

BOYD ISD PROPOSED DISTRICT OF INNOVATION PLAN

The Boyd Independent School District is focused on meeting the needs and aspirations of every student and continually seeks new and innovative ideas to meet this goal. As a District of Innovation, Boyd Independent School District will be able to implement an Innovation Plan to provide increased flexibility and the freedom necessary to personalize learning and ensure each student is prepared to assume the role as a productive citizen.

The district seeks relief from certain state-level regulations to provide opportunities to deepen the strategic plan and improve the overall program in all aspects of district operations. The proposed plan, once adopted, will remain in effect for the next five years (2022-2027). The plan may be amended at any time by the District of Innovation Committee with the approval of the school board. This plan is specific to the exemptions as outlined below:

A. TERM

- A. The term of the plan is for five years, beginning 2022 and ending 2027, unless terminated or amended earlier by the Boyd ISD board of trustees in accordance with the law. If, within the term of this plan, other areas of operations are to be considered for flexibility as part of Texas education code, subchapter 12a, the Boyd ISD board of trustees will nominate a new committee to consider and propose additional exemptions in the form of an amendment. Any amendment adopted by the board will adhere to the same term as the original plan. The district will not implement two separate plans at any one time.

B. AREAS OF INNOVATION

A. FIRST DAY OF INSTRUCTION: TEXAS EDUCATION CODE §25.0811

I. Current Law

Currently the first day of school may not be held prior to the fourth Monday of August.

II. Proposed

The school district would like to have the freedom to develop a calendar that better fits the needs of the students, parents, staff and community of Boyd ISD.

b. MINIMUM MINUTES OF INSTRUCTION, SCHOOL DAY: TEXAS EDUCATION CODE §25.081, & §25.082(a)

I. Current Law

Texas Education Code §25.081 OPERATION OF SCHOOLS. (a) Except as authorized under Subsection (b) of this section, Section 25.084, or Section 29.0821, for each school year each school district must operate so that the district provides for at least 75,600 minutes of instruction, including intermissions and recesses, for students. (b) The commissioner may approve the instruction of students for fewer than the number of minutes required under Subsection (a) if disaster, flood, extreme weather conditions, fuel curtailment, or another calamity causes the closing of schools. (c) If the commissioner does not approve reduced instruction time under Subsection (b), a school district may add additional minutes to the end of the district's normal school hours 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. (d) The commissioner may adopt rules for the application, on the basis of the minimum minutes of instruction required by Subsection (a), of any provision of this title that refers to a minimum number of days of instruction under this section. (e) For purposes of this code, a reference to a day of instruction means 420 minutes of instruction.

Texas Education Code §25.082(a) SCHOOL DAY. (a) A school day shall be at least seven hours each day, including intermissions and recesses.

II. Proposed:

The flexibility to adjust minutes of instruction within a designated school day will assist with personalizing learning to better meet student needs. This flexibility 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 professional learning/collaboration opportunities for teachers.

c. MINIMUM ATTENDANCE FOR CLASS CREDIT OR FINAL GRADE: TEXAS EDUCATION CODE §25.083(b), & §25.092

I. Current Law:

MINIMUM ATTENDANCE. (a) Except as provided by this section, a student in any grade from k-12 may not be given credit unless the student is in attendance for at least 90% of the days the class is offered.

II. Proposed:

Boyd ISD will focus on student mastery of content and will award credit as deemed appropriate for each student on a case by case basis. The freedom to make course credit decisions on a case-by-case basis, for example, in such an instance where a student is involved in numerous UIL academic, athletics and Ag competitions will provide flexibility to meet the needs of our unique student body.

d. TEACHER AND PRINCIPAL EVALUATION: TEXAS EDUCATION CODE §21.203, §21.352, §21.354, §21.3541

I. Current Law

The state of Texas has issued a new teacher appraisal system called the Texas Teacher Evaluation and Support System (T-TESS) as well as a new principal evaluation system called the Texas Principal Evaluation and Support System (T-PESS).

II. Proposed:

The district seeks to align teacher and principal evaluation with student growth and development. We will use this flexibility to ensure every student has the opportunity to succeed to the greatest extent possible.

e. TEACHER CERTIFICATION REQUIRED: TEXAS EDUCATION CODE § 21.003

I. Current Law

CERTIFICATION REQUIRED. states that “a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.”

