Beeville Independent School District
Inspiring Bold Innovative Leaders

District of Innovation Plan for 2017-2022
Drafted December 2016
Posted February 3, 2017
Adopted by the Beeville ISD
Board of Trustees on March 6, 2017
District Advisory Committee
2016-2017

Superintendent
Dr. Marc Puig
Director of Curriculum & Instruction
Dr. Susana Garza
Special Ed. Director
Rosario Zambrano
Speech Language Pathology Assistant
Heather Olivarez
A.C. Jones High School Principal
Ann Ewing
A.C. Jones High School Teacher
Catherine Thornton
A.C. Jones High School Parent
Grace Peacock
A.C. Jones High School Community Member/Parent
Cynthia Tapia
Moreno Jr. High School Assistant Principal
Corina Garcia
Moreno Jr. High School Teacher
Tammy Rands
Moreno Jr. High School Parent
Rick Villarreal
Thomas Jefferson Intermediate Counselor
Tiffany Tindol
Thomas Jefferson Intermediate Teacher
Amanda Carriger
RA Hall Principal
Belinda Aguirre
RA Hall Teacher
Amy Gonzalez
RA Hall Parent
Alma Rodriguez
Faden-McKowen-Chambliss Principal
Martina Villarreal
Faden-McKowen-Chambliss Teacher
Meredith Jones
Faden-McKowen-Chambliss Parent
Donna Carabajal
Hampton-Moreno-Dugat Counselor
Mayo Alvarado
Hampton-Moreno-Dugat Teacher
Gabby Chapa
Hampton-Moreno-Dugat Teacher
Patricia Ramirez
Hampton-Moreno-Dugat Parent
Dana Hernandez
## District of Innovation Timeline
### 2016-2017

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Monday Nov 7</td>
<td>Attend District of Innovation Institute 2016 at Mansfield ISD</td>
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<tr>
<td>Tuesday Nov 15</td>
<td>District of Innovation Overview presented</td>
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<tr>
<td>Monday Nov 28</td>
<td>Board adopts Resolution/holds public hearing &amp; delegates Superintendent to appoint committee</td>
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<tr>
<td>Wednesday Jan 11</td>
<td>Local Innovation Committee meeting to develop plan ideas</td>
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<tr>
<td>Wednesday Jan 18</td>
<td>Board meeting-committee provides plan update; gets input from Board</td>
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<tr>
<td>Tuesday Jan 24</td>
<td>Committee meets to finalize plan</td>
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<tr>
<td>Thursday Jan 26</td>
<td>Committee presents Plan to Board; Board votes to notify Commissioner of intent to adopt</td>
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<tr>
<td>Monday January 30</td>
<td>Plan posted on District website for 30 days</td>
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<tr>
<td>Monday March 6</td>
<td>DAC Public Meeting to pass plan by majority vote</td>
</tr>
<tr>
<td>Wednesday March 8</td>
<td>Board votes on plan-2/3 vote required</td>
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District of Innovation Exemptions from Provisions of the Texas Education Code under House Bill 1842

Background & Rationale
House Bill 1842, passed in the 84th Texas Legislative Session, allows Texas public school districts to modify state requirements at the local level in order to meet the specific needs of their specific student population. As a District of Innovation, Beeville ISD will be able to implement our Strategic Plan with the increased flexibility necessary to improve the learning experiences of all students in our district. This will allow us to provide a more differentiated education setting for our students in a manner that contribute to their overall academic success. It is vital that we have the ability to make important educational decisions for our students at the local level.

Our Strategic Plan requires BISD to evolve and exercise forward thinking in addressing our four Priority Areas: Teaching & Learning Systems, Financial Performance, Facilities Standards & System, and Partnerships & Public Relations. We must think differently about such critical systemic components in order to grow continually as a learning organization. The District of Innovation designation will empower us to do just that.

This plan is specific to the exemptions as outlined. The district will follow the Texas Education Code in all other areas. The term of the plan is for five years, beginning January 1, 2017 and ending January 1, 2022, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The plan will continually be monitored for its effectiveness and recommendations to the Board will be made if modifications are needed. If at some point, there is a need to alter the plan or additional exemptions are required, as per the Districts of Innovation process, the district will reconvene the District Advisory Committee to explore the need for any changes.

The Beeville Independent School District has followed the process required by House Bill 1842 (HB 1842), enacted by the 84th Texas Legislature and codified in
the Texas Education Code Chapter (TEC) 12A, for the Board of Trustees to consider designating the District as a District of Innovation. On November 28, 2016 the Board unanimously adopted a resolution for the District to initiate the process of designation as a District of Innovation as required by TEC 12A.001. On November 28, 2016, the Board held a public hearing to consider whether the District should develop a Local Innovation Plan and also approved creation of a District Advisory Committee to develop a Local Innovation Plan as required by TEC 12A.002. The membership of the District Advisory Committee creation was delegated to the Superintendent and approved by the Board on November 28, 2016, as required by TEC 12A.002.

The District Advisory Committee developed the Local Innovation Plan which was posted for a 30 day comment period on February 3, 2017, as required by TEC 12A.002 and TEC 12A.005.

On March 6, 2017 the District Advisory Committee held a public meeting to consider and vote on the Local Innovation Plan as required by TEC 12A.005. A majority of the voting members of the District Advisory Committee approved the plan and the Board voted on the Local Innovation Plan on March 8, 2017 at a public meeting conducted in compliance with the Texas Open Meetings Act. The plan was adopted by an affirmative of two-thirds of the membership of the Board as required by TEC 12A.005.

