



## DISTRICT OF INNOVATION PLAN 2017-2022

Approved by the Bastrop ISD Board of Trustees May 16, 2017  
Aligned with the Bastrop ISD Strategic Action Plan



---

## **Board of Trustees**

Ashley Mutschink, President

Molly McClure, Vice President

Matthew Mix, Secretary

James Allen

Billy Moore

Glenn Peterson

Kellye Seekatz

## **District Administration**

Steve Murray, Superintendent

Barry Edwards, Deputy Superintendent

Dr. Kristi Lee, Executive Director of Communications & Community Services

Terrell King, Executive Director of Human Resources

Dr. Jason Hewitt, Chief Academic Officer-Secondary

Penné Liefer, Chief Academic Officer-Elementary

Sandra Callahan, Chief Financial Officer

Jeff Yarbrough, Chief of Police & Operations

---

## 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 Action Plan developed during the strategic design process.

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. TASB has created a [searchable chart](#) that presents district plans that are final or in process.

## Timeline

<b>Community Meetings to Inform and Explain District of Innovation and Process</b>			
<i>BISD Board</i> January 10	<i>Teacher Organizations</i> January 12 February 15	<i>District Leaders</i> February 2	<i>District Performance Committee</i> February 9
<b>BISD Board Considers Adoption of Resolution to Become District of Innovation</b> February 21			
<b>BISD Board Holds Public Hearing</b> February 21			
<b>BISD Board of Trustees Appoints Local Innovation Committee</b> February 21			
<b>Local Innovation Committee Meets to Develop District of Innovation Plan</b> March 23 March 30 April 6 April 10			
<b>Local Innovation Committee Approves Draft Plan, Posts for Public Comment, and Board Notifies Commissioner of Intent to Vote</b> April 11			
<b>Local Innovation Committee Hosts Public Hearing and Votes on Innovation plan</b> May 11			
<b>BISD Board of Trustees Vote on Adoption of Local Innovation Plan</b> May 16			
<b>BISD Notification to Commission of Education on Plan Approval</b> May 17			

---

## Local Innovation Committee

MEMBER	RELATIONSHIP TO BISD
Faircloth, Laura	Bluebonnet Elementary School (Teacher)
Hitt, Laura	Cedar Creek Elementary School (Teacher)
Ronquillo, Dera	Cedar Creek Elementary School (Teacher)
Benavides, Anna	Emile Elementary School (Teacher)
Hinesley, Cristni	Emile Elementary School (Teacher)
Patrolia, Jana	Lost Pines Elementary School (Teacher)
Sand, Dawn	Lost Pines Elementary School (Teacher)
Fiebrich, Chris	Mina Elementary School (Teacher)
King, Reba	Mina Elementary School (Principal, Parent)
O'Dell, Rebecca	Mina Elementary School (Teacher)
Darnell, Kristi	Red Rock Elementary School (Instructional Coach)
McGarey, Molly	Red Rock Elementary School (Teacher)
Autrey, Stephen	Bastrop Intermediate School (Principal, Parent)
Bullock, Margaret	Bastrop Intermediate School (Teacher)
Willoughby, Mark	Bastrop Intermediate School (Administrator, Parent)
Gill, Susan	Cedar Creek Intermediate School (Teacher)
Miranda, Kristi	Cedar Creek Intermediate School (Teacher)
Dougherty, Lisa	Bastrop Middle School (Teacher)
Green, Michelle	Bastrop Middle School (Teacher)
Koi, Jacki	Cedar Creek Middle School (Teacher)
Parish, Karessa	Cedar Creek Middle School (Teacher)
Currie, Alysha	Bastrop High School (Teacher)
Siller, Christin	Bastrop High School (Teacher)
Talley, Clint	Bastrop High School (Teacher)

