



# Santa Fe Independent School District

## Local District of Innovation Plan

District Educational Improvement Committee Approval:

3/6/2017; 12/11/2017 (Revision)

Plan posted online for public review and comments on 3/10/2017 at

[SFISD District of Innovation Plan Revised 12/18/2017](#)

Board of Trustees Approval of Adoption: 4/17/2017; 12/18/2017 (Revision)

District Of Innovation Renewal plan posted for public comments on  
2/25/2022; Board of Trustees Approval of Adoption: 3/28/2022

### I. INTRODUCTION

The District of Innovation (DOI) designation is a concept passed by the 84th Texas Legislature through House Bill (HB) 1842 that gives traditional independent school districts most of the flexibilities available to open enrollment charter schools, including exemption from many requirements mandated in the Texas Education Code.

As a District of Innovation, Santa Fe ISD (SFISD) will have:

- greater local control as the decision makers over the educational and instructional model for students;
- increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- power to innovate and think differently.

HB 1842 does not allow for exemptions from statutes including curriculum and graduation requirements or academic and financial accountability.

### II. OUR PROCESS and DEVELOPMENT of ORIGINAL DOI

On December 12, 2016, the Santa Fe ISD Board of Trustees (“Board”) passed a Resolution to Initiate the Process of Designation of a District of Innovation Under HB 1842 in order to increase local control over SFISD operations and to support innovation and local initiatives to improve educational outcomes for the benefit of the students and the community. A public hearing to consider whether the District should develop a local innovation plan for the designation of the district as a district of innovation was held on December 12, 2016. After the public hearing, the Board appointed the Superintendent the responsibility of creating a District of Innovation Committee (“DOI Committee”).

On January 23, 2017, the Board was presented with the DOI Committee, comprised of diverse leaders representing a cross-section of the SFISD’s stakeholders including teachers, principals, parents/community members, and administrators. SFISD’s District of Innovation Committee Members are as follows:



The District of Innovation Initial Timeline for Santa Fe ISD is below:

<b>Santa Fe ISD District of Innovation Initial Timeline</b>	
<b>December 2016</b>	<p><b>Adopt Resolution</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> On December 12, 2016, the Santa Fe ISD Board of Trustees passed a resolution to investigate the possibility of becoming a District of Innovation</li> </ul> <p><b>Hold Public Hearing</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Immediately after adopting the resolution, the Board held a public hearing concerning Districts of Innovation</li> </ul> <p><b>Appoint Committee</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> The Board of Trustees appointed the Superintendent to form a SFISD District of Innovation Committee</li> </ul>
<b>January 2017</b>	<p><b>DOI Committee – Kickoff Meeting</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> On January 25, 2017, a group reflective of all areas of the district participated in an orientation meeting to set district priorities for DOI plan and exemptions</li> </ul>
<b>February – March 2017</b>	<p><b>Plan Development</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> The Santa Fe ISD District of Innovation Committee will meet 2-3 times between February and March 2017 to discuss priorities and develop/finalize plan</li> </ul>
<b>March 2017</b>	<p><b>Provide Plan for Review</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Santa Fe ISD will post any plan developed on its website for 30 days</li> </ul> <p><b>Notify TEA of Intent to Vote</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Santa Fe ISD Board of Trustees will notify the Commissioner of Education about the Board’s intention to vote on adoption of the proposed plan</li> </ul> <p><b>District Educational Improvement Council Vote on Plan</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> DEIC will hold a public meeting to consider the final version of the proposed plan and must approve the plan by a majority vote</li> </ul>
<b>April 2017</b>	<p><b>Board of Trustees Votes on Plan</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> On April 17, 2017, the Santa Fe ISD Board of Trustees must adopt the proposed plan by an affirmative vote of two-thirds of the membership of the Board in order to become a DOI</li> </ul> <p><b>Upon adoption of a local plan:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> SFISD will be designated as a DOI for the term specified in the plan but not longer than five calendar years</li> <li><input type="checkbox"/> Shall begin operation in accordance with the plan</li> <li><input type="checkbox"/> Will be exempt from state requirements identified under TEC, §12A.003(b)(2)</li> </ul>
<b>April 2017</b>	<p><b>Texas Education Agency Commissioner Notified</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The district shall notify the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection</li> </ul>

