



LWISD will engage, challenge, and empower every student every day.

District of Innovation Plan





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Lake Worth ISD Vision

LWISD - a learning community that fosters thinkers, contributors, competitors, and leaders.

Core Beliefs

Lake Worth Independent School District Believes...

- *every student has worth, is capable of learning and can achieve high standards.*
- *education and communication are the shared responsibility of the student, school, home and community.*
- *in inspiring each other and holding one another accountable in a safe, supportive and collaborative environment.*
- *all members of the school community are lifelong learners.*
- *in the power of effective instruction, using sound research, data, and fidelity of practice.*

District Goal

Lake Worth Independent School District, partnering with the community, will prepare every student for college and/or career.

District Focus Areas

1. District Focus Area 1: Engagement and Communication:



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LWISD will work collaboratively with students, staff, parents and community members to increase engagement and communication within the district, through on-campus and off-campus activities.

2. District Focus Area 2: Future Ready Learners:

LWISD will work to improve instructional delivery in order to increase student learning, thus preparing LWISD students for college and/or career.

3. District Focus Area 3: Capacity Building of Lead Learners:

LWISD will provide researched-based professional development focused on improving learning and supporting college and career readiness.

4. District Focus Area 4: World Class Service:

LWISD will foster a “world-class” mindset as we serve our students, parents, staff and community.

Lake Worth ISD Proposed District of Innovation Plan

HB 1842 was passed during the 84th Legislative Session permitting Texas public school districts to become Districts of Innovation, thus allowing such districts to obtain exemption from certain provisions of the Texas Education Code. This distinction allows the District increased local control over various areas in order to gain student success. HB 1842 was codified in Texas Education Code Section 12A.001 et seq.

During the summer of 2016, LWISD adopted the following district goal:
Lake Worth Independent School District, partnering with the community, will prepare every student for college and/or career.



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In order for LWISD to reach this goal, LWISD exercises innovations in the following areas under Texas Education Code Section 12A.001 et seq.

Area 1: School Start Date/Last Day of School

Current Legislation:

(EB Legal) (EB Local) (TEC 25.0811) (TEC 25.0812)

Texas Education Code Section 25.0811 states that a school district may not begin instruction prior to the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school prior to May 15.

Plan:

Flexibility in start and end dates warrants such dates to be determined locally, thus allowing the development of a calendar that is conducive to increased college and career readiness, balanced instructional time, increased instruction and remediation time, and focused calendar determinations based upon the needs of LWISD students, resulting in increased student attendance and improved assessment scores.

- LWISD will determine on an annual basis when to start school each year. The student start date will not precede the second Monday in August in any given year.
- Students will have additional instructional days prior to the state assessment.
- Students attending college/trade school will be able to take summer courses at area entities.
- Remediation for 5th and 8th STAAR and EOCs will include additional time.
- The number of days in semester one and semester two will be closer in number.

Area 2: Teacher Certification:

Current Legislation:

(DK Legal) (DK Exhibit) (DBA Legal) (DBA Local) (TEC 21.002) (TEC 21.003) (TEC 21.044)

TEC §21.003(a) states that a person employed by a school district must hold an appropriate certificate or permit issued by the appropriate state agency. TEC 21.044(d) states that to obtain a certificate to teach a STEM course, a person must pass the certification test administered by the recognized business/industry



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group that created the STEM curriculum, hold an associate's degree from an accredited higher education institution, and have three years' work experience in an occupation corresponding to the STEM course.

Plan:

In order to ensure that quality instructors are placed in every classroom, and in order to permit LWISD to hire teachers in hard-to-fill, high-demand dual credit and career and technical/STEAM courses and bilingual classrooms, decisions on necessary certification will be handled locally. Such local control of certification requirements and the ability to use local teaching permits/certifications will establish local qualification requirements and training requirements in order for these professionals to teach such courses in lieu of the requirements set forth in law, thus allowing the district the flexibility of hiring professors, community college instructors, professionals in certain trades and vocations, and internal applicants seeking positions beyond their current certification areas. This exemption directly supports the placement of quality instructors in every classroom as required in the "Every Student Succeeds Act (ESSA)".

A written request for local teaching certification can be made to the Superintendent or designee. The request must outline the reason for the request and document the credentials the teacher possesses that would qualify him/her to teach the subject or area.

