

Breckenridge Independent School District

Local Innovation Plan

Whereas, the 84th Texas Legislature passed House Bill 1842 allowing Texas public school districts local control by accessing exemptions from certain provisions of the Texas Education Code through the District of Innovation process, and whereby, Breckenridge ISD qualifies having “met standard,” the Breckenridge ISD Board of Trustees set forth a Resolution to Adopt a District of Innovation, on Monday, November 14, 2016. December 12, 2016, a Public Hearing was held allowing for input and questions about the district’s participation in the program. The Breckenridge ISD Board of Trustees, then, appointed the District Education Improvement Committee (“District Improvement Team”) to serve as the Local Innovation Committee to research, discuss and develop the Local Innovation Plan.

The Breckenridge ISD District Education Improvement Committee met on December 14, 2016, to develop, discuss, and review the innovation plan. The plan, having been approved by the Local Innovation Committee, was posted online, December 16, 2016, for public viewing and feedback and remains on-line presently. The Local Innovation Committee met again, February 8, 2017, to review the plan and feedback received. The Local Innovation Plan Committee approved the Final version of the plan on February 8, 2017 and recommended it to the Board of Trustees. On February 13, 2017 the Board of Trustees voted unanimously to approve the plan.

AMENDMENT: Local Innovation Committee met on May 5, 2021 to develop and discuss a number of items for amendment in the Local Innovation Plan. These amendments were approved by the Board of Trustees on May 10, 2021 with a 5-0 vote.

Local Innovation Committee

Bryan Allen	Superintendent
Prairie Freeman	Chief Learning Officer
Dwayne Dove	Technology Director
Abby Moore	District Librarian
Marlie Shepperd	Elementary Director of Learning
Will Paul	High School Principal
Kim Best	High School Teacher - English
Jason Reeves	High School Teacher - Science
Debbie Parker	High School Teacher - Family and Consumer
Donna Schkade	Junior High Teacher - ELAR
Deedra Boaz	Junior High Teacher - Math
Chelsea Escalon	Junior High Teacher - Science
Kenna Rainey	South Elementary Principal
Rebecca Houchin	South Elementary Teacher - 4th Grade
Angie Brown	South Elementary Teacher - 3rd Grade
Carey Spoon	South Elementary Teacher - Dyslexia
Sonia Saucedo	East Elementary Teacher - 2nd Grade
Deborah Gonzalez	East Elementary Teacher - 1st Grade
Antonia Trujillo	East Elementary Teacher - 1st Grade
Kayce Smalley	Parent Representative
Shannon Roberts	Parent Representative
Ashley Creager	Community Representative
Marlina Cowen	Community Representative
Andy Rogers	Business Representative
Traci Bounds	Business Representative

Breckenridge ISD Board of Trustees

Graham Reaugh, President
Nic McClymond, Vice-President
Carrol Kanady, Secretary
Paul Lippe, Member

Jimmy McKay, Member
Roy Russell, Member
Chad Townson, Member

Term and Implementation

The term of this innovation district plan will be five years or until terminated by the Breckenridge ISD Board of Trustees in accordance with Texas law. Should the district choose to request further allowances that would increase student achievement, the Board will re-establish the Innovation Plan Committee and repeat the process.

Implementation of this plan will be carried out by the Administration, Board of Trustees, and Campus-Level and District-Level Planning Committees. Board Policies affected by the implementation of these innovation strategies will be reviewed and revised as necessary by the Board of Trustees.

Allowable Exemptions

District personnel, along with the Local Innovation Committee, having considered the allowances set forth in Sec 12A.003 of the Texas Education Code. In an effort to allow flexibility in creating programs that meet the challenges related to educating a low socio-economic population in a rural, West Texas setting, the Local Innovation Committee and the Board of Trustees, jointly agree to these requested allowances.

I. **Uniform Start Date (TEC §25.0811)**

Currently, state law mandates a start date of the fourth Monday in August, except for districts that operate a year-round program.

