



# **Lubbock District of Innovation Plan**



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## I. Introduction

The 84<sup>th</sup> Legislative Session produced House Bill 1842, which included the District of Innovation (DoI) concept. This bill gives traditional independent school districts some of the flexibilities available to current open-enrollment charter schools. The bill calls for a plan created by a district/community/parent team to implement innovations to improve the delivery of district services. The bill allows districts to be exempt from specific laws while implementing the innovations. One benefit of becoming a District of Innovation is increased local control to decide which flexibilities should be used in the implementation of the innovations. The plan must be approved by the local Board of Trustees.

## II. Timeline

Dates	Meetings	Steps
August 8th	Board Committee Meetings	Specific information regarding District of Innovation
September 14th	Board Meeting - (Board Action Item)	Adoption of Resolution
September 28th	Board Meeting - (Public Hearing)	Approval to proceed with the development of a Local Innovation Plan and appoint the District Educational Improvement Council and Teacher Org Representative Advisory group to develop the Local Innovation Plan
October	Committee Meetings: October 2nd  October 16th  October 24th	District of Innovation Committee meets to develop plan: <ul style="list-style-type: none"> <li>● Committee will meet to begin to draft the plan Jay Gordon Room, 5-7 p.m.</li> <li>● Committee will continue development of the plan, Jay Gordon Room, 5-7 p.m.</li> <li>● Committee finalizes the plan for public viewing, Jay Gordon Room, 5-7 p.m.</li> </ul>
November 1st - December 1st	30 Day Comment Period	Plan posted online for 30 days for public comment and input on District Website

November 1st	Submit Notification to TEA	Notify the Commissioner of the board's intention to vote on adoption of the proposed plan
December 6th	DEIC Meeting to approve DOI plan (Public Hearing)	District-level committee holds public meeting to consider the final version of the proposed plan (approval of the plan must be by a majority vote of the committee)
December 12th	Board Committee Meetings	Presentation of the Plan to Board Committees
December 14th	Board Meeting (Board Action)	Adoption of the Plan by 2/3 majority of the Board of Trustees
December 15th	Submit Plan to TEA	District sends approved Local Innovation Plan to the Commissioner

### III. Length of Plan

The Lubbock ISD Innovation Plan may have a term of up to five years beginning December 2017. Lubbock ISD will continually monitor the plan's effectiveness and, with input and approval from the DEIC, will recommend to the Board of Trustees any suggested modifications. The District of Innovation Plan may be amended, rescinded, or revised by a 2/3rds majority vote of the DEIC and the Board of Trustees in the same manner required for initial adoption.

### IV. Comprehensive Educational Plan

As required by Texas Education Code 11.1511, the Board of Trustees adopts comprehensive goals, which are documented in the District and Campus Improvement Plans. The District of Innovation committee established a framework of innovative strategies that support the district improvement plan and directly impact the local initiatives to prepare each student academically and socially to be a critical thinker, problem-solver, and responsible and productive citizen. Prior to the implementation of any exemption, the internal committee will seek approval from the Board of Trustees to determine the need for the exemption, develop parameters and address changes to any impacted board policy.

#### A. Lubbock ISD Mission

Our mission is to prepare students for life by nurturing, developing, and inspiring every child, every day.

#### B. Lubbock ISD Guiding Principles

Lubbock ISD will use the following guiding principles as a compass for our actions:

- NarrowFocus – making decisions on what is best for students and being responsive to their needs
- NoExcusesAttitude – accepting personal responsibility for the success of all students
- BuildRelationships – having open communication and collaboration for overall student success
- HighExpectations – believing all students can excel at the highest level with individualized support and encouragement
- Joy – celebrating success and having fun while learning

### C. District of Improvement Plan Goals

#### **Goal 1: Teaching and Learning**

Lubbock ISD will support and empower all students to reach their highest potential through the development of their knowledge, skills, and abilities.

#### **Goal 2: Professional Development**

Lubbock ISD will equip, support, and inspire staff through focused and intentional professional development to meet the needs of the whole student.

#### **Goal 3: Personnel**

Lubbock ISD will actively recruit and support highly qualified staff to increase employee retention, resulting in higher student growth and achievement.

#### **Goal 4: Funding and Finance**

Lubbock ISD will provide adequate and equitable resources through best funding practices and financial stewardship.

