

# BANQUETE ISD

## District of Innovation Plan



### **Banquete ISD Vision**

A proud history and unlimited future.

### **Banquete ISD Mission**

Empowering and equipping all Banquete ISD students with the knowledge and skills necessary for a lifetime of success.

### **Board of Trustees**

Tracy Wright, President  
Omar Ramirez, Vice President  
Lillian Nash, Secretary  
Jose Arce, Member  
Joshua Garcia, Member  
Lillian Neely, Member  
Chris Wildman, Member

### **District Administration**

Dr. Stacy Johnson, Superintendent  
Adrian Pena, Assistant Superintendent/Chief Financial Officer  
Adriana Tagle, Assistant Superintendent of Curriculum & Instruction  
Amy Jackson, Special Education Director  
Kevin Hermes, Athletic Director  
Elsa Rodriguez-Hofstetter, BHS Principal  
Ramio Pena, BJH Principal  
Angelica Escobar, BES Principal

## District of Innovation Committee

Dr. Stacy Johnson Superintendent	Adrian Pena Assistant Superintendent/CFO	Adriana Tagle Assistant Superintendent for C&I
Elsa Rodriguez-Hofstetter BHS Principal	Ramiro Pena BJH Principal	Angelica Escobar BES Principal
Amy Jackson Director of Special Education	Kevin Hermes Athletic Director	Lora Serna Teacher
Belinda Aguilar Teacher	Iris Villarreal Teacher	Tyler Garza Teacher
Denise Rhodes Teacher	Heather Russell Teacher	Alex Cavazos Parent
Christina Ramirez Parent		Krystal Cantu Parent

## Introduction

The 84th Legislative Session produced House Bill 1842, which included the District of Innovation (DOI) concept. This concept gives traditional independent school districts the opportunity to implement some of the flexibilities available to current open-enrollment charter schools. In order to utilize outlined flexibility, a district must create a plan in collaboration with stakeholders that identifies innovations in the district services. DOI allows districts to be exempt from specific laws while implementing identified innovations. Benefits of becoming a District of Innovation include increased local control to decide which flexibilities should be used in the implementation of the innovations. The DOI plan must be approved by the local Board of Trustees.

In February 13, 2017, The Banquete ISD Board of Trustees approved a resolution, which directed District leadership to student the District of Innovation process for possible implementation in Banquete ISD. The DOI plan was approved by the Banquete ISD school board on June 8, 2017 and is set to expire in May 2022. To continue to utilize the exemptions and to review new ones, a committee of parents, guardians, community members, and campus and district leaders were convened to begin the process of reviewing the district's current DOI plan for renewal.

## Timeline

June 8, 2017	Original District of Innovation Plan Approved by Board of Trustees
January 24, 2022	Board of Trustees Notified of Renewal Process
February 2, 2022	Committee Convened to Review Current Plan for Amendment and Renewal
March 10, 2022	Draft plan completed and distributed to committee for feedback
March 30, 2022	Feedback review from stakeholders
April 6, 2022	Notify TEA of Intent to Vote on Renewal
April 6, 2022 May 6, 2022	Final version of the proposed plan must be made available on the district's website for at least 30 days
May 2, 2022 @ 5:30 Elementary Cafeteria	The district-level committee established under the Texas Education Code(TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee member (*meeting must be public for renewal)
May 5, 2022	The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board.

## Length of Plan

The Banquete ISD DOI Plan will be effective 2022 through 2026. Banquete ISD will continually monitor the plan's effectiveness and will recommend to the Board of Trustees any suggested modifications. The DOI plan may be amended, rescinded or revised by the Board of Trustees at any time during the term.

## Comprehensive Educational Plan

As required by Texas Education Code 11.1511, the Board of Trustees adopts comprehensive goals, which are documented in the District and Campus Improvement Plans. The DOI committee established a framework of innovative strategies that support the district improvement plan and directly impact the local initiatives to prepare each student to graduate with choices and opportunities. Prior to the implementation of any exception, the internal committee will seek approval from the Board of Trustees to determine the need for the exemption, develop parameters and address changes to any impacted board policy.

## Strategic Priorities

**Student Achievement:** Accelerate student learning to dramatically increase the number of students who perform on or above grade level.

**School Culture:** Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.

**Mission-Driven Leadership:** Develop the capacity of every teacher, leader, and staff member to deliver rigorous, enriching learning experiences to every student.

**Organizational Efficiency:** Align data, financial, technology, and operations systems to enhance student performance.

**Community Engagement and Outreach:** Elevate district pride by strengthening partnerships with families, communities, and the business community.

## Innovation Initiatives

### Retire/Rehire Minimum Salary

#### Exemption from: TEC 21.402

Currently all districts, when hiring a retired teacher must pay their salary based upon the TEA minimum salary pay scale; in addition, ths districts are required to pay a TRS surcharge. In this code, a “teacher” includes teacher, librarian, counselor, and nurse.