Cornelius, Bridgette	Cedar Creek High School (Principal, Parent)
Jones, Kelsey	Cedar Creek High School (Teacher)
Ferris, Pam	Cedar Creek High School (Teacher)
Scroggs, Krysti	Cedar Creek High School (Teacher)
Hallamek, Jim	Colorado River Collegiate Academy (Teacher, Parent)
Pounds, Joy	Gateway DAEP (Teacher)
Solorzano, Fernando	Gateway DAEP (Teacher)
Bohmont, Tracy	Genesis High School (Teacher)
Seekatz, Kellye	Board of Trustees (Trustee, Parent)
Murray, Steve	BISD Service Center (Superintendent)
Callahan, Sandra	BISD Service Center (District Administrator)
Edwards, Barry	BISD Service Center (District Administrator)
Hewitt, Jason	BISD Service Center (District Administrator)
King, Terrell	BISD Service Center (District Administrator)
Lee, Kristi	BISD Service Center (District Administrator)
Liefer, Penné	BISD Service Center (District Administrator)
Yarbrough, Jeffrey	BISD Service Center (District Administrator)
Hudson, Les	BISD Service Center (Director)
Melgar-Cook, Patricia	BISD Service Center (Director)
Waneck, Jackie	BISD Service Center (Director)
Lindsley, Sutton	Superintendent Student Advisory Council (BHS 10 <sup>th</sup> grade)
DePaz, Natalia	Superintendent Student Advisory Council (CRCA, 11 <sup>th</sup> grade)
Jones, Devon	Superintendent Student Advisory Council (CCHS, 11 <sup>th</sup> grade)
Woodley, Alyssa	Superintendent Student Advisory Council (CCHS, 10 <sup>th</sup> grade)
Armstrong, Carol	Business Member
Dailey, Virginia	Community Member
Weilert, Evelyn	Community Member
Brady, Nancy	Parent Member

Carter, Karen	Parent Member
George, Sheri	Parent Member
Chapman, Kim	Teacher Organization BFT (Teacher, Parent)
Cutshall, Kelly	Teacher Organization ATPE (Teacher, Parent)
Hansen, Mariana	Teacher Organization TCTA (Teacher)
Mills, Dianne	Teacher Organization TSTA (Teacher)

<b>Additional Contributors</b>	
<b>CONTRIBUTOR</b>	<b>RELATIONSHIP TO BISD</b>
Bennett, Rebecca	Bastrop High School (Teacher)
Prater, Cary	Cedar Creek High School (Teacher)
Waldrip, Liz	Bastrop Education Foundation Member

---

## Strategic Action Plan

### Call to Action

Graduates of Bastrop ISD are empowered to become successful and productive in a global society.

### Mission

As a leader in innovative, student-centered education, the mission of Bastrop ISD is to ignite passion for lifelong learning and to successfully motivate and prepare all students to compete globally by ensuring they are engaged in diverse, rigorous, and relevant learning experiences that incorporate 21st Century skills.

### Beliefs

- A diverse and engaging environment contributes to successful learning.
- Serving the individual needs of all learners is central to our mission.
- Community collaboration directly results in the growth of our schools.
- Education empowers everyone.
- People feel valued when they are heard.
- Involvement beyond the classroom contributes to student success.

### Our Profiles

#### *The Learner...*

- Communicates effectively, both verbally and nonverbally.
- Engages in collaborative practices.
- Applies fundamental content knowledge.
- Respects and empathizes with others.
- Utilizes critical thinking skills to creatively solve problems.

#### *The Teacher...*

- Communicates effectively, both verbally and nonverbally.
- Exhibits passion about education.
- Designs engaging instruction and adjusts based on student needs.
- Develops and nurtures positive and productive relationships.
- Models life-long learning and content knowledge.

#### *The Leader...*

- Communicates effectively through a variety of means.
- Promotes a vision and fosters an innovative culture that advocates in the best interests of students.
- Exemplifies service-oriented leadership.
- Demonstrates adaptability.
- Builds and maintains a school culture that fosters a growth mindset.

### Our Goals

1. We will develop and maintain a system of instruction that differentiates for every student's needs.
2. We will increase the effectiveness of communication throughout the BISD community.
3. We will recruit, equip, and retain staff to increase instructional continuity and quality.
4. We will strengthen and develop partnerships with students, parents, businesses, and community members in order to empower learner success and productivity.

