



JANICE BEASLEY  
Assistant Superintendent

EUSTACE INDEPENDENT  
SCHOOL DISTRICT

COY HOLCOMBE  
Superintendent



STAN SOWERS  
Assistant Superintendent

District of Innovation Plan  
Eustace ISD

**PURPOSE**

*Increase the opportunities available for our children.*

**CORE BELIEFS**

*Decisions are student focused and in their best interest.*

*Passion and compassion for the whole child.*

*Dedicated to success in ALL we do.*

***Be BULLDOG PROUD!***

***Loyal, Tenacious, Intelligent, Courageous***

**ESTABLISH EISD AS AN IRREPLACEABLE LEARNING INSTITUTION BY WHICH ALL OTHERS  
ARE MEASURED.**

Based on our Purpose and our Core Beliefs, Eustace ISD feels that we can best serve our students by being exempt from certain state laws and regulations. As such, Eustace ISD has examined the possibility of becoming a District of Innovation.



# EUSTACE INDEPENDENT SCHOOL DISTRICT



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## **Timeline**

October 18, 2016 – Initial meeting to discuss the process and possible reasons for EISD becoming a District of Innovation.

November 14, 2016 – EISD Board of Trustees passed a resolution to explore possibility of becoming a District of Innovation.

December 1, 2016 – A meeting was held with all faculty members of Primary and Intermediate campuses to review what a District of Innovation is, how you become one, and the advantages of being one.

December 6, 2016 – Met with all faculty of Middle School at 7:45 AM and all faculty of High School at 3:30 PM to discuss what a District of Innovation is, how to become a District of Innovation, and the advantages of being one.

December 12, 2016 – A public hearing was held at 6:45 PM in the High School library to discuss the meetings at the campuses, to provide an opportunity for public input, and to answer questions.

December 12, 2016 – During the regular monthly board meeting, a motion was made and seconded to appoint committee to develop a plan for becoming a District of Innovation. The motion passed unanimously.

January 4, 2017 – A meeting of the District of Innovation committee was held in the High School library. The meeting started at 4:00 PM.

February 14, 2017 – A public hearing was held on the final District of Innovation Plan. All required timelines and postings were followed. During the meeting, the Plan was reviewed and opportunities presented for anyone present to make comments or to ask questions. A motion was made and seconded to approve the Plan as presented. All Committee Members presented voted for the motion.

February 20, 2017 – The final approved plan was presented to the Eustace ISD Board of Trustees at the regular February board meeting. A motion was made and seconded to approve the plan as presented. The motion passed unanimously.

## **District of Innovation Committee**

Jodie Cates – Parent

Trevor Thorne – Assistant MS Principal

Jerri Davis – TIS Intermediate & Primary

Susanne Pharmakis – Primary Teacher

Kenneth Carpenter – MS Teacher

Angelya Saine – MS Teacher

Chris Whorton – HS Principal

Aimee Johnson – IS Teacher

Pam Martin – School Nurse

Tara Skinner - Parent

Phyllis Bice – HS Counselor

Sara McAtee - Parent

Truman Oakley – MS Principal

Hayley Lane – MS Teacher

Kathy Clardy – IS Teacher

Deanna Haynes – PS Assistant Principal

Jackie Rowley – IS Teacher

Holly Bailey – PS Teacher



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Leann Carlson – Parent  
Julie Kilcrease – Parent  
Stan Sowers – Assistant Superintendent  
Robert Reeve – IS Principal

Shelley Howard – HS Teacher  
Janice Beasley – Assistant Superintendent  
Todd Felty – HS Teacher  
Coy Holcombe – Superintendent

During the meetings with faculty and with the District of Innovation Committee, the following areas were identified to be incorporated in the Innovation plan:

### **1. School Start Date - (25.0811): EB(Legal)**

Current law has the uniform school start date set at the 4<sup>th</sup> Monday in August. This law allows for no local control of the school start date.

Proposed

Eustace ISD would control the school start date based on the needs of our students and local input.

### **2. Teacher Certification – (21.003); DK(Legal), DK(Local)**

Current state law requires that a district submit a waiver application to the state if a certified teacher cannot be found or if a certified teacher is teaching outside their certification area.

Proposed

In order to best serve the needs to the students at EISD, decisions on the following areas of certification will be handled locally:

- A. Career and Technology Courses – In the event that EISD chooses to expand its career and technology course offerings, a person with real world training and experience may be considered for the position. If this occurs, the non-certified person would be paired with a certified mentor teacher. In addition to a mentor teacher, the non-certified CATE teacher would be provided an opportunity to be trained in lesson planning, time management, etc. either by a person on campus or through online means.
- B. Dual Credit – In order to be eligible to teach college level courses, a master degree in the field of study is required. There are no teacher training requirements. In the event that a qualified person is found that meets the requirements of TVCC, Eustace ISD may issue that person a teaching certification for the district.
- C. Non-Core Classes – It is recognized by Eustace ISD that certain non-core classes are becoming increasingly difficult to staff. An example would be Spanish. If a certified teacher is not available, and a non-certified person with the necessary skills is available, Eustace ISD may issue a certification for the district to fill this position. The non-certified teacher would be assigned a mentor teacher and the non-certified teacher would be provided training in lesson plans, time management, classroom management, etc. either in person or through an online training program. If the non-



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certified teacher is a viable long-term option, it will be expected that they enroll in a program that will lead to certification.

### 3. **Teacher Contracts – (21.102); DCA Legal**

Current law states that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the District.

Proposed

A person employed as a teacher in public education for at least 5 of the eight years preceding employment by the district may be extended an additional year (for a total of two years) on a probationary contract if recommended by the teacher's principal.

### 4. **Length of Teacher Contract (21.401); DC(Legal)**

Current law requires that teachers be employed for 187 days. However, with the students now required to attend school for 75,600 minutes, the corresponding difference makes for an overabundance of in-service days for teachers.

Proposed

In Eustace ISD, teacher contracts will be 183 days and will be considered fulfilled if all in-service days are completed and students received at least 75,600 minutes of instruction. The decrease in the number of contract days for teachers would not impact their salaries.

### 5. **Teacher Evaluation - (21.203, 21.352, 21.353); (19 TAC 150); DNA(Legal), DNA(Local), DNB(Legal), DNB(Local)**

Current law allows for the commissioner of education to recommend a teacher evaluation system. For this year it will be the new T-TESS system. While certainly a comprehensive system, the system does not allow full local control of the teacher evaluation system.

Proposed

During the spring of 2017, a committee will meet to discuss the formulation of a locally developed teacher evaluation process. The committee may consider parts of the PDAS system, parts of the T-TESS system, and/or other research based criteria. By the end of May 2017, the committee will make its recommendation for teacher evaluation beginning with the 2017-2018 school year. All campuses will use the same evaluation process for the teachers.