



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

Approved by Board of Trustees November 14, 2022

Amended May 11, 2026



**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 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

The Boerne ISD Core Values are the foundation for our success. Taken together, they create the BISD culture and community by defining what it means to be BISD. They are:



Strategic Plan 2023-2028

[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.

ORIGINAL TIMELINE	
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.

RENEWAL TIMELINE	
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)

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. LOCAL GRIEVANCE POLICY

Exemptions from TEC Code(s): TEC §26.011, TEC §26A.001-.003

Exemption from Board Policy: DGBA, FNG, GF

Benefits to Boerne Independent School District:

- Exemption from this mandate increases the district’s local control of our grievance process and ensures thorough documentation of each step in the grievance process and provides adequate time for complaints to be filed, and for complaints to be heard. The district believes that the use of business days as opposed to calendar days provides better opportunity for an administrative response and avoids timelines that end on weekends and holidays.
- The district believes that the “remand” process is poorly defined and results in unnecessarily delaying the resolution of the complaint. The district believes that a requirement for complaints to be submitted within 15 district business days from the date the grievant either knows, or with reasonable diligence, should have known, of the decision or action that is the subject of the grievance ensures prompt attention and resolution of concerns. Accuracy of information and access to individuals that are needed to provide necessary information surrounding an issue could be compromised by an extended filing period. It is imperative that grievances and complaints are filed in a timely manner to ensure the best prompt response.

District Guidelines:

1. The district will continue to work to resolve concerns at the lowest level possible.
2. Boerne ISD’s long-standing grievance policy will ensure that all such complaints are carefully reviewed and that district responses are in alignment with state and federal regulations, as well as all other local board policies.