DATES OF RENEWAL OF LOCAL INNOVATION PLAN UNDER DISTRICT OF INNOVATION	ACTIONS OF RENEWAL OF LOCAL INNOVATION PLAN UNDER DISTRICT OF INNOVATION
February 16, 2022	Public Posting of District Education Improvement Committee ✓ Agenda Item Posted: Renewal of DOI
February 24, 2022	Plan Renewal Review ✓ A public meeting of the District Education Improvement Committee meets to review plan for 5-year renewal Plan must pass by majority vote by DEIC
February 25, 2022	Notice of Intent to Renew and Posting <ul style="list-style-type: none"> <li>○ First notification email sent to commissioner of Boards intent to review DOI plan before adoption</li> <li>○ Day one of public posting of District’s renewal DOI plan on District website for 30 calendar days (Feb 25-March 26<sup>th</sup>, 2022)</li> </ul>
March 28, 2022	Board of Trustees Votes on Plan <ul style="list-style-type: none"> <li>○ On March 28, 2022, the Santa Fe ISD Board of Trustees must adopt the proposed renewal plan by an affirmative vote of two-thirds of the membership of the Board in order to become a renewed DOI</li> </ul> Upon adoption of a local plan: <ul style="list-style-type: none"> <li>○ SFISD will be designated as a DOI for the term specified in the plan but not longer than five calendar years</li> <li>○ Shall begin operation in accordance with the plan</li> <li>○ Will be exempt from state requirements identified under TEC, §12A.003(b)(2)</li> </ul>
April 2022	Texas Education Agency Commissioner Notified <ul style="list-style-type: none"> <li>○ The district shall notify the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection (no later than 15 days of renewal)</li> </ul>

### III. OUR PROCESS for RENEWAL of DOI

On February 24, 2022, the District Education Improvement Committee (DEIC), comprised of various District stakeholders reviewed each original Santa Fe ISD local innovation and unanimously approved to begin the process of renewal for the term of five-years. The timeline below will document the process of the 2022 DOI renewal.

#### IV. TERM

Upon Board adoption of renewal and expiration of original plan, the term of the plan for renewal is five years, beginning April 18, 2022, and ending April 18, 2027, 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 Texas Education Code, Subchapter 12A, the SFISD Board of Trustees will nominate 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. Santa Fe ISD may not implement two separate plans at anyone time.

#### V. Amendments

**The proposed amended DOI was presented for consideration to the District Education Improvement Committee on April 3, 2024, and was approved by a majority of the committee. The Board of Trustees approved the amended DOI Plan at the action meeting held on June 17, 2024.**

#### VI. COMPREHENSIVE EDUCATIONAL PROGRAM

The Plan's comprehensive educational program is guided by and aligned with the Board's vision, mission and goals.

##### Vision Statement:

Santa Fe ISD, in partnership with our community, is an innovative district building a legacy of excellence.

##### Mission Statement:

Santa Fe ISD is an academic leader committed to excellence through continuous improvement by instilling high standards, building strong community partnerships, providing innovative opportunities, and empowering students for lifelong success.

##### District Goals:

**Goal 1: Safety-** Ensure an exceptional learning experience for all SFISD students in a safe and positive learning environment.

**Goal 2: Achievement-** Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning

**Goal 3: Culture-** Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders

**Goal 4: Recruitment-** Recruit, retain, and support a world-class team of employees in SFISD

**Goal 5: Resources-** Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students

The purpose of the plan is to advance:

- innovative curriculum;
- instructional methods;
- community participation;
- governance of campuses;
- and parental involvement.

