

Brackett

Independent School District



District of Innovation Plan

August 2017 – August 2022

Adopted by Board of Trustees June 12, 2017

BISD DISTRICT GOALS

- **The board supports the use of technology upgrades and staff development for teachers, administrators and technology personnel to meet the needs of the 21st Century Learner.**
- **Improve Communication between the district, community, and other stakeholders through engagement in support of the BISD Vision, Values, and Excellence in Education.**
- **The Board of Trustees will support all safety measures in an effort to secure a safe learning environment for all students.**
- **Recruit and Retain highly qualified teachers.**
- **Attendance rate will be at 96% or better at each campus.**

MISSION STATEMENT

- **The mission of the District, in partnership with parents and the community, is to enable all students to be safe and obtain the knowledge, desire, and integrity to pursue meaningful and productive lives.**

VISION STATEMENT

- **The District ensures graduates have diverse learning experiences, creating confidence to reach their full potential, and the honesty to own mistakes and the integrity to start again and achieve goals.**

The District in conjunction with our goals, mission, and vision shall strive to:

- **Balance the semesters for the students to have more instructional time before mandated testing.**
- **Recruit, hire, and retain highly qualified individuals to educate our students.**
- **Always hire certified personnel in certified positions before hiring and locally certifying someone to teach.**

Brackett ISD

District of Innovation Plan

Introduction

HB 1842 was passed during the 84th Texas Legislative Session in spring 2015, and provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in the Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and 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
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements, and academic and financial accountability.

Term

The District of Innovation Plan will become effective in August 2017 and will remain in effect for five years, through August 2022, unless terminated or amended earlier by the Board of Trustees in accordance with the law. Any amendment to the Innovation Plan must follow the same process as the plan development. The District of Innovation Committee would consider any proposed amendment/s. Any amendment/s would require majority approval of the District of Innovation Committee, a majority approval of the District Site-Based Committee, and posting on the district website for 30 days. A 2/3 vote by the Board of Trustees would be required for final approval of any amendment/s.

Beginning August of 2017, the DOI committee will include a minimum of:

- **2 business/community members**
- **2 campus administrators, at least 1 per campus**
- **2 parents, 1 from each campus**
- **6 teachers, 3 from each campus**
- **1 counselor**

No one person shall serve on the DOI committee and the District Level Site Base Committee concurrently with the exception of administrators/counselors.

Brackett ISD Timeline

Timeline	Activity/Task
January 4 th , 2017	<i>BISD District Leadership Team met to discuss District of Innovation opportunity</i>
February 7, 2017	<i>District of Innovation Information Item-Board Meeting</i>
March 8, 2017	<i>District Site-Based Committee Meeting</i>
March 27, 2017	<i>Board of Trustees held public hearing regarding District of Innovation (DOI) Board of Trustees adopted resolution to initiate District of Innovation and appointed Committee to draft a DOI Plan</i>
March 28, 2017	<i>1st Meeting of DOI Committee to discuss District of Innovation Plan</i>
April 3, 2017	<i>2nd Meeting of DOI Committee to discuss District of Innovation Plan</i>
April 5, 2017	<i>Plan posted on BISD website</i>
May 18, 2017	<i>Plan sent to Commissioner for notification of intent Board will vote next board meeting</i>
June 12, 2017	<i>Board vote on final plan</i>
	<i>Final plan sent to commissioner</i>

District of Innovation Planning Committee

Member Name	District/Community Role
Daron Worrell	<i>Brackett Secondary Principal</i>
Christy Price	<i>Brackett Secondary Vice Principal</i>
Candy Hobbs	<i>Jones Elementary Principal</i>
Alma Gutierrez	<i>Director of Special Programs</i>
Franchesca Tucker	<i>Brackett Secondary Counselor</i>
Kimberly Ilse	<i>Jones Elementary Counselor</i>
Liz Frerich	<i>Brackett Secondary Teacher</i>
Nevada Ward	<i>Brackett Secondary Teacher</i>
Tommie Parker	<i>Jones Elementary Teacher</i>
DeeAnn Paxton	<i>Jones Elementary Teacher</i>
YJ Jimenez	<i>Community Member</i>
Marisol Aguirre	<i>Community Member</i>

Proposed Exemptions

The following are the provisions of the Texas Education code that inhibit the goals of the district and from which the district seeks to exempt itself through adoption of the District of Innovation Plan.

TEACHER CERTIFICATION

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

Current Law

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.

Proposed

In order to best serve Brackett ISD students, decisions on certification will be handled locally. With the current teacher shortage, 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. This proposal will provide more flexibility in our scheduling and more options for our students in class offerings.

Local Guidelines

- a) The campus principal shall submit a request to the superintendent 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. The principal shall develop a plan for the teacher to receive additional professional development in the assigned content.
- b) An individual with experience in a Non Core field may be eligible to teach a vocational skill or course. 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 shall 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.
- c) An individual may hold a teaching certification in another state for core areas or Career and Technology. The principal shall 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.
- d) A teacher hired, under local certification, to teach a core class, is expected to hold a bachelor's degree.
- e) Non-certified teachers hired to fill teaching positions will receive mentorship and additional training in pedagogy, instructional methods, and classroom management.
- f) The superintendent will approve, deny, or add stipulations to any requests for local certification.

SCHOOL START DATE

(EB LEGAL) (Texas Education Code 25.0811)

Current Law

25.0811 - Students are prohibited from starting school before the 4th Monday of August. For years, this was strictly a local decision. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Proposed

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

- a) This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
- b) Students participating in dual enrollment opportunities will work with balanced semesters, which align with our local colleges.
- c) An early start date permits students additional days of instruction prior to state assessments in December.
- d) This would allow an option to start school with a shorter week, easing the transition for students entering kindergarten, middle school, and high school.

LENGTH OF SCHOOL DAY

(EC LEGAL & EB LEGAL) (Ed. Code 25.081) (Ed. Code 25.082)

Currently

House Bill (HB) 2610, passed by the 84th Texas Legislature, amended Texas Education Code TEC §25.081 by striking language requiring 180 days of instruction and replacing this language with language requiring the District to provide at least 75,600 minutes of instruction (including intermissions and recess) each school year. Additionally, TEC §25.082(a) currently requires that a school day be at least seven hours each day, including intermissions and recesses.

Both Texas Education Codes 25.081 and 25.082 address the length of the instructional day by defining it as “420 minutes of instruction” or “seven hours each day including intermissions and recesses.” While the intent of the Legislature was to standardize across all districts the amount of time students spent learning in a classroom, BISD wishes to meet the goal of 75,600 minutes of instruction per year; however, the District seeks an exemption from these statutes so that it may reach the 75,600 minute total in a more creative manner without defining it as either 420 minutes or seven hours of instruction every day. The length of the instructional day cannot be changed absent the District becoming a District of Innovation.

Proposed

Exempting the district calendar from the 420-minute daily requirement would give the District a significant amount of local control over scheduling without the fear of diminishing state funding or losing credit for instructional time. that might cause the district to fall out of compliance with annual minute requirements.

- a. BISD does not intend to shorten the school day on a regular basis, or without specific purpose. To the greatest extent possible, “early release” days would be planned ahead of time and noted in the Board-approved district calendar.
- b. An early out may be called as needed for specific purposes above and beyond the early outs already built in the adopted calendar. This will be done per all Administrators approval.

Definitions:

1. BISD defined as all administrators with board approval.
2. Non Core defined as anything except Math, English, Science, and Social Studies.

Any amendment to this plan has to be brought to the DOI committee and be data driven. It will then be approved by the majority of the DOI committee, then BDAC, and finally the Board of Trustees.