**Areas of Innovation**

Because BISD’s Strategic Plan and its District of Innovation Plan are comprehensive and addressed by many portions of Texas Education Code, we are pursuing the following exemptions to meet the needs of all of our students and maximize student success:

- $21.003 & $21.044 Certification Requirements
- $25.0811 & $25.0812 Uniform School Start Date
- $21.203 & $21.352 Teacher and Principal Evaluation
- $25.081 Minimum Minutes of Instruction
- $25.092 90 Percent Attendance Rule
Below is a summary of the goals for each category. A specific explanation of the Texas Education Code component is included.

Certification Requirements

(TEC 21.003, 21.044)
(DBA LEGAL) (DBA LOCAL) (DK LEGAL, DK LOCAL, DK EXHIBIT)

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.

Proposed

In order to best serve BISD students, decisions on certification will be handled locally. The current state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high demand dual credit, and career and technical/STEAM (applied Science, Technology, Engineering, and Arts & Mathematics) courses.

Emphasis will be placed on hard-to-fill positions at the secondary level, however the District recognizes that certain hard-to-fill position at the elementary level (i.e., orchestra, computer science, world language) will also require certification flexibility.

In order to enable more students to obtain the educational benefit of such course offerings, the District seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the requirements set forth in law.
Uniform School Start Date
(TEC 25.0811) (TEC 25.0812) (EB LEGAL) (EB LOCAL)

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 3rd Monday, some even going as early as the 2nd Monday. 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 start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This empowers us to personalize learning, increase college and career readiness, and balance the amount of instructional time per semester. In addition, by having the flexibility in the start and end of the school year, students will be able to enroll in college courses that start in late May and early June, thereby increasing college and career readiness.

With career and college readiness being a focus for our learners when they graduate, along with the growing English Language Learner (ELL) population and learners coming to us with greater needs, it is essential that our educator’s be well versed in their daily practice and are able to meet the unique needs of our learners. Code 25.081 regulates the minimum number of instructional minutes required for a school year, and the district seeks relief from this section in order to provide increased time for professional learning before the start of instruction, as well as additional days throughout the year in response to data and needs. These non-instructional days will be purposeful and allow faculty and staff to work with data, in addition to engaging in relevant, targeted professional development.
Teacher and Principal Evaluation
(TEC 21.203, 21.352) (DNA LEGAL, DNA LOCAL)

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, called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS). The domains within these systems are developed by the State to meet the needs of the entire State of Texas. The District is seeking flexibility within the recommended appraisal process and performance criteria for teachers and staff in order to maximize the evaluation process and target our specific areas of strengths and areas of growth. The existing systems require that state standardized test scores be used as one of the evaluation measures for teachers and administrators.

Proposed
A committee of district and campus administrators and teachers from BISD will develop a new, locally-driven teacher evaluation system, principal evaluation system, and a system of evaluation for non-certified instructional staff, as well as non-instructional staff.

This local appraisal system will be aligned with goals from our BISD strategic plan and focus on related developmental needs. The belief is that through a well-developed and personalized evaluation tool we can better serve the needs of our Principals and Teachers to maximize student achievement. The process will be designed for our educators to grow, develop, and prescribe specific academic plans for students based on data, observation, and analysis looking at what is in the best interest of the student. From the results of staff appraisals, Personalized Professional Learning Plans (PPLPs) will be developed. In order to promote professional development that focuses on individual growth, the District needs to maintain local flexibility to continue its current practice of using various measures, including multiple observations, goal setting and tracking, and student growth progress toward learning objectives, as evaluation measures on
teacher and administrator appraisals.

**Minimum Minutes of Instruction**
(TEC 25.081) (EC LEGAL & EB LEGAL)

**Currently**
House Bill (HB) 2610, passed by the 84th Texas Legislature, amends the Texas Education Code (TEC), §25.081, by striking language requiring 180 days of instruction and replacing this language with language requiring districts and charter schools to provide at least 75,600 minutes of instruction (including intermissions and recess). The bill also allows school districts and charter schools to add minutes as necessary to compensate for minutes of instruction lost due to school closures caused by disaster, flood, extreme weather conditions, fuel curtailment, or another calamity.

**Proposed**
The flexibility to adjust minutes of instruction will assist with personalizing learning to better meet individual student needs. It also has the added benefit of allowing the possibility of an altered length of a school day, which may include, for example, a later start/early release time which will accommodate additional professional development/collaboration opportunities for faculty and staff.

**90 Percent Attendance Rule**
(TEC 25.092) (FEC LOCAL)

**Currently**
State law currently requires students attend class 90 percent of the school days in order to earn credit. The law currently requires the District to award class credit to students based on “seat time” rather than based on content mastery.
Proposed

With innovative ways for learners to learn with virtual classroom learning opportunities, we will need an exemption from the 90 percent “seat time” attendance rule as set forth in this code. This will lift barriers for learners who wish to engage in service learning opportunities and for learners to have time to pursue potential career passions. The 90 percent rule is an arbitrary percentage, which means school districts award credit based on seat time rather than based on content mastery. Abstaining from the requirement means the District will not have to penalize students due to missed classes for situations such as illness, extra/co-curricular activities, academic activities, or other extenuating circumstances that may arise. This exemption will allow the District to promote student engagement, as well as social and emotional development, by encouraging more students to participate in such activities. It will also allow BISD administrators to award credit to students based on mastery of the TEKS/Academic Standards, rather than because they have attended a certain number of school days.

This exemption supports overarching goals in the strategic plan to implement tools, resources, and training that support personalized learning for both students and teachers. Relief from TEC 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League (“UIL”) rules. Moreover, opting out of TEC 25.092 in no way limits or modifies a teacher’s right to determine the finality of a grade in accordance with Texas Education Code, nor does it restrict or alter a teacher’s right to assign grades in accordance with Texas Education Code.