



THE LION ADVANTAGE

In Lockhart ISD, we understand the most important resource we have is our people. When you are on our team, you enjoy **The Lion Advantage**.

Lockhart ISD is an award-winning, fast-growth school district in Central Texas. LISD serves 6,200 students in Caldwell County with a team of 750 staff. Lockhart offers the benefits of small-town charm with easy access to Austin, San Marcos, and San Antonio. The area has become an economic development magnet, ensuring continued growth and opportunities for years to come. The district is recognized for its innovative and bold leadership as well as its strong positive culture. In a recent staff engagement poll, 91% of staff stated they were proud to work for the school district.

LOCKHEART FOR PEOPLE

When we take care of the people we serve, they are better able to take care of business.

INCREASED PAY:

- One of the highest paying districts for veteran teachers in Central Texas based on years of service from **any** district - [Learn More!](#)
- \$6,500 Bilingual stipend
- \$500 moving stipend for bilingual teachers
- \$250 referrals for recruiting bilingual teachers
- \$10,000 Lever Leader teacher leader stipend

INCREASED SAVINGS WITH LIONCARE:

- \$21 - \$1,559 savings per month, depending on current TRS Active Care health Insurance
- \$24 - \$213 savings per month, depending on current THSBP Plan
- FREE employee-only plan
- Savings on deductibles



We also offer dental, vision, life, and disability insurance; pension retirement benefits; and free \$10,000 life insurance for all LISD employees.

LOCKED ON EXCELLENCE

We hold ourselves and others to the highest expectations in relentless pursuit of excellent and equitable results.



- Teacher Incentive Allotment District - Potential for high-performing teachers to earn an additional \$4,293 - \$20,991, depending on earned teacher designation
- In LISD, we grow every single student by 1.5 years per year in reading and math, from our students who need foundational support to our most accelerated learners. This commitment is shared across the district by our LISD Board of Trustees, LISD leadership team, teachers, staff, parents, and the community, and our operations and allocation of resources are closely aligned with this shared goal.
- Lockhart ISD offers students a comprehensive and robust education program including advanced academics, dual credit programs, competitive athletics and UIL programs, and award-winning fine arts offerings. The district is committed to whole-child education, ensuring every student is challenged, healthy, engaged, safe, and supported.
- Award-winning district with 2021 **Top 5 State Finalist Superintendent of the Year**; Business Office recognized by the Government Finance Officers Association with a **Certificate of Achievement for Excellence in Financial Reporting** for 15 consecutive years and recognized for 18 consecutive **"Superior"** ratings for the **Texas Education Agency's Schools FIRST** (financial integrity rating system of Texas) rating; Texas Association of School Business Officials **"Purchasing Award of Merit"** 2020 and 2021; 2021 Texas School Public Relations Association **Crystal Commendation** for Marketing
- 2021 State Semifinalist for the H-E-B Excellence in Education Awards

- A Holdsworth Center District - Districtwide emphasis on leadership and personal development for all staff members; intentional creation of career pathways for staff growth
- New to Profession Academy - 90% retention for first-year teachers as a result of the ongoing support and mentoring throughout the year
- On-campus instructional coaching support at each campus
- Shared leadership program provides leadership pathways for teachers to take on leadership in non-administrative and administrative roles to retain, greater compensate, and empower our excellent teachers; distribute leadership so that our teachers share responsibility for the leadership of the school and increasing teachers' levels of influence with decision making, and attain excellent and equitable student outcomes

UNLOCKING POTENTIAL

We develop ourselves and others, growing to the fullest potential.

- Emerging Leaders Program, in partnership with Texas State University, provides tuition assistance for teachers who demonstrate a desire to become equity-oriented school and community leaders the opportunity to pursue a Master's in Education Leadership with Principal Certification
- \$20,000 stipend for student teachers in Texas State University's US PREP program
- Bilingual student teachers earn \$100 a day.
- District eligible for staff to apply for public loan forgiveness for student loans



@LockhartISD



@Lockhart_ISD



Lockhart ISD