A request can be submitted to the Superintendent or designee by the principal for the following areas:

- For grades 7-12, a campus principal may submit a request for a teacher to teach one course outside of his/her certification area.
- A request for an individual who holds a four-year degree to teach in a bilingual classroom if he/she is willing to pursue a bilingual certification and/or is eligible to take the bilingual exam, and/or is enrolled or will become enrolled within 4 weeks in an appropriate Alternative Certification program. (The bilingual stipend will not be available until certification is completed.)
- For dual credit and career and technical/STEM courses, a principal may submit a request for an applicant who holds a college degree, and/or is a professional in a field that is similar to the position.
- The Superintendent or designee will report this action to the Board of Trustees prior to the individual beginning any employment. The Board Agenda, Board Meeting Minutes, and related reports will suffice as parental notification.
- Local teaching certificates will expire at the end of each school year and may be renewed at the Superintendent's discretion. An employee working under a local teaching certificate will not receive a Chapter 21 contract but will be employed on an at-will basis.
- Teacher certification paperwork i.e. certification waiver, state permit or other paperwork will not be submitted to the Texas Education Agency.



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Area 3: Class Size Waivers:

Current Legislation:

(EEB LEGAL) (Ed. Code 25.111) (Ed. Code 25.112) (Ed. Code 25.113)

K-4 classrooms currently must meet a student to teacher ratio of 22 to 1 according to state law. If a class exceeds this 22:1 ratio, then the district must complete a waiver with the Texas Education Agency. Waivers are always approved. In addition, a letter must be sent home to each parent in the section that exceeds the 22:1 ratio, informing them that the waiver has been submitted.

Plan:

LWISD believes that class size plays a positive role in instruction but also acknowledges that other factors influence the learning environment such as the relationship between the teacher and student as well as the provision of a consistent learning environment that reduces disruption.

LWISD will maintain reasonable class sizes in grades K-4 and PK. With continued growth over the next several years, it is possible that class sizes may by necessity be slightly larger. District resources can be used more wisely by not having to continuously notify TEA each time a class exceeds 22:1. LWISD will make every effort to begin each school year with the 22:1 ratio except for unique and extenuating circumstances.

- LWISD will make every effort to keep the class-size ratio at 22:1.
- In the event that class size rises above the required ratios, a waiver will not be submitted to the Texas Education Agency.
- In the event that a class exceeds 22:1, the Board will be notified.
- In the event that a class exceeds 23:1, the parents of the campus will be notified.
- In the event that K-2 class size exceeds 23:1, and 3rd and 4th grade class size exceeds 24:1, it will be reviewed to determine appropriate outcomes and the school board will be notified by the superintendent or the superintendent's designee.
- A teacher will be hired at any point during the school year if the principal, superintendent, and school board deem it in the best interest of students.

Area 4: Instructional Minutes:



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Current Legislation:

(TEC §25.081) (TEC §25.082) (EB LEGAL)

HB 2610, passed by the 84th Texas Legislature eliminated the required 180 days of instruction. The Texas Education Code defines a day of instruction as “420 minutes” of instruction. Schools are allowed to reduce the number of minutes (25.081(b) in certain circumstances with Board approval. If the board does not approve, then the District may add minutes to normal school hours as necessary in the event of school closures due to disaster, flood, extreme weather conditions, fuel curtailment or another calamity.

Plan:

LWISD will make every effort to maintain the total of 75,600 minutes of instruction each year, but desires flexibility without being confined to either 420 minutes each day or seven hours of instruction every day. LWISD believes that we must grow our teachers in order to increase the learning of our students, and time is a critical element in doing such. Flexibility in the use of minutes as well as the length of the school day is crucial in order to support teacher learning and growth through professional development, data analysis, and increased collaboration. In addition, parent-teacher conferences, inclement weather days, etc. may impact cumulative instructional minutes during the school year.

A component in the annual school district calendar development process by the DEIC will include analysis of the needs of both students and employees to determine if flexibility should be included in the calendar. Modification to the length of specific dates will only be recommended when there is a clear purpose for doing so.

Area 5: Attendance for Credit:

Current Legislation:

(TEC 25.092) (TEC 25.083) (TEC 25.092) (TEC 28.214) (TEC 28.0216)

This (TEC 25.092) code outlines that students may not be given credit or a final grade for a class unless the student attended at least 90% of the days the class was offered. A student who attends between 75% and 90% of the class can be given a plan that is approved by the principal to complete the instructional requirements of the class.

Plan:

Being present for 90% of a course does not necessarily guarantee that mastery has occurred; it means that districts award credit based upon seat time over content mastery. Exempting this



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requirement will ensure that students who miss class because of extra-curricular activities or for extenuating circumstances will not be penalized if they can demonstrate mastery of the content. This proposal would allow counselors, administrators, and specialists to focus on students who are truly at risk. Also, exemption from this requirement will give LWISD the opportunity to promote learning through innovation through various methods, locations and times based upon individual student needs, thus allowing for accommodations for students who have legitimate scheduling problems or extenuating circumstances. It is a means for increasing graduation rates and reducing dropout rates, while ensuring mastery of content.

