

FRENSHIP ISD DISTRICT OF INNOVATION



Vision

Seek Perfection...Capture Excellence

Mission

Frenship ISD's mission is to educate and develop all students by providing a foundation to empower them to reach their maximum potential and realize their opportunity of choice.

Beliefs

We believe:

- People are our most important resource
- A passion for learning is essential for success
- A commitment to excellence results in Frenship ISD creating a premiere environment for our students
- Each student has an opportunity to reach his/her potential
- Character is essential to the development of leadership
- Our district puts our students first
- Frenship is a community-centered district, grounded in our history, our achievements, and respectful of our culture

Seek Perfection...Capture Excellence



Call To Action:

Frenship will create a thriving environment where learners maximize their potential and emerge as empowered, equipped, and diverse leaders who engage and collaborate to positively impact communities.

Goal 1:

We will optimize partnerships with businesses and the community.

Goal 2:

We will positively seek innovative solutions to address current and future growth while honoring Frenship's rich tradition of excellence.

Goal 3:

We will ensure authentic learning experiences and assessments.

Goal 4:

We will establish and preserve the character, culture and traditions of Frenship ISD.

Goal 5:

We will educate and protect district fiscal planning.

Goal 6:

We will ensure consistent school and parent connections.

Goal 7:

We will capitalize on all communication methods.

FRENSHIP ISD LEARNER PROFILE

ACADEMICALLY EQUIPPED

A LEARNER WHO INTEGRATES ACADEMIC SKILLS INTO ALL LIFE SITUATIONS AND POSSESSES THE ABILITY TO ANALYZE, THINK CRITICALLY, PROBLEM-SOLVE, AND PRODUCE CREATIVE SOLUTIONS.

EFFECTIVE COMMUNICATOR

A LEARNER WHO USES INTERPERSONAL COMMUNICATION BY ACTIVELY LISTENING, APPLYING VERBAL AND WRITTEN SKILLS, AS WELL AS APPROPRIATELY UTILIZING TECHNOLOGICAL TOOLS, TO ACHIEVE DESIRED RESULTS.

RESPONSIBLE CITIZEN

A LEARNER WHO IS ACCOUNTABLE TO SELF AND OTHERS, IS CIVICALLY ENGAGED AND UNDERSTANDS HIS/HER ROLE AS A MEMBER OF THE LOCAL, STATE, NATIONAL, AND GLOBAL COMMUNITIES. THE LEARNER IS ALSO AN ETHICAL, DISCIPLINED CITIZEN OF INTEGRITY WHO UNDERSTANDS THE IMPACT OF PERSONAL ACTIONS.

PASSIONATE LEARNER

A LEARNER WHO IS CONFIDENT, CURIOUS, PERSISTENT, AND SELF-MOTIVATED TO EXPLORE, DISCOVER, AND ENGAGE THE WORLD.



Introduction

The 84th Legislature passed House Bill 1842, allowing Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. In an effort to better serve and accommodate the diverse needs of all 21st century stakeholders, including students, staff, parents and community members, Frenship ISD seeks to become a District of Innovation. This distinction allows the District increased local control over District operations to improve the quality of services benefiting all stakeholders. Frenship ISD seeks exemption from the following permissible provisions of the TEC as allowed in the statute:

- Uniform Start Date
- Minimum Minutes of Instruction
- Campus Behavior Coordinator Provisions
- Teacher Certification
- 90 Percent Attendance
- Probationary Contracts

Term

The term of the plan is for five years, beginning August of 2018, and ending August of 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board of Trustees will appoint a committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the Board will adhere to the same term as the original plan. Frenship ISD may not implement two separate plans at any one time.

Exemptions Requested in the Texas Education Code

1. Uniform School Start Date

Requirement:

Texas Education Code 25.0811 states that a school district may not begin instruction before the fourth Monday in August.

Texas Education Code 25.0812 states that a school district may not schedule the last day of school before May 15.

Rationale:

The flexibility with the start date allows the district to determine locally, on an annual basis what best meets the needs of the students, of the staff and local community.

Flexibility to start earlier in August would help balance instructional time in the semesters and allow for more flexible professional development opportunities for our staff.

2. Minimum Minutes of Instruction

Requirement:

Texas Education Code Section 25.081 states that districts are required to provide 75,600 minutes of instruction.

Rationale:

The flexibility to adjust minutes of instruction will assist with personalizing learning to better meet individual student needs. Early release time will allow parent-teacher conferences to occur and allow additional early release time to accommodate professional development/collaboration opportunities for teachers.

3. Minimum attendance for Class Credit or Final Grade

Requirement:

Texas Education Code Section 25.092, commonly referred to as the 90 percent rule, provides conditions for credit or a final grade for a class based on student attendance for at least 90 percent of the days a class is offered. The law requires districts to award class credit to students based on the time a student is present in a classroom for instruction, rather than mastery of content and subject proficiency.

Rationale:

Flexibility in the abstaining from the requirement means the district won't have to penalize students who miss class due to enriching activities, academic activities, or other extenuating circumstances that supports the Fisd mission, vision and beliefs.

4. Teacher Certification

Requirement:

Texas Education Code Section 21.003 mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial. Section 21.0031 provides that an employee's probationary, continuing, or term Chapter 21 contract is void for failure to maintain certification in certain circumstances. Section 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.

