



**BOERNE INDEPENDENT SCHOOL DISTRICT  
DISTRICT OF INNOVATION PLAN**

**2018-2023**

**2017-2018**  
**DISTRICT OF INNOVATION**  
**COMMITTEE MEMBERS**

Dr. Tommy Price, Superintendent	Lindsey Kurmis, Middle School Behavioral Specialist
Tish Grill, Assistant Superintendent for Business/Finance	Rachel Ulmer, Elementary School Teacher
Dr. Jodi Spoor, Assistant Superintendent Curriculum & Instruction	Marcie Warner, Elementary School Counselor
Dr. Ashley Stewart, Assistant Superintendent for School Administration	Brooke Burgin, Elementary School Teacher
Donna Sharp, Board Member/High School Parent	Michael Joannou, Elementary School Teacher
Dale Adams, Board Member/High School Parent	Paul Krause, Elementary School Teacher
Natalie Farber, High School Principal	Sue Hall, Elementary School Librarian
Georgia Franks, Middle School Principal	Donna Ulrich, Elementary School Teacher
Ellie Maxwell, Elementary School Principal	Cheryl Essick, Elementary School Teacher
Tanya Tate, Elementary School Principal	Memory Anderson, Elementary School Teacher
Anders Robin, High School Teacher	Suzanne Coco, Elementary School Teacher
Michele Harris, High School Teacher	Carol Schultz, Community Member/Grandparent
Lynnese Graves, High School Teacher	Cecilia Young, Community Member/Elementary Parent
Kathy Cornett, High School Teacher	Lydia Beaver, Community Member/Former Board Member
Keith Jeffcoat, High School Teacher	Griz Adams, Community Member
Chris Prince, Middle School Teacher	Misty Mayo, Community Member
Marjanna Clements, Middle School Teacher	Cheryl Kovach, Community Member/High School Parent
Lori Rogers, Middle School Librarian	Sarah D'Spain, High School Student
	Nnaomi Okea, High School Student

# THE BOERNE INDEPENDENT SCHOOL DISTRICT

Boerne Independent School District, nestled in the scenic Texas Hill Country, is a "destination district" for families who enjoy Boerne's unique combination of rural roots, small town atmosphere and easy access to America's seventh largest city (vibrant San Antonio is 30 miles southeast of Boerne).

This supportive Boerne community places a high priority on education, reflected in the reputation for excellence that Boerne ISD has built and sustained through the years. Boerne ISD has an enrollment of over 8,600 students who attend class at five elementary schools, two middle schools, two high schools and an alternative campus.

Boerne ISD is one of the [fastest growing school districts in Texas](#). Enrollment realities and projections moved the community to pass a [bond in 2016](#) that provides funding for two new elementary schools and a new middle school. ([updated demographic study](#))

With more than 1,000 faculty and staff, Boerne ISD is the largest employer in the community. Our teachers are dedicated professionals whose commitment to excellence is recognized consistently on regional, state and national levels.

## Vision Statement

Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.

**Engage. Inspire. Enrich.**

[Learn more about BISD's 2015 visioning process.](#)

[Learn more about BISD's Strategic Plan 2020](#)

## Mission Statement

The Boerne Independent School District, in cooperation with the parents and community, prepares its students for life long academic success, responsible citizenship, and sound character.

## Beliefs

We believe the children of Boerne:

- Matter to the community
- Grow best with family and community nurturing
- Experience a sense of belonging to the community at large
- Each have talents and gifts
- Have opportunities to achieve high levels of success
- ( personal, professional, happiness, financial )
- Deserve the highest quality education
- Deserve to be motivated and guided

## Core Values

Boerne ISD, its faculty and staff, stand on a foundation of Integrity, firm in the belief that our core values - Respect, Accountability, Perseverance, Service and Compassion - act as pillars that support our goal of achieving Excellence in all that we do.



## INTRODUCTION

The District of Innovation concept, passed during the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools. The flexibility derives from the district's ability to exempt itself from state mandates that may limit its ability to implement innovative ideas. The potential benefits of becoming a District of Innovation include increased local control to decide which flexibilities best suit local needs, freedom in customizing an innovation plan, and autonomy in that the innovation plan does not require state approval.