II. Proposed

Boyd ISD understands the value and importance of certified teachers and continues to seek out and hire certified teachers for all areas of instruction. The district seeks to create innovative programs in Career and Technology and other non-core classes that align with the needs of our community and interests of our students. The flexibility to create our own certification process for these innovative courses will open opportunities for our students they don't currently have. In addition, the flexibility to offer additional foreign language and fine art courses will enrich our students' educational experience.

f. SITE BASED DECISION-MAKING: TEXAS EDUCATION CODE §11.252 & §11.253

I. Current Law

(a) Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee established under Section 11.251. The purpose of the district improvement plan is to guide district and campus staff in the improvement of student performance for all student groups in order to attain state standards in respect to the achievement indicators adopted under Sections 39.053(c)(1)-(4). The district improvement plan must include provisions for:

- a. a comprehensive needs assessment addressing district student performance on the achievement indicators, and other appropriate measures of performance, that are disaggregated by all student groups served by the district, including categories of ethnicity, socioeconomic status, sex, and populations served by special programs, including students in special education programs under Subchapter A, Chapter 29;
- b. measurable district performance objectives for all appropriate achievement indicators for all student populations, including students in special education programs under Subchapter A, Chapter 29, and other measures of student performance that may be identified through the comprehensive needs assessment;
- c. strategies for improvement of student performance that include:
 - i. instructional methods for addressing the needs of student groups not achieving their full potential;
 - ii. methods for addressing the needs of students for special programs, including:
 1. suicide prevention programs, in accordance with Subchapter O-1, Chapter 161, Health and Safety Code, which includes a parental or guardian notification procedure;
 2. conflict resolution programs;
 3. violence prevention programs; and
 4. dyslexia treatment programs;
 - iii. dropout reduction;
 - iv. integration of technology in instructional and administrative programs;
 - v. discipline management;
 - vi. staff development for professional staff of the district;
 - vii. career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities; and
 - viii. accelerated education;
- d. strategies for providing to middle school, junior high school, and high school students, those students' teachers and school counselors, and those students' parents information about:
 - i. higher education admissions and financial aid opportunities;
 - ii. the TEXAS grant program and the Teach for Texas grant program established under Chapter 56;
 - iii. the need for students to make informed curriculum choices to be prepared for success beyond high school; and
 - iv. sources of information on higher education admissions and

- financial aid;
- e. resources needed to implement identified strategies;
- f. staff responsible for ensuring the accomplishment of each strategy;
- g. timelines for ongoing monitoring of the implementation of each improvement strategy;
- h. formative evaluation criteria for determining periodically whether strategies are resulting in intended improvement of student performance; and
- i. the policy under Section 38.0041 addressing sexual abuse and other maltreatment of children.
 - i. A district's plan for the improvement of student performance is not filed with the agency, but the district must make the plan available to the agency on request.
 - ii. In a district that has only one campus, the district- and campus-level committees may be one committee and the district and campus plans may be one plan.
- j. At least every two years, each district shall evaluate the effectiveness of the district's decision-making and planning policies, procedures, and staff development activities related to district- and campus-level decision-making and planning to ensure that they are effectively structured to positively impact student performance. (d-1) Expired.
 - i. The district-level committee established under Section 11.251 shall hold at least one public meeting per year. The required meeting shall be held after receipt of the annual district performance report from the agency for the purpose of discussing the performance of the district and the district performance objectives. District policy and procedures must be established to ensure that systematic communications measures are in place to periodically obtain broad-based community, parent, and staff input and to provide information to those persons regarding the recommendations of the district-level committee. This section does not create a new cause of action or require collective bargaining.
 - ii. A superintendent shall regularly consult the district-level committee in the planning, operation, supervision, and evaluation of the district educational program.

II. Proposed:

Boyd ISD has a strong history of involving teachers, administrators, parents, community members and students in the decision-making process. Those items listed in TEC 11.251 detailing the selection of representatives for the District Improvement Committee will continue to be implemented. Those items listed in TEC §11.252 of a compliance nature will no longer be included and be replaced by relevant strategic plan components that are defined by Boyd ISD.

g. CLASS SIZE: TEXAS EDUCATION CODE §25.112 & §25.113

I. Current Law

(a) Except as otherwise authorized by this section, a school district may not enroll more than 22 students in a prekindergarten, kindergarten, first, second, third, or fourth grade class. That limitation does not apply during:

- (1) any 12-week period of the school year selected by the district, in the case of a district whose average daily attendance is adjusted under Section 48.005(c); or

- (2) the last 12 weeks of any school year in the case of any other district.
- (b) Not later than the 30th day after the first day of the 12-week period for which a district whose average daily attendance is adjusted under Section 48.005(c) is claiming an exemption under Subsection (a), the district shall notify the commissioner in writing that the district is claiming an exemption for the period stated in the notice.
- (c) In determining the number of students to enroll in any class, a school district shall consider the subject to be taught, the teaching methodology to be used, and any need for individual instruction.
- (d) On application of a school district, the commissioner may except the district from the limit in Subsection (a) if the commissioner finds the limit works an undue hardship on the district. An exception expires at the end of the school year for which it is granted.
- (e) A school district seeking an exception under Subsection (d) shall notify the commissioner and apply for the exception not later than the later of:
- (1) October 1; or
- (2) the 30th day after the first school day the district exceeds the limit in Subsection (a).
- (f) If a school district repeatedly fails to comply with this section, the commissioner may take any appropriate action authorized to be taken by the commissioner under Section 39.131.