## **VII. INNOVATIONS**

Under Texas Education Code, Subchapter 12A, districts may identify certain requirements imposed by the Texas Education Code (TEC) “that inhibit the goals of the plan and from which the district should be exempted on adoption of the plan. . .” Because SFISD’s Strategic Plan and its local Innovation Plan are comprehensive and impact areas in the TEC, and because SFISD seeks to maximize local control of educational decisions for each student, SFISD seeks exemption from the following provisions of the TEC:

Flexible Calendar/First and Last Day of Instruction	
Texas Education Code §25.0811 and §25.0812	EB(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(B) Modifications to the school day or year</i></p> <p>The current laws prohibit the district from starting school before the third Monday of August and ending before May 15<sup>th</sup>, forcing the District into a calendar that has minimal opportunity for teacher professional development and provides negligible time for summer school/STAAR intervention before STARR testing in the summer. Having the flexibility to start and end school as needed will minimize the negative impacts the District sees in these areas. Starting early will allow for creative scheduling that allows for more intentional teacher professional development throughout the school year, and also allows students to have a schedule that is more conducive to their learning.</p>	
<p><b>Rationale:</b></p> <p>These laws restrict flexibility in the design of annual calendars to fit the needs of the school district and community. The flexibility to begin instruction earlier in August will enable the district to develop a calendar that best meets the needs of the students in Santa Fe ISD. An earlier start date allows a better balance between semesters, more instructional days prior to mandatory testing, and a school end date prior to June. By ending earlier, Santa Fe ISD can support students who need remediation, as well as students who are entering college or post-secondary programs. An earlier school start date allows these students to register for summer classes and attend new student orientation meetings without missing instructional time.</p>	

Minimum Minutes of Instruction	
Texas Education Code §25.081	EB(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement</i></p> <p>The change from required number of days to required number of minutes eliminated any options to pursue state waivers to reduce the school length day for professional learning time and creative scheduling. Exemption from this requirement will provide the district with the flexibility it needs to consider instruction and gaining credits in ways that make sense for students, especially those who have unique needs. This exemption can be used to craft programs for nontraditional students, students with special needs, and even our youngest students to best meet their needs. Instruction does not always have to take place in a classroom setting, and this exemption will allow the district to explore more online options, project based learning outside the classroom, and the structure of programming for various groups of students.</p>	
<p><b>Rationale:</b></p> <p>Relief from this statute could potentially allow the following:</p> <ul style="list-style-type: none"> <li>• Flexibility with credit denial, 90% rule, and Saturday school</li> <li>• Additional credit options for make-up time (student projects)</li> <li>• Additional credit options for Alternative Campus</li> <li>• Additional credit options for working students and students who are parents</li> <li>• Flexibility for different learners – 504, SPED, GT, etc.</li> <li>• Elimination of TEA waivers</li> </ul> <p>While the District seeks freedom from this law, the following should be considered:</p> <ul style="list-style-type: none"> <li>• Maintaining the 75,600 minutes of instruction for the entire school year to avoid financial penalty</li> <li>• Flexible scheduling could be a challenge, especially for working parents</li> </ul>	

