

Bay City ISD
Educational Improvement Council
February 1, 2022
Meeting Minutes

The Educational Improvement Council held a regular meeting at BCISD Administration Building on February 1, 2022.

Item I.- Welcome and Introductions

- Lisa Volkmer began the meeting by welcoming everyone.

Item II. – TAPR Reports 2021 – 2022 Review

- Lisa Moya went over the TAPR Reports which can be found at <https://rptsvr1.tea.texas.gov/perfreort/tapr/2021/index.html>
 - Reports provide a 2-year comparison
 - Trends reflected that virtual learning was higher in the elementary grades then in the secondary grades
 - Math was an area that reflected a drop
 - There was a 99% STAAR participation
 - Attendance was at 98%; this included virtual learning
- Mary Lynn Mosier shared that support from Pam with Region 3 has been very helpful
 - There was a slight decrease in Biology but they were working with Jackie Ramsey
 - Graduation rates stayed strong
 - Reviewed the College Career Military Ratings and how students can obtain these
 - BCHS is a designated TSI Testing site
- Patty Gardner shared coaching process with Teachers at Roberts campus which has been successful and have seen great improvement on campus

Item III. – District of Innovation-Renewal/Amendment

- Lisa Volkmer provided all members with a copy of the District of Innovation and reviewed it with members present.
 - Reviewed timeline & process; began in 2017 and will be due for renewal in April 2022
 - None of the original information is deleted; still includes the first committee
 - Revision that was made in 2020- Ability to hire teachers without teaching certifications to teach Math, Science, Foreign Language, and CTE
 - New- Probationary Contracts for up to (2) years for eligible employees who meet the five of eight rule
- 1st motion to approve DOI was made by Mary Lynn Mosier and was 2nd by Mandy Ressler

District Calendar 2022 – 2023

- Lisa Volkmer provided a copy of the 2022-2023 Calendar Process to all members present and reviewed it with them; also provided members with a copy of Calendar (1) which won with 269 votes and reviewed it with the members as well.
 - Teachers will start on 8/8/22 and students on 8/17/22
 - TEA made corrections to Good Friday which was previously scheduled as retest
 - Mrs. Mosier made recommendation to extend the 1st six weeks and shorten one of the other six weeks
- 1st motion to approve Calendar was made by Victoria Sparks and was 2nd by Melissa Barrera

Next meeting will be Tuesday, June 7, 2022 at 4:00pm. at the Administration Building Board Room.

No other discussion was brought up and the meeting was adjourned.

Educational Improvement Council

February 1, 2022

Agenda

- I. Welcome and Introductions
- II. TAPR Reports 2021 -2022 Review
 - a. <https://rptsvrl.tea.texas.gov/perfreort/tapr/2021/index.html>
- III. District of Innovation- Renewal/Amendment
- IV. District Calendar 2022 – 2023



District of Innovation

Bay City ISD Local Innovation Plan 2022-2027

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District Leadership Team

Districts are required annually to engage in the Texas Accountability Intervention System (TAIS) due to the identification of low performance in the state accountability system and/or the performance-based monitoring analysis system (PBMAS) system, As outlined by TEA guidance, BCISD annually develops a “broad-based District Leadership Committee to conduct and monitor activities of the TAIS process which must include representatives from programs staged in PBMAS and campuses in improvement.”

This committee was appointed by the BCISD Board of Trustees to also serve as the District Of Innovation Committee. The committee elicited input from campus stakeholders through faculty meetings, department meetings, and staff surveys to develop the following plan to address flexibility in the school start date and additional time needed for professional learning communities within the school calendar.

Educational Improvement Council

The Educational Improvement Council plays a vital role in the checks and balances procedures built into the District of Innovation process. This committee will hold a public comment meeting regarding the District of Innovation Plan, which was developed by the District Leadership Team. Following the public meeting, the DOI plan will require a 2/3 majority approval by the EIC prior to presentation to the BCISD Board of Trustees for their approval.

