

District of Innovation Plan Presentation

Monday, February 11, 2019

Bandera Independent School District

District of Innovation--Developing the Plan

- Collaborative and Interactive Process
- Reviewed Draft Calendar proposals
- Reviewed District of Innovation Plans from throughout the state
- Sought feedback from campus staff regarding the calendar proposals
- Narrowed the scope of the Exemptions chosen for the DOI Plan



Timeline For District of Innovation (DOI)

November 2018

- *Board Workshop held with information related to District of Innovation Process*
- *At regular meeting, Trustees approved a resolution to hold a public hearing for District of Innovation*
- *Public hearing held for District of Innovation*
- *Trustees appointed District of Innovation committee*

December 2018 DOI/DIC meeting

- *DOI committee meets to review plans for areas for research*
- *DOI committee considered draft calendars and returned to campuses for staff feedback.*

Timeline For District of Innovation

January 15, 2019

- *District of Innovation Committee continued research and made recommendations to district administration regarding proposed exemptions.*
- *Committee approved Student Calendar Proposal for 2019-2020 school year.*

Monday, February 4, 2019

- *BISD administration made recommendations for proposed exemptions to DOI Committee.*
- *Committee approved final recommendation to the Board of Trustees for the BISD District of Innovation plan*

Timeline For District of Innovation

Monday, February 11, 2019

- DOI Proposed Plan shared with Board of Trustees
- Post the District of Innovation plan on the district website for 30 days for public commentary and review

March 2019 Board of Trustees Meeting

- Board of Trustees will consider action on the Bandera ISD District of Innovation Plan
- If approved, the District of Innovation Plan will go into effect for five school years beginning July 1, 2019, through June 30, 2024.

District of Innovation Plan: Reviewing the Proposal

Bandera Independent School District

Exemption: First Day of Instruction

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

Current Challenges

This requirement restricts the district from designing a student calendar that best meets the needs of our students, staff, and community.

Scope of Exemption/Benefits

- Allows the district flexibility to start school earlier in August.
- Allows additional professional development days throughout the calendar.
- Allows additional teacher workdays to prepare for school.
- Creates a more balanced fall and spring semester.
- Better aligns with college semesters to allow students opportunities for college summer learning.

Exemption: Teacher Certifications in Designated Areas

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.

Current Challenges

This law inhibits the district's ability to hire professionals with industry experience to teach Career and Technical Education (CTE) courses or in other areas that the district may designate that are high-need or difficult-to-fill positions.

Scope of Exemption/Benefits

- This exemption is intended to be used conservatively and only in areas that are specifically designated by the Board of Trustees.
- Provides the district flexibility to recruit teachers from specific industry trades and offer more CTE courses.
- Provides the opportunity to potentially offer additional Dual Credit or Dual Enrollment courses.
- Provides greater flexibility in hiring college instructors.
- Provides the ability to evaluate and appraise non-certified teachers in specialized programs using a locally-developed evaluative tool.

Exemption: Probationary 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.

Current Challenges

This requirement inhibits the district from having sufficient time to evaluate an employee's effectiveness on the job. The one-year requirement means that the district has only a few months to determine if the employee is a good fit for the district before moving to a term contract.

Scope of Exemption/Benefits

- 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 for up to three (3) years. This allows more time for the district to fairly and thoroughly assess an employee's performance.
- Allow the district to more fully acclimate employees who are new to Bandera ISD.

Exemption: 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.

Current Challenges

This requirement inhibits the ability of campus administrative teams to share responsibility and establish a culture of high expectations since it requires a single person to be the Campus Behavior Coordinator.

Scope of Exemption/Benefits

- Leaves the responsibility of management and oversight of campus discipline to the principal and allows assistant principals to administer daily discipline activities.
- 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.

