



DISTRICT
OF INNOVATION PLAN
2022-2027
(Amended September 2023)



Aligned with the Bastrop ISD Strategic Plan

Board of Trustees

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Billy Moore, Vice President

Kelley Seekatz, Secretary

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Barry Edwards, Superintendent

Penné Liefer, Associate Superintendent of Human Resources & Administrative Services

Dr. Kristi Lee, Associate Superintendent of Communications & Community Relations

Dr. Laila Olivarez, Associate Superintendent Curriculum & Administrative Services

Scot Bunch, Chief of Police/Director of Safety & Security

Dina Edgar, Chief Financial Officer

What is a District of Innovation?

The District of Innovation (DOI) concept is part of Texas House Bill 1842, passed during the 84th Legislative Session in 2014, and allows traditional school districts the opportunity to utilize flexible operation strategies similar to open-enrollment charter schools. The DOI process and this local innovation plan are fully integrated with the Strategic Plan developed during the strategic design process which was Board approved at the April, 2022 Board meeting.

The Texas Education Agency provides helpful information on the DOI process as well as a list of districts in Texas who are Districts of Innovation. The Texas Association of School Boards is another great resource to understand the process of becoming a District of Innovation as well as what other districts around the state have done.

Timeline

<p style="text-align: center;">BISD Board of Trustees Appoints Local Innovation Committee February 15</p>
<p style="text-align: center;">Local Innovation Committee Meets to Develop District of Innovation Plan March 21 April 5 April 20 April 28</p>
<p style="text-align: center;">Local Innovation Committee Approves Draft Plan, Posts for Public Comment, and Board Notifies Commissioner of Intent to Vote May 2, 2022</p>
<p style="text-align: center;">Local Innovation Committee Hosts Public Hearing and Votes on Innovation plan May 17, 2022</p>
<p style="text-align: center;">BISD Board of Trustees Vote on Adoption of Local Innovation Plan May 17, 2022</p>
<p style="text-align: center;">BISD Notification to Commissioner of Education on Plan Approval May 18, 2022</p>

Term

The renewed term of this Plan is for five years beginning May 17, 2022 and ending May 17, 2027, unless amended, rescinded, or terminated earlier by the Board in accordance with TEC §12A.006, §12A.007, and §12A.008. The Committee will annually monitor the effectiveness of the Plan and recommend to the Board any suggested modification to the Plan on or before May 1st of each year of implementation. Following approval of the renewal of the Shepherd ISD District of Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency. The original term of this Plan was for five years beginning May 17, 2017 and ending May 17, 2022.

