



# Bronte Independent School District

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*Learners Becoming Leaders*

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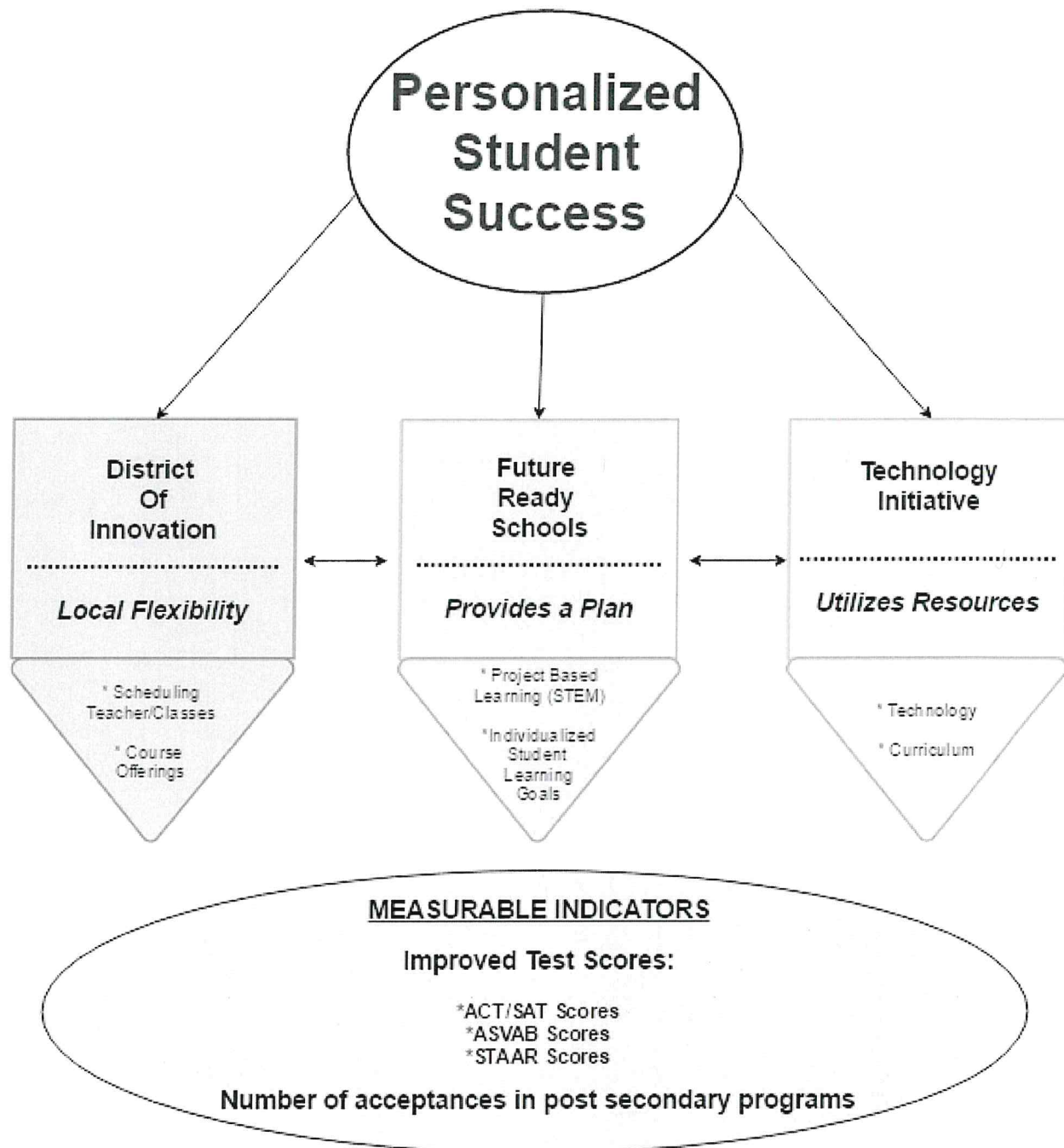
## Bronte ISD

District of Innovation Plan  
2020-2021 through 2024-2025

*HB 1842, of the 84th Legislative Session,  
allows Texas districts to qualify as a District of Innovation.  
Districts of Innovation are able to gain local control of certain operations  
that are currently under the control of the Texas Education Agency.*

# BRONTE ISD

## PATHWAY TO SUCCESS



### **Introduction:**

To facilitate the overall goal and mission of Bronte ISD as outlined in the District's Pathway to Success plan, Bronte ISD is seeking flexibility in a few areas that will allow for implementation of the creative scheduling, technology, and rigorous curriculum standards that need to be present for our students to be successful at a postsecondary level.

