Lubbock District of Innovation Plan

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I. Introduction

The 84th Legislative Session produced House Bill 1842, which included the District of Innovation (DoI) concept. This bill gives traditional independent school districts some of the flexibility 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
September 28	Board Committee Meetings	DOI Sub-Committee Developed
October 13	Board Meeting	Board approved resolution to initiate the process of renewing DOI
October	Committee Meetings: October 11th October 19th October 26th	District of Innovation Committee meets to develop plan: ● Committee will meet to review previous DOI plan Jay Gordon Room, 4:15-5:15 p.m. ● Committee will continue development of the plan, Jay Gordon Room, 4:20-5:20 p.m. ● Committee finalizes the plan for public viewing, Jay Gordon Room, 4:15-5:15 p.m
October 31		Draft DOI are shared with Academic Services Team
November 1		Draft DOI are shared with Cabinet

November 4- December 4		DOI plans are posted for public input
November 2		District will send email to TEA informing our intent to approve on December 6
November 30		DEIC makes a final recommendation for board consideration
December 6	Board Meeting (Board Action)	Adoption of the Plan by 2/3 majority of the Board of Trustees
December 7	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 2022. 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 The District of Innovation Plan may be amended, rescinded, or revised by a 2/3rds majority vote of the DEIC and the Board of Trustees in the same manner required for initial adoption.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.

Lubbock ISD Mission

Our mission is to nurture, develop, and inspire every child, every day.

Lubbock ISD Mission and Goals

- Lubbock ISD will **support and equip all students** through caring professionals delivering high-quality programming.
- Lubbock ISD will **equip and maintain facilities** that promote and foster a culture of equity, safety, civility, and productivity in all learning environments.
- Lubbock ISD will **engage, build, and nurture strong relationships** within the community.
- Lubbock ISD will **attract, develop, retain, and reward** highly effective teachers.
- Lubbock ISD will be **responsible stewards** of resources provided by the public.

District Pillars

- Value Data
- Love People
- Develop Leaders

Lubbock ISD Board Beliefs

- We believe all students can achieve high levels of academic success and growth. Lubbock ISD will support and equip all students through caring professionals delivering high-quality programming.
- We believe quality teachers are the most important contributors to student success. Lubbock ISD will attract, develop, retain and reward highly effective teachers.
- We believe resources for public education are finite and precious. Lubbock ISD will be responsible stewards of resources provided by the public.
- We believe community support and involvement are vital to our success. Lubbock ISD will engage, build and nurture strong relationships within the community.

Lubbock District of Innovation Committee

Lead – Misty Rieber

Lane Sobehrad, Administration	Amy Baker, Administration	Martha Dodge, Administration
Brian Ellyson, Administration	Kami Finger, Administration	Erin Gregg, Administration
Beth Berridge, Administration	Mika Smith, Teacher	LaToya Dupree, Teacher
Eilidh McKay, Teacher	Sarah Williams, Teacher	Amy Drake, Teacher
Kenna Dekle, Teacher	Stephanie Thomas, Teacher	Christine Teaff, Teacher
Melissa McDougal, Parent	Tena Gonzales, Parent	Mike Moss, Parent
Randall Hust, CTE		

V. Call to Action

During the first DoI Committee meeting in October 2022, 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
- Counselor Certification
- Alternative Discipline
- Counselor Time Tracking (ADDENDUM)

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 allows 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, composed 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

Teacher Certification
The District specifically seeks flexibility to hire professionals who are not certified teachers but have experience and a college degree in a related content area to meet staffing needs. Career and Technical Education applicants without a Bachelor's degree may also be considered with qualifying industry experience in an aligned content area. The District would like the opportunity to expand the number of candidates that will be recruited and trained for positions of need. The District will determine the areas and programs for this opportunity based on staffing needs. Lubbock ISD will provide local qualifications and training requirements for professionals and experts to teach courses in lieu of traditional state requirements. All other teachers would not be exempt from TEC 21.003, and the Lubbock ISD Board of Trustees will monitor the implementation of this exemption.

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.

Benefit:
This exemption would allow the flexibility to hire professionals in any hard to fill teaching vacancy where certified teachers are not available.

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 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 will monitor the implementation of this exemption.

iv. Counselor

Counselor Certification

The District specifically seeks flexibility to hire counselors who are not certified but are currently enrolled in a school counseling program with two years teaching experience (minimum). The District would like the opportunity to expand the number of candidates that will be recruited and trained for positions of need. The District will determine the areas and programs for this opportunity based on staffing needs. Lubbock ISD will provide local qualifications and training requirements for professionals and experts to counsel in lieu of traditional state requirements. All other counselors would not be exempt from TEC 21.003, and the Lubbock ISD Board of Trustees will monitor the implementation of this exemption.

Exemption:

TEC 21.003 mandates 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 gain certification in certain circumstances. Section 21.051 provides that before a school district may employ a candidate for certification as a counselor 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.

Benefit:

This exemption would allow the flexibility to hire professionals in any area where counselors are not available.

