



*Lago Vista*  
Independent School District

**DISTRICT  
INNOVATION  
PLAN**



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## INTRODUCTION

The 84th legislature passed House Bill 1842, which allows traditional independent school districts the ability to access flexibilities which had previously been reserved for Texas' open enrollment charter schools. In order for an independent school district to obtain these flexibilities, the Districts must seek designation as a "District of Innovation." On Monday, March 24, 2016, the Lago Vista ISD Board of Trustees initiated the process by adopting a resolution to pursue a "District of Innovation" designation.

Texas school districts must develop and adopt an innovation plan in order to receive the designation as a "District of Innovation", as authorized by House Bill 1842 and as set forth in Texas Education Code, Chapter 12A. In developing the local district plan, Districts of Innovation are provided with flexibility with regard to several areas of statute, which allows for greater local control in decision-making regarding educational programming and operations. The increased autonomy and flexibility afforded by the District of Innovation designation allows school districts, in collaboration with local stakeholders, to make educational decisions that best meet the needs of their students and schools. It is important to note that, although there is much flexibility that may be achieved through the development of a local district plan, Districts of Innovation may not be released from statutes that address curriculum, assessment, graduation requirements, or academic and financial accountability.

To achieve the mission and goals in Lago Vista ISD, flexibility is required to exert local control, at both the District and campus levels to create the following benefits:

- Site-based decision-making procedures that allow for an increase parent feedback in District and campus decision-making processes;
- A teacher appraisal system that aligns to the exemplary standards, expectations, and instructional priorities in Lago Vista ISD;
- Teacher contract policies that afford Lago Vista ISD leadership adequate time to appropriately appraise teacher effectiveness with the purpose of ensuring optimal teaching and learning in every classroom, every day;
- An innovative practice for addressing teacher certification that will allow Lago Vista ISD to enhance any area of the curriculum;
- A contract calendar for teachers that allows the District to appropriately address their professional learning and instructional delivery needs;
- Transfer policies that ensure that Lago Vista ISD is able to ensure a positive, supportive, and safe learning environment for our students;
- An academic calendar to address the learning needs of students; and
- Decision-making processes for staffing decisions that allow Lago Vista ISD to consider multiple variables to determine the best course of action to meet our needs.

Lago Vista ISD has a long-established tradition of excellence and is excited to join the growing list of other high performing Texas public school districts that have sought this designation. By securing local flexibility in the areas listed above, Lago Vista ISD will have the self-determination needed to make decisions that will allow us to provide the optimal environment needed for excellent teaching and learning, while carefully considering the unique needs of our District, our students, our staff, and our community.

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## DISTRICT MISSION

Lago Vista Independent School District will continue to establish a tradition of excellence by providing engaging curriculum and instruction that encourages collaboration, communication, and critical thinking, by leading educational innovation in technology and facilities, and by fostering community partnerships that create a community of learners dedicated to promoting high expectations and achievement for all students.

## DISTRICT VISION

Lago Vista Independent School District equips students for the rigors of the 21<sup>st</sup> century by preparing them for a global based digital economy.

## DISTRICT COMMITMENTS

**Commitment #1:** We will maximize student achievement by providing educational programs that engage all students, by developing an extensive curriculum that emphasizes collaboration, critical thinking, and creativity, and by using high quality instructional strategies.

**Commitment #2:** We will provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students

**Commitment #3:** We will prepare graduates for success in college and career by promoting leadership, digital citizenship, service, integrity, and character in a nurturing educational environment committed to high expectations for all students.

**Commitment #4:** We will attract, develop, and maintain high quality professionals by offering competitive pay and benefits, and by working collaboratively to determine, meet, and facilitate their specific professional needs.

**Commitment #5:** We will welcome, inform, and nurture partnerships with our families and community partners to ensure active involvement in promoting high expectations, strong values, and the academic achievement and success of all students.

**Commitment #6:** We will develop an efficient, transparent, and collaborative approach to planning & decision-making that communicates the priorities, processes, initiatives, and challenges of the District to all stakeholders.



