

Lovelady ISD

Independent School District



District of Innovation Plan

Final Renewal Plan

Board Adopted 5/15/2023

Terms 8/1/2023-7/31/2028

Introduction

HB 1842, which was passed during the 84th Legislative Session, allows Texas public schools to become Districts of Innovation. This allows a traditional public school to utilize the exemptions in Education Law to which charter schools are currently entitled. Lovelady ISD is exercising this opportunity to become a District of Innovation to obtain more flexibility to better meet the unique needs of our students and community.

Timeline

January 22, 2018	Resolution passed by the LISD Board of Trustees
February 19, 2018	District of Innovation Committee Meeting
March 19, 2018	District of Innovation Committee Meeting
March 26, 2018	Plan posted to school website
April 16, 2018	Public Hearing & LISD Board of Trustee approval of DOI plan
March 27, 2023	The final proposed renewal plan was made available on the website
April 4, 2023	The board of trustees notified the commissioner of education of the board's intention to vote on adoption of the proposed plan.

Committee Members

Wendy Tullos, Superintendent	Rhonda Stone, Business Manager
Will Kirchhoff, Athletic Director	Johnny Zolman, Finance & Food Services
Cindi Burleson, Human Resources	Rhonda Lowery, Elementary Principal
Jo Martinez, High School Principal	Gretchen Christel, Elementary Assistant Principal
Ashley LaRue, CTE & Special Programs Director	
Leslie Gilchrist, Counselor	Dakota Ham, Technology Director
Mandy Wilson, Parent	Alisha Mosley, Parent

Term:

Lovelady ISD's District of Innovation plan will begin with the 2023-2024 school year. It will conclude at the end of the 2027-28 school year, unless the LISD Board of Trustees amends or terminates the plan in accordance with HB 1842.

Texas Education Code Exemptions

The LISD District of Innovation Committee reviewed the subchapters of the Texas Education Code to determine which permissible exemptions currently inhibit the district from maximizing the educational opportunities of our students.

First Day of Instruction

TEC 25.0811 & 25.0812 prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.

- Calendar committee will have flexibility on the school start date, with staff beginning no earlier than the second week of August.
- An earlier start date will help balance the instructional days in each semester and create more instructional time before STAAR-EOC assessments.
- This exemption would allow the school to look at starting classes as a short week, which can ease the transition for students entering kindergarten, middle school, and high school.

Teacher Certification

TEC 21.003 requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency.

- Recruit teachers from the field, including individuals with certain trades/vocations with industry knowledge and real work experience.
- An individual with experience in a CTE field could be eligible to teach a vocational skill or CTE course through a local teaching certificate. The principal will submit the individual's credentials to the superintendent. The superintendent will approve the request if he/she feels the individual could be an asset to the students.

- Allow experienced teachers to pick up an elective in an area they are qualified to teach. The principal may submit a request to the superintendent for local certification that will allow a certified teacher to teach one subject out of his/her field.
- This plan will allow more flexibility in our scheduling and more options for our students in class offerings.
- The superintendent will notify the school board of all teachers receiving local certification.

Teacher Contract Days

TEC 21.401 requires educators employed on a 10 month contract to provide a minimum of 187 days of service.

- Reduce teacher contract days from 187 to a decreased number of days with no effect on teacher salaries.
- This would be an attempt to better align the teacher days to the 75,600 minutes required for students. This would enhance teacher recruitment and improve teacher morale.

Class Sizes and Student-Teacher Ratios

TEC 25.112 requires districts to maintain a class ratio of 22 students or less for Kindergarten through fourth grade.

- While LISD will strive to maintain a student/teacher ratio that is less than 22:1, we believe the district should locally determine the adequate student/teacher ratio.
- Class size will be limited to the best extent possible at the beginning of the year; however class size may be exceeded during the school year.
- While small class size is often cited as improving academic performance, class chemistry plays a large role in academic performance as well. Allowing this exemption gives LISD the local control to determine what is best for our students.

Probationary Contracts

TEC 21.102 states that if a person has taught in a public education for at least five of the last eight years, then they may only receive a one-year probationary contract.

- One year isn't enough time to sufficiently evaluate teacher effectiveness, especially when state assessment results are not back before contract renewal.
- LISD would like to be able to place experienced teachers, counselors, librarians, or nurses new to the district, that have been in public education for five of the last eight years, on a probationary contract for up to two years, if needed.

Teacher and Principal Evaluation

TEC 21.203, 21.353, 21.354. Beginning with the 2016-17 school year, Texas will be using a new teacher appraisal system called Texas Teacher Evaluation and Support System (T-TESS). The Texas Principal Evaluation and Support System (T-PESS) will also be implemented in 2017-18.

- LISD teachers will be formally evaluated at a minimum of once every three years. Every teacher will receive informal walk-throughs each year.
- All teachers will set classroom goals and have an annual summative conference to discuss the year and progress toward meeting their goals.
- Probationary teachers will be evaluated every year.
- Teachers and Principals will be evaluated annually using a locally developed plan that includes T-TESS, T-PESS, and relevant best practices.

School Health Advisory Council

TEC 28.004 Beginning with the 2023-24 school year. Lovelady will be exempt from the requirement to hold a minimum of four meetings per year. Lovelady will only hold a minimum of two meets per year.