### **Mission Statement:**

Bronte ISD shall continuously provide increased opportunities for learning. Our schools shall be updated facilities utilizing 21st century learning and teaching through current and relevant staff development, increased career and technology educational opportunities, and enriched curriculum.

### **Vision Statement:**

We strive to provide students with skills and knowledge to be competitive and successful in post-graduate endeavors.

### **District of Innovation Committee Members:**

Tim Siler, Superintendent	Rocky Rawls, HS Teacher
Josh Barton, Principal	Maureen Youngblood, HS Teacher
Daisy Sanchez, Counselor	Becky Puentez, At-will Employee
Nick Arrott, Board Member	Sujane Schoenfield, At-will Employee
Mary McMullen, Technology Director	Mica Henson, Parent
Wayne Dannheim, Band Director	Manuela Percy, Parent
Tammy Hortenstine, Special Education Teacher	Teresa Swecker, Parent
Michele Bearden, Elem Teacher	Reese Braswell, Business Member
Melissa Boyd, Elem Teacher	Gwen Dyess, Community Member
Terri Rawls, Elem Teacher	Wes Henson, Community Member
Rebecca Siler, HS Teacher	Emmanuel Jimenez, Community Member

**Term:**

The term of the Plan is for five years, beginning in January 2017 and ending at the end of the 2021-2022 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

**District of Innovation Timeline/Process:**

<b>Timeframe</b>	<b>Activity/Task</b>	<b>Date Executed</b>
May - Aug 2016	Community and staff involvement meeting seeking input to interest into seeking designation	May and Aug
Aug 2016	Board Resolution	8/24/2016
Sept 2016	Public Hearing Committee Appointment	9/8/16
Oct 2016	Plan posted online Plan sent to Commissioner DAC holds Public meeting	Oct
Nov 2016	School Board approval	Oct
Jan 2017	Plan is implemented	Jan
June 2020	Amended by Board Action	June

# **1. Start of School Year**

(EB Legal)(EB Local)(Edu. Code §25.0811)

## **Current Law**

*State law currently prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.*

## **Proposed**

Bronte ISD will start class no earlier than August 1, and will plan to end earlier in the Spring semester in order to better balance the days in the fall and spring semesters, to provide more educational days prior to scheduled state assessments, and to better align with dual-credit college courses in the Fall, Spring and Summer semesters. The primary goals of this change to create greater flexibility in the District Calendar are to improve the overall district attendance rate, to improve student success on state and local assessments, and to allow for greater opportunity for meaningful staff development throughout the school year.



## **2. Teacher/Administrator Appraisals**

Teacher Appraisal System (DNA LEGAL, DNA LOCAL) (Ed. Code 21.203) (Ed. Code 21.352)

### **Current Law**

*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. These systems require that state standardized test scores be used as one of the evaluation measures for teachers and administrators.*

### **Proposed**

BISD district and campus administrators are developing a teacher evaluation system, principal evaluation system, and a system of evaluation for non-certified instructional staff, as well as non-instructional staff that can be catered to the non-traditional instructional programs that are going to be implemented as a result of the goals and guidelines set forth from the Future Ready Schools leadership team and campus improvement committees. For example T-TESS may not be the best instrument to evaluate a teacher that is using digital media to instruct their courses. 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.

### **3. Certifications**

*(DK LEGAL, DK LOCAL, DK EXHIBIT) (Ed. Code 21.044, 21.003)*

#### **Current Law**

*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.

- a. The campus principal may submit to the superintendent a request to allow a certified teacher to instruct and supervise students out of their certified field. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses in which would qualify this individual to teach this subject.
- b. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. Local teaching certificates will be for one year. The employee will be at-will.
- c. This proposal will provide more flexibility in our scheduling and more options for our students in class offerings. We envision classrooms with multiple subjects being taught through multiple formats, in which the "teacher" will become a facilitator in student learning.