Planning and Preparation Periods	
Texas Education Code §21.404	DL(LEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement</i></p> <p>This requirement prevents campuses from creative scheduling and planning special events that best meet the needs of our students. Exemption from this requirement will provide each campus with the local control needed to determine how best to use staff time, especially as it pertains to collaborative planning and meeting the diverse learning needs of our student population. The number of minutes that a teacher receives for planning and preparation must not be reduced but the committee discussed the possibility of providing 900 minutes over a 20-day period.</p>	
<p><b>Rationale:</b></p> <p>By exempting the District from this law, the District:</p> <ul style="list-style-type: none"> <li>• will have flexibility for special days on campus (state testing, field trips, etc.)</li> <li>• will have flexibility in time for more collaboration during the school day</li> <li>• will allow for administrative flexibility based on student needs by campus</li> </ul>	
Minimum Attendance for Class Credit or Final Grade	
Texas Education Code §25.092	FEC(LEGAL) and FEC(LOCAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement</i></p> <p>The law currently requires the District to award credit by “seat time” instead of by mastery. Exemption from this requirement will provide educational advantages to students by promoting engaged learning through innovative methods, locations, and times for instruction, thereby accommodating students with legitimate scheduling conflicts, reducing dropouts, and increasing the number of qualifying graduates. Students taking traditional courses not impacted by this exemption would still be required to meet the 90% (or higher as set by the District) attendance requirement as it currently exists.</p>	
<p><b>Rationale:</b></p> <p>Counselors, administrators, and teachers will continue to work with parents and students to assure that students are attending school and adhering to Compulsory Attendance requirements. The District of Innovation Committee believes that students should be awarded credit when mastery of content has been achieved. There are extenuating circumstances when students need to miss school but are keeping up with work. There are also at-risk students who miss for a variety of reasons. Being required to make up hours via seat time with no direct instruction is counter-productive with limited educational benefit. The District would like to work with these students in innovative ways so that learning and mastery is connected to real world application. An attendance committee would still convene on an individual basis to determine an appropriate response for each student. Flexibility in this area does not alter a teacher’s right to assign a student’s final grade or exempt a student from any UIL rules.</p>	



Professional Development	
Texas Education Code §21.451, §21.458	DMA(LLEGAL) and DEAA(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement</i></p> <p>The current staff development requirements impede the District’s ability to provide timely professional development to employees based on newly emerging issues, data, and student needs. The statute also sets eligibility requirements of mentors, which limits the pool of available teachers. The District seeks to exercise local discretion in both providing professional development to teachers and in assigning teachers to serve as mentors based on a variety of factors, including experience, knowledge, and areas of instruction targeted for improvement for innovation.</p>	
<p><b>Rationale:</b></p> <p>With Santa Fe ISD’s student population, educators must be well equipped to meet the diverse learning needs of each student. Currently, the district is required to implement state-mandated professional development that may not be beneficial to our staff needs. The state currently sets eligibility requirements for teacher mentors and mentees. This provision states that the district may only assign a mentor to a teacher with less than two years of teaching experience, even though a teacher at any level of experience may benefit from a mentor-mentee relationship. The district needs the flexibility to assign mentors to more experienced teachers in need of assistance.</p>	
Teacher Appraisals	
Texas Education Code Subchapter H	DNA(LLEGAL), DNA(LOCAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(E) any other innovations prescribed by the board of trustees</i></p> <p>Currently, there are requirements within the teacher and administrator appraisal system that are particularly burdensome to teachers, administrators, and others. Allowing the district to simplify the adaptation of the state appraisal system would be very beneficial to the District, as a whole. The District seeks to set up its own appraisal systems, exempting all of the requirements in Subchapter H, with one exception: confidentiality of evaluations be maintained as expressed in TEC §21.355.</p>	
<p><b>Rationale:</b></p> <p>The current appraisal system is time and labor intensive for both teachers and administrators. Santa Fe ISD would like to adapt the state appraisal system for teachers and administrators, and develop alternative appraisals systems as needed for specific positions.</p>	

School Day Interruptions	
Texas Education Code §25.083	EC(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement</i></p> <p>The current law prohibits the District from removing a student from class for remedial tutoring or test preparation. With the amount of emphasis placed on state testing, and the struggle to help students earn required credits, and prepare them for state assessments, the District would greatly benefit from the exemption of this rule. The District seeks exemption from the provision requiring no more than 10 percent of the school day for tutorials allowing campuses to make scheduling decisions that best meet the needs of our students.</p>	

**Rationale:**

Decisions on how to spend each day should be the sole purview of the campus/district—not the state. There are times, for example, when more than 10% of a child’s day should be spent in tutoring. Each campus will greatly benefit from the ability to schedule students in coursework and intervention as deemed necessary by the campus staff.

