

**CLYDE CISD**  
**AMENDED**  
**DISTRICT OF INNOVATION**  
**PLAN**

**Spring 2025**



**Clyde CISD**

Empowering Leaders. Committed to Success.

# **Clyde Consolidated Independent School District**

## ***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.

Clyde CISD is utilizing HB 1842, of the 84th 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.

The original plan was in effect for the 2018-2019 school year through the 2022-2023 school year. The plan was first amended and renewed in 2021. *This plan is being considered for amendment in April 2025.* Additional amendments may be proposed and considered at any time by the committee with approval of the Board of Trustees.

## **Clyde CISD District of Innovation Timeline (Original):**

### **Fall Semester 2017**

- Exploration of DOI and possible benefits with district leadership team and Board of Trustees

### **January 22, 2018**

- Board of Trustees adopted resolution to initiate District of Innovation Plan

### **February 19, 2018**

- Board of Trustees held a public hearing regarding DOI
- Board of Trustees approved members of the DOI Advisory Committee

### **February 26, 2018**

- First meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 5, 2018**

- Second meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 8, 2018**

- Third meeting of the DOI Advisory Committee to discuss and create District of Innovation plan

### **March 20, 2018**

- Fourth meeting of the DOI Advisory Committee to discuss and finalize proposed District of Innovation plan

### **March 26, 2018**

- Board of Trustees updated on proposed DOI plan

### **April 10, 2018**

- District Advisory Committee meets to discuss DOI plan and approve

### **April 11, 2018**

- Post DOI plan on website for at least 30 days

### **April 11, 2018**

- Board notifies Texas Commissioner of Education of intention to vote on plan

### **May 21, 2018**

- Recommended final plan to Board of Trustees for approval

### **May 22, 2018**

- Board of Trustees formally notified Texas Commissioner of Education of approved plan

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### **March 24, 2021 - Renewal Process**

- District of Innovation Committee meeting to consider renewing our plan to include exemption from: 21.004 (i): Preclusion from providing Alternative Uniform Group Coverage Program. The committee voted unanimously to update and renew our plan by adding this exemption.

### **March 31, 2021 - Renewal Process**

- Clyde CISD Site Base Committee meeting to consider the proposed plan approved by the DOI Committee on March 24th. Site Base member Ron Nelson made the motion and

Erin Hughes seconded the motion to send the proposed plan to our Board of Trustees for approval. The motion was approved unanimously.

**April 1, 2021 - Renewal Process**

- Clyde CISD notified TEA of our intent to approve this proposed plan for the Board of Trustees. The proposed plan was posted on the district's website.

**May 17, 2021 - Renewal Process**

- Clyde CISD Board of Trustees approved the proposed DOI plan as presented.

**May 18, 2021 - Renewal Process**

- TEA and the Commissioner of Education were notified of the Board's action to approve the District's proposed plan on 5.17.21. All of TEA's requirements were satisfied.
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***February 13, 2025 (2025 Amendment Process)***

- *The District of Innovation Committee and the Clyde CISD Site-Based Committee (acting one-in-the-same) met to consider amending the plan to include several additional exemptions. The committee voted unanimously to amend the plan as presented.*

***March 7, 2025 (2025 Amendment Process)***

- *The proposed plan, including the new amendments, were posted on the Clyde CISD website.*

***March 17, 2025 (2025 Amendment Process)***

- *Administrators presented the amendments to the Clyde CISD Board of Trustees in a "first reading" of the new District of Innovation Plan.*

***April 21, 2025 (2025 Amendment Process)***

- *Clyde CISD Board of Trustees approved the proposed DOI plan as presented.*

***April 24, 2025 (2025 Amendment Process)***

- *TEA and the Commissioner of Education were notified of the Board's action to approve the District's proposed plan. All of TEA's requirements were satisfied at this time.*

## **Original District of Innovation Advisory Committee**

Teresa Parks (teacher - CES)  
Jessica Harrison (teacher - CES)  
Trella Satterfield (teacher - CES)  
Kristi Beeman (parent)  
Kim Jones (campus administration - CES)  
Christy Hamaty (teacher - CIS)  
Jaime Aleman (teacher - CIS)  
Jamie Munoz (campus administration - CIS/CES)  
Jill Morphis (campus administration - CIS)  
Monty Barnett (parent)  
Laura Carr (teacher - CHS)  
Ronald Nelson (teacher - CHS)  
Kathryn Gay (teacher - CHS)  
Carrie Conner (counselor - CHS)  
Gregg Wilson (campus administration - CHS)  
Aaron Laughlin (parent)  
Angela Burson (technology)  
Amanda Cairns (teacher - CJH)  
Heather McClure (teacher - CJH)  
Mindy Wilson (counselor - CJH)  
Jared Duncum (campus administration - CJH)  
Amy Yates (parent)  
Bethany Powell (parent)  
Judy Clifton (community/business)  
Ada Vernon (community/business)  
Robert Stone (community/business)  
Daniel Noworatzky (community/business)  
Paula Kinslow (district administration)  
Kenny Berry (district administration)