#### **Goal 5: - Learning Environment**

Lubbock ISD will equip and maintain facilities that promote and foster a culture of equity, safety, civility, and productivity in all learning environments.

#### **Goal 6: Technology**

Lubbock ISD will embrace and sustain modern technology tools and digital resources as a fully integrated system to equip, prepare, and empower future-ready learners.

#### **Goal 7: Community Partnerships and Engagement**

Lubbock ISD will strengthen partnerships with the community to increase shared responsibility.

### D. Lubbock ISD Board Beliefs

The Board of Lubbock ISD is committed to achieving a vision of excellence for our district, based on these beliefs:

- Diversity is a strength in our community and is a valued asset.
- Each student deserves equal and equitable access to a quality education.
- Safe and orderly community and school environments are essential to student health, wellness, and academic success.

- Adequate and equitable resources, a strong infrastructure that is both effective and efficient, and a system of accountability are essential to ensuring a high-performing educational system.
- School curricula and instructional programming must be rigorous, relevant, and engaging so that students are prepared for life, college, and/or careers.
- The ultimate measure of what is taught is what is learned. Teachers are our most valuable resource, and the focus of all our efforts is to support teaching and learning.
- The development of leadership and staff throughout the organization is critical to our success.
- Collaborative partnerships with parents and the community are essential to creating a strong educational system.

## Lubbock District of Innovation Committee

Lead – Dr. Theresa Williams

Facilitators - Lynn Akin, Berta Fogerson, Anna Jackson, Bill Landis, Denise Mattson, Rick Rodriguez, Nancy Sharp, Doyle Vogler, Dorthery West, Theresa Williams, Michael Worth

Curtis Marshall, Teacher	Nancy Sanchez, Teacher	Jennifer Harris, Teacher
Crystal McNeil, Teacher	Karla De La Gala, Teacher	Ranelle Baldwin, Teacher
Thea Combest, Teacher	Sandra Blair, Teacher	Candace Kemp, Teacher
Vivian Wright, Teacher	Kimberly Camacho, Teacher	Karla Lewis, Teacher
Kimberly Turner, Teacher	Manon Langford, Teacher	Taylor Bull, Teacher
Patrick Villarreal, Teacher	Lori Pittman, Teacher	Ashley Goodrich, Teacher
Emily Mitchmore, Teacher	Erica Palm, Teacher	Johanna Quillin, Teacher
Belinda Garcia, Teacher	Toni Green, Teacher	Deborah Zulli Burns, Teacher
Kimberly Oldfield, Teacher	Fredrick Tobias, Teacher	Robin Hughes-Martinez, Teacher
Ashton Ramsey, Teacher	Nathan Dahlstrom, Teacher	Gayla Bursiaga, Teacher
Christopher Oldham, Teacher	Sandy Ruiz, Teacher	Kylie Garza, Teacher
Sharon Terry, Teacher	Mika Smith, Teacher	Tammy Smith, Teacher
Kathleen Goodnight, Teacher	Donna Bruggeman, Teacher	Grant Weldon, Teacher
Terry Moore, Teacher	Tiffany Cooper, Teacher	Maribel, Breitweiser, Teacher
Amy Drake, Teacher	Garrett Tressler, Teacher	Sonia Herrera, Teacher
Lee Handlin, Teacher	Jana Hughey, Teacher	Alexandra Derr, Teacher
Garrett Luft, District	Kori McNeal, Campus	David Ring, LEA
Mariah Robinson, ATPE	Rodney Dickenson, LCTA	Clinton Gill, TSTA
Clarissa Sanchez, Parent	Dawn Moore, Business	Gary Owen, Business
Jennifer Brashear, Business	Justin Lawrence, Community	Kaley Ihfe, Community
Laura Monroe, Parent	Lawrence Doss, Parent	Levi Johnson, Community
Melissa McDougal, Parent	Mike Moss, Business	Ron Spears, Community
Tena Gonzales, Community	Leslie Moss, DEIC Chair	JT Cotton, Community

## V. Call to Action

During the first DoI Committee meeting in October 2017, the group reviewed the LISD Standards of Excellence, Board's beliefs, and strategic goals to create a Call to Action that will encapsulate the Committee's highest hopes for our students in alignment with the district's Strategic Plan and Mission:

Our mission is to prepare students for **life** by nurturing, developing, and inspiring **Every Child, Every Day**

## VI. Innovations

The DoI Committee and the internal team will work to align strategies with innovations that will address and support the Call to Action with the allowed exemptions. The innovations categories:

- First Day of Instruction
- Minimum Attendance Requirements
- Teacher Certification

### i. First Day of Instruction

Lubbock ISD seeks the opportunity to have an earlier start date. This option would also allow the district to balance the semester schedules and improve the instructional program.

