board requesting permission to go over the 22:1 ratio in grades Kindergarten-4<sup>th</sup> while taking the time to do what is best to serve Sudan ISD students by either hiring an additional teacher, or by shifting class numbers to only exceed the 22:1 ratio by 1 or 2 students.

## **5.) Campus Behavior Coordinator**

(FOA Legal) (Texas Education Code 37.0012)

### **Currently**

TEC§37.0012 requires a person be designated to serve as the Campus Behavior Coordinator (CBC) who is primarily responsible for maintaining student discipline and implementation of Chapter 37 and allows duties imposed on a campus principal or other campus administrator to be performed by the campus behavior coordinator.

### **Sudan ISD Proposed**

Sudan ISD has always taken a collaborative approach to student discipline on the campuses. With exemption from the requirement and duties of the Campus Behavior Coordinator, principals will be able to create the system where the duties of the CBC are shared among the administrative staff. This allows a more personal and effective approach to student discipline and better communication with parents. Campus principals already serve in this capacity, and a requirement to designate someone for this position is not necessary.

### **Sudan ISD Guidelines**

Campus principals will continue to serve in this position, utilizing necessary administrative staff, to best serve Sudan ISD students.



AMENDMENT Approved on 3/13/2020 by District Site Based Committee and on 4/13/2020 by Board of Trustees

## **6.) Alternative Group Coverage Program**

(Texas Education Code 22.004(i))

### **SUDAN ISD PROPOSED AMENDMENT TO CURRENT LOCAL INNOVATION PLAN**

With regard to each area of innovation, the District declares exemption from the listed statutory provision, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commission of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

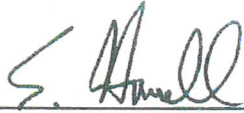
#### **Texas Education Code §22.004(i) Inhibits the Goals of the Local Innovation Plan**

*TEC §22.004(i) Group Health Benefits for School Employees 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. 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 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.*

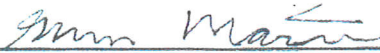
#### **Exemption from Texas Education Code §22.004(i)**

TEC §22.004 is not included in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to TEC §12A.004 or the list of the Commissioner's prohibited exemptions in the Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Therefore, in order to have the option to offer additional benefits options to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs, the district proposes that the District of Innovation Plan be amended to exempt the district from the health insurance requirements in TEC §22.004(i).

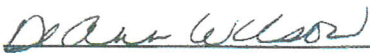
District of Innovation Planning Committee Members:



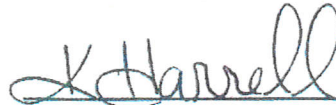
Scott Harrell



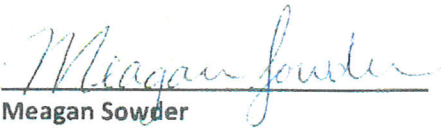
Gordon Martin



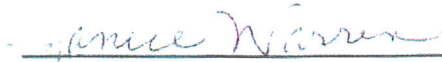
DeAnn Wilson



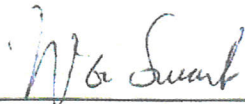
Kayela Harrell



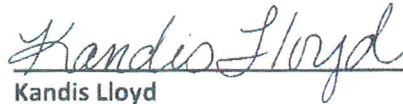
Meagan Sowder



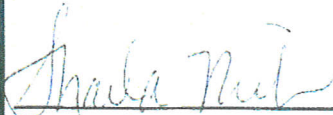
Janice Warren



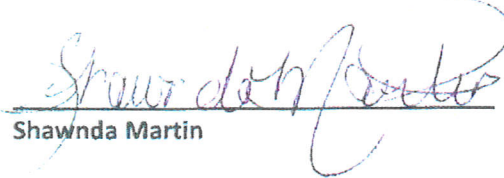
Warren Swarb



Kandis Lloyd



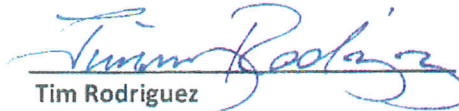
Sharla Rich



Shawnda Martin



Sandra Trillo



Tim Rodriguez

Term of Plan: Sudan ISD 140-908 2018-2023

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:

25.036 Inter-District Transfers  
22.004(i) Group Health  
Benefits for School Employees