

Barbers Hill Independent School District

Local Innovation Plan

Renewal Adoption Date – June 7, 2021

Local Innovation Committee Members:

Name	Role
Ryan Dagley	Community Member
Alan Boudreaux	ECC Teacher
Tara Franco	Elementary Teacher
Lacy White	Intermediate School Teacher
Lisa Whitaker	Middle School Teacher
Brandon Otto	High School Teacher
Michelle James	Elementary Principal
Matt Barnett	Middle School Principal
Chloe Yowell	Asst. Supt. of Curriculum & Instruction
Sandra Duree	Deputy Superintendent
Barbara Ponder	Asst. Supt. of Human Resources
Natasha Holden	Director of Curriculum & Program Integration
Dr. Ashlee Boothe	Coordinator of State & Federal Programs

I. INTRODUCTION

Tex. Educ. Code, Chapt. 12A, passed during the 84th 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 March 22, 2021, the Barbers Hill Independent School District's Board of Trustees ("Board") passed a Resolution to Initiate the Process of Designation as a District of Innovation in order to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community.

On March 22, 2021, the Board appointed a local District of Innovation Committee comprised of various stakeholders. The Committee met on March 24, 2021, to discuss and draft this Local Innovation Plan ("Plan"). The Committee sought and considered input on the Plan through the District Education Improvement Council.

II. TERM

The term of the Plan is for five years, beginning June, 2021 and ending at the end of June, 2026, unless amended or terminated earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

III. A COMPREHENSIVE EDUCATIONAL PROGRAM

The Plan's comprehensive educational program is guided by and aligned with the Board Goals, District Goals, District Vision & Mission, and Current Challenges.

A . Board Goals

ACADEMICS

- 100% of seniors graduate via the State Accountability Program.
- All eighth grade students will pass the STAAR Reading and STAAR Math tests to advance to ninth grade.
- Continue to evaluate and implement dress code and cell phone audit programs.

FINANCE

- Diversify revenue.
- Formulate a long-range strategic plan regarding the role of our Educational Foundation within the operations of BHISD.

COMMUNITY

- Strengthen and keep relationships with the City of Mont Belvieu and other municipalities, Lee College, Chambers County and legislature.
- Create a strategic plan involving all stakeholders regarding district growth and create a framework for Barbers Hill ISD to maintain our standards of excellence through the year 2029 (centennial).

B . District Goals

- Barbers Hill ISD's curriculum, instruction, and assessment will facilitate learning for all students to maintain the highest rating in the state accountability system.
- All Barbers Hill ISD students will graduate college, career or military ready.
- A positive school-community relationship will support student success.
- The district will maintain a safe, disciplined, and healthy environment conducive to student learning/engagement and employee effectiveness.
- A qualified, diverse staff will support district success.
- Strategic, funding programs will allow each campus/department to achieve performance objectives.
- A long range facility plan will be implemented and maintained.

C . Vision

The vision of the Barbers Hill ISD is academic excellence characterized by goal-driven, college/career ready graduates who are responsible, accountable, contributing members of society.

D . Mission

The mission of the Barbers Hill ISD is to:

- Provide the highest level quality of instruction and learning opportunities that produce motivated and successful learners;
- Promote excellence, teamwork, and a commitment to continuous improvement; and
- Reinforce the tradition of excellence to enhance unity, strengthen relationships, and foster cooperation among stakeholders.

E . Current Challenges

The District of Innovation Committee met to determine challenges that could impede educational excellence in Barbers Hill ISD. Barbers Hill ISD is focused on quality instruction and maximizing the learning opportunities for all students. To that end, the District of Innovation Committee identified three growth opportunities’.

- Improve the quality of instruction
 - Teacher Support
 - Professional Development
 - Instructional Specialists and Coaches
 - Class Size
 - Peer Observations
 - Logistical/Framework Support
 - Calendar
 - Master Schedule
 - Minutes per day
 - Start/End Time
- Expand Stakeholder understanding of the level of rigor needed to succeed in college and beyond (not impacted by state or local policy)
 - Inform parents of learning expectations
 - Promote reading at all levels and in all disciplines
 - Develop “grit” and persistence. Help students define their future story
- Manage Growth (not impacted by state or local policy)
 - Address academic needs of new students enrolling from other schools
 - Refine/Define affidavit policy
- Quality and Affordable Healthcare

- The district wishes to offer choices to employees beyond TRS Active-Care.
- The district researched alternate health insurance companies and chose Texas Schools Health Benefits Program. This program is regionally-rated, full funded and is a guaranteed cost program developed for Texas School Districts.