Proposed Local Guidelines from DOI Committee:

- Lubbock ISD will provide local qualifications and training requirements for professionals and experts to counsel in lieu of traditional state requirements.
- Counselors receiving this exemption will be required to have been accepted into a master's degree program from an institution of higher education that is accredited by the Texas Higher Education Coordinating Board and have two years of teaching experience in a public or accredited private school. When hired, they will work with a mentor counselor to complete their certification within three years of their hire date.
- The Lubbock ISD Board of Trustees will monitor the implementation of this exemption.

v. ~~DAEP~~

~~Campus alternative to a DAEP placement for substance abuse violations~~

~~The District seeks flexibility to create a district wide program that serves as an on campus alternative to a Disciplinary Alternative Education Program (DAEP) placement for being either in possession or under the influence of a controlled substance or alcohol. The district looks to help students understand and learn from the consequences of their choices related to being in possession and/or under the influence on campus. This consequence is meant to be educational, not just punitive, in nature. This would exempt a student from a mandatory placement under TEC 37.006. The district would follow through with TEC 37.009, as part of the process.~~

~~Exemption:~~

~~TEC 37.006 mandates that students in possession, or under the influence, of a controlled substance or alcohol on or within 300 feet of school property or while attending a school-sponsored or school-related activity on or off school property, be placed in a DAEP as provided by TEC 37.006. This program would allow students to avoid a DAEP placement by completing a campus based counseling program that focuses on substance abuse, community service, and participating in social emotional learning lessons.~~

~~Benefits:~~

~~In lieu of a DAEP placement, students will participate in a campus based program that may include, but not be limited to, counseling, community service, and drug/alcohol awareness and prevention lessons. Students will be asked to remain on their home campus allowing them to stay current on lessons, class discussions, projects, assignments, and assessments.~~

~~Proposed Local Guidelines from DOI Committee:~~

- ~~Lubbock ISD will utilize existing and new partnerships with outside agencies to provide counseling services and drug and alcohol awareness lessons.~~
- ~~Students assigned to the program will not be permitted to participate in UIL events or after school extracurricular activities until the program is completed. This includes all UIL and FFA extracurricular activities.~~
- ~~The Lubbock ISD Board of Trustees would monitor the implementation of this program.~~
- ~~Parents or guardians will be encouraged to participate in a disciplinary conference, hearing and review before their student is placed in the program and will be asked to participate as part of the program.~~

vi. Counselor Time Tracking

The District seeks flexibility to exempt counselors from the requirement of utilizing a daily time tracking instrument to document their work time in 15-minute increments to ensure that the "80/20 Rule" is being followed. Instead, Lubbock ISD school counselors will document the 20 percent of work time spent on non-counseling related duties.

Exemption:

TEC §33.006(d)-(h), passed during the 87th legislative session, requires a school counselor to spend at least 80 percent of the counselor's total work time on duties that are components of a comprehensive counseling program. Required components are as follows: (i) provision of a guidance curriculum; (ii) responsive services for students; (iii) individual planning for students; and (iv) system support.

This "80/20" mandate led to a subsequent ruling in the 88th legislative session, §61.1073 (listed below), that requires school counselors to utilize a "standardized tracking tool" to document their work time every day in 15-minute increments to ensure that 80 percent of their time is devoted to delivering a comprehensive guidance program and 20 percent or less of their time is spent in non-counseling related duties, such as administering tests.

§61.1073. Annual Assessment of School District Compliance

(b) School districts shall require each district school counselor to track and document, using a standardized tracking tool, as established by each district, the time spent on work duties performed by the school counselor throughout a school year.

This tracking tool shall:

(1) include the following components:

(A) the total time worked by the school counselor for the year;

(B) the total time spent on the following duties that are components of a counseling program developed under TEC, §33.005: (i) provision of a guidance curriculum; (ii) responsive services for students; (iii) individual planning for students; and (iv) system support; and

(C) the total time spent on duties that are not components of a counseling program developed under TEC, §33.005, including time spent in administering assessment instruments or providing other assistance in connection with assessment instruments (except time spent in interpreting data from assessment instruments); and

(2) be maintained by the district in a format that can be made available to Texas Education Agency (TEA) upon request.

Potential Benefit:

School counselors across the state are spending, on average, 30-45 minutes a day tracking their work time, which takes them away from counseling-related duties for anywhere from 2 ½ -3 ½ hours per week. Lubbock ISD prefers to have counselors spend that time working on tasks outlined specifically for school counselors. The time needed to document the 20% spent on non-counseling duties is estimated to take only 30 minutes a week, which means more time can be devoted to job-related tasks that fall under the delivery of a comprehensive counseling program.

Proposed Local Guidelines from DOI Committee:

Relief from this statute will allow Lubbock ISD to:

- Eliminate the administrative burden of requiring counselors to track their time every day throughout the school year in 15-minute increments (§61.1073). Once a week, LISD school counselors will document the 20% of work time spent on non-counseling related duties.
- Allow the Director of Counseling to continue working with principals and counselors to ensure that counselors are maximizing their work time to meet the unique needs of students in the delivery of a balanced comprehensive counseling program.

Interdistrict Transfers

Lubbock ISD recognizes that interdistrict transfers may provide families with additional educational options. The District also has a responsibility to maintain safe, orderly campuses; protect the instructional environment; and ensure responsible use of District resources.

Exemption:

Pursuant to the District's designation as a District of Innovation under House Bill 1842, the District is exempt from the one-year interdistrict transfer commitment requirement in Texas Education Code §25.036.

Potential Benefit:

This approach addresses serious disciplinary and safety concerns while also responding to chronic attendance issues that fall below Texas Education Agency standards. It prioritizes the protection of learning environments for resident students, ensuring that classrooms remain safe, stable, and focused on academic success. Additionally, it aligns enrollment practices with state accountability expectations, supporting both compliance and improved student outcomes.

Proposed Local Guidelines from DOI Committee:

- Exempts LISD from the one-year transfer commitment requirement.
- Allows the District to rescind interdistrict transfers at any point during the school year.
- Applies only after review of individual student circumstances.

Updated 04.01.26