



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**Bellevue ISD  
District of Innovation Plan  
2017-2022**

**Introduction**

House Bill 1842 was passed during the 84<sup>th</sup> Legislative Session which allowed Texas Public Schools to become Districts of Innovation. Becoming a District of Innovation allows a school to exempt from certain provisions of the Texas Education Code, which will allow more local control. To allow our students, staff, and community more opportunities to meet the diverse needs of our district, Bellevue ISD seeks to become a District of Innovation.

The process of Bellevue ISD becoming a District of Innovation was adopted by the Board of Trustees on March 23, 2016. During that time, a District of Innovation Team (DIT) was established to take charge of creating a collaborative local innovation plan to improve the needs of our school. The DIT met on January 19, February 2, and February 16 to discuss the development of the plan. The DIT used data driven decision making to devise a Local Innovation Plan (LIP) to bring needed changes to Bellevue ISD.

Bellevue ISD's LIP will begin with the 2017-2018 school year and conclude at the end of the 2021-2022 school year unless the plan is terminated or amended by the Board of Trustees in accordance with HB 1842. If at any time within the 5 year plan, other areas are to be considered, the Board will nominate a new committee to consider new exemptions. Any future amendments will adhere to the same term of the original plan.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



# BELLEVUE INDEPENDENT SCHOOL DISTRICT

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

## Timeline

November 17, 2016	Bellevue ISD Board of Trustees discusses District of Innovation plan. The Board votes to adopt a resolution to initiate consideration for being designated a District of Innovation. The Board holds a public hearing, appoints a DIT to develop a LIP.
January 19, 2017	DIT meets to discuss ideas for the district.
February 2, 2017	DIT meets again to discuss calendar and more.
February 16, 2017	DIT meets to review data and determine focus areas.
February 17, 2017	Post District of Innovation Plan on district website.
March 20, 2017	Board votes to notify Commissioner of its intention to vote on adopting final LIP.
March 23, 2017	DIT hosts public meeting to consider final version of BISD Innovation Plan.
April 20, 2017	District presents the proposed District Innovation Plan to Board of Trustees for approval with two-thirds vote. District sends approved plan to the Commissioner of Education for final approval.

## District Innovation Team (DIT)

- a. Dean Gilstrap, Superintendent
- b. Michael Qualls, Principal
- c. John Chandler, Counselor and Testing Coordinator
- d. Michelle Cassetty, GT Coordinator
- e. Kelly Obermier, Special Ed Coordinator
- f. Nathan Hindman, CTE and Ag Teacher
- g. Marsha Hanson, Elementary/Jr. High UIL and One Act Play Director
- h. Colby Broussard, Athletic Director
- i. Carla Mayo, PEIMS Coordinator
- j. Brandy Ford, PTFO
- k. Sunny Mitchell, Technology Coordinator
- l. Community Member (Robert Ratliff – Mayor???)
- m. Community Member (Mike Jackson – Retired Ag Teacher???)
- n. Renee Ellis (RTI Aide, Yearbook, Parent)
- o. Bobby Harrison (Cafeteria Staff, Parent)

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**Innovations**

GOAL #1

First Day of Instruction  
(TEC 25.0811)

*TEC25.0811 states that a school district may not begin student instruction before the 4<sup>th</sup> Monday of August.*

*There is a lack of flexibility in the calendar process to fit the needs of the community or the plans and wishes of the local Board of Trustees who represent the community.*

**Innovation Strategies**

1. Bellevue ISD will begin instruction before the 4<sup>th</sup> day of August in an effort to create greater flexibility in the school calendar.
2. The earlier start date will also offer more preparation time for staff and students to prepare for state mandated testing.
3. The flexibility will also provide more time for staff development days throughout the calendar year.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**GOAL #2**

Length of the School Day  
(TEC 25.082)(SAAH 3.8.1)

*TEC 25.082 states that a school day must be 7 hours each day including recess and intermissions.*

*SAAH 3.8.1 states that a school day must be at least 420 minutes including recesses and intermissions. School districts are subject to this requirement.*