The term of the Plan is for five years, beginning March 26, 2018 and ending March 26, 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

<b>TIMELINE</b>	
November 13, 2017	Board of Trustees adopted resolution
December 4, 2017	Board of Trustees hosted a public hearing
January 18, 2018	First DOI Committee Meeting
January 23 & February 8, 2018	Second and Third DOI Committee Meeting
February 21, 2018	Presentation of the DOI Plan to IGC
February 23, 2018	30-day publication to the website
February 23, 2018	Plan sent to Texas Commissioner of Education
February 26, 2018	Presentation to the Board of Trustees
March 26, 2018	Final approval of DOI Plan by Board of Trustees

# **DISTRICT OF INNOVATION PLAN**

## **I. UNIFORM SCHOOL START DATE**

**Exemptions from TEC Code(s):** TEC §25.0811

**Exemption from Board Policy:** EB

**Benefits to Boerne Independent School District:**

- This exemption allows for a flexible start date as well as more evenly divided semesters
- In consideration of other calendars, it allows the district to align BISD calendar with other districts as well as colleges that BISD students attend.

**District Guidelines:**

1. BISD will adopt a calendar with a start date prior to the fourth Monday of August, but not before the first week of August.

## **II. TEACHER CERTIFICATION**

**Exemptions from TEC Code(s):** TEC §21.003(a), TEC §21.057(a-e)

**Exemption from Board Policy:** DBA, DK

**Benefits to Boerne Independent School District:**

- An exemption from the mandates focused on teacher certification will provide flexibility to the district to hire experts to teach specialized classes without a teacher certification. Those areas could include but are not limited to CTE, STEM, LOTE, and areas in advanced academics. Special education and bilingual staff will continued to be SBEC certified as required by law.

**District Guidelines:**

1. The district will have distinct flexibility to hire for CTE, STEM, LOTE, areas of advanced academics, and other difficult to fill positions.
2. The district will provide a training regarding classroom management to all new BISD teachers.

### **III. MINIMUM MINUTES OF INSTRUCTION**

**Exemptions from TEC Code(s):** TEC §25.081, TEC §25.092

**Exemption from Board Policy:** EB(Legal), EC(Legal)

**Benefits to Boerne Independent School District:**

- This exemption will provide needed flexibility in defining instructional minutes for a school day. The required operational and/or instructional minutes/days as defined in the Student Attendance Accounting Handbook will be followed.
- Greater flexibility from this exemption offers more opportunity for professional development as well as parent communications.
- In pairing this requested exemption with the exemption from the uniform school start date, the district is seeking the greatest flexibility possible within the school calendar and school day.

**District Guidelines:**

1. The district will consider innovative options for students with a variety of learning needs.
2. The district will consider creative and flexible scheduling options to benefit students, teachers, and parents.
3. The district will establish a process to determine a school calendar that incorporates the necessary minutes of non-instructional time to realize our vision for the school district while providing the time necessary to cover the academic requirements.

### **IV. TEACHER CONTRACTS**

**Exemptions from TEC Code(s):** TEC §21.102

**Exemption from Board Policy:** DCB, DCA

**Benefits to Boerne Independent School District:**

- Greater flexibility in the use probationary contracts will aid the district in growing a highly accomplished faculty and staff.
- This exemption will provide the opportunity to apply provisions for a probationary period for in-district promotions as well as provide opportunity to standardize and bring consistency to contracts districtwide.
- This exemption provides additional time to campus leaders to better evaluate an employee's effectiveness and provide an opportunity for professional growth as needed.

**District Guidelines:**

1. The district will offer two-year probationary contract periods for all experience teachers and other certified personnel that are new to the district and have been employed at least five of the eight previous years.
2. All in-district promotions will be provided a two-year probationary contract.

## **V. CLASS SIZE RATIOS**

**Exemptions from TEC Code(s):** TEC §25.112, TEC §25.113

**Exemption from Board Policy:** EEB, BF

### **Benefits to Boerne Independent School District:**

- The district would avoid having to process the state class size waiver which frees up time for administrators and teachers.
- This exemption also provides an opportunity for the district to determine guidelines for managing larger class sizes which provides consistency across the district.

### **District Guidelines:**

1. The district will not submit state waivers for classes that exceed the 22 to 1 ratio in grades 2nd, 3rd, and 4th.
2. The district will establish a committee that will develop a district policy to guide decision making regarding alternative support options for classrooms that do exceed the 22 to 1 ratio in grades kindergarten through 4th grade.

## **VI. DESIGNATION OF CAMPUS BEHAVIOR COORDINATOR**

**Exemptions from TEC Code(s):** TEC §37.0012

**Exemption from Board Policy:** FO, FOA, FOC, GRA, & Student Code of Conduct

### **Benefits to Boerne Independent School District:**

- Exemption from this mandate reduces the rigidity of the district behavior policy and allows for a more meaningful selection of staff to work together with parents for the benefit of students.
- The district's approach will allow for a more beneficial relationship with parents and students allowing multiple personnel instead of single individual to handle the discipline of a student.

### **District Guidelines:**

1. The district will seek exemption from the state requiring each school to have a designated campus behavior coordinator.
2. The district will designate each administrator as a campus behavior coordinator and duties will be shared for a more individualized disciplinary approach.