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To become District of Innovation, BCISD has followed the process established by the Texas Code (TEC) Chapter 12(A) which includes:

TIMELINE OF EVENTS

2/1/17	Resolution Adopted On February 1, 2017, the BCISD Board of Trustees approved a resolution to explore the opportunity for Bay City ISD to become a District of Innovation and seek flexibility in regulations regarding the school start date.
2/1/17	Public Hearing On February 1, 2017, the BCISD Board of Trustees held a public hearing for public input on the District of Innovation Opportunity.
2/1/17	Committee Appointed On February 1, 2017, the BCISD Board of Trustees appointed the District Leadership Committee to develop a District of Innovation Plan addressing the need for flexibility of start date for students in the school calendar.
2/7/17 and 2/13/17	Develop District of Innovation Plan and Draft Calendars reflecting Flexibility in School Start Date The District Leadership Team met on these dates to discuss calendar issues, collect stakeholder input from all campuses, and compose several draft calendars. This committee voted on the top three draft calendar submissions which were presented to all BCISD employees to vote on.
3/10/17	Employee/Stakeholder Input All employees participated in voting process for the top three calendar submissions.
3/17/17	District Plan of Innovation Posting The BCISD District Plan of Innovation was posted on the BCISD website for 30 days.
4/11/17	Open Meeting for Public Comment BCISD Educational Improvement Council will hear public comments regarding the District of Innovation Plan in an open public meeting.
4/11/17	Approved District Plan of Innovation BCISD Educational Improvement Council will vote on approval of the District of Innovation Plan. A 2/3 majority approval will be required to proceed forward with Board Approval
4/17/17	District of Innovation Plan Approved by Board of Trustees If approved by the BCISD EIC, the District of Innovation Plan will be presented to the BCISD Board of Trustees at the regularly scheduled board meeting. If approved, a copy of the District of Innovation Plan will be provided to Texas Education Agency for posting on its website.
2/5/20	Approved Revised District Plan of Innovation
2/17/20	District Plan of Innovation Approved by Board of Trustees
2/1/22	Public Hearing BCISD Education Improvement Council approves Renewal & Amendment to the District Plan of Innovation 22-27
2/3/22	DRAFT District Plan of Innovation Posting The BCISD DRAFT District Plan of Innovation 22-27 will be posted on the BCISD website for 30 days
2/7/22	BCISD Board of Trustees give Authority to Superintendent or Designee Notify Commissioner of Education of intent to renew and amend the District Plan of Innovation 22-27.
3/7/22	District Plan of Innovation 22-27 Approved by Board of Trustees
3/8/2022	Commissioner of Education notified of BCISD District Plan of Innovation 22-27

Approved by Bay City ISD DOI Committee 4-11-17 3 Adopted by BCISD Board of Trustees on 2-17-20
Revised by DOI Committee 2-5-20
Revised 1/31/2022

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**Bay City ISD District Leadership Committee
2017-2022**

Dr. Marshall Scott III, Superintendent
Lisa Moya, Assistant Superintendent

Member	Position
Lisa Volkmer	Director of Federal Programs/Chief of Human Resources
Estela Reyes	BCHS Principal
Mary Lynn Mosier Flores	BCHS Academic Dean
Becky Morrison	BCHS Teacher
Jessie Deleza	BCHS Teacher
Rosie Cumings	BCJH Principal
Steve Eaton	BCJH Teacher
Raeanna Wertz	BCJH Teacher
Merideth Dodd	Cherry Principal
Brandy Stei	Cherry Teacher
Megan Perez	Cherry Teacher
Ashley Hagg	Roberts Principal
Katherine Gassen	Roberts Teacher
Artricia Allen	Roberts Teacher
Kim Hickl	Holmes Principal
Gina Branton	Holmes Teacher
Elvira Frausto	Holmes Teacher
Jada Townsend	District Instructional Facilitator
Jackie Ramsey	District Instructional Facilitator
Sonya Sonia	Director of Special Education
Stacie Presley	Special Education Supervisor

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**Bay City ISD Educational Improvement Council
2019-2020**

EIC Meeting Date

Wednesday, February 5, 2020 BCISD Administration Building 4:00 PM

Classroom Teacher Two (2) Year Term

Connie Cornman	Bay City High School
Carla Davis	Bay City Jr. High
Brandy Stai	Cherry Elementary
Wendy Hecht	Holmes Elementary
Jeniffer Chancey	Roberts Elementary