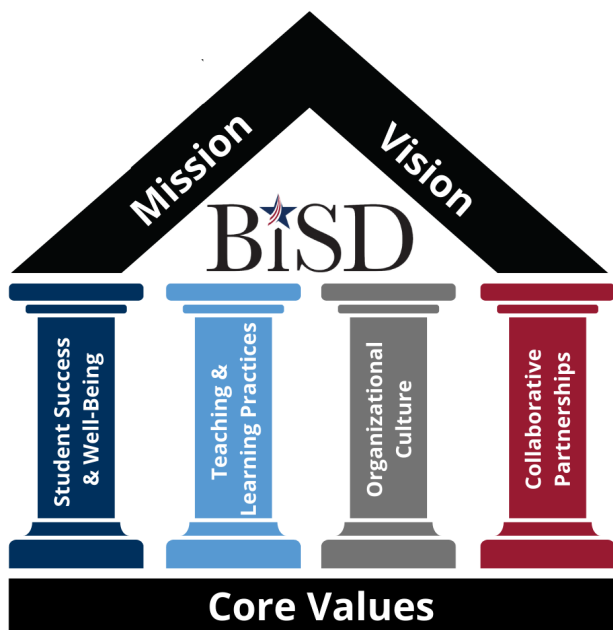
Local Innovation Committee

MEMBER	RELATIONSHIP TO BISD
Ronquillo, Dera	Bluebonnet Elementary School (Teacher)
Rust, Cynthia	Cedar Creek Elementary School (Teacher)
Peters, Jacob	Cedar Creek Elementary School (Teacher)
Torres, Gabrielle	Emile Elementary School (Teacher)
Hinesley, Christni	Emile Elementary School (Teacher)
Morriss, Kim	Lost Pines Elementary School (Teacher)
Jackson, Maddison	Mina Elementary School (Teacher)
Braendle, Amanda	Mina Elementary School (Teacher)
Moilan, Heather	Mina Elementary School (Teacher, Parent)
Gustafson, John	Red Rock Elementary School (Teacher)
Holford, Sylvia	Red Rock Elementary School (Teacher)
Kisamore, Kristi	Bastrop Intermediate School (Principal)
Hanna, Melissa	Bastrop Intermediate School (Teacher)
Thompson, Sara	Bastrop Intermediate School (Teacher)
Wilbraham, Chris	Bastrop Intermediate School (Teacher)
Smith, Kimberly	Cedar Creek Intermediate School (Teacher)
Dougherty, Lisa	Bastrop Middle School (Teacher)
Juengerman, Barbara	Bastrop Middle School (Teacher)
DeBlasio, Elizabeth	Bastrop Middle School (Teacher)
Montoya, Fabiola	Bastrop Middle School (Teacher)
Bullock, Margo	Cedar Creek Middle School (Teacher)
Cholette, Emily	Cedar Creek Middle School (Teacher)
Mouser, Nathan	Bastrop High School (Teacher)

Cornelius, Bridgette	Cedar Creek High School (Principal, Parent)
McAnnally-Linz, Jessica	Cedar Creek High School (Teacher)
Workman, Josh	Cedar Creek High School (Teacher)
Lederman, Amberly	Cedar Creek High School (Teacher)
Sharp, Amy	Colorado River Collegiate Academy (Teacher)
Elwood, Von	Gateway DAEP (Teacher)
Solorzano, Fernando	Gateway DAEP (Teacher)
Torres, Nickole	Gateway DAEP (Teacher)
Seekatz, Kellye	Board of Trustees (Board Member)
Edwards, Barry	BISD Service Center (Superintendent)
Lee, Kristi	BISD Service Center (District Administrator)
Liefer, Penné	BISD Service Center (District Administrator)
Olivarez, Laila	BISD Service Center (District Administrator)
Edgar, Dina	BISD Service Center (District Administrator)
Bunch, Scot	BISD Service Center (District Administrator)
King, Reba	BISD Service Center (District Administrator)
Wanek, Jackie	BISD Service Center (District Administrator)
Casey, Cole	BISD Service Center (Service Center)
Tawater, Chris	BISD Service Center (Service Center, Parent)
Bauer, Weston	SSAC
Martinez, Jazmin	SSAC
Hall, Fallon	SSAC
Zhu, Mabel	SSAC
Pinkston, Sky	Business Member (Parent)
Hudson, Galadriel	Parent Member
Malone, Toni	Teacher Organization BFT
Cutshall, Kelly	Teacher Organization ATPE



2022 STRATEGIC PLAN



Their Future is Our Focus.

Mission

The mission of the Bastrop Independent School District is to develop and educate every student so they can make a positive impact on their families, the workforce, and the greater community.

Vision

Our vision is that every student graduates prepared for life's challenges and ready for tomorrow's opportunities.

Motto

Their future is our focus.

Core Values

- ★ School is a place of belonging, dignity, and mutual respect.
- ★ Learning experiences that encourage students to be creators and producers will prepare them to reach their full potential.
- ★ Emotional intelligence and practical work skills are as important as academic knowledge.
- ★ Analyzing information and thinking critically should be part of the daily life of students and staff.
- ★ Strong relationships between families, educators, businesses, and non-profit agencies will ensure our students and our community thrive.

Strategic Priorities



Student Success and Well-Being

- ★ BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.
- ★ BISD will identify work/life skills most important for students to know and create a framework for implementing them.
- ★ BISD will develop systems and structures that value student ownership of their academic and behavioral success.

Teaching and Learning Practices

- ★ BISD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.
- ★ BISD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.
- ★ BISD will enhance professional learning with opportunities for teachers to visit/observe model classrooms that successfully blend the teaching of academic content, practical work skills, and critical thinking.

Organizational Culture

- ★ BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.
- ★ BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.
- ★ BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Collaborative Partnerships

- ★ BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.
- ★ BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.
- ★ BISD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

Local Innovation Plan Components

The components outlined below are identified in order of their location in the Texas Education Code. For each component, we have identified the related Strategic Plan strategic priority and the related BISD board policy.

