

BRIDGE CITY ISD
District of Innovation Plan
April 17, 2017- April 17, 2022



HB 1842, of the 84th Legislative Session,
allows Texas districts to qualify as a District of Innovation.
Districts of Innovation are able to gain local control of certain operations that are currently under
the control of the Texas Education Agency.

BCISD RESOLUTION TO ADOPT A DISTRICT OF INNOVATION

WHEREAS Education Code 12A.001 provides that a district is eligible for designation as a district of innovation if the district's most recent performance rating under Section 36.054 reflects at least acceptable performance, and that consideration of designation as a district of innovation may be initiated by a resolution adopted by the board of trustees of the district; and

WHEREAS the *Bridge City Independent School District's* most recent performance rating under Education Code 36.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of **Bridge City Independent School District** by adoption of this resolution initiates the process under Education Code Chapter 12A to become a district of innovation.

BE IT FURTHER RESOLVED that after this resolution is signed by the Board, a public hearing shall be held to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that after the public hearing the Board of Trustees of **Bridge City Independent School District** shall appoint a committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this 19th day of **September, 2016**, by the Board of Trustees.



President Thad Hill



Secretary Michael C. Johnson

Bridge City ISD
DISTRICT OF INNOVATION (DOI)
PLANNING/IMPLEMENTATION SCHEDULE
As of January 13, 2017
Dates and Times subject to change.

September 6, 2016	District Campus Principals Meeting Initial meeting with Superintendent and Assistant Superintendents to discuss District of Innovation plan.
September 14, 2016	District Administrative Team Meeting Initial meeting with Superintendent and Assistant Superintendents to discuss District of Innovation plan.
September 15, 2016	DEIC meeting Initial meeting with Superintendent and Assistant Superintendents to discuss District of Innovation plan.
September 19, 2016	BCISD DoI Resolution signed by Board.
October 17, 2016	BCISD Public Hearing conducted
November 7, 2016	District of Innovation Institute - Mansfield ISD
January 12, 2017	District/Campus Administrative DOI Team Meeting
January 19, 2017	<u>4:00 p.m., BCISD Boardroom</u> Initial meeting of the District of Innovation Advisory Committee
January 23 – February 13, 2017	Campus meetings to discuss/gather feedback for DOI initiative
February 20, 2017	6:00 Board meeting Presentation to update the BCISD school board on DoI progress
March 6, 2017	DoI Committee Meeting: Review and Approve DoI Plan
March 10 - April 13, 2017	DoI plan posted on district website for a minimum of 30 days.
April 12, 2017	5:30 p.m. DoI Committee Meeting – Vote to bring to Board
April 17, 2017	<u>6:00 p.m., BCISD Boardroom</u> Board Approval of DoI Plan and 17-18 Calendar
April 18, 2017	Begin updating all policy changes with TASB

**BCISD District of Innovation Committee
2016-2017**

1. Mr. Todd Lintzen	Superintendent
2. Dr. Gina Mannino	Assistant Superintendent
3. Mr. Norman Gaspard	Principal, BCE
4. Dr. Tara Fountain	Principal, BCI
5. Dr. Lydia Gonzales-Burton	Principal, BCMS
6. Mrs. Elisha Bell	Principal, BCHS
7. Gay Vela	BCE Teacher
8. Megan Duhon	BCE Teacher
9. Christy Cunningham	BCE Teacher
10. Amber Pickering	BCE Teacher
11. Alysha Daniels	BCI Teacher
12. Denise Trahan	BCI Teacher
13. Judy Brownlie	BCI Teacher
14. Leslie Lloyd	BCMS Teacher
15. Renee Newsom	BCMS Teacher
16. Shannon King	BCHS Teacher
17. Laurie Kosh	BCHS Teacher
18. Michelle Gephart	BCE/BCI Teacher
19. Mike Johnson	BCISD Board Member
20. Becky Rutledge	BCISD Board Member
21. Elyse Thibodeaux	Community Member
22. Lynn Richard	Community Member
23. Scot Shaffer	Parent
24. Julie Landry	Parent /PTA
25. Karen Collier	Community Member
26. Terri Gauthier	Community Member
27. Bill Dixon	Community Member
28. Mary Dixon	Community Member
29. Judy Cole	BCISD Board Member

BCISD INNOVATION PLAN

INTRODUCTION

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from certain mandates including the uniform school start date and required minutes of instruction.
- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.

On September 19, 2016, the Bridge City Independent School District's Board of Trustees ("Board") passed a Resolution to explore the development of a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On October 17, 2016, the Board approved the formation of a District of Innovation Committee ("Committee") comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators. The Committee met on January 19, 2017, and March 6, 2017, to discuss and approve the Local Innovation Plan ("Plan"). The BCISD Board of Trustees will consider the Plan at its meeting on April 17, 2017.