## **Current (2025) District of Innovation Advisory Committee**

Karen Berry

Trella Satterfield

Kelley Floyd

Kristi Beeman

Candice Holloway

Christi Howe

Evan Hindman

Alan Brister

Jennifer Corbin

Makenzie Bingham

Jamie Munoz

Daniel Noworatzky

Paula Kinslow

Bryan Allen

Lola Bailey

RickAnn Diaz

## **Original Clyde CISD Board of Trustees**

<b><u>Member Name</u></b>	<b><u>Board Position</u></b>
Greg Welch	President
Patrick Burson	Vice President
Mitch Ezell	Secretary
Jerry Don Black	Member
Russell Chapman	Member
Darryl Harris	Member
Robert Frost	Member

## **Current (2025) Clyde CISD Board of Trustees**

<b><u>Member Name</u></b>	<b><u>Board Position</u></b>
Robert Frost	President
Greg Welch	Vice President
Bethany Powell	Secretary
Jerry Don Black	Trustee
Jay Louder	Trustee
Rufus Quintanilla	Trustee
Cody Walton	Trustee

## **Exemption from: §25.0811 Uniform School Start Date**

### **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 this requirement.

### **Rationale for Exemption:**

This flexibility of the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. It also offers the following opportunities:

- The ability to better balance the instructional calendar.
- Students participating in dual enrollment opportunities will work with semesters that are better balanced, which allows for better alignment with our local colleges.
- An early start date allows for more instructional time prior to state assessments.
- Creates options for providing for a shortened first week of school for students and staff.

### **Innovation Strategies:**

The district will determine, on an annual basis, when each school year will begin. The start date (if before the date required by law) will need to be approved by the DAC by majority vote.

## **Exemption from: §21.401 Teacher Contract Days**

### **Currently:**

As outlined in Chapter 21 of the Texas Education Code, teachers employed on a ten-month contract are required to provide a minimum of 187 days of service.

### **Rationale for Exemption:**

TEC 25.081 changed instructional time for students from 180 days to 75,600 minutes. However, the number of contract days required of teachers was not addressed. Clyde CISD will consider reducing teacher contracts days on a yearly basis based on training needs with no effect on teacher salaries. The district will consider legislative mandates, new initiatives, etc. when determining the amount of days needed for teacher/staff training. Once those needs are determined, the district will lessen (if possible) the number of contract days from the current 187 days with no effect on teacher salaries.

### **Innovation Strategies:**

By Clyde CISD having the option to reduce the required teacher contract days with no effect on teacher salaries, the benefits would include:

- District contract days will be more competitive with other districts.
- Teacher recruitment will be enhanced.
- Increase daily rate of district teachers.
- Improve teacher morale.
- In each year of the plan, this flexibility will be part of the calendar planning process to consider a reduction in the number of teacher contract days to be recommended by DAC and district administration.

## **Exemption from: §21.003 Teacher Certification**

### **Currently:**

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. **(TEC 21.003)**.

### **Rationale for Exemption:**

Current law inhibits the District's ability to hire teachers in hard to fill positions as well as elective positions. It does not take into account the unique instructional, geographical, or financial needs of our district. The district will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for positions in question. However, when that is not reasonably possible, the district will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. Clyde CISD would like the ability to hire individuals for at will employment to better meet the educational needs of our students.

### **Innovation Strategies:**

- An individual with a college degree, certification in a trade, or experience in a CTE (Career Technology Education) field could be eligible to teach CTE courses related to his or her expertise or experience through local certification. The principal will submit the reasoning for the request and document the individual's qualifications. Qualifications that may be considered include but are not limited to; professional work experience, formal training and education, active professional relevant industry certification, a combination of work experience, training, and education, and/or demonstration of successful experience working with students. Upon approval, the superintendent will notify the Board of Trustees of the intent to hire this individual prior to the individual being employed.

- Employment under this rule will be considered **AT-WILL** employment.
- At-will employees will adhere to the same professional standards and ethics as all district employees.
- An employee working under this rule as an at-will employee will be appraised using T-TESS or another district approved appraisal method.
- An employee working under this rule as an at will employee will attend professional development at the discretion of the campus principal.
- Employees working under this rule as an at will employee will be provided a campus mentor.

A teacher certification waiver, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. (Please note that special education and bilingual teachers must continue to be certified through SBEC)

## **Exemption from: §22.004 (i); Preclusion from providing Alternative Uniform Group Coverage Program (New in 2020)**

### **Currently:**

TEC §21.004 states that a school district may not make group health coverage available to its employees pursuant to TEC §21.004(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 Clyde CISD 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.