## NEXGEN LEARNING MODEL

NexGen is Lago Vista ISD's student learning initiative aimed at fulfilling the District's mission, vision, and goals. In Lago Vista ISD, we pride ourselves on providing excellent teaching and learning and we recognize our responsibility in helping prepare students for the rapidly changing world of tomorrow. Lago Vista ISD's NexGen Learning Model aligns student outcomes and strategies in order provide students with an engaging and more personalized environment to meet the emerging educational needs of this generation. The goal of NexGen is to provide the curriculum, instruction, and learning environment that will allow Lago Vista ISD students build the foundational knowledge, skills, and values needed for success in college, career, and life in the 21<sup>st</sup> century.

## DISTRICT INNOVATION PLAN PROCESS AND TIMELINE

On Monday, February 13, 2016, the Lago Vista ISD Board of Trustees held a public hearing to consider the development of an innovation plan and approved the motion to move forward with the process to develop a District Plan for Innovation, pursuant to Texas Education Code, Title 2, Subtitle C, §12A.005.

The Lago Vista ISD Board of Trustees appointed the District Educational Improvement Committee to serve as the District of Innovation Committee. This committee is comprised of various stakeholders, including district and campus administrators, teachers, parents, community representatives, and business representatives. The committee met in February and March of 2016 to discuss and develop a District Plan for Innovation. The committee was arranged into 5 teams with the objective of investigating identified areas of the Texas Education Codes from which the District could benefit from modifying in order to make the education process more effective/efficient for Lago Vista ISD.

In order to facilitate transparency, planning information was posted online and updated routinely on the District web page in order to inform all stakeholders throughout the process.

The Lago Vista ISD District Plan for Innovation was posted on the District web page for public input on February 20, 2017 for 30 days.

The District Educational Improvement Committee met to consider feedback and approved the final plan on [DATE].

On [DATE], the Lago Vista ISD Board of Trustees notified TEA of their intent to vote on plan.

The Lago Vista ISD Board of Trustees voted on and approved the Lago Vista ISD District Plan for Innovation on [DATE].



## COMMITTEE MEMBERS

Mike Bridges	Parent – Lago Vista Intermediate School
Lara Chapman	English Teacher – Lago Vista High School
Krystal Colhoff	Director of Special Education/504
Stacie Davis	Principal – Lago Vista Intermediate School
Allie Dement	Teacher – Lago Vista Intermediate School
Cathy Evans	District ESL Specialist
Judi Flores	District Librarian
Eric Holt	Assistant Principal – Lago Vista Elementary School
Annette Hambright	Special Education Teacher – Lago Vista Middle School
Paul Hunt	Director of Technology
Leslie Kudrna	Teacher – Lago Vista Elementary School
Dr. Suzy Lofton-Bullis	Deputy Superintendent
Allison Maxwell	Parent – Lago Vista Elementary School
Paul Mohler	Parent – Lago Vista Middle School
Latasha Phariss	K-5 Math Specialist
Wendy Phillips	Math Teacher – Lago Vista Middle School
Sherri Sneed	Non-Teaching Professional– Lago Vista High School
Sheryl Speckmann	Business Representative
Jayne Spexarth	Assistant Principal – Lago Vista Middle School
Clay Stahl	Teacher – Lago Vista High School
Joanne Stern	Teacher – Lago Vista Elementary School
Trisha Upchurch	Community Representative
Darren Webb	Superintendent of Schools

## BOARD OF TRUSTEES

Scott Berentsen	President
Sharon Abbott	Vice President
Laura Vincent	Secretary
Stacy Eleuterius	Trustee
Jerrell Roque	Trustee
Tom Rugel	Trustee
David Scott	Trustee

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## TERM OF PLAN

The term of the District Plan for Innovation, as constituted by the Texas Education Agency, will be five years. Therefore, this plan will begin with the 2017-2018 school year and conclude at the end of the 2021-2022 school year, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Educational Improvement Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications to the Plan.

