

# **BOVINA INDEPENDENT SCHOOL DISTRICT**

## **Local Innovation Plan**

**2016-2021**

House Bill (HB) 1842, passed during the 84<sup>th</sup> Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. On November 7, 2016 the Bovina Independent School District's Board of Trustees passed a Resolution to Adopt a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of the students and the community.

This plan will be in effect for the 2016-2017 school year through the 2020-2021 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

### **District Innovation Advisory Team**

<b>Denise Anderson</b>	<b>Superintendent</b>
<b>Darla Sealey</b>	<b>Federal Programs/Curriculum and Instruction</b>
<b>Steve Arias</b>	<b>High School Principal</b>
<b>Mark Barnes</b>	<b>Middle School Principal</b>
<b>Dawn Watson</b>	<b>Elementary Principal</b>
<b>Hector Guevara</b>	<b>Athletic Director/Assistant Principal</b>
<b>Rocio Mata</b>	<b>Parent</b>

## **EXEMPTIONS**

### **1. Teacher Certification**

(DK Legal) (DK Exhibit) (DBA Legal) (DBA Local) (TEC 21.002) (TEC 21.003)

#### Current Law

In the event a District cannot locate a certified teacher for a position or a teacher 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.

TEC 21.002 states that "a school district shall employ each classroom teacher, principal, librarian, nurse, or school counselor under either a probationary, continuing, or term contract.

TEC 21.003 states that “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 certificate or permit issued as provided by Subchapter b.”

### Plan

In order to best serve the students of Bovina ISD, decisions on certification will be handled locally.

- a. The principal may submit to the superintendent a request to allow a teacher to teach subject(s) out of their certified field. The principal must specify in writing the reason for the request and document what credentials the teacher possesses which would qualify this individual to teach this subject.
- b. An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate. The principal will submit the request to the superintendent with all the individual’s credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. The employee will be at-will.
- c. This plan will provide more flexibility in our scheduling and more options for our students in class offerings.

## **2. School Start Date/Last Day of School**

*(EB Legal) (EB Local) (TEC 25.0811) (TEC 25.0812)*

### Current Law

Texas Education code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15.

### Plan

To meet local and community need, this plan will allow a more balanced number of instructional days per semester and more instructional days prior to the state assessments given in early May. With minute requirements at 75,600 and the state assessment given in early May, it might be possible to finish the school year prior to May 15.

- a. Students will start school no earlier than the 2<sup>nd</sup> Monday in August

### **3. Teacher Contract Days**

*(DC Legal) (DEA Legal) (TEC 21.401)*

#### Current Law

Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

#### Plan

This plan reduces teacher contract days from 187 to 182 with no effect on teacher salaries. This reduction in contract days at the current salary schedule would make our salaries more competitive.

- a. This plan will increase the daily rate the district pays teachers.
- b. This plan should enhance teacher recruitment.
- c. This plan will provide teachers more flexibility during the summer months to seek out beneficial staff development that relates to their field.
- f. In each year of the plan, it will be part of the calendar planning process to maintain the reduced number of teacher contract days.