**Student/Teacher Ratios; Class Size**

Texas Education Code §25.111, §25.112, and §25.113

EEB(LEGAL)

**Innovation:** *TEC Ch. 12A.003(b)(1)(E) any other innovations prescribed by the board of trustees*

A 22 to 1 student/teacher ratio is required by State law for Kindergarten to 4<sup>th</sup> grade classes. When a class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency, and the district must notify parents of waivers to class size limits. The district seeks flexibility to make decisions on class size and notifying parents of class size as needed.

**Rationale:**

Santa Fe ISD makes every effort to adhere to the 22:1 ratio in grades K-4. In the case of unexpected growth due to late enrollees, transfers, or to meet the instructional needs of individual students, the district should not be required to request approval through a waiver from the state to increase class size.

**Campus and District Planning and Decision Making**

Texas Education Code §11.251, §11.252 and §11.253

BQ(LEGAL), BQA(LEGAL), BQA(LOCAL), BQB(LEGAL) and BQB(LOCAL)

**Innovation:** *TEC Ch. 12A.003(b)(1)(A) innovative curriculum, instructional methods, and provisions regarding community participation, campus governance, and parental involvement*

DIPs and CIPs are often mere compliance documents and not as helpful as the District’s strategic plan or campus accountability plans. SFISD seeks to reduce or eliminate plan requirements that are redundant with other local planning processes. In addition, the exemption will allow the District to determine the makeup of the committee and which decisions will be referred to the committee, except those prescribed by law.

**Rationale:**

In working toward our mission to achieve and succeed through collaborative efforts, we believe that our plans for improvement should mirror this mission. The DIP and CIP have moved from the initial vision of a living plan for improvement to a check list of compliance measures. In SFISD, we would propose a strategic planning committee involving both district and campus representatives to establish a strategic action plan to set and align goals and strategies for the campuses. Items dictated by TEC §11.251, 11.252, and 11.253 that are of a compliance nature, shall not be required at the district and campus levels (DEIC and CIC).

Campus Behavior Coordinator	
Texas Education Code §37.0012	FO(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(E) any other innovations prescribed by the board of trustees</i></p> <p>TEC§37.0012 requires that 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. This provision also allows duties imposed on a campus principal or other campus administrator to be performed by the CBC. 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 CBC. 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 CBC to best meet the needs of their students and teachers.</p>	
<p><b>Rationale:</b></p> <p>Because Santa Fe ISD is a small district, Assistant Principals work very closely with campus Principals on all major discipline situations to ensure compliance with Chapter 37. To best serve the needs of students, collaboration in discipline situations is necessary, and administrators work together to assess discipline situations and assign appropriate consequences. All administrators currently serve the role of the behavior coordinator and satisfy all requirements.</p>	

State Certification Requirements for Teachers and Other Educators	
Texas Education Code §21.003, §21.053, and §21.057	DBA(LLEGAL), DPB(LLEGAL), DK(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(E) any other innovations prescribed by the board of trustees</i>            These laws inhibit the District’s ability to hire teachers to teach hard-to-fill, high demand courses when highly qualified teachers are not available. With an increasing number of innovative courses created after implementation of HB5, finding exceptionally qualified applicants in specific fields who are also certified teachers is increasingly difficult if not impossible at times. This flexibility will allow the District decide on and hire the best person available apart from whether he/she is certified. It will also allow individual discretion on communication with parents regarding teacher certification and whether to pay a teacher before certification is presented.</p>	
<p><b>Rationale:</b>            The district will always make an effort to hire certified candidates; however, there are rare instances when an uncertified person is the best candidate for the position. While this may be rare, there are professionals from various academic or vocational fields that can be the best choice for those particular courses although they may not be certified at the time of hire. The district would continue to work with the candidate to propose a plan to achieve certification. There may be times when the individual should be paid—regardless of whether they have received certification. The state should not dictate one size fits all. If the District makes a determination that a non-certified person is the most qualified, then the determination of how and when to communicate with parents should be the sole discretion of the campus and district administration.</p>	