## INNOVATIONS

### **Site-Based Decision-Making Committee Membership**

District- and campus-level planning and decision-making committees must include representative professional staff, including, if practicable, at least one representative with the primary responsibility for educating students with disabilities, parents of students enrolled in the District, business representatives, and community members. Professional staff in the District shall nominate and elect the professional staff representatives. The committees shall include a business representative without regard to whether the representative resides in the district or whether the business the person represents is located in the District. Community members must reside in the District and must be at least 18 years of age. A parent who is an employee of the District is not considered a parent representative on the committee. A parent is not considered a representative of community members on the committee. *TEC §11.251*

#### ***Benefit of Exemption***

While there are concentrated efforts to ensure that all required stakeholders are represented, due to the size of our community and availability of local businesses, it is often a difficult task to secure appropriate community and business representatives for each committee. This has become an even greater challenge with the opening of a fourth campus in 2016-2017. The required committee membership limits the degree of parent involvement in the decision-making process. Furthermore, the limited number of professional staff-members available to serve makes it unnecessary to nominate and elect members. Flexibility in TEC §11.251 allows the District and campuses to establish committee membership that ensures that the most effective decisions are made, to create opportunities for greater parental involvement, and to be released from the unnecessarily cumbersome process of nominating and electing professional staff members.

#### ***Innovation Strategy***

Lago Vista ISD remains committed to valuing all stakeholders in the design of the educational programming and will continue to remain transparent with all campus and District planning and decision-making processes.

The chair of each District- and campus-level planning and decision-making committee will have flexibility in determining the membership of the site-based decision-making team.

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The committees shall include representative professional staff and parents of students enrolled in the District.

Membership opportunities will be extended to business representatives and community members each year. The committee chair shall use several methods of communication to ensure that community residents and area businesses are informed of the committees, are provided the opportunity to participate, and shall solicit volunteers.

A majority of the professional staff representatives on each committee must be classroom teachers. In the fall of each year, the committee chair shall solicit professional staff representative volunteers for all committee vacancies.

Each campus committee shall include at least one campus-level non-teaching professional representative. The District committee shall include at least one campus-level non-teaching professional representative from each campus having three or more non-teaching professional staff members. In the fall of each year, the committee chair shall solicit non-teaching professional staff representative volunteers for all committee vacancies.

Representatives shall serve staggered two-year terms and shall not be limited as to the number of consecutive terms they may serve on the committee.

*LVISD Goal 6, Performance Objective 2: Increase student, parent, and staff feedback in District and campus decision-making processes.*

### **Recommended Teacher Appraisal Process & Performance Criteria**

An exemption from state law is not strictly necessary in order to use a local appraisal system. However, local models are required to contain the items described by TEC §21.351 related to the recommended appraisal process and criteria on which to appraise the performance of teachers. The state's recommended appraisal criteria include state standardized test scores as primary evaluation measure for both teachers. *TEC §21.352*

#### ***Benefit of Exemption***

While the state appraisal systems are designed to meet the needs of the State, they do not adequately align with the standards, expectations, and instructional priorities in Lago Vista ISD. The District has established a practice of teacher individual goal setting and student learning outcomes (SLO) to guide our assessment of appraisal outcomes. To the extent that the above mentioned laws may require that state standardized test scores be used as one of the evaluation measures for teachers, exemption is needed to fulfill and substitute the District goal setting/SLO process.

#### ***Innovation Strategy***

Lago Vista ISD will continue to utilize the locally-developed NexGen Teacher Appraisal System, which is better aligned to the Lago Vista ISD learning model and focus on individual growth. Our locally-developed appraisal model will use the flexibility provided to evaluate various performance measures, including classroom observations, professional goals and tracking, self-evaluations and quarterly feedback, as well as a holistic evaluation of student progress toward identified learning objectives.



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*LVISD Goal 4, Performance Objective 1: Provide a comprehensive staff development program for staff to further their professional growth in order to meet the needs of all students.*

*LVISD Goal 4, Performance Objective 3: Implement recruitment, hiring, and retention practices that align with the District's mission to provide a high performing, highly skilled staff.*

*LVISD Goal 4, Performance Objective 4: Monitor morale and maintain high employee job satisfaction.*

### **Probationary Contract Time Period**

For experienced teachers who are new to the District, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. *TEC §21.002, §21.102*

#### ***Benefit of Exemption***

A one-year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom. Currently, contracts for Lago Vista ISD teachers occur in March, which demands that employment decisions must be made with very little time for mindful completion of teacher summative appraisals, which occur in the last month of instruction.

