

Lumberton ISD District Innovation Plan



Approved at Lumberton ISD Board Meeting on December 8, 2022
Implementation Timeline August 01, 2023 to July 31, 2028
Plan Amendment Approved at Lumberton ISD Board Meeting on November 9, 2023

Lumberton ISD

DISTRICT OF INNOVATION (DOI)

PLANNING/IMPLEMENTATION

SCHEDULE as of November 9, 2023

November 9, 2017	7:00 pm at the LISD Administration Building - Initial information about District of Innovation given to Board of Trustees
December 7, 2017	7:00 pm at the LISD Administration Building – LISD Board of Trustees approval of a resolution to consider designation as a District of Innovation
January 11, 2018	7:00 pm at the LISD Administration Building – LISD Board of Trustees appointed the District of Innovation committee to develop a plan (TEC12A.002 (b) (2) 12A.003)
February 12, 2018	Lumberton Middle School Library – Initial meeting of the District of Innovation Committee
February 26, 2018	LISD Administration Building – Public Input Forum
March 19, 2018	Second Meeting of the District of Innovation Committee, Plan Approved by Committee
March 27, 2018	District of Innovation Plan placed on website
May 10, 2018	District of Innovation Plan Approved by School Board
January 24, 2022	District of Innovation Plan Amendment Approved by the District Educational Improvement Committee (DEIC)
February 10, 2022	District of Innovation Plan Amendment Approved by Board of Trustees
October 25, 2022	District of Innovation Plan Renewal Approved by the District Educational Improvement Committee (DEIC)
October 26, 2022	District of Innovation Renewal Proposal posted on website
December 8, 2022	District of Innovation Plan Renewal Approved by Board of Trustees
October 17, 2023	District of Innovation Plan Amendment Approved by the District Educational Improvement Committee (DEIC)
November 9, 2023	District of Innovation Plan Amendment Approved by Board of Trustees

Lumberton ISD

DISTRICT OF INNOVATION (DOI)

DISTRICT OF INNOVATION COMMITTEE

Gerald Chandler – Assistant Superintendent
Darwin Davis – High School Principal
Leanna Stringer – Middle School Principal
Paige Wing – Intermediate School Principal
Katherine Waldrop – Primary School Principal
Kevin Wing – Early Childhood Principal
Cindy Lawrence – Curriculum
Mary Johnson – Technology
Lauren Sanders – SHAC/Health
Chasity Dunham – High School Teacher
Tammy Landry – High School Teacher
Karen Glenn – Middle School Teacher
Chelsea Hernandez – Middle School Teacher
Darlene Johnson – Intermediate School Teacher
Ellen Hopson – Intermediate School Teacher
Lori Morgan – Primary School Teacher
Kathleen McCoy – Primary School Teacher
Kayla Barlow – Early Childhood Teacher
Judith Lee – Early Childhood Teacher
Darla Eason – Parent/Community
Becky Newman – Parent/Community
Kevin Edwards – Parent/Community
Kim Bledsoe – Parent/Community
Lauren Rome – Parent/Community
Racheal Riggs – Parent/Community

Lumberton ISD District of Innovation Plan

1. School Start and End Date

Exemption from TEC §25.0811; TEC §25.0812

Related Board Policies: EB LEGAL

Manner in which statute in which statute inhibits the goals of the plan:

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. TEC §25.0812 states that a school district may not schedule the last day of school before May 15th. The current process allows no flexibility in the design of annual calendars to fit the needs of the community or the wishes of the local Board of Trustees who represent community interests in this matter. Previously, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday in August. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago, the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.

Innovation Strategies

- A. Relief from the statute will allow LISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes requirement, rather than days.
- B. Alignment of the district calendar with local universities, advanced placement exams and STAAR timelines.

C. Provide for increased local control of the instructional calendar in order to be responsive to community needs.

2. Teacher Appraisal Process

Exemption from TEC §21.351; TEC §21.352

Related Board Policies: DNA LEGAL

Texas Education Code requires the commissioner to adopt a recommended appraisal process and criteria on which to appraise the performance of teachers. The criteria must be based on observable, job-related behavior, including: (1) teachers' implementation of discipline management procedures; and (2) the performance of teachers' students. In appraising teachers, each school district shall use the appraisal process and performance criteria developed by the commissioner.

Innovation Strategies

The district is seeking flexibility within the recommended appraisal process and performance criteria for teachers and staff evaluated using the appraisal system Texas Teacher Evaluation and Support System (T-TESS). The district seeks to continue to utilize T-TESS as the teacher appraisal instrument, while seeking exemption from the Student Growth Measure. Data provided from district and campus local assessments will continue to be utilized following the current district assessment model.

DOI Plan Amendment as of February 10, 2022

3. Certification Required

Exemption from TEC 21.003; TEC 21.053; TEC 21.057

Related Board Policies: DBA LEGAL/LOCAL

TEC 21.003 states that a person may not be employed as a teacher, teacher intern, or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. In the event a district cannot locate a certified teacher for a position, or a teacher is teaching a subject outside of their certification, the district must request emergency certification from the Texas Education Agency and/or State Board for Educator Certification. TEC 21.053 requires a teacher to present his or her certificate to the district before their employment contract will be binding and prohibits the district from paying an educator for teaching if the educator does not hold a valid certificate at the time. TEC 21.057 requires that the district provide written notice to parents if an inappropriately certified or uncertified teacher is assigned to a classroom for more than 20 consecutive instructional days.

Innovation Strategies

The district will maintain its current expectations for employee certification. The District will make every attempt to hire secondary teachers and counselors according to TAC Title 19, Part 7, Subchapter 230; however, where that is not reasonably possible, the District will have the flexibility to create local certification requirements

for qualification and training for individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. If the teacher is performing on T-TESS or the counselor has a proficient evaluation at a level that is acceptable to the District, the District may consider retaining the services of this employee with the expectation that the employee show they are working toward obtaining the appropriate certification through workshops, college classes, and/or other venues to prepare them for the examination. In addition, the employee will remain at will until the employee acquires SBEC certification or appropriate licensure. The District will maintain the documentation at the local level. The district will also allow certified secondary teacher(s) to teach subject(s) out of their certified area for individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. The campus principal may submit to the superintendent a request for local certification that will allow an already certified teacher to teach a course for which he/she is not certified. The principal must specify in writing the reason for the request and document the credentials or life experience the candidate possesses that would qualify this individual to be employed and carry out the duties required by the position. Paperwork will not be submitted to the Texas Education Agency but will be filed locally. The district will ensure that all individuals assigned to teach have the knowledge and resources necessary to be successful.

DOI Plan Amendment as of November 9, 2023

4. Planning and Preparation Periods

Exemption From: TEC 21.404

Related Board Policies: DL (Legal)

Texas Education Code section 21.404 requires that each classroom teacher be provided at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. Due to the ridged construction of "two-weeks" without accounting for shortened workweeks, there is no flexibility for implementation of Lumberton ISD's four-day school week calendar. Moreover, teachers do not have the opportunity to earn additional compensation by electing to teach more courses and waive the statutorily required planning time.

Proposed Innovation Strategies

All teachers will continue to receive daily time for planning and preparation.

However, in order to implement the District's four-day school week and provide more flexibility in the campus master schedules, Lumberton ISD will adjust teacher planning and preparation periods to allow for implementation of the District's adopted calendar. In addition, teachers may elect to waive their planning periods to teach additional courses. Teachers that elect to waive their planning and preparation time to provide student instruction will be provided additional compensation.