Rationale for Exemption

Flexibility in start date will allow several benefits to enhance the programs at Breckenridge ISD. First, it will allow more days throughout the school year for teacher preparation, planning, and data driven decision-making. Second, it will allow us to more effectively balance the number of days in the first and second semesters. Third, it will allow for scheduling around local activities, such as the Stephens County Fair.

Local Guidelines

The district will determine, on an annual basis, when each school year will begin.

II. **Certification Requirements (TEC §21.003, §21.044, §21.053 and §21.057)**

State law requires that classroom teachers hold an appropriate certificate or permit issued by the appropriate State Board of Educator Certification. When a properly certified teacher cannot be obtained, the district must file a request for an Emergence Certification through the Texas Education Agency and the State Board for Educator Certification.

Rationale for Exemption

Statewide, teacher shortages are hampering school districts' ability to find qualified teachers. Current state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high-

demand, dual credit, and career and technical courses. Breckenridge ISD is located in a rural area which limits course offerings. The District seeks to establish its own local qualification requirements and its own requirements for training professionals and experts to teach such courses in lieu of the requirements set forth in law. This flexibility will allow the district to offer a wider variety of courses and provide more innovation in instruction and coursework for Breckenridge ISD students. This flexibility would also allow the district to employ the teacher candidates that have the greatest passion for teaching and learning.

Local Guidelines

In order to best serve Breckenridge ISD students, decisions on certifications will be handled locally.

- The Principal may submit to the Superintendent a request to allow a certified teacher to teach a subject(s) out of his/her certification field. The Principal will be required to provide valid reasoning for the request and document what credentials the certified teacher possesses which qualify this individual to teach this subject. The Superintendent will submit a report to the Board of Trustees for consideration and final approval prior to the official employment offer.
- 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 may submit to the Superintendent a request including all the individual's credentials. The Superintendent will submit a report to the Board of Trustees for consideration and final approval prior to the official employment offer. The local certificate will require an employee agreement rather than a contract.
- In the case the District is not able to hire an appropriately certified teacher, the Principal may submit a request to the Superintendent to hire a non-certified teacher. The Principal and Superintendent will establish a plan of action which includes an appropriate number of professional development hours and a focused mentorship to help the teacher become certified in a reasonable time period. The Superintendent will present the plan to the Board of Trustees for final consideration and approval prior to the employment of the individual.
- Special Education and ESL/ELL certifications cannot be waived.

IV. **Group Health Benefits for School Employees (TEC §22.004i)**

Currently, the TEC §22.004(i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code.

Rationale for Exemption

The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all Breckenridge ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This provision is in direct contradiction to the wishes of the local Board of Trustees who represents community interests in this matter.

T.E.C. § 22.004 is not included in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to T.E.C. § 12A.004 or the list of the Commissioner's prohibited exemptions in the Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Therefore, in order to have the option to offer additional benefits options to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs, the district

hereby amends the District of Innovation Plan to exempt the district from the health insurance requirements in T.E.C. § 22.004(i)

Local Guidelines

Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

V. **Class Sizes and Student-Teacher Ratios (TEC §25.111, §25.112, §25.113, and §25.114)**

Current law requires a student-teacher ratio of 22-1 for students in Kindergarten through Fourth Grade, and for Physical Education Classes a student teacher ratio of 45-1.

Rationale for Exemption

A smaller class size, under normal circumstances, will allow for more individual attention. However, clearly the district must be able to assess the current staff and students and place them in the situation that allows for optimum learning. The qualities of the teacher have a much larger impact on learning than class size. Flexibility from this rule will allow plans that may increase the student teacher ratio for part of the day, while at the same time allowing for more individualized attention in other parts of the day. When a qualified teacher cannot be found to reduce the class size to current law, it is better to have a few extra students with a qualified teacher.

Local Guidelines

In the event a classroom exceeds the 22:1 ratio in grades K-4, the class sizes will be reviewed by appropriate district and campus administrators. The Board of Trustees will be informed of which K-4 classes exceed the 22:1 ratio. TEA waivers for class sizes exceeding 22 will not be required.