#### ***Innovation Strategy***

For experienced teachers who are new to the District that have been employed as in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment in Lago Vista ISD.

*LVISD Goal 4, Performance Objective 3: Implement recruitment, hiring, and retention practices that align with the District's mission to provide a high performing, highly skilled staff.*

### **Teacher Certification**

According to TEC 21.003, a person may not be employed as a teacher, teacher intern or 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. In order for a teacher to provide instruction for a course that is outside of his/her certified teaching field, the District is required to submit a request to TEA. An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate. A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom. *TEC §21.003, §21.053*

#### ***Benefit of Exemption***

As a small school district, it is sometimes difficult to find qualified applicants for certain fields. When an applicant is unavailable, it occasionally becomes necessary for a teacher to instruct a course outside of his/her certified teaching field. Certification waivers are rarely if ever rejected by TEA, making this is an additional bureaucratic step



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that does not serve to benefit the District in any way. Lago Vista ISD would benefit from the flexibility to hire full time employees with appropriate experience as determined by local criteria to instruct classes for which we do not have and are unable to find certified teachers.

Adding to the benefit of this exemption is the flexibility that would be afforded to the District in the implementation of House Bill 5, which added significant emphasis for the need to expand college and career opportunities for students. However, this call for increased opportunities does not adequately accommodate the special challenges faced by school districts as they seek to employ individuals with certification in specialized areas of instruction. Districts must often compete with industries that pay substantially more than education. In addition, industry professionals interested in education often face increased costs from participation in alternative certification programs. An example of an area where this exemption would be useful is with hiring professionals to teach health science courses because it is particularly difficult to find educators who meet the certification specifications required to teach these classes.

The District's desired and most sought after option would be to hire a qualified applicant with the appropriate TEA certification. While this exemption would be exercised in a limited way for specific situations, it would allow the District to recruit teachers with a strong knowledge base, including individuals from certain trades and /or vocations with industry knowledge and real world experience.

### ***Innovative Strategy***

In the event that the District does not have is unable to find a certified teacher, the following procedures would be implemented:

1. In exceptional circumstances, when a certified educator is not available, the campus principal may submit a request for a district permit to the superintendent for an educator who meets one of the following locally determined criteria:
  - a. College teaching experience; or
  - b. Industry experience; or
  - c. TEA educator certification to teach a subject in a related field; or
  - d. Any combination of work experience, training, education, or industry-related credentials related to the subject matter he/she will be teaching.

If approved, the educator will be eligible to teach the course(s) through a district permit. All candidates would be carefully considered to ensure the individual has sufficient education and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught. Once suitability for employment has been confirmed, the campus principal will make a request for a district permit to the superintendent and will make all credentials available to the superintendent.

The superintendent will have the authority to recommend the hiring of this individual to the Board of Trustees using a district permit and the employee will be employed on an at-will contract. A teacher certification waiver, state permit application, or other paperwork will not be submitted to the Texas Education Agency. An educator who is hired under a district permit through the exemption to TEC §21.003 is not be subject to

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TEC §21.053. Furthermore, the District is not released from requirements of TEC §21.057 related to parental notification.

