



Lufkin ISD District of Innovation Plan



Introduction

HB 1842 was passed during the 84th Texas Legislative Session in spring 2015. This bill provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities a school district must adopt a District of Innovation Plan.

Districts of Innovation provides opportunities for:

- Greater local control;
- Increased flexibility governing education programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes related to curriculum, graduation requirements, nor academic and financial accountability.

Term

The term of the Plan is for five years, beginning March 23, 2017 and ending at March 22, 2022 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

1-12-17

Review District of Innovation Opportunity

- DEIC and DLT review the criteria for District of Innovation designation and make recommendation.

1-17-17

Board Information

- The Lufkin ISD Board of Trustees will be provided an overview and introduction to District of Innovation.

1-19-17

Board Action

- Lufkin ISD Board of Trustees will hold a hearing for public input on the District of Innovation opportunity.
- The Board of Trustees will be asked to approve a resolution to explore the opportunity for Lufkin ISD to become a District of Innovation.
- The Board of Trustees will appoint the District Education Improvement Committee to develop a District of Innovation Plan.

1-23-17

Develop a Plan of Innovation

- The DEIC will develop and approve a District of Innovation Plan.

2-13-17

Update

- The LISD Board of Trustees will be given an update on the status of the District Plan of Innovation.

2-14-17

District Plan of Innovation Posted

- A copy of the District of Innovation Plan will be provided to Texas Education Agency for posting on its website.
- Lufkin ISD District Plan of Innovation will be posted on the Lufkin ISD website for at least 30 days.

3-23-17

District of Innovation Plan Approved by Board of Trustees

- The Board of Trustees will be asked to approve the District of Innovation Plan.

In order to best serve our students and align our learning to the Lufkin ISD board goals, we have developed a five-year District of Innovation Plan to provide opportunities that allow the Lufkin ISD Board of Trustees the ability to use their best judgement to make decisions regarding the students of Lufkin ISD. Lufkin ISD is a community with diverse students and unique challenges. Giving the board local control of these decisions will provide lasting effects on our students, parents and community

Lufkin ISD District Educational Improvement Committee

Calendar

First Day of Instruction

Exemption from: TEC §25.0811

Manner in which law inhibits district goals:

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows no flexibility in the design of annual calendars to fit the needs of the community, students or the wishes of the local Board of Trustees who represent community interests in this matter.

Proposal: Relief from this statute will enable district 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 Lufkin 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, Lufkin ISD 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. This proposal will enable the district to align the school calendar with the county Early College High School and the local college and university.

Certification

Teacher Certification Mandates

Exemption from: (TEC §21.003)

Manner in which law inhibits district goals:

TEC §21.003 states that a person may not be employed as a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B. The teacher certification requirements enacted in this statute inhibit the District's ability to hire highly-skilled individuals to teach dual credit and career and technical education courses, as well as courses taught in languages other than English. The availability of teachers who are certified to teach these courses is limited, which causes the District to limit course offerings in these areas.

Proposal: Lufkin ISD will maintain its current expectations for employee certification and will make every attempt to hire individuals with appropriate certifications for the position in question. However, when that is not reasonably possible, the District will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. This exemption will afford the District the flexibility to hire professionals in certain trades and vocations to teach the crafts of those trades and vocations as well as applicants fluent in other languages to teach specialized classes. These areas would include, but are not limited to CTE, languages other than English, dual credit and bilingual courses. In order to enable more students to obtain the educational benefit of specialized class offerings, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in statute

This exemption permits these professionals to meet the State requirements and permits the District to obtain the same weighted funding as would be available should the professional hold a traditional teaching certification for the course.

Probationary Contracts

Probationary Contracts for Teachers

Exemption from: (TEC §21.102)

Manner in which law inhibits district goals:

TEC §21.102 states that a probationary contract 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 with the district. This period of time may not be sufficient to evaluate the teacher's effectiveness in the classroom since teacher contract timelines demand that employment decisions must be made prior to the availability of end of year classroom and student data.

Proposal: Relief from Texas Education Code 21.102 will permit Lufkin ISD the option to issue a probationary contract for a period of up to two years for experienced, teachers, counselors, or nurses newly hired in Lufkin ISD in order to allow more time for the district to fairly and thoroughly assess an employee's performance.

Exemptions from Future TEC Mandates

To best serve our local Lufkin ISD community, staff, and students, Lufkin ISD includes this provision in our District Innovation Plan for the district to maintain control over any future or eligible Texas Education Code mandates, which may be exempted by a 2/3 vote of the Lufkin ISD board of Trustees.

DEIC MEMBERS
District Educational Improvement Committee
Superintendent, Dr. LaTonya Goffney
Deputy Superintendent, Lynn Torres and Assistant Superintendent, Anthony Sorola
2016-2017

High School-Four Professional Teachers

1. Amanda Kingsley	2014-2017
2. David Young	2015-2018
3. Shaniqua Davis	2014-2017
4. Christy Fox	2015-2018

Middle School- One per Grade Level Professional Teacher

1. Gaylyn Kirby	6 th grade	2014-2017
2. Tiffany Boudreaux	7 th grade	2014-2017
3. Ashly Johnson	8 th grade	2014-2017 (Secretary)

Other Campuses Professional Teachers

1. ACE	Molly White	2016-2019
2. Anderson	Aby Goff	2014-2017
3. Brandon	Devon Lee	2014-2017
4. Brookhollow	Susan Liles	2016-2019
5. Burley	Kristie Sloma	2014-2017
6. Coston	Teri Watson	2014-2017
7. Dunbar	Marie Hughes	2016-2019
8. Garrett	Gaynell Campbell	2016-2019
9. Hackney	TeShella Taylor	2016-2019
10. Herty	Aimee Weber	2016-2019
11. Kurth	Meghan Williams	2016-2019
12. Slack	Lori Culbertson	2015-2018
13. Trout	Melia Hunter	2014-2017

Campus-Based Non-Teaching Professional Employees

1. LMS	Sonjua Deason	2016-2019
2. Herty	Tonya Turnage	2016-2019
3. Coston	Oscar Encarnacion	2016-2019
4. LHS	Erin Kay	2016-2019
5. Slack	Danny Whisenant	2014-2017
6. Trout	Amy Fain	2014-2017

District- Level Professional Non-Teaching

1. DOI	Natalie Fitzgerald	2016-2019
2. DOI	Amanda Smith	2016-2019
3. DOI	Carolyn Beavers	2014-2017
4. DOI	Leslie March	2014-2017

Community Jim Gray ; Nancy Hicks

Parent Diana Hineman; Sarah Allen

Business Charles Chatman; Sellestine Hunt

District Co-Chairperson: Deidra Harrison