Minimum Service Required	
Texas Education Code §21.401	DC(LLEGAL)
<p><b>Innovation:</b> <i>TEC Ch. 12A.003(b)(1)(E) any other innovations prescribed by the board of trustees</i>            Currently, districts are required to provide teachers with contracts that are a minimum of 10 months and 187 days. This law inhibits the District’s ability to manipulate teacher contract days to accommodate a flexible school calendar. Under the current law, teachers would be required to attend professional development days after the last day of instruction in order to meet the 187 requirement. The district feels that professional development at the end of a school year is not likely to be productive.</p>	
<p><b>Rationale:</b>            The district would like to have the flexibility to adjust the number of teacher contract days to accommodate the calendar set by the DEIC and school board each year. With the change in the law from required number of instructional days to required number of minutes, and by exempting laws regarding school start and end dates, the required minutes of instruction can be achieved in less than the normal 180 (or 177 with PD waiver) school days, requiring students to attend less actual days. Subsequently, with less days of instruction, teachers could get more PD days and still not have a need to work a total of 187 days. Since we plan to increase the number of minutes of instruction per day, teachers will have a longer work day. The district would like the ability to modify the number of teacher contract days in the future to compensate for teachers working more time each day.</p>	

**Amendments June, 17 2024**

School Health Advisory Council	
Texas Education Code §28.004	BDF(LEGAL), FFA(LOCAL), EHAA(LEGAL), EHAA(LOCAL)
<p><b>Innovation:</b> This change would allow members of the District Educational Improvement Committee (DEIC) to address the district’s health education needs as they are aware of the needs of the district and the students. This will decrease the number of meetings and the number of committees required by law and will better serve this community. The DEIC will convene at least three times per year to address these needs as well as any other necessary items.</p>	
<p><b>Rationale:</b> Texas Education Code Section 28.004 States that a district shall establish a health advisory committee to ensure that local values are reflected in the district’s health education instruction.</p>	

Mandated DAEP Placement for E-cigarettes	
Texas Education Code §37.006	
<p><b>Innovation:</b> Santa Fe ISD will determine the best course of action for discipline of students using, possessing, or distributing e-cigarettes (vaping devices or similar). This will allow the District to determine the best allocation of financial and staffing resources for students, based on District disciplinary methods and experience. This will provide additional financial resources that can be used on innovative and enriching educational programs for all District students.</p>	
<p><b>Rationale:</b> Texas Education Code § 37.006 provides that a student must be removed from class and placed in a disciplinary alternative education program if the student possesses, uses, or distributes an e-cigarette (or other vape device). With the new requirement to place students in DAEP for the use, possession, or distribution of e-cigarettes (vaping devices or similar), the DAEP will become overcrowded, taking nonviolent students away from their regular class schedules, diluting the quality of education for students in the DAEP, and possibly requiring additional staffing for our DAEP. When there is not enough space available in the DAEP program, SFISD will have to place students in violation of e-cigarettes (vaping devices or similar) in In-School Suspension (ISS). Again, this will detrimentally affect the quality of education students are receiving and may require additional staffing - at a time when school districts are experiencing shortages of employees in almost every position. Finally, SFISD has had success in handling disciplinary situations with e-cigarettes (vaping devices) using its own resources in a locally determined disciplinary setting and process.</p>	

Texas Education Code §21.102 b	DCA(LLEGAL)
<p><b>Innovation:</b> Santa Fe ISD would keep teachers new to the district on a Probationary contract for the first 3 years of employment with the district. Probationary contracts would be able to be given to teachers new to the profession and teachers who have worked in other districts for five of the last eight years.</p>	
<p><b>Rationale:</b> This change would allow the district to assess teachers new to the district for a longer period of time. It would also allow teachers who might have struggled to have more time for improvement.</p>	







