Bronte ISD
District of Innovation Plan
2016-2017 through 2021-2022

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

Personalized Student Success

District of Innovation
- Local Flexibility
  - Scheduling Teacher/Classes
  - Course Offerings

Future Ready Schools
- Provides a Plan
  - Project Based Learning (STEM)
  - Individualized Student Learning Goals

Technology Initiative
- Utilizes Resources
  - Technology
  - Curriculum

Measureable Indicators:
- Improved Test Scores
  - ACT/SAT Scores
  - ASVAB Scores
  - STAAR Scores
- Number of acceptances in post-secondary opportunities
**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
Josh Barton, Principal
Daisy Sanchez, Counselor
Nick Arrott, Board Member
Mary McMullen, Technology Director
Wayne Dannheim, Band Director
Tammy Hortenstine, Special Education Teacher
Michele Bearden, Elem Teacher
Melissa Boyd, Elem Teacher
Terri Rawls, Elem Teacher

Rebecca Siler, HS Teacher
Rocky Rawls, HS Teacher
Maureen Youngblood, HS Teacher
Becky Puentez, At-will Employee
Sujane Schoenfield, At-will Employee
Mica Henson, Parent
Manuela Pearcy, Parent
Teresa Swecker, Parent
Reese Braswell, Business Member
Gwen Dyess, Community Member
Wes Henson, Community Member
Emmanuel Jimenez, Community

**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:**

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Activity/Task</th>
<th>Date Executed</th>
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<tbody>
<tr>
<td>May - Aug 2016</td>
<td>Community and staff involvement meeting seeking input to interest into seeking designation</td>
<td>May and Aug</td>
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<tr>
<td>Aug 2016</td>
<td>Board Resolution</td>
<td>8/24/2016</td>
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<tr>
<td>Sept 2016</td>
<td>Public Hearing Committee Appointment</td>
<td>9/8/16</td>
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<tr>
<td>Oct 2016</td>
<td>Plan posted online, Plan sent to Commissioner, DAC holds Public meeting</td>
<td>Oct</td>
</tr>
<tr>
<td>Nov 2016</td>
<td>School Board approval</td>
<td>Oct</td>
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<tr>
<td>Jan 2017</td>
<td>Plan is implemented</td>
<td>Jan</td>
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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 the third Monday in August, 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


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**

(LEGAL, LOCAL, 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.