F . Innovations

To achieve the District's Vision and Mission, to align the District's practices and operations with the District's strategic priorities, and current challenges, the District needs the flexibility to exert local control, at both the District and campus levels, to:

- Modify the school year
- Offer Alternative Health Care Coverage
- Expand the length of probationary contracts for all new teachers to three years.
- Alternative Action for Transfer Students
- Class Size Exemption

IV. REQUIREMENTS OF THE EDUCATION CODE THAT INHIBIT THE GOALS OF THE PLAN FROM WHICH THE DISTRICT WILL BE EXEMPT UPON ADOPTION OF THE PLAN

A. First Day of Instruction

The Plan emphasizes the importance of quality instruction. Texas Education Code Section 25.0811 inhibits these goals by prohibiting the District from beginning instruction before the fourth Monday in August. Flexibility to begin instruction earlier in the calendar year will enable the District to improve quality instruction by balancing the amount of instructional time in the semesters, as well as the delivery and timing of final examinations, which will allow teachers to better pace and deliver instruction before and after the winter break. This change will also afford more time to teaching semester courses at the secondary level. In addition, by having the flexibility to start and end the school year earlier, students will be able to enroll in college courses that start in early June, thereby

increasing college and career readiness. Finally, adjusting the start date will afford additional days prior to:

- State Mandated Testing
- Advance Placement Testing
- Dual Credit Finals

B. Probationary Contracts

“All new teachers to BHISD shall be placed on a 1-year probationary contract for three consecutive years before being offered a term contract”.

Sec. 21.102. PROBATIONARY CONTRACT. (b) 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.

Justification: Extending “new” teacher probationary contracts provides campus administration ample time to evaluate teacher proficiency and facilitates the employment of highly qualified, highly effective teachers prior to offering a term contract.

C. Alternative Action for Transfer Students - (Amended January 23, 2023)

a. TEC Code Required Exemption: *Texas Education Code §25.036*

- i. *TRANSFER OF STUDENT. (a) Any child, other than a high school graduate, who is younger than 21 years of age and eligible for enrollment on September 1 of any school year may transfer annually from the child's school district of residence to another district in this state if both the receiving district and the applicant parent or guardian or person having lawful control of the child jointly approve and timely agree in writing to the transfer.*
- ii. *TRANSFER OF STUDENT. (b) A transfer agreement under this section shall be filed and preserved as a receiving district record for audit purposes of the agency.*

Justification: Via this Amendment, Barbers Hill ISD is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants. On some occasions, negative student behavior presents discipline and/or safety issues resulting in suspension (in or out of school), placement in a disciplinary alternative program or out of district placements, or expulsion, reports to law enforcement, and/or other responsive actions by the school district. In addition, student attendance may fall below the TEA truancy standard. During the school year, students may also fail to continue to meet transfer acceptance factors. In such circumstances, Barbers Hill ISD seeks and would benefit from an exemption from the one-year transfer commitment. This exemption will allow local guidelines for nonresident students who have been accepted as inter-district transfer to have such transfer status revoked by the Superintendent or Superintendent's designee at any time during the year in the Superintendent's or designee discretion in the best interest of the school district, in response to student behavior concerns, student discipline history, student criminal history, safety concerns, poor student academic performance, availability of space and instructional staff, financial costs, falsification of transfer information, and/or the student's attendance/tardy records and/or failure to meet transfer acceptance standards.

D. Bank Depository Contract - (Amended February 15, 2024)

Current Requirement:

§45.205, 45.206 Bank Depository Contract

Currently, the District must renew its depository contract every two years. The two-year contract term begins and ends in odd-numbered years. In accordance with the Texas Education Code, the District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education.

Proposed Beneficial Flexibility:

The District is seeking an exemption from TEC 45.205 and 45.206 to allow the District's banking contract to be extended beyond the allowable contract term, if the District determines contract-pricing remains competitive and there is no operational or financial reason to send the District's banking services out for bid. This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the District's business.

E. Probationary Contracts - (Amended February 15, 2024)

Current Requirement:

“All new administrators to BHISD shall be placed on a 1-year probationary contract for three consecutive years before being offered a term contract.”

Sec. 21.102. PROBATIONARY CONTRACT. (b) 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.

Proposed Beneficial Flexibility:

The District is seeking an exemption from Education Code 21.102(a-1) and 21.101(b) [See 19 TAC 230.33(b) for classes of certificates subject to probationary contracts] to allow the District's probationary contract to be extended beyond the allowable one-year probationary contract term for

experienced administrators. At the recommendation of the Superintendent, a probationary contract may be renewed for up to two additional one-year periods.

V. ON-GOING CHALLENGES

As a District of Innovation, we will continue our process of on-going evaluation on an annual basis. If other requirements of the Texas Education Code inhibit goal attainment, we will expand this plan. As required, any additions or modifications would follow the same process:

- District of Innovation Committee will shape and approve the plan.
- The plan will be submitted to DEIC for approval.
- The plan will be posted for 30 days and the public would have the opportunity to review.
- The plan will be submitted to the board for final approval.
- The revised plan would be submitted to TEA.