**Proposed Flexibility:** As Banquette ISD faces budget constraints, local control for negotiating salaries for retired hires would benefit the district. In the negotiation, the salary may drop below the state minimum to allow district funds to be available to pay the surcharge to TRS.

Exempting from TEC 21.402 will have the following benefits:

- Retired teachers can be employed and reap the benefits from a salary in addition to their retirement compensation.
- Students will benefit from the experience and knowledge of retired teachers.
- The district can hire retired teachers without an increase to the budget.
- The funds to pay the TRS surcharge would be available through the negotiated decrease in salary.

Local Guidelines:

- This negotiated salary will only be for situations in hiring retired educators.
- The salary will be negotiated between the superintendent and the retired educator.
- The negotiated salary will be in writing.
- The negotiated salary will be decreased by the surcharge amount minus the percentage the district pays to TRS for all other employees.

## Student Transfers

### **Exemption from: TEC 25.036**

Under Texas Education Code, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC 25.036, a transfer is interpreted to be for a period of one school year.

The District is seeking to eliminate the provision of a one year commitment in accepting transfer applicants. On rare occasions, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard.

**Proposed Flexibility:** Banquete ISD seeks exemption from the one year transfer commitment.

- Nonresident students who have been accepted as inter-district transfer may have such transfer status revoked by the superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion.
- Students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.
- Students failing to meet academic standards set forth by the district.

## Minimum Minutes of Instruction (75,600)

**Exemption: TEC 25.081 states (a) Except as authorized under Subsection (b) of this section, Section 25.084, or Section 29.0821.**

Currently, for each school year, each school district must operate so that the district provides for at least 75,600 minutes of instruction, including intermissions and recesses for students.

**Proposed Flexibility:** Banquete ISD seeks to develop a calendar that includes additional days for teacher professional development.

This can be accomplished through the development of daily instructional schedules that exceed the minimum minutes of instruction requirements. In addition,

adjusting the school calendar will provide time for training and for collaborative planning in grade-level and content-area groups. Embedded professional collaboration allows teachers to have continual training on curriculum implementation and on the best instructional practices.

## First Day of Instruction

### **Exemption: TEC 25.0811**

Currently, a school district may not begin instruction for students for a school year before the fourth Monday in August.

**Proposed Flexibility:** Banquete ISD seeks the opportunity to continue having the option of an early start.

This flexibility allows the district to build a calendar that optimizes instruction time and teacher professional development days based on the unique needs of the students in the district. The flexibility also allows the district to work with in-district charters and local partner institutions to align resources and course schedules. This is especially beneficial for dual credit classes with local community colleges and universities. Banquete ISD will develop and implement flexible instructional schedules to meet students' needs as individuals and as student groups. This option would also allow the district to balance the semester schedules and improve the instructional program.

## Teacher Certification

### **Exemption from TEC 21.003, 21.051**

Currently, TEC Section 21.044 mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial.

Section 21.003 provides that an employee's probationary, continuing or term contract is void for failure to maintain certification in certain circumstances.

Section 21.051 provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours

of field-based experience in which the candidate is actively engaged in instructional or educational activities.

### **Proposed Flexibility:**

The District specifically seeks flexibility to hire professionals who are not certified teachers but have experience and a related degree in the content area to supply the needed teachers. This flexibility would enrich applicant pools in specific content areas and enable more students to obtain the educational benefit of career and technical course offerings. The District would like the opportunity to expand the number of candidates that will be recruited and trained for positions of need. The District will determine the areas and programs for this opportunity based on staffing needs. Banquete ISD will provide local qualifications and training requirements for professionals and experts to teach courses in lieu of traditional state requirements.

To best serve Banquete ISD students, decisions on certification will be handled locally. The District's goal will continue to be hiring certified teachers; however, flexibility is needed in the areas that are difficult to fill.

- Banquete ISD proposes to that a campus principal may submit a request for approval to fill a teaching position to the Superintendent or designee:
  - A teacher with proper credential endorsement may be assigned to a **grade level** other than teacher certificate specifications. (i.e. Math teacher with teacher certification 7-12 may teach a 6th grade math class).
  - A teacher who holds a valid Texas teaching certification to **teach one subject out** of his/her certified field.
  - A teacher who has a four-year degree, **fluent in Spanish**, and is able to pass a district assessment will be qualified to teach Spanish I and Spanish II.
  - For a professional in certain trades and vocations to teach the crafts of those trades and vocations, such as **welding, health sciences, architecture and construction, and other career and technical courses.**



- A teacher who is **fully certified in another state** will be considered a certified teacher in Banquete ISD for one year on a probationary status given:
  - The employee creates a Texas Educator TEAL account and applies for and pays for their (1) review of out of state credential, (2) one year temporary certification, (3) fingerprints and;
  - The employee agrees to register for appropriate content and Pedagogy and Professional Responsibilities exams.
- A written request from the campus principal would outline the reason for the request that includes documentation regarding the professional's credentials, experience, and training they possess which would qualify this individual to teach the subject.