*Note: Lago Vista ISD will continue to be subject to certification requirements and regulations related to federal programs, including IDEA-B and ESSA. All Lago Vista ISD programs will continue to comply with applicable federal regulations that require a teacher to obtain full state certification. Furthermore, teachers with less than a Bachelor's degree are not eligible to teach CTE courses that meet graduation requirements under TEC §74.12.*

*LVISD Goal 1, Performance Objective 8: Provide expanded opportunities for students to participate in Career and Technology Education, fine arts, health/physical education, extracurricular programs, and other special programs.*

*LVISD Goal 3, Performance Objective 3: Maintain high numbers of students earning college credit while enrolled in high school.*

*LVISD Goal 3, Performance Objective 4: Provide extensive opportunities for students to participate in Career and Technical Education (CTE), fine arts, extracurricular programs, and other special programs.*

*LVISD Goal 5, Performance Objective 7: Increase volunteerism, mentoring, and general participation in the school system by persons and businesses in the community with expertise in various areas.*

### **Teacher Contract Days**

Current education law in Chapter 21 requires a teacher who is on a 10-month contract to work an equivalent of 187 days. *TEC §21.401*

#### ***Benefit of Exemption***

Flexibility in this area will allow the District to continue providing days spread throughout the year for teachers to have additional planning time focused on student needs and refining their practice, as well as time for professional learning related to student growth and outcomes during the year, while affording teachers expanded time to pursue self-selected professional learning activities during the summer months.

#### ***Innovation Strategy***

In an attempt to align the teacher days to the 75,600 minutes required of students, the District will have the option to reduce the number of contract days with no effect on teacher salaries.

On an annual basis, the Lago Vista ISD superintendent will recommend a teacher contract day calendar to the Board of Trustees for approval, using authority established in DK(LOCAL). The number of teacher contract days must be inclusive of all instructional days, any TEA professional development waiver days, and a minimum of five non-waiver professional development days.

*LVISD Goal 4, Performance Objective 1: Provide a comprehensive staff development program for staff to further their professional growth in order to meet the needs of all students.*

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*LVISD Goal 4, Performance Objective 4: Monitor morale and maintain high employee job satisfaction.*

### **Inter-District Transfers**

Currently, under Texas Education Code §25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the District, but TEC §25.036, has been interpreted to require a transfer to be for a period of one school year. *TEC §25.036*

#### ***Benefit of Exemption***

Lago Vista ISD maintains a transfer policy under FDA(LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district. TEC §25.036 has been interpreted to establish the acceptance of a transfer as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants. In rare circumstances, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these rare cases, Lago Vista ISD would benefit from an exemption from the one-year transfer commitment.

#### ***Innovation Strategy***

Non-resident students who have been accepted as inter-district transfer students at Lago Vista ISD may have such transfer status revoked by the superintendent at any time during the year if the student is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

*LVISD Goal 1, Performance Objective 6: Monitor student attendance to prevent truancy and to improve overall attendance to exceed 98%.*

*LVISD Goal 2, Performance Objective 2: Provide a positive, supportive, and safe learning environment for all students.*

### **School Start Date**

Under current Texas state law, "a school district may not begin instruction for students for a school year before the fourth Monday in August". *TEC §25.0811*

#### ***Benefit of Exemption***

Beginning school earlier than the fourth Monday in August will reduce summer regression in learning by shortening the time for students to be out of school during the summer months, which will provide true continuous learning and maximize student performance. Additionally, by having the flexibility to start and end the school year earlier, students will be able to enroll in college courses or college camps that start early in June. School start date is an item that the District should be able to determine locally and on an annual basis to determine what is best for our community.

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### ***Innovation Strategy***

Lago Vista ISD will determine on an annual basis the local starting date of the first semester, not to precede the second Monday in August of any year. The superintendent will submit the annual calendar to the Board of Trustees for approval. The ability to modify the start date of school allows the District the flexibility to balance semester days, align classes to college courses, and ease transitions by beginning school on a shortened week.

Changing the first day of instruction does not alter the University Interscholastic League (UIL) restrictions for the first day of practice for athletic and fine arts programs. Lago Vista ISD will continue to comply with the UIL calendar for commencement of summer practices. The District may not schedule the last day of school for students for a school year before May 15.