### **Rationale for Exemption:**

Clyde CISD values our staff and the quality of the total employment compensation package we can offer. One major benefit of any potential employment opportunity is quality medical insurance at the best possible cost. This exemption allows Clyde CISD to have the option to offer additional benefits 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.

### **Innovation Strategies:**

Clyde CISD will consider 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.

## **Exemption from TEC §33.006 (d-h): School Counselor Responsibilities (New in 2025)**

### **Currently:**

TEC§33.006 (d-h) passed during the 87th legislative session, requires a school counselor to spend at least 80% of the school counselor's total work time on duties that are components of the school counseling program, requires the Board to adopt a related policy, and requires the district to provide documentation relating to compliance to the Commissioner of Education. To comply, counselors must track/log time spent on duties daily.

### **Rationale for Exemption:**

The statute impedes the district's ability to meet the ever changing needs of its students and school operations by restricting the ability of Clyde CISD counselors to fulfill other important roles throughout the district, including but not limited to, special education and 504 monitoring, scheduling, student assessment, etc. While it is still the intent and goal of Clyde CISD that its certified counselors focus on the school counseling program, temporal restrictions and time logging/tracking requirements, which would be necessary to confirm strict adherence to and 80/20 allocation, are an ineffective use of employee time and impedes the district's ability to use its counseling staff in a variety of roles to best serve the needs of Clyde CISD students.

### **Innovation Strategies:**

To best serve Clyde CISD students, decisions on counselor duties and allocation of work time will be locally determined. This exemption will grant Clyde CISD greater flexibility in appropriately allocating limited resources to accomplish necessary district goals and to better meet student needs.

**Exemption from TEC §37.008; DAEP Teacher Certification Requirement  
(New in 2025)**

**Currently:**

Each school district shall provide a disciplinary alternative education program that: (7) employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21.

**Rationale for Exemption:**

Clyde CISD has a very limited number of students assigned to DAEP and often classes will be provided using computer based instruction and or a blended model, it is not necessary to have certified teachers on site.

**Innovation Strategies:**

Clyde CISD is a rural district and often does not have certified teachers available when DAEP is needed. The campus administrator will ensure that the staff of the DAEP has the support necessary to properly supervise the students assigned to the program and will lend assistance of teachers with specific certification as needed.

**Exemption from TEC §21.102; Probationary Contracts for Experienced Teachers**  
**(New in 2025)**

**Currently:**

Current law states that a probationary contract 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 with the district.

**Rationale for Exemption:**

This period of time is not 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.

**Innovation Strategies:**

For experienced teachers, counselors, librarians, or nurses new to Clyde CISD that have been employed as a teacher in public education for at least five of the eight previous years, the probationary period when becoming employed by Clyde CISD shall be for a period of two years with probationary contracts issued for each of the two years.

## **Exemption from TEC §25.001 and TEC §25.036; Transfer Students** **(New in 2025)**

### **Currently:**

Currently in TEC §25.001, a school district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC §25.036 a transfer is interpreted to be for a period of one school year. FDA (Local) states, “Transfers shall be granted for one regular school year at a time.”

### **Rationale for Exemption:**

An exemption from the one school year requirement for accepting a transfer application would allow the district to accept high risk transfer students. Students that are seeking a school change in hopes of starting fresh to help with their school grades, attendance, and discipline could potentially not be accepted because of the one year requirement. Clyde CISD 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, the student’s grades, and attendance records are taken into consideration for approval.

### **Innovation Strategies:**

Transfer students are expected to follow the attendance requirements, rules, policies, and regulations of the District. Strategies:

- *Student Behavior.* When the student’s behavior warrants an In-School suspension, the Superintendent or designee may revoke the transfer application. Each case will be handled on a case-by-case basis according to discipline history and circumstances. If a student’s behavior results in a DAEP placement or expulsion, the transfer application will immediately be revoked.
- *Attendance.* If a student’s attendance falls below 90% or the TEA truancy standard of four unexcused absences in a four week period or ten unexcused absences in a 6 month period of time, the transfer application will immediately be revoked.

In all situations, communication with parents will be a priority.

**Exemption from TEC §28.004 (d-1); School Health Advisory Council (SHAC)  
Meetings Requirements  
(New in 2025)**

**Currently:**

TEC §28.004 (d-1) requires the School Health Advisory Council (SHAC) to meet at least four times each year.

**Rationale for Exemption:**

An exemption from the required number of meetings would allow local control by the board of trustees and the committee members to determine the number of meetings. Clyde CISD's size and the stability of the membership of the SHAC committee ensures that committee members are aware of the needs of the district's students and are often able to review, discuss, and revise plans in fewer than four meetings.

**Innovation Strategies:**

Clyde CISD would require the SHAC committee to meet at least two (2) times per year. One meeting would be required in the fall semester and one meeting would be required in the spring semester. Additional meetings may be held as needed, at the discretion of the SHAC Committee Chairperson.