Component #1

Certification Requirements
<p>Strategic Priority: Teaching and Learning Practice</p> <p>Strategic Priority: Organizational Culture</p>
<p>Education Code: 21.003, 21.053</p> <p>Policy: DK(LEGAL), DK(LOCAL)</p>
<p>Requirement:</p> <p>School districts always seek to hire a certified and highly qualified teacher for its open positions. With the current staffing situations this often presents a challenge. In the event a district cannot locate a certified teacher for a position, or if an educator is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA has the flexibility to approve or deny this request. Currently, non-certified professionals cannot be hired or paid without proper credentials on file with the State Board of Education.</p>
<p>Approved Flexibility:</p> <p>BISD will continue to seek qualified applicants with a TEA certification for all teaching positions. However, if a satisfactory candidate is not available, the District would be permitted to:</p> <ul style="list-style-type: none">● Employ an uncertified person.<ul style="list-style-type: none">○ An individual may be eligible to teach any course on a non-certified contract not to include certifications for special education and bilingual education.● Allow a certified teacher to teach outside of their certification area or grade level.<ul style="list-style-type: none">○ Allowing elementary certified teachers to teach in either intermediate or middle schools, middle school certified teachers to teach in either elementary or high schools and high school certified teachers to teach in middle schools. <p>The District shall develop minimum required qualifications for persons hired in the above manner and will also require certain professional development in the areas of student management, instructional strategies, curriculum and parent engagement.</p> <p>The district will require the individual to complete certification requirements within three years of employment.</p> <p>BISD will continue to provide notification to the parents/guardians of students in those classes where the instructor does not hold a traditional teaching certificate in that particular content area.</p>

Component #2

Certification of Educators from Outside the State and Presentation

Strategic Priority: Teaching and Learning Practice

Strategic Priority: Organizational Culture

Education Code: 21.052 and 21.053

Policy: DK(LEGAL), DK(LOCAL), DBA

Requirement:

In the event a district cannot locate a state certified teacher for a position, the district must submit a request to the Texas Education Agency. Out-of-state certified teachers are required to complete Texas certification requirements. TEA has the flexibility to approve or deny this request. Currently, non-certified professionals cannot be hired or paid without proper credentials on file.

Approved Flexibility:

Bastrop ISD will be able to fill vacancies by recognizing out-of-state and/or international certifications as highly qualified.

The district will require the individual to complete the Texas certification requirements for the assigned teaching field within three years of employment.

BISD will continue to provide notification to the parents of students in those classes where the instructor does not hold a traditional teaching certificate in that particular content area

Component #3

Probationary Contract (Teachers New to District with 5 of 8 Years)

Strategic Priority: Organizational Culture

Education Code: 21.102(b)

Policy: DCA(LEGAL)

Requirement:

Probationary contracts may not exceed one year for an employee new to the district but who has been employed for at least five of the previous eight years in public education.

Approved Flexibility:

Bastrop ISD will be able to extend a teacher's probationary contract to a second year with documentation and a plan for measurable improvement. BISD receives several important benefits with this flexibility:

- Access to meaningful professional development for the teacher new to BISD.
- Extended support for teachers to ensure growth and retention.
- Additional opportunities for a campus administrator to observe the teacher, make recommendations for improvement, provide support, and more fully determine the staff member's effectiveness.

Component #4

Performance Appraisals - TTESS

Strategic Priority: Teaching and Learning Practice

Education Code: 21.352

Policy: DNA(LEGAL), DNA(LOCAL)

Requirement:

The State implemented a new teacher appraisal system in 2016-2017 called the Texas Teacher Evaluation and Support System (T-TESS). The domains within these systems are developed by the State to meet the needs of the entire State of Texas.

Approved Flexibility:

Bastrop ISD will be able to develop a local appraisal system to align with district and campus goals. The system will include classroom observations and walkthroughs, goal setting, tracking and collecting of data on student progress toward identified learning objectives, and surveys. In addition, clinical supervision, collaboration, professional growth, and reflection also may be included in the local appraisal system. State standardized test scores will be excluded.

Teachers who have three or more consecutive evaluations rated proficient or higher may be exempted from evaluation for up to three consecutive years. Goal setting and reflection will continue to be required on a yearly basis to ensure continued focus on student outcomes and professional rapport.

Component #5

Transfer of Student

Strategic Priority: Organizational Culture

Education Code: 25.036

Policy: FDA(LOCAL)

Requirement:

A district may choose to accept students who are not entitled to enroll in the district through the student transfer process. The transfer time frame is interpreted to be a period of one school year.

Approved Flexibility:

Bastrop ISD will be able to revoke a student's transfer during the academic year based on disciplinary infractions, DAEP placements, expulsions, and/or attendance.

Additionally, if any information is misrepresented in the transfer application or any transfer documentation, the student transfer may also be revoked.

Component #6

School Calendar - Uniform School Start Date

Strategic Priority: Organizational Culture

Education Code: 25.0811

BISD Board Policy: EB (LEGAL)

Requirement:

Students may not begin school before the 4th Monday of August. In the past, districts could apply for a waiver to start the school calendar earlier in August to meet the needs of the local community. Several years ago the Texas Legislature removed the waiver process and as a result, all districts were required to begin school on the 4th Monday with no exceptions.

