

LOHN INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

By way of invoking H.B. 1842 (84th Session of the Texas Legislature), Lohn ISD has developed a locally adopted Innovation Plan utilizing the flexibility granted under Chapter 12 of the Texas Education Code (TEC). The purpose of this locally adopted Innovation Plan is to exempt and/or achieve flexibility for the district from sections of the TEC that inhibit the district's goals and objectives.

Lohn ISD's Innovation Plan officially became effective upon the completion of all required steps outlined in TEC Chapter 12A Districts of Innovation. The date of the vote in favor of adoption by the Lohn ISD's Board of Trustees was July 12, 2017. The term for the initial Innovation Plan for Lohn ISD was for five years from the date of the school board's vote to adopt the plan.*

(*Sec. 12A.007. AMENDMENT, RESCISSION, OR RENEWAL OF LOCAL INNOVATION PLAN. A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251, or a comparable committee if the district is exempt from that section, and the Board of Trustees in the same manner as required for initial adoption of a local innovation plan under Section 12A.005.)

On March 10, 2022, the Lohn ISD Board of Trustees voted to renew the original DOI plan with minor modifications by a vote of 5-0. At a Site Base Committee meeting on February 7, 2022, the committee had recommended that the DOI plan be renewed for an additional 5 years.

MOTTO

Teaching Every Child, Every Day

MISSION

The mission of Lohn School is to provide each student with a diverse education in a safe, supportive environment that promotes self-discipline, motivation, and excellence in learning. The Lohn School staff joins the parents and community to assist the students in developing skills to become independent and self-sufficient adults who will succeed and contribute responsibly in a global community.

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GOALS & OBJECTIVES

The following six goals have been established in order to fulfill the district’s potential to accomplish the designated Mission:

- Goal 1: All students will be given the opportunity to enhance their learning potential and improve test scores.
- Goal 2: Recruit and/or retain quality personnel that mirror the values of the Lohn community and the ISD Mission. Lohn ISD personnel are to be committed to personal professional growth, to accept personal responsibility for the academic growth of every student, and to pursue personal involvement in school activities.
- Goal 3: Parents/Guardians will be afforded the opportunity to be full partners in the education of their children and increase their involvement in their student’s academic growth, attendance, and conduct.
- Goal 4: Increase student enrollment and attendance.
- Goal 5: Technology will be upgraded and integrated into classrooms and lessons.
- Goal 6: Increase the safety and security of students and staff.

Timeline of Events for Initial Adoption in 2017

Event/Activity	Organization/Group	Date Conducted
District of Innovation Discussion	Board of Trustees	March 8, 2017
District of Innovation Committee Established	District of Innovation Committee	April 19, 2017
Committee Meeting	District of Innovation Committee	May 6, 2017
Committee Meeting	District of Innovation Committee	May 26, 2017
District of Innovation Public Hearing	School Community	May 10, 2017
Plan posted to website	District of Innovation Committee	May 31, 2017
District Advisory Committee meeting	School Community	June 29, 2017
School Board vote to adopt plan	Board of Trustees	July 12, 2017
District of Innovation Plan filed with Commissioner of Education	District of Innovation Committee	July 12, 2017

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District of Innovation Committee for Renewal of District of Innovation Plan 2022

Committee

Leon Freeman, Superintendent; Tonya Rabenaldt, Principal; Kay Shackelford, Director of Curriculum; Christie Snodgrass, Technology; Rebekah Chew, Elementary Teacher; Linda Fore, Elementary Teacher; Michael Hennington, Special Education Teacher; Shanna Marburger, Secondary Teacher; Tammy Hemphill, Community Member.

Timeline of DOI Plan Renewal

- District Advisory Committee meeting February 7, 2022
- Board of Trustees approved plan to renew DOI March 10, 2022
- Plan posted on Lohn ISD website April 11, 2022
- Commissioner of Education notified of Board's intent to renew April 12, 2022
- District of Innovation Public Hearing April 13, 2022
- Board of Trustees vote to adopt plan May 11, 2022
- District of Innovation Plan filed with Commissioner of Education May 12, 2022

District of Innovation Plan

1. Probationary Contracts (21.002, 21.202)

Summary of TEC:

Under current law, probationary periods for newly hired teachers who have been in public education for at least five of the previous eight years cannot exceed one year.

