Lumberton ISD District Innovation Plan

Original Approved at Lumberton ISD Board Meeting on December 8, 2022
Plan Amendment Approved at Lumberton ISD Board Meeting on November 9, 2023
Plan Amendment Approved at Lumberton ISD Board Meeting on August 28, 2025
Plan Amendment Approved at Lumberton ISD Board Meeting on November 5, 2026
Implementation Timeline August 01, 2023 to July 31, 2028

LUMBERTON ISD

DISTRICT OF INNOVATION PLAN

PLANNING/IMPLEMENTATION

Schedule as of November 5, 2026

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
August 21, 2025	District of Innovation Plan Amendments Approved by the District Educational Improvement Committee (DEIC)
August 28, 2025	District of Innovation Plan Amendments Approved by Board of Trustees
October 29, 2026	District of Innovation Plan Amendments Approved by the District Educational Improvement Committee (DEIC)
November 5, 2026	District of Innovation Plan Amendments Approved by Board of Trustees

LUMBERTON ISD

DISTRICT OF INNOVATION COMMITTEE

(Updated for 2026-2027 SY)

Central Office

Kristi Lee	Chief Financial Officer
Amanda Jenkins	Assist. Super.
Anna Miller	Assist. Super.
Belinda Clowers	PIEMS Coordinator
Brittany Williams	Child Nutrition Director
Michelle Harris	Director of Special Program
Dr. John Mathews	Superintendent
Holly Woollen	Curriculum Coordinator
Kati Hicks	Instructional Technology
Kayla Anderson	Curriculum Coordinator
Leslie Greenhouse	Instructional Technology
Meagan Hogg	Communications Director
Nelsi Rizo	Testing Coordinator
Tim Lane	Safety Director
Cheryl Connor	ESL Coordinator

Early Childhood

Heather Fountain	Principal
Janice Pullen	Assistant Principal
Ashley Turner	Teacher
Emily Cutler	Teacher
Tiffany Page	Teacher
Sherri Wallace	Teacher

Primary Campus

April Deters	Principal
April Peyres	Teacher
Cheyenne Morton	Teacher
Jill Sims	Teacher
Amanda Breaux	Teacher
April jones	Teacher

Intermediate Campus

Katherine Waldrop	Principal
Christi Nolen	Teacher
Lisa Hawsey	Teacher
Angie Humble	Teacher
Allyson Treme	Teacher

Middle School

Ellen Hopson	Principal
Chet Dever	Assist Principal
Candace Galloway	Teacher
Chelsye Hernandez	Teacher
Rebecca Bernard	Teacher
Amanda Costanzi	Teacher
Stephanie Stewart	Teacher

High School

Dr. Paul Goebel	Principal
Joan Garza	Assistant Principal
Christina Chauvin	Teacher
Ryan Cogdill	Teacher
Christina Sanchez	Teacher

Parents

Anthony Cordel	Parent
Brandon Williams	Parent
Stacy Battle	Parent
Frank McDaniel	Parent
Dawn White	Parent
DJ Maniscalco	Parent
Josh Ruiz	Parent
Justin Morrison	Parent

Community Members

Wade Maclean	Community Rep
JJ Pool	Community Rep
Kim Carlson	Community Rep
Vicki Mouton	Community Rep
Chlsea Cantu	Community Rep
Shaneigh Smith	Community Rep
Jennifer Duff	Community Rep
Corey Brown	Community Rep
Amy Varnado	Community Rep

Business Representatives

Sandra Womack	Chamber of Commerce
Ashley Moss	Business Owner
Ashleigh Buchholz	Business Owner
Darla Eason	Business Owner
Jason Mitchell	Business Owner

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 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 timeline.

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)

Manner in which statute inhibits the goals of the plan

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 November 5, 2026

3. Certification Required
Exemption from TEC 21.003; TEC 21.053;
Related Board Policies: DBA LEGAL/LOCAL

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

Innovation Strategies
The District shall implement its Board-approved Lumberton ISD Plan for Meeting Teacher Certification Requirements pursuant to Texas Education Code §21.0032(a-1). The District will require all newly hired teachers of record assigned to foundation curriculum courses to hold the appropriate SBEC certification or otherwise meet all applicable state certification requirements at the time of hire. The District will no longer utilize District of Innovation authority to employ uncertified teachers of record in foundation curriculum courses. The District will continue supporting current employees through additional certification, out-of-state certification, and approved educator preparation programs consistent with the HB 2 implementation plan. Any remaining DOI flexibility shall only be exercised where permitted by state law and shall not conflict with House Bill 2.

For certifications other than for foundational curriculum courses 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)

   Manner in which statute inhibits the goals of the plan
   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.

DOI Plan Amendment as of August 28, 2025

5. **Grievance Policy**
   Exemption from: TEC 26A.001(a)-(c), (e); TEC 26A.002; TEC 26A.003
   Related Board Policies: DGBA(LEGAL/LOCAL); FNG(LEGAL/LOCAL);
   GF(LEGAL/LOCAL)

   Manner in which statute inhibits the goals of the plan
   TEC 26A.001(a)-(c), (e), 26A.002, and 26A.003 requires the school district to adopt a grievance policy. This policy, among other things, significantly extends the timelines currently provided for under the district grievance policies.