II. **Proposed:**

In the event that any class size exceeds this ratio during the school year, the superintendent will report this information to the Board of Trustees. The campus principal will report to the parents of the affected students. The determination of whether to add another teacher to bring the class under the 22:1 mandate will be made by the district administration and this recommendation will be reported to the Board of Trustees. A TEA waiver will not be filed when a K-4th classroom exceeds the 22:1 ratio.

h. GROUP HEALTH BENEFITS FOR SCHOOL EMPLOYEES

I. **Current Law**

(a) Senate Bill (SB) 1444 allows school districts to enter or leave the state's health insurance program, Teacher Retirement System of Texas (TRS) ActiveCare. However, districts must commit to remaining either in or out of the program for five years after making a change. The law requires that districts in TRS-ActiveCare must have all eligible employees in the program.

II. **Proposed:**

- Senate Bill (SB) 1444 allows school districts to enter or leave the state's health insurance program, Teacher Retirement System of Texas (TRS) ActiveCare.
- If the district would like to change to a different provider, it can do so starting September 1, 2023. The district must provide written notice to TRS by December 31, 2022.

i. SCHOOL DISTRICT DEPOSITORIES CONTRACT §45.205

I. **Current Law**

(a) Except as provided by Subsection (b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified.

(b) A school district and the district's depository bank may agree to extend a depository contract for two additional two-year terms. An extension under this subsection is not subject to the requirements of Section 45.206.

(c) The contract term and any extension must coincide with the school district's fiscal year.

II. **Proposed:**

This exemption is to allow the district's existing bank contract to be extended beyond the total 6-year allowable contract term if the district determines contract-pricing remains competitive and there is no operational or financial reason to send the district's banking services out for bid. This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the district's business. This will further mitigate any impact to employees that would have to change direct deposit instructions each time a new depository occurs and allow the district flexibility with respect to banking relationships.

The district will only send depository services out to bid if the district determines contract pricing becomes uncompetitive or there is some operational or financial reason to send the district's banking services out for bid. With this exemption in place, none of the additional requirements related to the bid or request for proposal detailed in Section 45.206 through 45.209 would be applicable. Refer to BISD Board Policy BDAE.

j. PROBATIONARY CONTRACT §21.102

I. **Current Law**

(a) Except as provided by Section 21.202(b), a person who is employed as a teacher by a school district for the first time, or who has not been employed by the district for two consecutive school years subsequent to August 28, 1967, shall be employed under a probationary contract. A person who previously was employed as a teacher by a district and, after at least a two-year lapse in district employment returns to district employment, may be employed under a probationary contract.

(a-1) A person who voluntarily accepts an assignment in a new professional capacity that requires a different class of certificate under Subchapter B than the class of certificate held by the person in the professional capacity in which the person was previously employed may be employed under a probationary contract. This subsection does not apply to a person who is returned by a school district to a professional capacity in which the person was employed by the district before the district employed the person in the new professional capacity as described by this subsection. A person described by this subsection who is returned to a previous professional capacity is entitled to be employed in the original professional capacity under the same contractual status as the status held by the person during the previous employment by the district in that capacity.

(b) 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.

(c) An employment contract may not extend the probationary contract period beyond the end of the third consecutive school year of the teacher's employment by the school district unless, during the third year of a teacher's probationary contract, the board of trustees determines that it is doubtful whether the teacher should be given a continuing contract or a term contract. If the board makes that determination, the district may make a probationary contract with the teacher for a term ending with the fourth consecutive school year of the teacher's employment with the district, at which time the district shall:

- (1) terminate the employment of the teacher; or
- (2) employ the teacher under a continuing contract or a term contract as provided by Subchapter D or E, according to district policy.

II. **Proposed:**

This period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since the teacher contract timelines demand that employment decisions must be made prior to the availability of end-of-year classroom data and/or student data. Upon exemption from TEC 21.102(b), all new contract employees will be probationary for up to 3 one-year periods, allowing more time for the district to fairly and thoroughly assess an employee's performance.

DISTRICT OF INNOVATION TIMELINE

- Board Passed Resolution: Monday, June 20, 2022
- TEA Informed of BISD's DOI Intent: Wednesday, July 13, 2022
- District of Innovation Committee Planning Meeting: Wednesday, July 20, 2022
 - Discuss overview of the process
 - Purpose of the committee
 - Discuss and determined specific areas to innovate
 - Areas of possible innovation
 - Discuss the proposed plan for recommendation to the school board
 - Vote on the proposed plan
- Public Hearing (for comment on proposed plan): Wednesday, July 20, 2022
- Proposed Plan Posted to District Website: Thursday, July 21, 2022
- Present Proposed Innovation Plan for School Board Vote: TBD