



BURLESON DISTRICT OF INNOVATION PLAN

A “District of Innovation” is a concept passed by the 84th Legislative Session on House Bill 1842 that gives traditional independent school districts most of the flexibility available to Texas’ open enrollment charter schools. In order to exempt certain requirements under the Texas Education Code, a school district must adopt an innovation plan.

The BISD District Educational Improvement Council (DEIC) created this District of Innovation Plan (DOIP) based on the Burleson ISD Strategic Plan Goals to provide the increased flexibility needed to continue to fulfill the needs of our students and community. Careful consideration was given to the selection of the exemptions contained within this plan. Each exemption was chosen to allow BISD the opportunity to personalize and enhance learning for our students. **Please refer to the “Scope of Exemption” on each section of the DOIP to determine if the exemption is intended for the entire district or specific campuses.**

The Burleson ISD five year District of Innovation plan allows the district the discretion to be exempted from certain requirements of the Texas Education Code. BISD is a growing community with unique challenges. Giving our district local control of certain decisions will provide lasting positive effects on our students, parents, and community.

This plan will be posted for public information for 30 days before being presented to the BISD Board of Trustees for approval.



Burleson Independent School District
District Educational Improvement Council Members

Jennifer Mendez	Assistant Principal
Cheryl Essex	Assistant Principal
Karen Woodworth	Assistant Principal
Alex Philips	Community Member
Cindy Alley	Counselor
Julie Knight	CTE Teacher
April Chiarelli	District Admin.
Cretia Basham	District Admin.
Lucretia Gartrell	District Admin.
Coby Kirkpatrick	District Admin.
Angela Long	Elementary Teacher
Sonia Leverett	Elementary Teacher
Robbie Finley	Elementary Teacher
Terri Snell	Elementary Teacher
Candice Cook	Elementary Teacher
Samantha Beckham	Elementary Teacher
Faviola Arevalo	Elementary Teacher
Kayla Carnagie	Elementary Teacher
Emily Sudtelgte-Allen	Elementary Teacher
Lori McCalla	Librarian
Joyce Weeks	Math Specialist
Esperanza Corpus	Parent
William Coleman	Parent
Tina Farnell	Parent
Crystal Kilgore	Parent
Lori Williams	Parent
Joy Burchfield	Principal
Ben Renner	Principal
Brandon Johnson	Principal
Mekasha Brown	Principal
Natalie Stuckey	Reading Interventionist
Janice Sharp	Resource Teacher
Megan Melton	Secondary Teacher
Garrett Clothier	Secondary Teacher
Rebecca Finley-Morgan	Secondary Teacher
Harold Smith	SPED Teacher
Baylor Cain	Student
Wade McCrory	Student
Gianna Hall	Student
Tammy Ruiemshneider	Testing/At-Risk Coordinator

Burleson ISD District of Innovation

Local Guidelines

The BISD District Educational Improvement Council (DEIC) created this District of Innovation Plan (DOIP) based on the Strategic Plan Goals to provide the increased flexibility needed to continue to fulfill the needs of our students and community. Careful consideration was given to the selection of the exemptions contained within this plan. Each exemption was chosen to allow BISD the opportunity to personalize and enhance learning for our students. **Please refer to the “Scope of Exemption” on each section of the DOIP to determine if the exemption is intended for the entire district or specific campuses.**

The Burleson ISD five year District of Innovation plan allows the district the discretion to be exempted from certain requirements of the Texas Education Code. BISD is a growing community with unique challenges. Giving our district local control of certain decisions will provide lasting positive effects on our students, parents, and community.

District of Innovation Process



First Day of Instruction

TEC §25.0811 states: A school district may not begin student instruction prior to the 4th Monday of August.

References to the BISD Strategic Plan

Strategy #2 We will provide students with multiple avenues for specialized instruction and opportunities to advance at their own pace.

Strategy #3 We will equip teachers with resources, training, and time necessary to achieve our strategic objectives.

Current Challenges

This law restricts the district from designing calendars that best meet our students’ needs.

Scope of Exemption

- District flexibility to start school earlier in August
- A more balanced fall and spring semester
- Alignment with college semesters to allow for more opportunities for college summer school
- Create more instructional time before STAAR/EOC/AP exams

Minimum Attendance for Credit

TEC §25.092 states: Except as provided by this section, a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90% of the days the class is offered.

References to the BISD Strategic Plan

Strategy #1 We will design an engaging and challenging curriculum that develops each student’s ability to read, write, think, and defend.