- This exemption from TEC 25.092 does not change the existing compulsory attendance requirements or University Interscholastic League (UIL) rules.
- This exemption in no way changes the teacher's right to determine the final grade in accordance with TEC 28.214 nor does it restrict or alter a teacher's right to assign grades in accordance with TEC 28.0216.

Area 6: Probationary Contracts:

Current Legislation:

(TEC 21.102) (DCA LEGAL)

DCA (LEGAL) states that a person who is new to a district shall be employed under a probationary contract. This contract may be renewed two times for a total of three years except for one who has been employed in public education for the preceding five out of eight years. For those teachers, the probationary period is only one year. This time period may not be sufficient to evaluate the teacher's effectiveness in the classroom, especially since teacher contract timelines demand that employment decisions must be made prior to receipt of state assessment results.

Plan:

An experienced teacher, counselor, nurse, or other professional employee who holds a certification under TEC Chapter 21, who has been employed in public education for at least five out of the eight previous years, a probationary contract may be issued for up to two additional years, for a total of three years.

Term of Plan:



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The term of the Plan is for five years, beginning at the start of the 2017-18 school year and concluding at the end of the 2023-24 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The DEIC will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

District of Innovation Timeline	
Spring 2016	LWISD School Board discussed District of Innovation.
March 27, 2017	LWISD School Board passed a District of Innovation Resolution.
March 27, 2017	LWISD School Board holds a public meeting.
March 27, 2017	LWISD School Board Appoints a District of Innovation Committee.
March 29, 2017	LWISD District of Innovation Committee creates a District of Innovation Plan
March 30, 2017	LWISD District of Innovation Plan is Posted on the LWISD Website.
	LWISD Plan is sent to the Commissioner.
	LWISD DEIC holds a public meeting.
	LWISD DEIC passes plan by majority vote.
	LWISD School Board passes District of Innovation Plan and notifies Commissioner of intent to adopt the proposed plan.

LWISD DISTRICT OF INNOVATION COMMITTEE
March 27, 2017
<p>CAROL MAITLAND—TLC COACH GWEN STEELE—TLC COACH EVELYN PATTON—TEACHER EFFIE ELEMENTARY FRANCIS ANDERSON—TEACHER HOWRY INTERMEDIATE ALISHA FOSTER—TEACHER LWHS AMY GRAVES—TEACHER LWHS JACINDA WRIGHT—TEACHER MARINE CREEK ELEMENTARY SHERI CALLAWAY—TEACHER HOWRY INTERMEDIATE ELISHA WOODSON—TEACHER LWHS ROY DEEVER—ESL COORDINATOR COLLINS MIDDLE SCHOOL DEBORAH BAEZ—ASSISTANT PRINCIPAL EFFIE ELEMENTARY TERRI BROSIUS—TEACHER HOWRY INTERMEDIATE DENDA CALDWELL—TEACHER HOWRY INTERMEDIATE BRIAN SMITH—TEACHER HOWRY INTERMEDIATE COURTNEY LASATER—TEACHER MARINE CREEK ELEMENTARY CRAIG BEASLEY—PRINCIPAL MARINE CREEK ELEMENTARY</p>



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KATHY HARMON—PRINCIPAL COLLINS MIDDLE SCHOOL
DARRYL VRAZEL—ASSISTANT PRINCIPAL COLLINS MIDDLE SCHOOL
MARY DIAZ—ASSISTANT PRINCIPAL HOWRY INTERMEDIATE
MARIBEL PULIDO—PARENT
SORAYA VALLES—PARENT
LISA LINEBERRY—TEACHER MILLER ELEMENTARY
KRISTIN BREEDING—TEACHER MARINE CREEK ELEMENTARY
DEBORA BEDFORD—TEACHER MARINE CREEK ELEMENTARY
JOHN EMSHOFF—ASSISTANT PRINCIPAL LWHS
JEANETTE HERNANDEZ—COUNSELOR LWHS
KAREN MILLER—PRINCIPAL HOWRY INTERMEDIATE
BRENT MCCLAIN—PRINCIPAL MILLER ELEMENTARY
KACIE COKER—PARENT
ZEIDA GALAN—PARENT
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BOB KOERNER—PRINCIPAL LWHS
BOBBY SULLIVAN—HUMAN RESOURCES DIRECTOR
BECKY CAMPBELL—EXECUTIVE DIRECTOR
CASSANDRA DARST—EXECUTIVE DIRECTOR
CARA MALONE—EXECUTIVE DIRECTOR
DONNA HUTSON—BOARD MEMBER
JOHN HEBERT--SUPERINTENDENT