

Broaddus Independent School District
District of Innovation Plan (HB 1842)

House Bill 1842 of the 84th Texas Legislature allows a traditional public school to have some of the same local flexibility that public charter schools have always been allowed. Broaddus ISD is utilizing HB 1842 to obtain more flexibility and establish greater local control in an effort to better meet the needs of Broaddus ISD students. This plan will be in effect for the 2018-2019 school year through the 2022-2023 school year (this is a five year plan). This plan may be amended at any time by the District of Innovation committee and approval by the Broaddus ISD Board of Trustees.

District of Innovation Team

Mark Anglin, Superintendent
Brad Hranicky, Secondary School Principal
Lucas Holloway, Elementary Principal
Kelly Hranicky, District Counselor
Leah Holloway, parent
Gary Mitchell, Instructional Technology Director
Faith Kilmer, elementary teacher
Richard Kilmer, Parent
Amanda Sowell, District Nurse
Kelly Mancill, high school teacher
Chris Mancill, Local Business Owner
Jamie Birdwell, Life Skills teacher
Janet Ashmore, high school teacher
Sarah Wise, elementary teacher
Charlene Williams, community member
Tammy Wall, elementary teacher
Deborah Northcutt, elementary teacher
Vicki Jones, elementary teacher

District of Innovation Timeline

Monday, December 11th, 2017 – 3:30 p.m.

The District Site-Based Decision Making Committee meets to consider a petition for Broaddus ISD to become a District of Innovation.

Thursday, January 11th, 2018 at 6:30 p.m.

The Broaddus ISD Board of Trustees conducted a public hearing to explain and discuss the possibility of becoming a District of Innovation.

Thursday, January 11th, 2018 at 7:15 p.m.

The Broaddus ISD Board of Trustees approve a motion to pursue a local District of Innovation Plan and to approve members of the District of Innovation Committee to develop the plan.

Tuesday, January 16th, 2018

Formal Notification to Commissioner of Intent to pursue designation of a District of Innovation.

Wednesday, February 28th, 2018 at 3:30 p.m.

The District of Innovation team meets and develops the District of Innovation Plan.

The District Site Based Decision Making Committee meets and passes the plan by a majority vote and sends it to the Commissioner of Education.

Wednesday, March 7th, 2018

The District of Innovation Plan is posted on the Broaddus ISD website for a minimum of thirty days.

Thursday, March 12th, 2018 (proposed)

Board Approval of the District of Innovation Plan by a 2/3 majority vote at the regular meeting of the Broaddus ISD Board of Trustees.

[Determine a Flexible School Start Date: \(TEC 25.0811a\) \(EBLEGAL\)](#)

Manner in which the statute inhibits the plan:

The Texas Education Code states a school district may not begin student instruction before the 4th Monday of August. This process allows no flexibility in the design of annual calendars to fit the needs of the students or the wishes of the local board of trustees, who represent the community and their interests in this matter.

Local Innovation Strategies:

To allow for a calendar that fits the needs of our local community, Broaddus ISD will start no earlier than the 2nd Monday of August of any given year. The start date for teachers would be no earlier than the 1st Monday of August of any given year.

The annual calendar will be submitted by the District Calendar Committee and approved by the Board of Trustees.

[Adjustment of Teacher Contract Days: \(TEC 21.401\) DC LEGAL](#)

Currently: TEC 21.401 Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

Local Innovation Strategies:

This plan reduces teacher contract days from 187 to 182 with no effect on teacher salaries. Being a smaller school in the region, it is difficult to compete with other larger schools in the area of teacher salary. This reduction in contract days at the current salary schedule would make our salaries more competitive.

1. This plan will increase the daily rate the district pays its teachers.
2. This plan should enhance teacher recruitment, therefore putting the district on a more level playing field with larger districts.
3. This plan will significantly improve teacher morale.

4. This plan will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.

5. In the four other plan years, it will be part of the calendar planning process to maintain the reduced number of teacher contract days.

Allow Alternatives to Educator Certification: (TEC 21.0003a) (TEC 21.057a-e) (DK LEGAL)

Currently: TEC 21.003, 21.057: 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.

Local Innovation Strategies:

In order to best serve Broaddus ISD students, decisions on certification will be handled locally. The campus principal may submit to the superintendent a request to allow a certified teacher to teach one (1) 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. The teacher will have 2 years to work towards certification in the specified subject area.

Extension to Probationary Teacher Contracts: (TEC 21.102) (DCA LEGAL)

Current: TEC 21.102b A probationary contract may not exceed one year for a person who has been employed as a teacher in public education for at least 5 of the last 8 years preceding employment with the district.

Local Innovation Strategies:

For experienced teachers, counselors, librarians, or nurses new to Broaddus ISD that have been employed in public education for at least five of the eight years previous years, the probationary period will be two years. This will allow for a more comprehensive evaluation of the individual, which will better serve our students and community.