Approved Flexibility:

Bastrop ISD will be able to start the instructional school year earlier, but not before the 2nd Monday of August. BISD receives several important benefits with this flexibility:

- Increased local control of the instructional calendar to be more responsive to the needs of students, teachers, and community.
- Provide an opportunity to balance days of instruction between first and second semesters which allows for more efficient instructional pacing.
- Enhanced responsiveness to bad weather or disaster needs.
- Ability to create a short start week to ease transitioning for students to a new campus
- Adequate time to provide remediation for any students retesting in June.

In addition, starting earlier in August allows more instruction time prior to state-mandated testing and retesting, as well as AP and SAT testing. Finally, it balances the number of days in each semester to align with our college and university partners. That balance is important for students taking dual credit courses.

Component #7

Minimum Attendance for Class Credit or Final Grade (90% rule)

Strategic Priority: Teaching and Learning Practice

Strategic Priority: Organizational Culture

Education Code: 25.092

Policy: FEC (LEGAL), FEC(LOCAL)

Requirement:

State law currently requires students to attend class 90 percent of the school days on a district calendar. The law also requires districts to award credit to students based on the time a student is present in a classroom for instruction, as well as mastery of content and subject proficiency. A student who has demonstrated mastery of the subject but has not met the 90% attendance requirement is denied credit.

Approved Flexibility:

Bastrop ISD will be able to take into consideration for meeting the 90% attendance requirement for student absences due to extra/co-curricular activities, enriching activities, academic activities, or other extenuating circumstances approved by the campus principal. BISD receives several important benefits with this flexibility:

- Promotion of student engagement, social development, and emotional development by encouraging more students to participate in such activities.
- Ability to award credit to students who can demonstrate their understanding of concepts rather than having attended a certain number of school days.
- Decrease dropout percentages.

BISD will investigate options to award credit for courses based on content mastery, not the amount of time the student spends in the classroom. Some examples may include a student’s proof of performance, registration of event, performance program, or extenuating circumstances documentation.

Relief from Section 25.092 does not in any way impact or alter existing compulsory attendance requirements or University Interscholastic League ("UIL") rules. Opting out of Section 25.092 in no way limits or modifies a teacher's right to determine the finality of a grade or to assign grades.

Component #8

Designation of Campus Behavior Coordinator

Strategic Priority: Organizational Culture

Education Code: 37.0012

Policy: FO(LEGAL)

Requirement:

Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Approved Flexibility:

Bastrop ISD will be able to utilize a collaborative approach to student discipline on the campuses rather than have a single designated person. Principals will create a system where duties are shared among the administrative staff. This allows a more personal and effective approach to student discipline and better communication with parents. This should also decrease time out of the classroom which results in loss of instruction.

Component #9
(Amended September 2023)

Removal of Certain Conduct

Strategic Priority: Organizational Culture

Education Code: 37.006; 37.008

Policy: FO(LEGAL); FOC (LEGAL)

Requirement:

Effective September 1, 2023, TEC [37.006](#) mandates the following:

(b) Subject to the requirements of Section [37.009\(a\)](#), a student shall be removed from class and placed in a disciplinary alternative education program as provided by Section [37.008](#) if the student:

(2) commits the following on or within 300 feet of school property, as measured from any point on the school's real property boundary line, or while attending a school-sponsored or school-related activity on or off of school property:

(C) sells, gives, or delivers to another person or possesses or uses or is under the influence of:

(C-1) possesses, uses, or is under the influence of, or sells, gives, or delivers to another person marihuana, as defined by Section [481.002](#), Health and Safety Code, or tetrahydrocannabinol, as defined by rule adopted under Section [481.003](#) of that code;

(C-2) possesses, uses, sells, gives, or delivers to another person an e-cigarette, as defined by Section [161.081](#), Health and Safety Code;

Approved Flexibility:

The above language allows no flexibility, other than the mandatory mitigating factors provided in TEC [37.001](#). Previously, districts could handle student misconduct regarding e-cigarettes and /or vape pens pursuant to their respective Codes of Conduct or Student Handbook. The statute essentially creates a zero tolerance, automatic DAEP placement for students.

Innovation Strategies:

- Relief from the statute will allow Bastrop ISD to develop its own discipline matrix as it relates to the above instances of misconduct.
- Relief from the statute will enable Bastrop ISD to offer students on their first and second offense a lesser consequence for violating the above statute, such as detention, in-school suspension, or another appropriate consequence with an educational component and then enforcing the statute as written for each additional instance of misconduct, as appropriate.



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