



# District of Innovation

Bay City ISD Local Innovation Plan  
04/04/2022 – 04/04/2027

Amended 12/28/2022 and 9/19/2023

## **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.

Approved by Bay City ISD DOI Committee 4-11-17

Approved by BCISD Board of Trustees on 2-17-20

Approved renewal and revision 4/4/22

Amendment Approved by BCISD Board of Trustees on 12/28/2022

Amendment Approved by BCISD Board of Trustees on 9/19/2023

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

## **TIMELINE OF EVENTS**

<b>2/1/17</b>	<b>Resolution Adopted</b> 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.
<b>2/1/17</b>	<b>Public Hearing</b> On February 1 2017, the BCISD Board of Trustees held a public hearing for public input on the District of Innovation Opportunity.
<b>2/1/17</b>	<b>Committee Appointed</b> 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.
<b>2/7/17 and 2/13/17</b>	<b>Develop District of Innovation Plan and Draft Calendars reflecting Flexibility in School Start Date</b> 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.
<b>3/10/17</b>	<b>Employee/Stakeholder Input</b> All employees participated in voting process for the top three calendar submissions.
<b>3/17/17</b>	<b>District Plan of Innovation Posting</b> The BCISD District Plan of Innovation was posted on the BCISD website for 30 days.
<b>4/11/17</b>	<b>Open Meeting for Public Comment</b> BCISD Educational Improvement Council will hear public comments regarding the District of Innovation Plan in an open public meeting.
<b>4/11/17</b>	<b>Approved District Plan of Innovation</b> 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
<b>4/17/17</b>	<b>District of Innovation Plan Approved by Board of Trustees</b> 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.
<b>2/5/20</b>	<b>Approved Revised District Plan of Innovation</b>
<b>2/17/20</b>	<b>District Plan of Innovation Approved by Board of Trustees</b>
<b>2/1/22</b>	<b>Public Hearing</b> BCISD Education Improvement Council approved DRAFT renewal and amendment to the District Plan of Innovation 22-27
<b>2/3/22</b>	<b>District of Innovation Plan Posting</b> The BCISD DRAFT District of Innovation Plan 22-27 will be posted on the BCISD website for 30 days
<b>2/7/22</b>	<b>BCISD Board of Trustees give Authority to Superintendent or Designee</b>
<b>4/4/22</b>	<b>District of Innovation Plan 22-27 Approved by Board of Trustees</b>
<b>4/5/22</b>	<b>Commissioner of Education notified of BCISD District of Innovation Plan 22-27</b>
<b>12/01/22</b>	<b>Approved Amended District of Innovation Plan 22-27</b> BCISD Education Improvement Council approved amendment to the District Plan of Innovation 22-27
<b>12/28/23</b>	<b>Amended District of Innovation Plan 22-27 Approved by Board of Trustees</b>
<b>01/6/23</b>	<b>Commissioner of Education notified of BCISD Amended District of Innovation Plan 22-27</b>
<b>08/31/23</b>	<b>Approved Amended District of Innovation Plan 22-27</b> BCISD Education Improvement Council approved amendment to the District Plan of Innovation 22-27
<b>09/19/23</b>	<b>Amended District of Innovation Plan 22-27 Approved by Board of Trustees</b>
<b>9/20/23</b>	<b>Commissioner of Education notified of BCISD Amended District of Innovation Plan 22-27</b>

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## Bay City ISD District Leadership Committee 2017-2020

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 Stai	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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Approved by BCISD Board of Trustees on 2-17-20

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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**

**Business**

Lisa Morales  
Irene Bishop  
Tiffany Foltyn

**Student Representative**

Mallory Grimes (Sr.)  
Julianne Friesenhahn

**Special Education**

Sonya Sonia

**Central Office**

Lisa Moya  
Dr. Marshall Scott  
Zulia Mejia

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Approved by BCISD Board of Trustees on 2-17-20

## 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

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## 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:

- Shortage of certified teachers

### TEC Exemptions:

- TEC 21.003 Certification Required
- 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 the most qualified candidate for teaching positions. By exempting the District from this law, the District will have the flexibility to hire experts in their field even if they don't yet have a teaching certificate, have the flexibility in hiring "hard to fill" positions and will have the flexibility to hire those with industry expertise (e.g. HB 5 courses). This flexibility will allow the District to hire individuals who best meet the needs of the students and provide the content knowledge our students need to be successful. The District will continue to prioritize certified teachers, but seeks to establish its own local qualification requirements in lieu of the requirements set forth in law.

### 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 fields.
- For an individual with professional or vocational experience who does not yet possess a certificate to teach.

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.

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## 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 4<sup>th</sup> 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

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## 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.

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## 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.

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## Innovation: TRANSFER STUDENTS

### Current Challenges:

- **The District is required to commit to allowing a transfer student to attend the school district for a period of one school year.**
- **Limits Administration's ability to revoke a student's transfer for attendance and discipline issues before the end of one school year.**

### TEC Exemptions:

- **TEC 25.036 – Transfer of Student**

### Corresponding Board Policies Requiring Revision:

- **FDA (Legal)**
- **FDA (Local)**

### Rationale Exemption:

BCISD maintains a transfer policy under FDA (Local) requiring non-resident students wishing to transfer, to file a transfer application each school year. As outlined in TEC §25.036, the district only reviews transfer eligibility of current transfer students at the end of the academic year. BCISD is seeking to eliminate the provision of a one year commitment to transfer students if they violate district attendance or discipline guidelines. Under this new proposed flexibility; If a student has not met the district expectations for attendance and discipline the transfer may be revoked at that time.

This flexibility will allow the District to revoke the transfer of any student at any time during the academic year. Board policy gives authority to the Superintendent to approve, deny, or revoke transfers.

### Local Innovation or Guidelines:

The Superintendent or designee may revoke a student's transfer 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. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

## Innovation: COUNSELOR WORK TIME

### Current Challenges:

- **Restrictions on duties that can be fulfilled by school counselors.**
- **Limitations on contracting options for school counselors.**
- **Restrictions on amount of time school counselors can spend on a particular duty.**
- **Requirement to adopt certain policies and conduct an annual review by the school board.**
- **Requirement to track/log time spent on a particular duty.**

### TEC Exemptions:

- **TEC 33.006 (d – h)**

### Corresponding Board Policies Requiring Revision:

- **DP (Legal), (Local)**

### Rationale Exemption:

Currently, the Education Code requires certified counselors to spend at least eighty percent (80%) of the total work time on duties associated with counseling programs with the remaining twenty percent (20%) of the time on other duties. The Code also places limitations on certified counselor contracts, requires the adoption of board policy, mandates tracking and documentation of time spent on specific job duties, and annual reviews by the Board. This exemption would allow for greater flexibility in the job duties of certified counselors. Although the intent and goal of the District is for certified counselors to focus on counseling programs, this exemption would also alleviate the counselor from the extra time constraints associated with reporting and documentation required to track time spent on specific job duties. By partaking in this exemption, the District can utilize certified counselors in a variety of roles that best serve the needs of students in Bay City ISD.

### Local Innovation or Guidelines:

The District will exercise local discretion in determining the additional duties fulfilled by certified counselors, by taking into account each individual counselor's professional education, certifications, experience, and knowledge. Under this innovation, counselors will not be required to track or document their time spent on particular activities or duties. Although utilizing this innovation, the District intends to consistently strive towards maintaining the intent behind this legislation to ensure students are served appropriately.

# College & Career Ready Graduate Profile



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

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