Innovation/Rationale:

This one year period is insufficient in some cases to fully determine the teacher's effectiveness in the classroom. Flexibility from TEC21.002 will permit the District the option to issue a probationary contract for a period of up to three years for experienced teachers, counselors, nurses, and certified librarians newly hired to the Lohn ISD. This will allow for better evaluation and teacher effectiveness through yearly appraisal.

2. Return to Probationary Contract (TEC 21.106)

Summary of TEC:

Under current education code, in lieu of discharging or non-renewing a teacher employed under continuing or term contract with “written consent of the teacher” the District may return said teacher to a probationary contract. Teachers returned to probationary contract status must serve a new probationary contract period as provided by TEC 21.102.

Innovation/Rationale:

The Lohn ISD Board of Trustees reserves the right to return a continuing or term contract teacher back to a probationary contract without the written consent of said teacher. This is a method that might be used to grant a reprieve to a teacher who would otherwise face discharge or non-renewal. This action may only be initiated by recommendation of the superintendent to the Board of Trustees, who must approve the recommendation by majority vote in a duly posted meeting.

3. Teacher Certification (TEC 21.003) (TEC 21.050)

Summary of TEC:

Currently school district teachers are only authorized to teach courses in their certified teaching areas. Exceptions to this are contingent upon TEA approving a request for probationary certification.

Innovation/Rationale:

As a small, rural district, Lohn ISD teachers are often required to teach multiple grade levels and/or different subject areas. Lohn ISD reserves the right to locally approve teachers to teach core subjects outside of their current certified area for a period of one school year with superintendent approval. This arrangement may be extended as approved by the Board of Trustees. Courses considered as electives may be approved at the discretion of the superintendent and Board of Trustees.

4. Teacher and Principal Evaluation (TEC 21.203, 21.352, 21.354)

Summary of TEC:

The State of Texas currently uses the Texas Teacher Evaluation and Support System (T-TESS) teacher appraisal system. Lohn ISD policy requires teachers on term or probationary contracts to be formally evaluated annually. Principals are evaluated annually with the Texas Principal Evaluation and Support System (T-PESS).

Innovation/Rationale:

Lohn ISD may use a locally-developed appraisal system for teachers and administrators. The locally-developed appraisal system for teachers and administrators may include a combination of PDAS, T-TESS, T-PESS and any other best practices that fit the needs and goals of Lohn ISD.

- A. Lohn ISD will have the flexibility to create and use a locally-developed teacher appraisal tool.
- B. Lohn ISD will have the flexibility to create and use a locally-developed principal evaluation tool.
- C. Evaluation tools will be developed with input from administration and teachers.
- D. Lohn ISD's teachers, principal and other administrators will be formally evaluated annually.
- E. The teacher appraisal tool will include an annual summative conference to discuss the year and to set personal goals and to provide focus for a professional improvement plan for the coming year. These locally-developed plans should reflect the strengths, areas of concern, and goals for Lohn ISD personnel.

5. Removal by a Teacher (TEC 37.002)

Summary of TEC:

A teacher may remove from a class a student who has been documented by the teacher to repeatedly interfere with the teacher's ability to communicate effectively with the other students in class. Additionally, a student whose behavior is unruly, disruptive, or abusive may be referred to the campus behavior coordinator and/or principal. The principal may place the student into another appropriate classroom, in-school suspension, or into a disciplinary alternative education program.

Innovation/Rationale:

In addition to TEC 37.002 current format, Lohn ISD reserves the right to revoke the transfer status of students whose behavior is cause for removal by a teacher from the classroom or a student whose on-campus behavior repeatedly violates the Lohn ISD student code of conduct.

Lohn ISD reserves the right to revoke the transfer status of students who fall below Lohn ISD attendance standards.

This flexibility will allow Lohn ISD to grant inter-district transfer students who may not currently meet Lohn ISD requirements an opportunity to re-establish their discipline and attendance records.

6. School Start/End Date (TEC 25.0811) (TEC 25.0812)

Summary of TEC:

Currently, TEC 25.0811 allows school districts to begin instructional days for students on the fourth Monday in August. In addition, TEC 25.0812 mandates schools to schedule the last day of school no earlier than May 15th.

Innovation/Rationale:

Lohn ISD reserves the right to initiate instructional days prior to the fourth Monday of August and end school prior to the 15th of May. This flexibility is an effort to maximize instructional time before state assessment exams and allows greater flexibility in creating the district calendar.