Classroom Teacher One (1) Year Term

John Driver	Bay City High School
Raeanna Wertz	Bay City Jr. High
Gina Smith	Cherry Elementary
Sheena Arocha	Holmes Elementary
Jonathan Armstrong	Roberts Elementary

Nonteaching Professional one (1) Year Term

Stacey MacKenzie	Bay City High School
Tammy McMahon	Bay City Jr. High
Lisa Stuhler	Cherry Elementary
Blair O'Connell	Holmes Elementary
Michelle Zbranek	Roberts Elementary

Parents

Yolanda Betancourt

Community

Special Education

Sonya Sonia

Business

Lisa Morales
Irene Bishop
Tiffany Foltyn

Student Representative

Mallory Grimes (Sr.)
Julianne Friesenhahn

Central Office

Lisa Moya
Dr. Marshall Scott
Zulia Mejia

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**Bay City ISD District Leadership Committee
2022-2027**

Dr. Marshall Scott III, Superintendent
Lisa Moya, Assistant Superintendent

Member	Position
Lisa Volkmer	Chief HR/Federal Compliance Officer
Estela Reyes	BCHS Principal
Mary Lynn Mosier Flores	BCHS Academic Dean
Patricia Broussard	BCHS Teacher
Eloina Magallan	BCHS Teacher
Rosie Cumings	BCJH Principal
Yamilet Arroya	BCJH Assistant Principal
Brandi Liberoni	BCJH Teacher
Victoria Rutledge	BCJH Teacher
Tiera Pennix	Cherry Principal
Marsha Brown	Cherry Assistant Principal
Kendall Jernigan	Cherry Teacher
Jessica Lagner	Cherry Teacher
Marissa Wendel	Roberts Principal
Patricia Gardner	Roberts Instructional Coach
Melissa Barrera	Roberts Teacher
Victoria Sparks	Roberts Teacher
Ashley Hagg	Holmes Principal
Stephanie Kucera	Holmes Assistant Principal
Natalie DeBrock	Holmes Teacher
Mandi Ressman	Holmes Teacher
Jada Townsend	District Instructional Facilitator
Jackie Ramsey	District Instructional Facilitator
Selina Garcia	Director of Special Education

DIP GOALS

- ❖ **Goal 1:** Bay City ISD will provide quality teaching and rigorous learning in academic and vocational areas
- ❖ **Goal 2:** Bay City ISD will provide a safe learning environment and improve the climate of our district.
- ❖ **Goal 3:** Bay City ISD will increase opportunities for collaboration and partnerships with parents and community members.
- ❖ **Goal 4:** Bay City ISD will place a continued emphasis on providing students with teachers who provide high quality instructional opportunities for learning.
- ❖ **Goal 5:** Bay City ISD will insure fiscal responsibility by prudent application of all district funds.

Innovation: TEACHER CERTIFICATION

Current Challenges:

- **Lack of certified CTE Teachers**
- **Lack of teachers with specialized certifications**

TEC Exemptions:

- **TEC 21.003 Certification Required**
- **TEC 21.003 Failure to Obtain Certification; Contract Void**
- **TEC 21.053 Presentation and Recording of Certificate**
- **TEC 21.057 Parental Notification**

Corresponding Board Policies Requiring Revision:

- **DBA(legal)**
- **DBA(local)**
- **DK(legal)**
- **DK(local)**
- **DK(exhibit)**

Rationale Exemption:

The current certification requirements inhibit the District’s ability to hire professionals with industry experience to teach CTE and STEM courses, native speakers with qualified experience, and all other hard to fill areas. In order to provide more students the opportunity to take such courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for such individuals in lieu of the requirements set forth in law.

Currently, a certified teacher cannot be hired for a position or be assigned to a subject outside his or her certification, limiting the District’s ability to effectively utilize personnel to ensure quality instruction in all areas.

Local Innovation or Guidelines:

Bay City ISD Human Resources Department will submit a written request for approval to fill a teaching position to the Superintendent or designee:

- For an individual with professional or vocational experience who does not possess a traditional teaching certificate, but is highly credentialed as evidenced by a license, degree or experience, to teach a non-core courses such as CTE or hard to fill subject areas such as Math, Science, or Spanish.
- For a certified teacher to teach a subject area out of his or her certified field in grades 5th-12th.