Strategy #2 We will provide students with multiple avenues for specialized instruction and opportunities to advance at their own pace.

Strategy #3 We will equip teachers with resources, training, and time necessary to achieve our strategic objectives.

Current Challenges

This law restricts students from advancing at a more rapid pace than the established curriculum.

Scope of Exemption

- With principal approval, provide the opportunity for students to advance at their own pace once mastery has been achieved without having to complete the mandatory seat time.

Teacher Certification and Appraisal Requirements

TEC §21.003 states: A person may not be an employee as a teacher by a school district unless the person holds appropriate certification or permit issued as provided.

TEC §21.352 states: In appraising teachers, each school district shall use: (1) the appraisal process and performance criteria developed by the commissioner; or (2) an appraisal process and performance criteria.

References to the BISD Strategic Plan

Strategy #2 We will provide students with multiple avenues for specialized instruction and opportunities to advance at their own pace.

Strategy #5 We will offer educational programs of choice that will nurture students' unique talents and promote global citizenship.

Current Challenges

This law inhibits the district's ability to hire professionals with industry experience to teach Career and Technical Education (CTE), STEAM, and specific Fine Arts courses.

Scope of Exemption

- District flexibility to recruit teachers from specific industry trades and offer more CTE courses
- The ability to offer additional Dual Credit or Dual Enrollment courses
- The ability to hire college instructors
- The ability to hire instructors for specialized offerings such as strings, dance, or theatre, potentially in a part-time position
- The ability to evaluate and appraise those non-certified teachers in specialized programs using a locally developed evaluative tool

Minimum Minutes of Instruction

TEC §25.081 states: For each school year, each school district must operate so that the district provides at least 75,600 minutes of instruction, including intermissions and recesses.

References to the BISD Strategic Plan

Strategy #2 We will provide students with multiple avenues for specialized instruction and opportunities to advance at their own pace.

Strategy #3 We will equip teachers with resources, training, and time necessary to achieve our strategic objectives.

Current Challenges

This law restricts the district from the flexibility necessary to allow for innovative scheduling that meets students' needs.

Scope of Exemption

- Provide scheduling options for Burleson Collegiate High School and Crossroads High School to allow students to receive instruction and gain credits to meet their unique needs
- Provide opportunities for students to complete coursework necessary for graduation through Optional-Flexible School Day Program (OFSDP) without waiver renewal through the Texas Education Agency

Campus Behavior Coordinator

TEC §37.0012 states: A person must be designated to serve as the campus behavior coordinator who is primarily responsible for maintaining student discipline and implementation of Chapter 37.

References to the BISD Strategic Plan

Strategy #4 We will establish a college-going culture on every BISD campus that intentionally prepares students for future endeavors.

Strategy #5 We will offer educational programs of choice that will nurture students' unique talents and promote global citizenship.

Current Challenges

This law inhibits the campus administrative team from establishing a culture of responsibility and expectations.

Scope of Exemption

- By eliminating the Campus Behavior Coordinator designation, Burleson ISD leaves the responsibility of discipline coordination to the principal and assistant principal and allows campuses to focus on building a culture of responsibility which will assist in preparing our students for the responsibilities and expectations of their future and promote global citizenship.

Probationary Teacher Contracts

TEC §21.102(b) states: A probationary contract 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 with the district.

References to the BISD Strategic Plan

Strategy #1 We will design an engaging and challenging curriculum that develops each student's ability to read, write, think, and defend.

Strategy #2 We will provide students with multiple avenues for specialized instruction and opportunities to advance at their own pace.

Strategy #3 We will equip teachers with resources, training, and time necessary to achieve our strategic objectives.

Strategy #4 We will establish a college-going culture on every BISD campus that intentionally prepares students for future endeavors.

Strategy #5 We will offer educational programs of choice that will nurture students' unique talents and promote global citizenship.

Current Challenges

This law inhibits the district from having sufficient time to evaluate a teacher's effectiveness in the classroom due to the timing of contracts relative to the schedule of state assessments or CTE course completion.

Scope of Exemption

- Upon exemption, all new contract employees will be subject to the probationary period set forth in TEC §21.102(c) which allows a teacher to remain on a probationary contract up to three (3) years. This will allow more time for the district to fairly and thoroughly assess an employee's performance.
- Allow the district to foster a growth mindset within new teachers, including those employed from an industry trade and those employed for a specialized curriculum.