Rationale:

The district fully intends to maintain its commitment to hire certified professionals and will continue to seek employees with appropriate certifications. However, the flexibility in allowing Fisd to make local decisions about teacher certification would provide a better opportunity to offer innovation in course selections for CTE courses as well as hard to fill, high demand dual credit courses.

5. Probationary Contracts

Requirement:

Under current guidelines, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year. This limited period is insufficient in some cases to fully determine the teacher's effectiveness in the classroom.

Rationale:

Relief from Texas Education Code 21.102 will permit the District the option to issue a probationary contract for a period of up to two years for experienced teachers, counselors or nurses newly hired in Frenship ISD. This will allow FISD to better evaluate a teacher's effectiveness.

6. Campus Behavior Coordinator Provisions

Requirement:

Texas Education Code 37.0012 states that a person at each campus must be designated to serve as the campus behavior coordinator.

Rationale:

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 a 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 should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students and teachers.

7. Inter-District Transfers of a Student

Requirement:

Texas Education Code 25.036 District transfers are for an entire school year.

Rationale:

Frenship ISD is seeking to eliminate the provision requiring a one-year commitment after accepting inter-district transfer students. In rare circumstances, a non-resident student's behavior may warrant the kind of consequences contemplated by this exemption. These are students assigned behavioral consequences of suspension, placement in a disciplinary alternative education program or expulsion. In addition, students not meeting the State's 90% attendance standard or failing to maintain the academic standard of an 80 average in all subjects, may also be subject to immediate removal.

8. Class Size Ratio

Requirement:

Texas Education Code 25.112.

Rationale:

Frenship ISD recognizes that smaller class sizes are beneficial and will continue to use 22:1 student/teacher ratio for Kindergarten-fourth grade in projecting the number of staff needed for staffing purposes. If all the classes on a particular grade level reach the ratio of 22:1, the district will determine whether to enroll the student at another campus, allow the current campus to exceed the 22:1 ratio or hire an additional classroom teacher to compensate for the additional students. No campus will be allowed to exceed 24:1 student/teacher ratio in Kindergarten-fourth grade.

The Process and Timeline

January 10	Educate and inform Campus Administration
January 15	Frenship Independent School District Board of Trustees passes a resolution to initiate the process of designation as a District of Innovation FISD Board conducts a public hearing to consider development of innovation plan FISD Board appoints District Education Improvement Committee to develop innovation plan
February 23	District of Innovation Committee Meeting
March 5	District of Innovation Committee Meeting Holds public meeting to consider and approve the final version of the innovation plan by majority vote
March 6 – April 16	District of Innovation Plan posted on District website (exceeds 30 day requirement)
March 19	Present District of Innovation Plan to the Board of Trustees
March 19	Board of trustees take action to notify the Commissioner of Education of its intent vote on adoption of innovation proposed plan
April 16	Board of Trustees take action on the District of Innovation Plan
April 17	District of Innovation Plan posted on the district website and sent to the Texas Education Agency

District of Innovation Committee

Name	Campus	Role
Able Rampy	Chick-Fil-A	Business Member
Abbi Brickey	Cup-of-Yo	Business Member
Holly Ybarra	Districtwide community	Community Member
Tyler Young	Districtwide community	Community Member
Cindi Cobb	Casey Administration	Curriculum and Instruction Executive Director
Michelle Stephens	Crestview Elementary	Parent - Elementary
Valerie Post	Frenship High School	Parent - Secondary (High School)
Amy Sparks	Heritage Middle School	Parent - Secondary (Middle School)
Teresa Nichols	Oakridge Elementary	Professional Non-Teaching Staff -Elem
Chelsea Bohannon	Frenship Middle School	Professional Non-Teaching Staff -Sec
Doug Smith	Casey Administration	Special Education Director
Melissa Wade	Casey Administration	Special Programs Coordinator
Farley Reeves	Casey Administration	Student Services Executive Director
Dr. Michelle McCord	Casey Administration	Superintendent
Connie Velardez	Bennett Elementary	Teacher
Kameron Fellers	Crestview Elementary	Teacher
Amanda Kirkpatrick	Frenship High School	Teacher
Megan Tucker	Frenship High School - 9th Grade	Teacher
Angela Robinson	Frenship Middle School	Teacher
Hugh Shannon	Heritage Middle School	Teacher
Ann Moushon	Legacy Elementary	Teacher
Morgan Hawk	Northridge Elementary	Teacher
Shana Keeton	Oakridge Elementary	Teacher
Tara Seymour	Reese Education Center	Teacher
Colby Sharp	Terra Vista Middle School	Teacher
Jill Doerfert	Upland Heights Elementary	Teacher
Jill Maher	Westwind Elementary	Teacher
Michele Jackson	Willow Bend Elementary	Teacher

School Board

Brad Draper
Kelley Grimes
David Miller
Jamey Phillips
Greg Robinson
Kyle Rogers
Brandon Autrey

Superintendent

Dr. Michelle McCord

Campuses

Frenship High School	Crestview Elementary
Reese Education Center	North Ridge Elementary
FHS Ninth Grade Center	Oak Ridge Elementary
Frenship Middle School	Westwind Elementary
Heritage Middle School	Willow Bend Elementary
Terra Vista Middle School	Legacy Elementary
Bennett Elementary	Upland Heights Elementary
Casey Administration Building	