Drafting a Calendar Recommendation

2019 - 2020 School Year

Important Notes about School Calendars

- Our Focus: To build a Calendar that is great for **student learning**
- The Calendar must include 75,600 minutes of instruction
- Teachers must work 187 days
 - Having fewer days of instruction **requires more** Work Days or Professional Development Days
- Expectations of our community
 - When school starts and ends
 - Traditional holidays and breaks
 - Impact on families



Calendar Recommendation of the Committee

- **School starts on Monday, August 19, 2019**
- **School ends on Friday, May 22, 2020**
- Creates more balance between fall and spring semesters
- Better aligns with college calendars
- Extended Fall Break for students
- Includes traditional holidays (Thanksgiving, Christmas, Spring Break)
- Allows for more Work Days at the beginning of the school year
- Allows additional Professional Development days within the school year
- Includes two Early Release days (12/20 and 5/22)
- Two “Trade Days” in November
- 170 Days of Instruction*

****Important: Requires extending the day at Elementary by 10 minutes***



P.O. Box 727 • Bandera 78003 (830) 460-3890

First Day of School by Law: August 19, 2019
Last Day of School: May 22, 2020
Students: 170 days, Teachers: 187 days

First Semester			
1st 6 Wks.	29	12,760	13,050
2nd 6 Wks.	28	12,320	12,600
3rd 6 Wks.	24.5	10,780	11,025
Total	81.5	35,860	36,675
Second Semester			
4th 6 Wks.	27	11,880	12,150
5th 6 Wks.	29	12,760	13,050
6th 6 Wks.	32.5	14,300	14,625
Total	88.5	38,940	39,825
Yearly	170	74,800	76,500

Progress Reports:	Report Cards:

LEGEND:	
	Student & Teacher Holiday
	Staff Development Day (Student Holiday) Or Trade Day (Student Holiday)
E	Early Release Day (12:00 PM for students) Minutes must be made up if district falls under 75,600 minutes.

BANDERA ISD TELEPHONE NUMBERS

Alkek Elementary	(830) 460-3900
Hill Country Elementary	(830) 460-3901
Bandera Middle School	(830) 460-3899
Bandera High School	(830) 460-3898
Transportation Department	(830) 460-3897

2019-2020 BISD SCHOOL CALENDAR Draft A

July 2019							January 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6				1	2	3	4
7	8	9	10	11	12	13	5	6w	(7	8	9	10	11
14	15	16	17	18	19	20	12	13	14	15	16	17	18
21	22	23	24	25	26	27	19	20pd	21	22	23	24	25
28	29	30	31				26	27	28	29	30	31	

August 2019							February 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3							1
4	5w	6w	7pd	8pd	9pd	10	2	3	4	5	6	7	8
11	12p	13pd	14pd	15w	16w	17	9	10	11	12	13	14	15
18	(19	20	21	22	23	24	16	17pd	(18	19	20	21	22
25	26	27	28	29	30	31	23	24	25	26	27	28	29

September 2019							March 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	(30						29	30	31				

October 2019							April 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5				1	2	3	4
6	7	8	9	10	11pd	12	5	(6	7	8	9	10	11
13	14	15	16	17	18	19	12	13 BW2	14	15	16	17	18
20	21	22	23	24	25	26	19	20	21	22	23	24	25
27	28	29	30	31			26	27	28	29	30		

November 2019							May 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2						1	2
3	4	5	6	7	8	9	3	4	5	6	7	8	9
10	(11	12	13	14	15	16	10	11	12	13	14	15	16
17	18	19	20	21	22	23	17	18	19	20	21	22E	23
24	25tr	26tr	27	28	29	30	24	25	26w bw	27w	28	29	30
							31						

December 2019							June 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7		1	2	3	4	5	6
8	9	10	11	12	13	14	7	8	9	10	11	12	13
15	16	17	18	19	20E	21	14	15	16	17	18	19	20
22	23	24	25	26	27	28	21	22	23	24	25	26	27
29	30	31					28	29	30				