---

## 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 Action Plan goal and the related BISD board policy.

Certification Required (Assignments and Schedules) and Presentation and Recording of Certificates
<p><b>Goal 1:</b> We will develop and maintain a system of instruction that differentiates for every student’s needs.</p> <p><b>Goal 3:</b> We will recruit, equip, and retain staff to increase instructional continuity and quality.</p>
<p><b>Education Code:</b> 21.003, 21.053</p> <p><b>Policy:</b> DK(LEGAL), DK(LOCAL)</p>
<p><b>Requirement:</b></p> <p>School districts always seek to hire a certified and highly qualified teacher for its open positions. In high-demand and/or hard-to-fill areas, however, 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 then approves or denies this request. Currently, non-certified professionals cannot be hired or paid without proper credentials on file.</p>
<p><b>Approved Flexibility:</b></p> <p>Although BISD will continue to seek traditionally certified candidates for all teaching positions, the district will be able to recruit and hire individuals with expertise and/or industry experience in the field to fill vacancies in the high-demand and/or hard-to-fill areas of Career and Technology Education, dual credit, secondary math, and secondary science. BISD receives several important benefits with this flexibility:</p> <ul style="list-style-type: none"><li>● Access to a broader applicant pool, including community college instructors, university professors, and internal applicants seeking assignments outside of their certification area.</li><li>● Access to learning networks for traditionally hard-to-fill Career and Technology Education classes while maintaining a high quality of instruction designed to provide students with real-world, practical knowledge and experience.</li></ul> <p>BISD will develop minimum required qualifications for individuals hired for such positions and will outline required professional development in the areas of student management, instructional strategies, curriculum, and parent engagement. The district would expect the individual to complete certification requirements within three years of employment.</p> <p>Another important benefit of this flexibility is allowing middle school and high school students who need foundational instruction in basic reading to be taught by certified Elementary Reading Teachers. Allowing teachers who are certified to teach in grade levels below or above their certification improves recruitment of qualified educators to BISD. BISD would consider approval of teachers certified through grade 6 to teach in grades 7 or 8 and teachers certified to teach grades 9-12 to teach grades 6, 7, or 8.</p> <p>BISD will continue to provide notification to the parents of students in those classes that the instructor does not hold a traditional teaching certificate in that particular content area.</p>



---

### Certification of Educators from Outside the State and Presentation and Recording of Certificates

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**Goal 3:** We will recruit, equip, and retain staff to increase instructional continuity and quality.

**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 then approves or denies 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 for high-demand and/or hard-to-fill positions by recognizing out-of-state and/or international certifications as highly qualified. The district would expect the individual to complete Texas certification requirements within three years of employment.

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

**Goal 3:** We will recruit, equip, and retain staff to increase instructional continuity and quality.

**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.

---

## Employment Policies and Local Role (Performance Appraisals)

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**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) 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.

**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 conducted on a yearly basis to ensure continued focus on student outcomes and professional rapport.

## Transfer of Student

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**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 timeframe 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 suspensions, DAEP placements, expulsions, and/or attendance.

---

## First Day of Instruction (School Calendar)

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**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.
- Reduction in applying for waivers, which are limited to six per year.
- Enhanced responsiveness to bad weather or disaster needs.
- Ability to create a short start week to ease transitioning students in kindergarten, middle, and high schools.
- 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.

---

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

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**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 in meeting the 90% attendance requirement any 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 because they have attended a certain number of school days.

As part of meeting the needs of 21st-Century learners, 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.

---

## Designation of Campus Behavior Coordinator

**Goal 1:** We will develop and maintain a system of instruction that differentiates for every student's needs.

**Education Code:** 37.0012

**Policy:** FO(LLEGAL)

**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.



906 Farm Street, Bastrop, TX 78602

[www.bisdtx.org](http://www.bisdtx.org) \* (512) 772-7100