

Bremond ISD
Proposed
Local District Of Innovation
Plan

DISTRICT OF INNOVATION COMMITTEE

NAME

COMMITTEE POSITION

Daryl Stuard	Superintendent
Bev Swick	Instructional Technology
Rachel Workman	Business Manager
Stephen English	Principal, Bremond High School
John Burnett	Principal, Bremond Elementary/Middle School
Jordan Revill	High School Teacher
Becky Lee	Middle School Teacher
Casey Owens	Elementary Teacher
Lacey Buckner	Parent
Melanie Stellbauer	Parent

Committee Volunteers

Susan Brown	Special Education Teacher
Tina Smith	Middle School ELA Teacher
Anne Groholski	Elementary Teacher
Lisa Miller	Art Teacher
Brenna Yanowski	Technology Teacher
Charlotte Revill	Middle School Math Teacher
Kimberly Olson	High School Science Teacher
Callie Andreski	Elementary Teacher
Amber Fuller	Elementary Teacher
Paula Bodiford	High School English Teacher
Sarah Luce	High School Coach/Teacher
Stephen Reilly	High School Spanish Teacher
Rosemary Wilgaganowski	School Counselor

BREMOND ISD 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 April 17, 2017, the Bremond 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 April 17, 2017, board held a public meeting to discuss the District of Innovation Plan and approved a 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 May 1, 2017, to discuss and draft the Local Innovation Plan ("Plan"). Based on the input received the Committee approved the plan by a unanimous vote. The Bremond Board of Trustees will consider the Plan at its meeting on June 19, 2017.

TERM

The term of the Plan is for five years, beginning August 1, 2017 and ending July 31, 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.

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.

Teacher Evaluation

Exemption From (*DNA LEGAL, DNA LOCAL*) (Ed. Code 21.203) (Ed. Code 21.352)

Currently

The state of Texas has used the Professional Development and Appraisal System (PDAS), teacher appraisal system since 1997. The state is issuing a new teacher appraisal system in 2016-2017, that will be called the Texas Teacher Evaluation and Support System (T-TESS). a

Districts currently have the authority to only formally appraise teachers once every five school years. Bremond ISD teachers are formally evaluated annually.

Proposed

A committee of administrators would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of BISD.

- a. Bremond ISD will utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from central administration and campus administration. It will use staff input, PDAS, T-TESS, T-PESS, and any other relevant best practice.
- c. All teachers must be formally evaluated at a minimum of once every three years. Every teacher will receive a minimum of six, informal walk-throughs per year.
- d. Probationary teachers will be evaluated every year.
- e. All teachers will have an annual summative conference to discuss the year and set classroom goals unless they choose to opt out.
- f. These locally developed plans should reflect the strengths, areas of concern, and goals for Bremond ISD.

School Start and End Date

Exemption from: TEC §25.0811; TEC §25.0812

Related Board Policies: EB LEGAL

Currently

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

- a.** Relief from the statute will allow Bremond ISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minute's requirement, rather than days.
- b.** Alignment of the district calendar with local universities, Community Colleges, TSTC, ACT/SAT exams, advanced placement exams, and STAAR timelines.
- c.** Provide for increased local control of the instructional calendar in order to be responsive to community needs.

Site-based Decision Making

Exemption from: TEC §11.251, TEC §11.252, and TEC §28.004 (d)

Currently

The BISD seeks exemption from the site-based decision making process and the convening of the school health advisory committee and the many accompanying requirements falling under the governance of those two bodies. The statutory requirements as set forth by Texas Education Code in Chapter 11 and 28 are burdensome, time consuming, and ultimately cause a BISD direction of resources from the primary focus of schools: the education of students. Stakeholders will continue to be involved in the process, but a District Advisory Council that meets the needs of this district, schools and community as opposed to the one based on a broad brush and “one size fits all” model of statutory requirements detailed in TEC §11.251 and TEC §28.004. This will consolidate the number of meetings and the number of committees required by law and will better serve this community.

Proposed

In place of a Site-based Decision Making Committee and the School Health Advisory Council, a District Advisory Council (DAC) will be established to meet, review, analyze, and respond to both qualitative and quantitative data regarding the District’s success and most importantly, students’ success. This Council will convene at least two times per year to guide the general direction of district resources and efforts. This consolidation of committees will yield an opportunity for one council to address multiple needs of the students served by the District as opposed to having multiple committees addressing a more narrow focus of needs. views this Council as a more efficient and effective way to serve our students, parents, and community.