*LVISD Goal 2, Performance Objective 2: Provide a positive, supportive, and safe learning environment for all students.*

*LVISD Goal 3, Performance Objective 3: Maintain high numbers of students earning college credit while enrolled in high school.*

*LVISD Goal 4, Performance Objective 4: Monitor morale and maintain high employee job satisfaction.*

### **Student/Teacher Ratios and Submitting Waivers of Class Size**

TEC §25.111 requires districts to employ a sufficient number of certified teachers to maintain an average ratio of not less than 1 teacher for each 20 students in average daily attendance. State law also requires that a K-4 core classroom may not exceed a student to teacher ratio of 22:1. If classes exceed this cap, a waiver is required from the Texas Education Agency. If approved, the District must then notify parents by specifying the class for which an exception from the limit imposed by Section 25.112(a) was granted and state the number of children in the class for which the exception was granted. *TEC §25.111, §25.112, §25.113*

#### ***Benefit of Exemption***

Lago Vista ISD is a growing district with a recently opened intermediate campus to provide relief to the elementary campus, which had reached capacity. As we look to accommodate future growth and experience variations in grade-level enrollment from grade-level to grade-level and throughout the year, the number of students per class can be reasonably anticipated to exceed the 22:1 ratio dictated by statute. Due to shifting enrollments, a class may return to a smaller student-to-teacher ratio before or after the waiver is formally granted, thus negating the notice or the need to cause parents and staff unnecessary concern.

Schools begin the school year with staff based on projections of student enrollment. Often, enrollment will exceed projections at grade level while under projections at another. As a result, teachers and/or students must be moved from class to class or school-to-school to meet the 22:1 requirement. As a result, students leave behind friends and teacher relationships that have already formed. Being exempt from the inflexible 22:1 requirement will allow students to remain with the teacher and

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classmates that they began the year with, fostering continuity and stability, which will support increased student achievement. Furthermore, the District will not be forced to hire new teachers not accounted for in the local Board of Trustees' adopted budget, unless it is agreed upon that this is the course of action that is best.

Lago Vista ISD remains committed to keeping class sizes at or below the current 22:1 ratio. However, class size must be balanced with the logistics and timing of adding staff, available campus resources or space, and the optimal teacher-to-student ratio given the total number, age, and needs of students. Therefore, we will continue to look at avenues to reduce class sizes, but require the flexibility for staffing decisions that consider multiple variables, including time of year, enrollment projections, and the natural enrollment variations that occur during the school year.

### ***Innovation Strategy***

The District will not be required to maintain an average ratio of not less than 1 teacher for each 20 students in average daily attendance. In the event that the 22:1 class ratio is exceeded in grades K-4, the superintendent will report these findings to the Board of Trustees in open session. The administration will have 30 school days from the date on which the 22:1 class ratio is reported to the Board of Trustees to consider:

1. The subject/grade-level;
2. Available space and resources;
3. Time of year; and
4. Other pertinent variables, such as enrollment projections.

Upon consideration of the variables, the administration, including the superintendent, shall select one of the following actions to recommend:

1. Hiring an additional teacher, creating a new classroom for the grade-level; or
2. Keeping the class intact because this option is determined to be more advantageous than separating students, in which case the class size may slightly exceed the 22:1 student to teacher ratio.

Within ten days of the end of the 30 school day period, the superintendent will report to and obtain approval from the Board of Trustees for the recommended action. If the classroom will continue to exceed 22:1, parent notification will be sent no later than the 31st day after the date the exception is approved by the Board of Trustees and will specify the class for which an exception from the limit imposed by Section 25.112(a) was granted. A TEA waiver will no longer be filed when a K-4 classroom exceeds 22:1, in accordance with the District Plan for Innovation. Consistent with TEC §25.112, Lago Vista ISD will not be required to obtain consent from the Board of Trustees if a K-4 homeroom class exceeds 22:1 during the last 12 weeks of the school year.

*LVISD Goal 2, Performance Objective 2: Provide a positive, supportive, and safe learning environment for all students.*

*LVISD Goal 6, Performance Objective 3: Maintain the continued financial stability of the District.*

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## **Disciplinary Alternative Education Program**

Each school district must provide a disciplinary alternative education program that employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21. Each school district must provide a disciplinary alternative education program that provides for the students who are assigned to that program to be separated from students who are not assigned to the program. *TEC §37.008*

### ***Benefit of Exemption***

Exemption from this requirement would allow the District to better utilize staff. The District has a very limited number of students assigned to DAEP and classes are often provided using computer based instruction and or a blended model. As such, it is not necessary to have certified teachers permanently assigned to DAEP. Furthermore, exemption from this requirement would allow the District to better utilize staff and facilities by allowing DAEP students to attend the same classroom In School Suspension students, when necessary.