   Innovation Strategies:
   LISD seeks to resolve issues equitably, timely and at the lowest level possible. The district believes its current grievance policies are effective and achieve the goals of resolving complaints. LISD will not adopt a new policy contemplated under TEC 26A but will continue to process complaints pursuant to its currently adopted grievance policies.

DOI Plan Amendment as of August 28, 2025

6. **Instructional Plans and Course Syllabus**
   Exemption from: TEC 26.0062
   Related Board Policies: FA(LEGAL)

   Manner in which statute inhibits the goals of the plan
   TEC 26.062 requires the school district to adopt a policy that mandates the posting of instructional plans and course syllabus on the district's website each semester. The policy must also require teachers to provide the instructional plan or syllabus to district administration, and the parent of each student enrolled in the class prior to the beginning of the semester.

   Innovation Strategies:

   A. LISD believes in effective and timely parent communication, especially regarding the instruction provided to students. As the district offers a range of classes at various levels, maintaining and providing each instructional plan or syllabus on the district's website prior to the semester beginning an administrative burden is created. This practice will further restrict the district's flexibility in the instruction offered to district students. Further, the district's teachers provide instructional information to parents and issue syllabi to students, depending on campus, within the first few days of the school year, typically covering the topics and expectations for the entire year. Under this law, the district would be required to provide the same information to its parents multiple times throughout the year, unnecessarily duplicating these communications.

   B. LISD will not adopt a policy that requires the district to post instructional plans or syllabi on its website or provide such documents to parents prior to the beginning of the semester. However, the district maintains it will ensure that parents are informed of the instruction being provided to their students and will provide additional information, as necessary, if parents request.

DOI Plan Amendment as of August 28, 2025

7. **Library Materials**
   Exemption from: TEC 33.026(a); TEC 33.027(b), (d), (f), (g), and (h)
   Related Board Policies: EFB LEGAL/LOCAL

   Manner in which statute inhibits the goals of the plan
   TEC 33.026(a) requires the school district to adopt a policy for the acquisition of library materials which includes procurement or acceptance of donated library materials. The policy, among other things, requires the Board to approve all such library materials, allows the public to review a list of prospective library materials 30 days prior to final approval, and sets timelines by which the list of prospective library materials must be considered at a Board meeting.

   TEC 33.027(b), (d), (f), (g), and (h) requires the school district to respond to challenges to library materials under certain timelines and to conduct reviews of the challenged library materials in specific ways.

   Innovation Strategies:
   A. LISD is committed to ensuring that students of all ages have access to library materials that are appropriate and academically relevant. Further, LISD is confident in the campus librarians, in conjunction with campus administration, to review and select such library materials.
   B. The Board of Trustees will not adopt a policy requiring Board approval of library materials. Board review can be utilized when necessary and any donated library materials will be received in compliance with Board Policy CDC (Legal) and (Local).
   C. The Board of Trustees will not adopt a policy consistent with TEC 33.027, as the district already has procedures in place to process and timely respond to any library material challenge. The district will continue to operate under those procedures.

DOI Plan Amendment as of August 28, 2025

8. Professional Development/Mentor Teachers

Exemption from: TEC 21.451; TEC 21.458

Relevant Board Policies: DEAA(LEGAL)

Manner in which statute inhibits the goals of the plan:

TEC 21.451 prescribes staff development requirements for educators. These requirements impede the District's ability to provide timely professional development to employees based on newly emerging issues, data, and student needs.

TEC 21.458 sets eligibility requirements for teacher mentors and mentees. This provision states that the district may only assign a mentor to a teacher with less than two years of teaching experience, despite the fact that a teacher at any level of experience may benefit from a mentor-mentee relationship. The District needs the flexibility to assign mentors to more experienced teachers in need of assistance. The statute also sets eligibility requirements for mentor teachers, which limits the available pool of mentor teachers.

Innovation Strategies:

A. The District will exercise local discretion in determining the areas of need, content, duration, and frequency for professional development for its instructional and noninstructional staff.
B. The District will exercise local discretion in assigning teachers to serve as mentors based on a variety of factors, including experience, knowledge, and areas of instruction targeted for improvement or innovation

DOI amendment as of November 5, 2026

9. Student Transfer Revocations

Exemption from: TEC 25.036
Relevant Board Policies: FDA (Legal) and (Local)

Manner in which statute inhibits the goals of the plan

TEC 25.036 makes inter-district transfers effective for a period of one school year; however, certain infractions during the transfer application process or during the effective period of the transfer may warrant revocation of a student's transfer during the school year.

Innovation Strategies

a. The District may revoke a student's transfer if the District learns that the student or the student's parent or legal guardian misrepresented any facts on the student's transfer application.
b. The District may revoke a student's transfer during the school year if the student is assigned to DAEP for any reason or if the student has more than two (2) writeups/referrals during any grading period.
c. The District may revoke a student's transfer during the school year if the student misses more than 10% of any class period during a grading period.