#### **Exemption:**

TEC 25.0811 states a school district may not begin instruction for students for a school year before the fourth Monday in August.

#### **Potential Benefit:**

The ability to establish an earlier start date will enable the district to better balance the amount of instructional time available in each semester and grading period. This change would allow the teachers to deliver more equitable learning experiences for students in the fall and spring semesters which will in turn impact the *District Goal of Teaching and Learning*.

The flexibility of the start date of instruction would also address the *District Goal of Professional Development* by allowing professional development days to be distributed throughout the school year, rather than grouped together in August. This change allow teachers more opportunity to process their learning and respond to needs throughout the school year.

#### **Proposed Local Guidelines from DOI Committee:**

- The school year will not begin earlier than eight school days prior to the fourth Monday of the month.
- The Lubbock DEIC, comprised of teachers, administrators, support personnel, parents, and business and community leaders will provide input on the development of calendar options and recommend a preferred option for Board Consideration.



## **ii. Minimum Attendance for Class Credit or Final Grade**

Lubbock ISD seeks the opportunity to allow students who are academically proficient and meet the content requirements of a course to demonstrate mastery and receive course credit if students have not attended 90 percent of the days classes are offered.

### **Exemption:**

TEC 25.092 provides conditions for credit or a final grade for a class based on student attendance for at least 90 percent of the days a class is offered. The law also provides provisions for students who are in attendance at least 75 percent of the days a class is offered, in that he or she may be given credit or a final grade if the student completes a plan approved by the principal that meets the instructional requirements of the class.

### **Potential Benefit:**

Lubbock is a Title I school district with a vast majority of students classified as economically disadvantaged. Many parents and students experience hardships, which create challenges with school attendance. Exemption from this requirement will provide additional opportunities for students to obtain and recover credits, which would reduce the dropout rate and increase the graduation rates thereby impacting the *District Goal of Teaching and Learning*.

### **Proposed Local Guidelines from DOI Committees:**

The district, with input from teachers, will explore other avenues through which a student can achieve and demonstrate mastery and design decision-making and documentation guidelines to ensure that decisions are aligned to the individual needs of students based upon academic proficiency.

## **iii. Teacher Certification**

To supply the needed teachers for all programs, the district would like the opportunity to expand the candidates that will be recruited and trained for Lubbock ISD students. The district will consider this exemption based on staffing needs in the areas of World Languages, Dual Credit and CTE, secondary teachers only.

### **Exemption:**

TEC 21.003 mandates that districts that wish to hire an uncertified staff member must submit a request to TEA and wait on approval or denial. Section 21.0031 provides that an employee's probationary, continuing or term contract is void for failure to maintain certification in certain circumstances. Section 21.051 provides that before a school district may employ a candidate for certification as a teacher of record, the candidate must complete at least 15 hours of field-based experience in which the candidate is actively engaged in instructional or educational activities.

### **Benefits:**

This exemption would allow the flexibility to hire professionals in trades and vocations where skilled

craftsmen are not certified teachers allowing the district to expand Career and Technical Education courses at each high school and at the Byron Martin - Advanced Technology Center. Shortages in World Language and Dual-credit teachers would also be addressed.

**Proposed Local Guidelines from DOI Committee:**

- Lubbock ISD will provide local qualifications and training requirements for professionals and experts to teach courses in lieu of traditional state requirements.
- Teachers and staff who are not teaching CTE, Dual Credit, World Languages or locally developed courses are not eligible for this exemption.
- Teachers receiving this exemption will be required to meet other criteria established by the district in order to ensure the quality of instruction and classroom management.
- The Lubbock ISD Board of Trustees would monitor the implementation of this exemption.
- Parents will be notified if students are being taught by a teacher hired under this exemption.