Local Innovation Committee Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Christina Butler</td>
<td>Elementary Teacher</td>
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<tr>
<td>Michelle Lancaster</td>
<td>High School Teacher</td>
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<tr>
<td>Amber McAlister</td>
<td>Community Member/Parent</td>
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<tr>
<td>Mika Ostler</td>
<td>Middle School Teacher</td>
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<tr>
<td>Tim Peart</td>
<td>Community Member/Parent</td>
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<tr>
<td>Cappi Phillips</td>
<td>Community Member/Parent</td>
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<tr>
<td>Angie Watson</td>
<td>Assistant Superintendent</td>
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<tr>
<td>Corey White</td>
<td>Community Member/Parent</td>
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<td>Ad Hoc Member</td>
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<td>Don Wood</td>
<td>Superintendent</td>
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TIMELINE

10/11/2016  •  BISD District Site-Based Decision Making Committee discussed preliminary thoughts on becoming a District of Innovation and unanimously signed a petition to pursue becoming one.

10/18/2016  •  BISD District Site-Based Decision Making Committee petition was presented to the Board and a resolution was signed by Board members to consider becoming a District of Innovation.

11/7/2016   •  Local Innovation Committee met to begin looking at data for becoming a District of Innovation.

11/14/2016  •  Local Innovation Committee met to continue looking at data for becoming a District of Innovation and to develop information to provide during the Public Hearing.

11/15/2016  •  A Public Hearing was held to allow the public to learn more about the designation and provide feedback. The Board appointed a Local Innovation Committee comprised of community members, parents, teachers, and administration to begin the process of developing a local plan in accordance with TEC12A.003 to address the needs of the district.

12/5/2016   •  Local Innovation Committee met to develop the DRAFT District of Innovation plan.

12/9/2016   •  The DRAFT District of Innovation plan was posted on the district website for viewing and feedback for 30 days.

1/9/2017     •  Local Innovation Committee met to consider feedback and make necessary changes to the DRAFT District of Innovation plan.

1/11/2017    •  The plan was presented to the BISD Site-Based Decision Making Committee and it was recommended that the plan be presented to the Board for consideration.

1/19/2017    •  The Local Innovation Committee presented the plan to the Board and it was adopted for implementation.

1/20/2017    •  A letter was submitted to the Commissioner of Education stating the date the Board adopted the BISD District of Innovation plan.
I. INTRODUCTION

House Bill 1842 was passed during the 84th Legislative Session. This bill provides the opportunity for Texas public school districts to pursue becoming a District of Innovation, which allows districts to obtain exemptions from certain provisions of the Texas Education Code to allow more flexibility and local control for innovative programming.

On October 11th, 2016, the BISD District Site-Based Decision Making Committee discussed preliminary thoughts on becoming a District of Innovation and unanimously signed a petition to pursue becoming one. On October 18th, 2016, the petition was presented to the Board of Trustees and a resolution was signed by the Board Members to consider becoming a District of Innovation. A Public Hearing to allow the public to learn more about the designation and provide feedback was held on November 15th, 2016. The Board Members appointed a Local Innovation Committee comprised of community members, parents, teachers, and administration to begin the process of developing a local plan in accordance with TEC 12A.003 to address the needs of the district.

The Local Innovation Committee met to develop an initial draft of the Local Innovation plan. The plan was posted online for public viewing and feedback from December 9th, 2016 to January 7th, 2017. The Local Innovation Committee met to consider feedback received on January 9th, 2017. The plan was presented to the BISD Site-Based Decision Making Committee on January 11th, 2017 and it was recommended by the committee that the plan be presented to the Board of Trustees for consideration. The Local Innovation Committee presented the plan to the Board and it was adopted on January 19th, 2017.

II. TERM

The term of the Local Innovation Plan will be in place for the 2017 – 2018 school year through the 2021 – 2022 school year unless amended or terminated by the Board of Trustees in accordance with the law. The Local Innovation Committee will revisit the plan annually to ensure that the recommendations still meet the needs of the district. Any recommended changes will be posted on the website for 30 days for feedback and require approval of the Local Innovation Committee, The BISD Site-Based Decision Making Committee, and the Board of Trustees.

III. CONTINUAL IMPROVEMENT

The Local Innovation Plan is guided by and aligned with the Board of Trustee’s Vision, Mission, and Strategic Priorities for the district as follows:

Mission Statement

Bushland Schools will collaboratively foster opportunities for every student to successfully achieve their greatest potential.
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Vision Statement  
Bushland students today...leaders tomorrow.  

Strategic Priorities  
- Maximization of Student Achievement  
- Exercise Responsible Fiscal Oversight  
- Develop Leadership Capacity  
- Promote 21st Century Learners who are College and Career Ready  

IV. EXEMPTIONS REQUESTED IN THE TEXAS EDUCATION CODE  

1. §25.0811: First Day of Instruction - A school district may not begin instruction for students for a school year before the fourth Monday in August.  
   i. Flexible Calendar - Bushland ISD will begin instruction no earlier than the third Monday of August in an effort to create greater flexibility in the school calendar which will enable the district to be more responsive to students by balancing the amount of instructional time in the semesters, allowing teachers to better pace and deliver instruction.  
      a. Local Guidelines: The District Site-Based Decision Making Committee will receive staff and community input to build the school calendar. The recommended school calendar is subject to Board approval.  

2. §21.003: Certification Required - A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certification or permit issued by the appropriate state agency.  
   i. Flexible Scheduling and Course Offerings - Bushland ISD may establish a local certification for a teacher to teach one subject outside of their state certified field and/or a grade level in which the teacher is not state certified and for industry professionals with experience to teach Career and Technical Education and STEM courses. This strategy will allow more flexibility in our scheduling and more options for our students in class offerings and industry certifications.  
      a. Local Guidelines:  
         - Local certification will be issued for teachers only.  
         - The district will establish local criteria such as years of experience, qualifications, and industry certification to qualify for a local teaching certificate.  
         - Campus principals will submit candidates to the Superintendent with credentials. The Superintendent will
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determine whether it is in the best interests of the students to locally certify the individual.

• The Superintendent will notify the Board prior to beginning employment.

3. §21.102: Probationary Contract – A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 by the district.

i. Flexible Evaluation Period of New Employees – Bushland ISD may issue a probationary contract of up to two years for new employees that are experienced teachers, counselors, nurses, or administrators that have been employed in public education for at least five of the last eight previous years. This will allow the district more time to evaluate a staff member’s effectiveness because current timelines demand that employment decisions must be made prior to the end-of-year evaluations.

a. Local Guidelines:

• Campus principals will submit persons for renewal or nonrenewal to the Superintendent. The Superintendent will determine if the decision is in the best interests of the district.

• The Board may terminate a probationary contract based on Superintendent recommendation at the end of the contract period and shall give notice to the employee no later than the tenth day before the last day of instruction required in the contract.

4. §21.401: Contract Days – (a) A contract between a school district and an educator must be for a minimum of 10 months’ service. (b) An educator employed under a 10-month contract must provide a minimum of 187 days of service.

i. Flexible Contract Days – Bushland ISD may reduce the number of days of service from a minimum of 187 to a minimum of 182 for educators employed under a 10-month contract with no effect on salaries to increase the daily rate, enhance educator recruitment, and improve morale. This plan will also provide more opportunities to seek beneficial staff development related to their fields.

a. Local Guidelines:

• This applies to 10-month educator contracts only without affecting stipend contract addendums.