

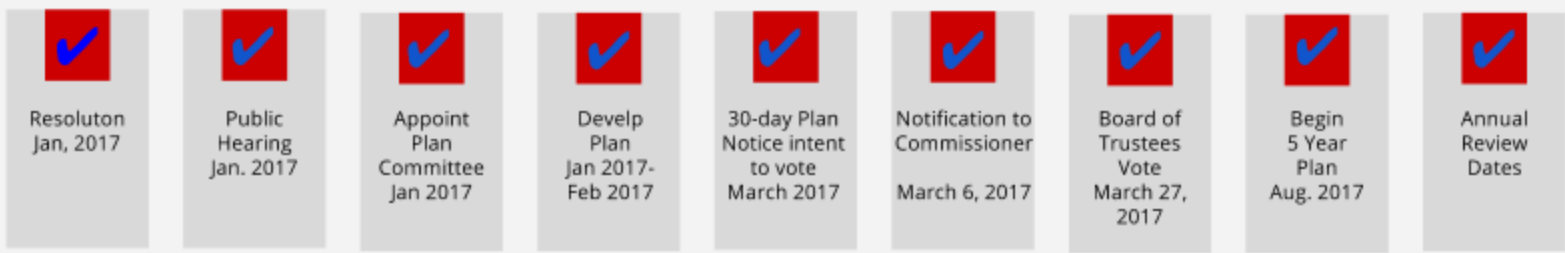
# Burleson ISD District of Innovation

## 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.

### Current Challenges

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

### Scope of Exemption

- With principal approval, and in unique and extenuating circumstances, this exemption provides 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 employed 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 for management and oversight of campus discipline to the principal while allowing the assistant principals to administer daily discipline activities. This allows campuses to focus on building a culture of responsibility that will assist in preparing our students for the responsibilities and expectations of their future.

## 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.