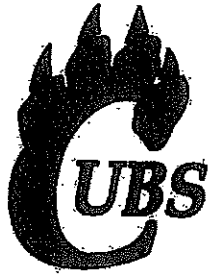


BROWNFIELD INDEPENDENT SCHOOL DISTRICT
District of Innovation Plan (Revision)

Date of Board Approval – 12th Day of November, 2018.



Board of Trustees

Tony Serbantez, President
Geoff Cooper, Vice President
Yvonne Rocha, Secretary
Randy Anthony, Member
Cat Gonzalez, Member
Will Hawkins, Member
Tim Swaringen, Member

District Administration

Chris Smith, Superintendent
Melissa Oliva, Assistant Superintendent
Teresa Montemayor, Chief Financial Officer

DISTRICT OF INNOVATION OVERVIEW

I. *INTRODUCTION*

The 84th Legislative Session enacted House Bill 1842, which included the District of Innovation (the “DOI”) designation. The bill allows eligible school districts the flexibility to exempt certain provisions of the Texas Education Code (the “TEC”) in an effort to allow for additional local oversight for up to five (5) years. In addition, the bill calls for the plan to be created by the District of Innovation Committee serving as an advisory group.

Districts of Innovation provide for:

- Greater local control;
- Increased flexibility governing education programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes related to curriculum, graduation requirements, nor academic and financial accountability.

II. TIMELINE

Dates	Meetings	Steps
January 31, 2018	DAC Meeting	Specific Information regarding District of Innovation
February 19, 2018	Board Meeting	Resolution adopted by the board of trustees; conducted public hearing; appointed the DOI committee
February 21, 2018	DOI Committee Meeting	District of Innovation Committee meets to begin to develop plan.
February 22, 2018	DOI Committee Meeting	Committee will continue development of the plan and finalize the plan.
February 23, 2018	DOI plan posted online for 30 days. DOI plan letter of intention sent to commissioner. DOI plan sent to commissioner.	<p>Post the DOI plan on the district's website (TEC §12A.005(a)(1) for 30 days – from February 23, 2018 to March 25, 2018.</p> <p>Notify the Commissioner of Education of the board's intention to vote on adoption of the proposed plan (TEC §12A.005(a)(2).</p> <p>Forward DOI plan to the commissioner of education (TEC §12A.005(a)(2).</p>
March 26, 2018	DAC Committee Meets to approve DOI plan (Public Hearing)	DAC committee holds public meeting to consider the final version of the proposed plan (approval of the plan must be by a majority vote of the DAC committee). TEC §12A.005(a)(3)
April 16, 2018	Board Meeting (Board Action)	<p>Board deliberates and takes possible action to approve the DOI plan (2/3 majority of the Board of Trustees to pass (TEC §12A.005(b).</p> <p>2018-2019 district calendar proposal for deliberation and possible action.</p>
April 17, 2018	Submit Plan to TEA	<p>Notify the commissioner of education with list of Texas Education Code exemptions (19 TAC §102.1307(d).</p> <p>Post and maintain the approved DOI plan on the district's website (TEC §12A.0071(a).</p> <p>District forwards approved DOI plan to the Texas Education Agency within 15 days of adoption (TEC §12A.007(b). To be done by May 1, 2018</p>

III. BOARD RESOLUTION

RESOLUTION TO CONSIDER DESIGNATION AS 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 39.054 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 Brownfield Independent School District's most recent performance rating under Education Code 39.054 reflects at least acceptable performance.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of the Brownfield 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 within 30 days to consider whether the District should develop a local innovation plan for the designation of the District as a district of innovation and that within 30 days of the public hearing the Board of Trustees of the Brownfield Independent School District shall appoint an innovation plan committee to develop a local innovation plan or decline to pursue designation as a district of innovation.

Adopted this the 19th day of February, 2018, by the Board of Trustees.

Tony Serbantez
Presiding Officer

Yvonne Rocha
Secretary

IV. DISTRICT OF INNOVATION COMMITTEE MEMBERS

On February 19, 2018, the Board of Trustees identified the DAC as the District DOI Committee:

Name	Position
Bell, Tyolithia	Teacher
Brisendine, Brian	Business Representative
Campbell, Courtney	Teacher
Carmack, Sally	Teacher
Chasteen, David	Teacher
Crooks, Kathleen	Director of Special Education
Garcia, Holly	Teacher
Garcia, John	Community Representative
Garcia, Liana	Teacher
Jasper, Melanie	Teacher
Martin, Mercie	Community Representative
Morin, Melissa	Teacher
Oliver, Mitzi	Parent
Striblin, Rebecca	Teacher
Valentin, Krystal	Parent
Villarreal, Susana	Teacher
Waller, Kacie	Administrator
Ward, Christianna	Teacher
Baggett, Kelly, Interim Superintendent	Ex Officio Member
Vasquez, Ray, Assistant Superintendent of Curriculum &	Ex Officio Member
Band, Nori, Director of Personnel & Operations	Ex Officio Member
Perez, Jeff, Academic Coordinator	Ex Officio Member
Montemayor, Teresa, Chief Financial Officer	Ex Officio Member

On October 10, 2018, these members of the District DOI Committee met and proposed revisions:

Name	Position
Carmack, Sallie	Parent
Chasteen, David	Teacher
Crooks, Kathleen	Director of Special Education
Garcia, Holly	Teacher, Parent
Jasper, Melanie	Teacher
Moffitt, Michael	Principal
Ramon, Teresa	Counselor
Waller, Kacie	Assistant Principal, Parent
Ward, Christianna	Teacher
Oliva, Melissa	Assistant Superintendent
Montemayor, Teresa	Chief Financial Officer, Parent

V. DISTRICT VISION

All students and staff will aspire to be a community of learners.

