



**BOERNE INDEPENDENT SCHOOL DISTRICT  
DISTRICT OF INNOVATION PLAN  
2023-2028**

Approved by Board of Trustees November 14, 2022





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

Dr. Tommy Price, Superintendent

Tish Grill, Assistant Superintendent for Business/Finance

Dr. Jodi Spoor, Assistant Superintendent Curriculum & Instruction

Dr. Ashley Stewart, Assistant Superintendent for School Administration

Donna Sharp, Board Member/High School Parent

Dale Adams, Board Member/High School Parent

Natalie Farber, High School Principal

Georgia Franks, Middle School Principal

Ellie Maxwell, Elementary School Principal

Tanya Tate, Elementary School Principal

Anders Robin, High School Teacher

Michele Harris, High School Teacher

Lynnese Graves, High School Teacher

Kathy Cornett, High School Teacher

Keith Jeffcoat, High School Teacher

Chris Prince, Middle School Teacher

Marjanna Clements, Middle School Teacher

Lori Rogers, Middle School Librarian

Lindsey Kurmis, Middle School Behavioral Specialist

Rachel Ulmer, Elementary School Teacher

Marcie Warner, Elementary School Counselor

Brooke Burgin, Elementary School Teacher

Michael Joannou, Elementary School Teacher

Paul Krause, Elementary School Teacher

Sue Hall, Elementary School Librarian

Donna Ulrich, Elementary School Teacher

Cheryl Essick, Elementary School Teacher

Memory Anderson, Elementary School Teacher

Suzanne Coco, Elementary School Teacher

Carol Schultz, Community Member/Grandparent

Cecilia Young, Community Member/Elementary Parent

Lydia Beaver, Community Member/Former Board Member

Griz Adams, Community Member

Misty Mayo, Community Member

Cheryl Kovach, Community Member/High School Parent

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 almost 11,000 students who attend classes at seven elementary schools, three 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 2022 that provides funding for a new elementary school, additions to four of five secondary campuses, as well as significant deferred maintenance and equity programs. (updated demographic study)

With more than 1,500 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.**

### 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.



### Strategic Plan 2018-2023

[Learn more about Boerne ISD's strategic planning process here.](#)



## 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 original Plan was 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. The timeline of development of the original plan is delineated below.

<b>ORIGINAL 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

The renewal of the Boerne ISD District of Innovation Plan began in the fall of 2022 with a review of the mandated timeline and steps to finalize the renewal of the current plan to extend for the next five years, 2023-2028, beginning March 27, 2023 and ending March 26, 2028, unless terminated or amended earlier by the Board of Trustees in accordance with the law. Below is a timeline of events as required by the Texas Education Agency to renew a DOI.

<b>RENEWAL TIMELINE</b>	
October 11, 2022	Board of Trustees notified the commissioner of education of the board’s intention to vote on proposed plan
October 11, 2022	Detailed presentation of the plan in public hearing of DEIC
October 12, 2022	30-day publication of the proposed plan to the website
November 14, 2022	Final approval of DOI Plan by Board of Trustees
November 15, 2022	Notification to the commissioner of approval of plan along with link to the district website
November 15, 2022	Approved 2023-2028 DOI plan posted to district website



## **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 the 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 continue 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 training regarding classroom management to all new BISD teachers.

### **III. 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 of 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 experienced 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.

#### **IV. 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.
2. The district will continue to use locally established ratios as a guideline for staffing in grades kindergarten through 4th grade.

#### **V. 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 a 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 seek to designate each administrator as a campus behavior coordinator for a more individualized disciplinary approach.