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.


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.
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

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>November 13, 2017</td>
<td>Board of Trustees adopted resolution</td>
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<tr>
<td>December 4, 2017</td>
<td>Board of Trustees hosted a public hearing</td>
</tr>
<tr>
<td>January 18, 2018</td>
<td>First DOI Committee Meeting</td>
</tr>
<tr>
<td>January 23 &amp; February 8, 2018</td>
<td>Second and Third DOI Committee Meeting</td>
</tr>
<tr>
<td>February 21, 2018</td>
<td>Presentation of the DOI Plan to IGC</td>
</tr>
<tr>
<td>February 23, 2018</td>
<td>30-day publication to the website</td>
</tr>
<tr>
<td>February 23, 2018</td>
<td>Plan sent to Texas Commissioner of Education</td>
</tr>
<tr>
<td>February 26, 2018</td>
<td>Presentation to the Board of Trustees</td>
</tr>
<tr>
<td>March 26, 2018</td>
<td>Final approval of DOI Plan by Board of Trustees</td>
</tr>
</tbody>
</table>

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

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