Candidate Qualification may include a combination of:

- Professional work experience;
- Formal training and education;
- Relevant industry licensure, certification, or registration; and/or
- Any combination of work experience, training and education, or industry credential related to the subject matter he or she will be teacher.

The written request will outline the reason for the request and it will document the credentials possessed by the recommended teacher which qualify him/her to teach the subject. In addition, the written request must be submitted to the Superintendent or designee for approval prior to employing them as a teacher.

Innovation: SCHOOL CALENDAR

Current Challenges:

- **Inability to create an instructional calendar that meets the instructional needs of our students**
- **Semesters not balanced**
- **Students cannot start before the 4th Monday in August**
- **Current calendar options are restrictive**

TEC Exemptions:

- **TEC 25.0811 First day of Instruction**
- **TEC 25.0812 Last day of Instruction**

Corresponding Board Policies Requiring Revision:

- **EB(legal)**
- **EB(local)**

Rationale Exemption:

These Laws restrict flexibility in the design of annual calendars to fit the needs of the school district and community. The flexibility to begin instruction earlier in August will enable the district to develop a calendar that best meets the needs of the students in Bay City ISD. An earlier start date allows a better balance between semesters, more instructional days prior to mandatory testing, and a school end date prior to June. By ending earlier, BCISD can support students who need remediation, as well as students who are entering college or trade school. An earlier school start date allows these students to register for summer classes and attend new student orientation meetings without missing instructional time.

Local Innovation or Guidelines:

- An earlier start date for staff and students
- A calendar committee comprised of teachers, administrators, and voters will be utilized to create three (3) proposed calendars which will then be put out to the staff and community for a vote.
- Recommendation from the calendar committee will be approved by school board

Innovation: CAMPUS BEHAVIOR COORDINATOR

Current Challenges:

- All the responsibilities required by law are on one campus administrator
- Inhibits a collaborate approach to discipline

TEC Exemptions:

- TEC 37.0012 Designation of Campus Behavior Coordinator

Corresponding Board Policies Requiring Revision:

- FO(legal)

Rationale Exemption:

The Current TEC Code requires there to be one administrator who assumes all of the responsibilities for the Campus Behavior Coordinator. This exemption allowing BCISD to abstain from the state requirement that each school have a Campus Behavior Coordinator will free the district from this particular legislative requirement that was put in place as a solution to a non-existing problem. Campus principals and assistant principals already serve in this capacity and a bureaucratic requirement to designate someone from this position is not necessary.

Local Innovation or Guidelines:

The district will continue the current practice of spreading the responsibilities among Principals and Assistant Principals for each campus.



Innovation: PROBATIONARY CONTRACTS

Current Challenges:

- Probationary terms for experienced employees often do not provide adequate opportunity to determine whether continued employment under a term contracts is in the best interest of BCISD
- Limits Administration’s ability to work with employees to work with employees long-terms to improve performance concerns before making contract recommendation for upcoming school year.

TEC Exemptions:

- TEC 21.102 – Probationary Contract

Corresponding Board Policies Requiring Revision:

- DCA (Legal)

Rationale Exemption:

TEC 21.102 provides that a probationary contract may be renewed for two additional one-year periods, for a total of three years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by BCISD. An exemption to this provision would also allow the District a longer period to observe and evaluate the performance of experienced contract employees before transitioning the employees to term contracts.

Local Innovation or Guidelines:

The District may offer probationary contracts for up to two (2) total consecutive years for eligible employees who meet the five-of-eight rule.

College & Career Ready Graduate Profile



Persistent
Adaptive
Respectful
Self-disciplined
Collaborative
Growth Mindset
Problem Solver
Reflective
Curious
Inclusive
Communicator
Analytical

2022-2023 Calendar Process

BCISD Calendar Committee was comprised of elected campus Educational Improvement Committee members and campus administrators

December 15, 2021 – Calendar Committee met from 3:45-4:45 to discuss the parameters for creating the 2022-2023 Academic Calendar

January 7, 2022 – Due date for calendar committee members to submit their final group calendars. Four calendars were submitted.