TERM

The term of the Plan is for five years, beginning **April 17, 2017** and ending **April 17, 2022**, 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 will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

RENEWAL, RESCISSION, REVISING or AMMENDING

A district may make changes to the DoI plan.

- *Rewrite:* DoI committee edits the plan. The plan is posted for 30 days. The district notifies TEA and presents to the school board for approval.
- *Approving plan then amending the plan:* the term of the plan does not change.
- *Rescission:* BCISD must notify TEA of recession within 5 business days and provide a date for compliance with all sections of TEC, no later than the start of the following school year.
- *Renewal:* All sections of the plan and exemptions shall be reviewed and the district must follow All steps in 19 TAC § 102.1307 for adoption of local DoI.

AREAS OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

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Length of Instructional Day / Early Release Days Page 8
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District Mission

The mission of Bridge City Independent School District, a progressive family/community-supported educational system, is to provide a comprehensive well-balanced instructional program in a safe learning environment to ensure the development of caring, responsible, productive graduates capable of contributing in a global society.

District/Superintendent Goals: 2016-2017

Board Goal 1: Students

BCISD will ensure college and career readiness by emphasizing rigorous classroom instruction for college-bound students and relevant career and technical education opportunities. Our students will be prepared for college, technical training, or immediate entry into the workforce, whichever they choose.

Board Goal 2: Students

BCISD students will be provided leadership opportunities to increase civic and community awareness and responsibilities.

Board Goal 3: Leadership

Maximize district efforts to recruit, retain, develop, evaluate and compensate top quality candidates for all district positions.

Board Goal 4: Operations

BCISD will effectively manage all financial resources to ensure that budgets are student centered and reflect support for achievement of stated goals. The district will leverage district resources to continuously improve staff benefits.

Board Goal 5: Facilities

BCISD will continue to address and improve the educational facilities throughout the district.

(1) School Start and End Date (Instructional Calendar)

Exemption from: TEC §25.0811; TEC §25.0812

Related Board Policies: EB LEGAL

Manner in which statute inhibits the goals of the district:

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. TEC §25.0812 states that a school district may not schedule the last day of school before May 15. The current process allows no flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests in this matter.

Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. 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 Innovation Strategies and Benefits of Innovation

- A. Relief from the statute will allow BCISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minute's requirement, rather than days.
 - First day of instruction could begin on but not before the 2nd Monday in August.
 - First day of instruction could begin mid-week of the second week in August. This would allow for an ease of transition for students entering kindergarten, middle school and high school.
- B. Alignment of the district calendar with local universities, advanced placement exams, and STAAR timelines.
- C. Provide for increased local control of the instructional calendar in order to be responsive to community needs.
- D. Flexibility to begin instruction earlier in the calendar year will enable BCISD to be more responsive to students by balancing instructional time in each semester. This will allow teachers to plan and pace instruction.
- E. Allows for more flexible placement of professional development opportunities as well as curriculum planning for staff. ("Just in Time Professional Development")

Local Guidelines:

- Convene a calendar committee comprised of at least 5 staff members from each campus.
- Calendar committee meets at least two times to review and revise draft options of calendar.
- Calendar committee presents at least two options to campus staff.
- Campus staff votes to identify campus calendar preference
- Assistant Superintendent aggregates camps calendar preferences
- Assistant Superintendent provides results to Superintendent
- Superintendent presents to school board
- School board has opportunity to approve or reject calendar choice.
- If district adopts a DoI calendar ensure that we develop guidelines for students from non DoI calendar districts who attend CTE courses in BCISD as well as BCISD students who attend CTE courses in other districts.

(2) Instructional Minutes / Length of Instructional Day / Early Release Days

Exemption from: TEC §25.081

Exemption from: TEC §25.082 (a)

Relevant Board Policies: EB LEGAL; EC

Manner in which statute inhibits the goals of the district:

TEC §25.081 requires that a school district provide at least 75,600 minutes of instruction each school year, including intermission and recess. School districts must seek a waiver of this requirement from TEA in order to provide fewer than the required number of instructional minutes in the case of natural disaster or calamity. This requirement restricts the District in the development of the academic calendar, including the scheduling of early release days and staff development days.

TEC §25.081(e) references a day of instruction as 420 minutes and a ½ day as 210 minutes.

TEC §25.082 (a) A school day shall be at least seven hours each day, including intermissions and recess.

Proposed Innovation Strategies and Benefits of Innovation

- A. The district seeks relief from this section in order to provide staff development before the start of instruction, as well as additional days throughout the school year. These non-instructional days have been purposefully placed throughout the calendar to allow for teachers to plan instruction based on student instructional data in addition to engaging in relevant, targeted professional development.
- B. The district seeks additional flexibility to schedule early release days in the calendar in order to provide for student and district needs.