*The current rules allow no flexibility in the design of district and campus schedules.*

**Innovation Strategies**

1. The opportunity to exempt from the 420 minute school day requirement will provide the district the opportunity to provide each campus the flexibility of creating a daily schedule that will better serve the students and teachers on each campus. This flexibility will give local control to the district in meeting the yearly requirement of 75,600 minutes in relation to the district calendar for each specific school year.
2. This exemption will also allow greater flexibility than the current 6 day waiver maximum that relates to the length of the school day.
3. The district will provide teachers and administrators the opportunity for weekly and monthly staff development opportunities through the creation of these unique schedules.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**GOAL #3**

Teacher Employment Contracts  
(TEC 21.102)

*TEC 21.102 states that experienced teachers new to the district have a probationary period that may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.*

*This time period is not sufficient to evaluate a teacher's effectiveness in the classroom.*

**Innovation Strategies**

1. For experienced teachers and counselors new to Bellevue ISD that have been employed in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the last date of district employment.
2. This will allow the district more time to evaluate a staff member's effectiveness.

**GOAL #4**

School District Teaching Permit  
(TEC 21.055)

*TEC 21.005 states that districts must submit requests to the TEA to hire teachers who are teaching a subject outside of their certification area.*

**Innovation Strategies**

1. Campus principals may submit to the superintendent a written request to allow a certified teacher to teach one subject out of their certified field and/or grade level in which he/she is not certified. The superintendent will approve or deny requests, basing decision on whether this person can be an asset for students. Upon approval, the superintendent will report this action to the Board of Trustees for final approval.
2. This will allow more flexibility in scheduling and offer our students opportunities to take courses that are not offered due to the restrictions in TEC 21.055.
3. This will also allow our district to fill hard to hire subjects with qualified teachers, without submitting a request to the TEA.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**GOAL #5**

Certification – General  
(TEC 21.003)

*TEC 21.003 states a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.*

**Innovation Strategies**

1. The current certification requirement severely limits the district's options to hire professionals with work related experience or degrees to teach a variety of courses from CATE and STEM related courses along with other required courses needed throughout the district. In order to maximize the opportunities for students to take such courses, the district will consider qualifications necessary to create a local requirement for these courses instead of the requirements set forth in TEC 21.003. This exemption will allow the district to:
  - a. Consider part-time professionals to teach courses
  - b. Opportunity for professionals to transition from other work related jobs to the teaching profession.
  - c. Increase the number of CATE and STEM type courses available.
  - d. Trade related professional the ability to teach related courses.
2. The current certification requirement also limits the district from creating a departmentalized elementary. This exemption will allow the district to:
  - a. Departmentalize the elementary to improve student instruction
3. The superintendent will report this action to the Board of Trustees at the first board meeting following these assignments and a teacher certification waiver, state permit applications, or other paperwork will not be submitted to TEA.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



**BELLEVUE  
INDEPENDENT SCHOOL DISTRICT**

P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

**GOAL #6**

Teacher Contract Days  
(TEC 21.401)

*TEC 21.401 defines a teacher contract as a ten month contract equivalent to 187 days.*

**Innovation Strategy**

1. With the limits to our budget due to property values in our district, it is hard for Bellevue ISD to compete with other local schools on teacher salaries. This strategy would decrease the number of teacher contract days from 187 to 182 to allow an increase in the daily rate paid to teachers employed by Bellevue ISD. This will level the playing field for recruiting and retaining high quality teachers in our area. Along with competitive salaries, this reduction in contract days will also have a positive effect on teacher morale in our district.

Educational programs conducted by the Bellevue I. S. D. serve people of all ages, regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



BELLEVUE  
INDEPENDENT SCHOOL DISTRICT  
P. O. Box 38 Bellevue, Texas 76228 (940) 928-2104

Educational programs conducted by the Bellevue I. S. D. serve people of all ages,  
regardless of socio-economic level, race, color, sex, religion, handicap or national origin.