### ***Innovation Strategy***

The superintendent will ensure that the staff of the DAEP has the support necessary to properly supervise the students assigned to the program. Campus administrators of students assigned to DAEP will ensure that the assistance of teachers with specific certification is provided, as needed. To the extent possible, the superintendent will ensure the physical separation of DAEP and ISS students within the same space.

*LVISD Goal 2, Performance Objective 2: Provide a positive, supportive, and safe learning environment for all students.*

*LVISD Goal 6, Performance Objective 3: Maintain the continued financial stability of the District.*

*LVISD Goal 6, Performance Objective 4: Provide and maintain facilities that meet the needs of all students and provide the best opportunities to thrive and achieve their greatest potential.*

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## SUMMARY

The innovations outlined by this District Plan for Innovation were collaboratively determined by a committed group of Lago Vista ISD community members, parents, teachers, administrators and board members. This committee and stakeholders investigated the needs of our faculty and students and formulated a plan that allows the District to provide a premier education for all students.

Through this District Plan for Innovation, Lago Vista ISD will be positioned to leverage increased flexibility to make the best decisions for our children because we will be able to make them locally. We firmly believe that this plan outlines crucial innovations that will provide an opportunity for the Lago Vista ISD community to make local decisions on the best way to educate our children.

We are grateful for the support of the Lago Vista ISD Board of Trustees, local and state legislatures, and the Texas Education Agency for making this process possible.

*There's a way to do it better—find it.  
— Thomas Edison*



### **Lago Vista Independent School District**

8039 Bar-K Ranch Road  
Lago Vista, TX 78645  
(512) 267-8300  
[www.lagovistaisd.net](http://www.lagovistaisd.net)

Darren Webb  
*Superintendent*

Dr. Suzy Lofton-Bullis  
*Deputy Superintendent*



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## **Appendix A: Statutes From Which a District May Request Exemption Through a District of Innovation Plan**

Please note that this is not an exhaustive list of available exemptions.

### **Chapter 11 – School Districts**

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

- §11.1511 (b)(5), (14) Specific Powers and Duties of Board
- §11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

- §11.251 Planning and Decision-Making Process
- §11.252 District-Level Planning and Decision-Making
- §11.253 Campus Planning and Site-Based Decision-Making
- §11.255 Dropout Prevention Review

### **Chapter 21 – Educators**

Subchapter A – General Provisions

- §21.002 Teacher Employment Contracts
- §21.003 Certification Required
- §21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

- §21.051 Rules Regarding Field-Based Experience
- §21.053 Presentation and Recording of Certificates
- §21.057 Parental Notification
- Subchapter C – Probationary Contracts
- Subchapter D – Continuing Contracts
- Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

- §21.352 Local Role
- §21.353 Appraisal on Basis of Classroom Teaching Performance
- §21.354 Appraisal of Certain Administrators
- §21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

- §21.401 Minimum Service Required
- §21.402 Minimum Salary Schedule for Certain Professional Staff
- §21.4021 Furloughs
- §21.4022 Required Process for Development of Furlough Program or Other

Salary Reduction Proposal

- §21.403 Placement on Minimum Salary Schedule
- §21.4031 Professional Staff Service Records
- §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
- §21.404 Planning and Preparation Time
- §21.405 Duty-Free Lunch
- §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
- §21.407 Requiring/Coercing Teachers to Join Groups, Clubs, Committees, or Organizations
- §21.408 Right To Join or Not To Join Professional Association
- §21.409 Leave Of Absence for Temporary Disability
- §21.415 Employment Contracts

Subchapter J – Staff Development

- §21.451 Staff Development Requirements

- §21.452 Developmental Leaves of Absence
- §21.458 Mentors

## **Chapter 22 – School District Employees and Volunteers**

### Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
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