

# **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 2023-2024 school year through the 2027-2028 school year (this is a five year plan). This plan may be amended at any time by the District of Innovation committee and approved by the Broaddus ISD Board of Trustees.

## District of Innovation Team

<i>Lucas Holloway, Superintendent</i>	<i>Leasa Hollenbeck, High School Teacher</i>
<i>Kim Holloway, High School Principal</i>	<i>Ida Butler, Local Business Owner</i>
<i>Karianna Grant, Elementary Principal</i>	<i>Jesse Travis, Police Chief</i>
<i>Jessica Lott, District Counselor</i>	<i>Teryn Travis, High School Teacher</i>
<i>Amber Hight, Student Services Director</i>	<i>Amanda Sowell, District Nurse</i>
<i>Leah Holloway, Parent</i>	<i>Shayna Thacker, Community member &amp; Parent</i>
<i>Brandon West, Instructional Technology Director</i>	<i>Tammy Wall, Elementary Teacher</i>
<i>Faith Kilmer, Elementary Teacher &amp; Parent</i>	<i>Samantha Jacks, Elementary Teacher</i>
<i>Richard Kilmer, Elementary Teacher &amp; Parent</i>	<i>Wende Faulker, Elementary Teacher</i>

## Broaddus ISD District of Innovation Overview

**This plan may be for up to five years in length and can address:**

Site based decision making process	Minimum minutes of instruction
Uniform start date	Teacher certifications
Class Size ratio	Teacher contracts
The 90% attendance rule	Teacher benefits
Student discipline provisions	Teacher Appraisal System

**This plan may be amended, rescinded, or renewed**

## District of Innovation Renewal Timeline

<u>January 16, 2022</u>	The District Site-Based Decision Making Committee to discuss the District of Innovation Renewal Plan.
<u>February 9, 2023</u>	Post District of Innovation Renewal Plan to district website.
<u>February 9, 2023</u>	Notify commissioner the district's intention to vote on renewal plan.
<u>February 7, 2023</u>	District Site Base Committee Public Meeting. Committee must have a majority vote to approve the renewal plan.
<u>March 15, 2023</u>	School Board Approves renewal plan with at least a two-thirds approval.
<u>April 5, 2023</u>	Notify the Commissioner of the school board approval of the plan.
<u>April 5, 2023</u>	Post approved and final copy of the renewal plan on the district's website.
	Send a copy of the renewal plan from the district website to TEA.

## 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 students will return no earlier than the 1st Monday of August of any given year. The start date for teachers would be no earlier than July 26 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.

- A. This plan will increase the daily rate the district pays its teachers.
- B. This plan should enhance teacher recruitment, therefore putting the district on a more

level playing field with larger districts.

- C. This plan will significantly improve teacher morale.

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

BISD will have the flexibility to credential professional and experienced individuals for CTE courses who do not have a Texas teaching certificate. Exempting from TEC 21.002 and 21.003 will have the following benefits:

- A) Hard to fill areas in career and technical fields will be filled by experts in those fields.
- B) Students will have access to an increased number of courses and training.

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 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.

### Teacher Planning Periods (TEC 21.404) (DL LEGAL)

The Texas Education Code states that each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

### Local Innovation Strategies

- A. Exemption from this requirement will provide each campus with the local control needed to determine how best to use staff time, especially as it pertains to collaborative planning and best meeting the needs of the students.
- B. Exemption from this statute will reduce the number of after school meetings for teachers.
- C. Campus administration will limit the number of adjustments to a teacher's planning period to no more than two times per week and preferably one or less.

### PK-4 Class Size waiver Exemption from EEB (LEGAL); TEC 25.112; TEC 25.113

Current: TEC § 25.112 requires districts to maintain a class size of 22 students or less for Pre-Kindergarten – Fourth Grade classes. TEC § 25.113 requires districts to notify parents of waivers or exemptions to class size limits. Pre-Kindergarten – Fourth 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. These waivers are never rejected by TEA.

## Local Innovation Strategies

- A. Hiring decisions will be based on a projected 22:1 ratio.
- B. Broaddus ISD will, to the extent possible, begin each school year with enough teachers to establish a homeroom student to teacher ratio of 22:1 per Pre-Kindergarten- Grade 4 homeroom class.
- C. In the event a single grade level in grade Pre-Kindergarten –Grade 4 increases its overall enrollment by a total of ten students (number of sections x 22 students + 10), the District will begin actively seeking an additional teacher in order to maintain a 22:1 ratio in all classrooms.
- D. A teacher may be hired at any time during the school year if the Superintendent determines it to be in the best interest of the students to do so.
- E. A TEA waiver request and related notifications shall not be necessary when a Pre-Kindergarten-4th classroom exceeds the 22:1 ratio.

The district seeks relief from TEC § 25.112 and TEC § 25.113 for the following reasons:

- A. Applying for a waiver that is never rejected is just a bureaucratic process.
- B. Along with the waiver, it is required that a letter is sent home to each parent in the class that exceeds the 22:1 ratio, informing parents, the waiver has been submitted. Many times soon after the waiver is submitted, students move out of the district and Broaddus ISD again meets the 22:1 ratio.

## STATUTE RECOMMENDED FOR EXEMPTION TEC §25.036 INTER-DISTRICT TRANSFER STUDENTS (FDA LOCAL)

Currently, under Texas Education Code 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036, has been interpreted to require a transfer to be for a period of one school year.

## Local Innovation Strategy

The district is seeking exemption from the one-year commitment in accepting transfer applicants and allows the district to rescind a transfer for students not meeting local transfer criteria at any time during the school year.

### Site Based decision making: (TEC 11.251 & 28.004)

Broaddus ISD 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 the Texas Education Code in Chapter 11 and 28 are burdensome, time consuming, and ultimately cause a misdirection of resources from the primary focus of schools: the education of students. Stakeholders will continue to be involved in the process, but one that meets the needs of the district, school, and community as opposed to the broad brush of statutory requirements leveled down from a one size fits all approach as detailed in the TEC 11.251 and TEC 28.004. This will consolidate the number of meetings and number of committees required by law and will better serve this community.

### **Local Innovation Strategies:**

SHAC will be established, 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 one time per year and generate the general direction of district resources and efforts. This consolidation of committees will yield greater opportunity for one council to address a multitude of needs as opposed to having so many different committee meetings throughout the year.