

Bloomburg ISD



DISTRICT OF INNOVATION

2017-2018, 2021-2022

Bloomburg ISD

District of Innovation Plan (HB 1842)

Approved May 9th, 2017

Bloomburg ISD 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 plans based on the needs of our students and community.

This plan will be in effect for the 2017-2018 school year through the 2021-2022. This plan may be amended at any time by the committee with approval of the Board of Trustees.

District Innovation Team

1. Brian Stroman, Superintendent
2. Andrew Rankin, High School Principal
3. Silvia Stroman, Elementary Principal
4. Andrea Allen, High School Counselor
5. Karen Casteel, Elementary Counselor
6. Lauren Anderson, CTE Teacher
7. Barbara Mote, Elementary Teacher
8. Whitney Farmer, High School Teacher
9. Kaley Stringfellow, Junior High Teacher
10. Angie Roark, High School Teacher
11. Wanda Stanley, Elementary Teacher
12. Kim Ratcliff, Parent/Business Manager
13. Stacey Cauthorn, Parent
14. Jenifer Carnley, Parent
15. Thresha Jones, Vice President of School Board

District of Innovation Timeline
Wednesday, January 2nd – 8:00am, Board Room
Initial meeting with administrative staff to discuss preliminary thoughts and discuss possible members of the District of Innovation Committee.
Wednesday, January 4thth – 8:00pm, Board Room
Meeting with administrative staff to further discuss thoughts and discuss possible members of the District of Innovation Committee.
Monday, January 9th
6:30pm, Board Meeting
- Board of Trustees approve resolution to hold a public hearing to discuss the possibility of using HB 1842 to become a District of Innovation.
6:30 Monday, February 13th
- Public hearing to explain and discuss the possibility of becoming a District of Innovation.
6:30pm, Regular Meeting
- Approve a motion to pursue local, “District of Innovation” plan.
- Board of Trustees approve the members of the District of Innovation Committee.
Tuesday, February 28th – 4:00pm, School Library
Initial meeting of the District of Innovation Committee.
Thursday, March 2nd – 4:00pm, School Library
2nd meeting of the District of Innovation Committee, follow-up meeting.
Monday, March 13th – 8:00am, Bloomburg ISD Library
District-wide faculty meeting.
Tuesday, March 7th – Monday, April 10th
Post the District of Innovation plan on the district website for 30 days.
Monday April 10th – 6:30pm, Board Meeting
- Approve the District of Innovation plan.
- Approve the 2017-2018 school calendar.
Tuesday May 9th-6:30pm, Board Meeting
Ratify the District of Innovation Plan and submit to TASB for policy changes.

1. School start date

TEC (25.0811)

Currently

Students may not begin school before the 4th Monday of August. For many years this was the rule, however, districts had the option of applying for a waiver to start earlier. The vast majority of districts applied for the waiver and would begin the 2nd or 3rd Monday.

Our Innovative Plan

To allow for a calendar that fits the local needs of our community, we would like to consider moving the mandatory start date back one week which would better benefit our students.

A. Students will begin no earlier than the 2nd Monday of August.

B. Teachers will begin no earlier than the first week of August.

C. This will allow the first and second semesters to be closer in the number of days of instruction.

D. The goal is to improve the district attendance rate and student success through the flexibility in the calendar.

2. Submitting waivers for Kindergarten – Grade 4 class size

TEC (25.112), (25.113)

Currently

Kindergarten – 4th Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency. Along with the waiver, it is required that a letter is sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted per TEC 25.113. Many times soon after the waiver is submitted, students move out of the district and we are below the 22:1 ratio.

Our Innovative Plan

While we certainly believe that small class size plays a positive role in the classroom, we do not believe it has a negative effect when you only add one or two more students. Many times it is not the number of the students but the makeup and chemistry of the classroom which influence the learning environment.

A. BISD will attempt to keep all K-4th core classrooms to a 22:1 ratio. However, in the event the class size exceeds this ratio, the superintendent will report to the Board of Trustees.

B. In the event a K-4th core classroom reaches 26:1, the campus will notify the parents of the students in the classroom and inform them of the situation.

C. A TEA waiver will not be necessary when a K-4th classroom exceeds the 22:1 ratio.

D. This gives BISD the flexibility without having the bureaucracy of waivers within the Texas Education Agency.

3. Teacher certification

TEC (21.003)

Currently

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. There is a lot of bureaucracy and unnecessary paperwork involved in the process.

Our Innovative Plan

In order to best serve BISD students, decisions on certification will be handled locally.

A. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one subject out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject.

B. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.

C. This will allow more flexibility in our scheduling and more options for our students in class offerings.

4. Employment Contracts

TEC (21.102)

Currently

Experienced teachers new to the district have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.

Our Innovative Plan

Under current guidelines, probationary periods for newly hired teachers and counselors who have been in public education for at least five of the previous eight years cannot exceed one year. This limited time period is insufficient in some cases to fully determine the staff member's effectiveness. Relief from Texas Education Code 21.102 will permit the district the option to issue a probationary contract for a period of up to two years for experienced teachers and counselors newly hired in Bloomburg ISD.

(Local Guidelines)

At the time of contract recommendation consideration, newly hired teachers and counselors with the district, who have been employed in public education for at least five of the eight previous years and have completed their first probationary year with the district, may receive a probationary contract for the second year in order to continue to evaluate the staff member's effectiveness.

5. Teacher and Principal Evaluation

TEC (21.3541), (21.352), (21.353)

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). The state has also developed a principal evaluation system, the Texas Principal Evaluation and Support System (T-PESS.)

Our Innovative Plan

- A. BISD will have the option of a mutual consent of the teacher and the certified appraiser, the required 45 minutes of observation can be conducted in a shorter time segments. The time segments must aggregate to at least 45 minutes.
- B. BISD will develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument that fits the needs and goals of BISD.
- C. BISD will develop a local principal evaluation system that would reflect the goals and needs of Bloomburg ISD.
- D. BISD will have the option of local control to appraise less frequently than annually.
- E. These locally developed plans should reflect the strengths, areas of concern, and goals for Bloomburg ISD.

6. Teacher Contract Days

TEC (21.401)

Currently

TEC Code Requiring Exemption: current education law in Chapter 21 defines a teacher contract as a 10 month contract equivalent to 187 days.

Our Innovative Plan

A. Flexibility with contract days to no more than 187 and no less than 182.

B. Reduce teacher contract days from 187 to a decreased length with no effect on teacher salaries. This would be an attempt to better align the teacher days to the 75,600 minutes required of students -increasing the daily rate the district pays teachers -enhance teacher recruitment and improve teacher morale.

C. Bloomberg ISD will present a recommendation to the School Board regarding the number of contract days as a part of the total compensation and benefits program.