Local Guidelines:

- BCISD will ensure that the instructional calendar will have 75,600 minutes of instruction.
- Professional development in BCISD will be determined by data from the following: student assessment; informal walk-troughs; teacher survey; and district initiatives.

(3) Teacher Certification

Exemption from: TEC §21.003

Relevant Board Policies: DBA LEGAL/LOCAL; DK LEGAL/LOCAL

Manner in which statute inhibits the goals of the district:

TEC §21.003 states that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor 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 for Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district.

The following sections of TEC will be followed as written:

TEC §21.053 requires a teacher to present his or her certificate to the District before their employment contract will be binding, and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at the time.

TEC §21.055 states that if a teacher is not certified, the District may issue a teaching permit to employ the individual. This process requires notice to the Commissioner and its usefulness is extremely limited. Additionally, the language of this section could be construed to prohibit the issuance of a local teaching certificate.

TEC §21.057 requires that the District provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 30 consecutive instructional day

Proposed Innovation Strategies and Benefits of Innovation

By obtaining exemption from existing teacher certification requirements, BCISD will have flexibility to hire from a larger pool of applicants including internal applicants seeking assignments outside of their traditional certification area.

- A. The District will maintain its current expectations for employee certification. The District will make every attempt to hire individuals with appropriate certification for the position in question; however, where 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. (i.e.: certified in another content/grade level; state; partial certification requirements met)
- B. For grades 6-12, the campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach a course or grade level for which he/she is not certified. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject.
- C. An individual with experience in the content of an elective course could be eligible to teach a vocational skill, CTE course, or elective course through a local teaching certificate. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to teach the proposed subject. Examples: an experienced homebuilder teaching a building trade's course, a licensed corrections officer teaching a criminal justice course, or a retired CPA teaching an entry level accounting course.
- D. Whenever possible, instructional planning for the teacher's (not certified in content or grade level or industry certified CTE staff) course will be created in partnership with certified teachers in the same field. These teachers will be provided teacher mentoring, increased observations and feedback, professional development or instructional resources, or other supports.
- E. The superintendent will report this action to the Board of Trustees at the first board meeting following the assignment.
- F. Teacher certification waiver requests, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. The District will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

Local Guidelines:

- BCISD will establish Local Criteria, such as years of experience, qualifications, teacher certification in other areas or grade levels, or partial certification, out of state certification, and industry certifications, to qualify for a local (district) teaching certificate.
- Principals will submit candidates to the Superintendent with credentials. The Superintendent will determine whether it is in the best interest of the district to certify the individual. The Superintendent will notify the Board prior to beginning employment.

(4) Teacher Appraisals

Exemption from: TEC 21.352 and TEC 21.353

Relevant Board Policies: DN; DNA

Manner in which statute inhibits the goals of the district:

The current TTESS appraisal system was developed by the State of Texas to meet the need of all of the teachers of Texas. The individual needs of teachers based on experience and training are not considered.

Proposed Innovation Strategies and Benefits of Innovation

BCISD would have the option to develop a teacher evaluation system that would include best practices. The committee will work to develop a local instrument and/or process that best fits the needs and goals of our district to support the work of our staff to achieve student success.

Local Guidelines:

- A minimum of 50% of a campus's teachers must be formally evaluated every year.
- Policy DNA (LEGAL) A teacher who is appraised less frequently than annually must be appraised at least once in a period or cycle of five school years.
- Informal walk-throughs will be conducted.
- All teachers will have an annual summative conference to discuss the year and to set classroom goals and a professional development plan.
- Best practices will be defined in local guidelines.

(5) Staff Development Requirements

Exemption from: TEC §21.451 and TEC §21.458

Relevant Board Policies: DEAA Legal

Manner in which statute inhibits the goals of the district:

TEC §21.451 prescribes staff development requirements for educators. These requirements impede the BCISD’s ability to provide timely professional development to employees.

TEC §21.458 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.

Proposed Innovation Strategies and Benefits of Innovation:

- A. Research supports the fact that a teacher at any level of experience may benefit from a mentor-mentee relationship. BCISD needs the flexibility to assign mentors to more experienced teachers in need of assistance.
- B. BCISD staff will benefit from timely professional development based on data gathered from teacher walk-throughs, teacher annual evaluations, and student assessment.

Local Guidelines:

- Professional development in BCISD will be determined by data from the following: student assessment; informal walk-throughs; teacher survey; and district initiatives.
- BCISD will exercise local discretion in assigning teachers to serve as mentors based on a variety of factors, including experience, knowledge, and demonstrated ability to plan and implement effective lessons.