VI. MISSION STATEMENT:

We exist to prepare each student academically and socially to be a productive citizen upon graduation.

VII. DISTRICT GOALS:

- Goal 1: Brownfield ISD will increase all students' performance on state and locally mandated tests to help each student meet his/her educational potential.
- Goal 2: Brownfield ISD will increase student attendance and completion rate.
- Goal 3: Brownfield ISD will maintain a safe and drug free and secure environment for staff and students.
- Goal 4: Brownfield ISD will foster positive community, parent, teacher and student communication and relationships to involve parents as partners to promote student learning.
- Goal 5: Brownfield ISD will recruit and maintain highly qualified staff.
- Goal 6: Brownfield ISD will implement technology to increase the effectiveness of student learning, instructional management and staff development.

VIII. LENGTH OF PLAN:

The Brownfield Independent School District (the "District") Innovation Plan may have a term of up to five (5) years beginning April 2018. The District of Innovation Plan may be amended, rescinded, or revised by 2/3rds majority vote of the DAC and the Board of Trustees in the same manner required for initial adoption.

1. ***School Start Date*** (TEC §25.0811) (Policy EB LEGAL & EB LOCAL)

FIRST DAY OF INSTRUCTION. A school district may not begin instruction for students for a school year before the fourth Monday in August.

Proposed – Innovation Plan

BISD would like the flexibility to determine locally, the school start date for each school year. This would allow the district to develop a calendar that best meets the needs of the students, the school, and the community. In addition, this flexibility allows the district to better align its starting date to accommodate the start date of colleges in which the district uses for dual credit courses. This would also allow the district the option to balance the first and second semesters of the school year.

2. ***Teacher Certification*** (TEC §21.003) (Policy DK LEGAL & DK LOCAL)(Policy DK EXHIBIT) (Policy DBA LEGAL & LOCAL)

CERTIFICATION REQUIRED. A public school employee must have the appropriate credentials for his or her current assignment specified in 19 Administrative Code Chapter 231, Requirements for Public School Personnel Assignments, unless the appropriate permit has been issued under Chapter 230, Subchapter F, Permits. 19 TAC 231.1(a). 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 of Educator Certification.

Proposed – Innovation Plan

The current certification requirement limits the district's ability to hire professionals with work related experience, certification or degrees to teach a variety of courses from CTE- and STEM-related courses as well as other hard-to-fill courses offered in the district including World Languages. In order to expand the opportunities for students to take such courses, BISD will consider the qualifications necessary to create a local requirement for these courses instead of the requirements set forth in TEC 21.003(a). The exemption will allow the district to consider professionals, those with proven skills, and trade- related professionals to teach courses on a full-time or even part-time basis.

Request for local certification will be submitted by campus principals to the superintendent that will allow a certified or non-certified teacher to teach one (1) subject for which he/she is not certified. The campus administrator will provide to the superintendent, in writing, the reason for the request and document what credentials the teacher/professional possesses that would qualify this individual to teach the proposed subject. The superintendent will report this action to the Board of Trustees at the first board meeting following these assignments.

A teacher certification waiver, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. (**Note: special education and bilingual teachers must continue to be certified**)

3. **Teacher Contract Days** (TEC §21.401)(Policy DC LEGAL & DC LOCAL)

A contract between a school district and an educator must be for a minimum of 10 months of service. An educator employed under a 10-month contract must provide a minimum of 187 days of service.

Proposed – Innovation Plan

The District's plan reduces teacher contract days from 187 to 182 for educators employed under a 10-month contract with no effect on teacher salaries. This reduction in contract days at the current salary schedule would make Brownfield ISD salaries more competitive by: increasing the daily rate the district currently pays teachers, enhance educator recruitment, and improve teacher and staff morale. In addition, this plan will provide more opportunities to seek beneficial staff development related to their fields.

4. **Probationary Contracts** (TEC §21.102(b)) (Policy DCA LEGAL & DCA LOCAL)

A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the district.

Proposed – Innovation Plan

Brownfield ISD may issue a probationary contract of up to two (2) years for new employees that are experienced teachers, counselors, nurses, or administrators that have been employed in public education for at least five of the last eight years. This plan allows the District more time to evaluate a staff member's effectiveness because current timelines demand that employment decisions must be made prior to the end-of-year evaluations.

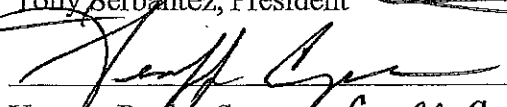

IX. Adoption of Revised Innovation Plan

The Brownfield Independent School District has met all of the process requirements outlined by the Texas Education Agency and the Commissioner of Education to receive the designation as a District of Innovation. The local Innovation Plan was developed by the District of Innovation Committee (the "DOI"). The plan was then posted on the District's website for the required 30 days and approval by the Board of Trustees.

Revisions proposed by the DOI Committee on the 10th day of October, 2018. The revised plan was then posted on the District's website for the required 30 days and approved by the Board of Trustees.

Revisions approved by the Brownfield ISD Board of Trustees on the 12th day of November, 2018.


Tony Serbanitez, President

 Yvonne Rocha, Secretary  Geoff Cooper, Vice President