January 12, 2022 – Calendar Committee surveyed to pick top 2 out of the 4 calendars submitted by the BCISD Calendar Committee

January 17-21, 2022 – Top two calendars went out to the staff and community for a vote

367 votes were cast

Calendar 1 won with 269 votes

Calendar will go to the School Board for final approval on February 7, 2022

BAY CITY INDEPENDENT SCHOOL DISTRICT 2022-2023 CALENDAR

START DATE 7/17/2022 END DATE 5/25/2023

JULY 2022							Reporting Periods (6)			JANUARY 2023						
S	M	T	W	Th	F	S	(1st 6 Weeks)	8/17/2022	9/16/2022	S	M	T	W	Th	F	S
					1	2	(2nd 6 Weeks)	9/19/2022	10/28/2022	1	2	3	4	5	6	7
3	4	5	6	7	8	9	(3rd 6 Weeks)	10/31/2022	12/16/2022	8	9	10	11	12	13	14
10	11	12	13	14	15	16	First Semester 81 Days			15	16	17	18	19	20	21
17	18	19	20	21	22	23	(4th 6 Weeks)	1/4/2023	2/17/2023	22	23	24	25	26	27	28
24	25	26	27	28	29	30	(5th 6 Weeks)	2/21/2023	4/14/2023	29	30	31				
31							(6th 6 Weeks)	4/17/2023	5/25/2023							
							Second Semester 92 Days			FEBRUARY 2023						
AUGUST 2022							Staff Development (Student Holidays) 8/8-16, 10/10, 1/3, 2/20, 3/20, 4/10 Teacher Work/Comp Days (Student Holidays) 1/2 & 5/26 First Day of School Last Day of School			S	M	T	W	Th	F	S
S	M	T	W	Th	F	S							1	2	3	4
	1	2	3	4	5	6				5	6	7	8	9	10	11
7	8	9	10	11	12	13				12	13	14	15	16	17	18
14	15	16	17	18	19	20				19	20	21	22	23	24	25
21	22	23	24	25	26	27	26	27	28							
28	29	30	31				MARCH 2023									
SEPTEMBER 2022							School Holidays Labor Day September 5 Thanksgiving November 21-25 Christmas/New Years Dec 19 - 30 Martin Luther King..... January 16 Spring Break..... March 13 - 17 Easter Break April 7 Graduation..... May 26 Memorial Day..... May 29			S	M	T	W	Th	F	S
S	M	T	W	Th	F	S							1	2	3	4
				1	2	3				5	6	7	8	9	10	11
4	5	6	7	8	9	10				12	13	14	15	16	17	18
11	12	13	14	15	16	17				19	20	21	22	23	24	25
18	19	20	21	22	23	24				26	27	28	29	30	31	
25	26	27	28	29	30					APRIL 2023						
OCTOBER 2022										S	M	T	W	Th	F	S
S	M	T	W	Th	F	S										1
						1				2	3	4	5	6	7	8
2	3	4	5	6	7	8	9	10	11	12	13	14	15			
9	10	11	12	13	14	15	16	17	18	19	20	21	22			
16	17	18	19	20	21	22	23	24	25	26	27	28	29			
23	24	25	26	27	28	29	30									
30	31						MAY 2023									
NOVEMBER 2022							School Day Schedule BCHS 7:30am-3:00pm BCJH 7:40am-3:10pm Cherry 7:45am-3:15pm Holmes 8:00am-3:30pm Roberts 8:10am-3:40pm			S	M	T	W	Th	F	S
S	M	T	W	Th	F	S					1	2	3	4	5	6
		1	2	3	4	5				7	8	9	10	11	12	13
6	7	8	9	10	11	12				14	15	16	17	18	19	20
13	14	15	16	17	18	19				21	22	23	24	25	26	27
20	21	22	23	24	25	26				28	29	30	31			
27	28	29	30							JUNE 2023						
DECEMBER 2022										S	M	T	W	Th	F	S
S	M	T	W	Th	F	S								1	2	3
				1	2	3				4	5	6	7	8	9	10
4	5	6	7	8	9	10	11	12	13	14	15	16	17			
11	12	13	14	15	16	17	18	19	20	21	22	23	24			
18	19	20	21	22	23	24	25	26	27	28	29	30				
25	26	27	28	29	30	31										