

Board Workshop
Monday, September 12, 2022 5:30 PM

Carrie L. Lovejoy Child Development Center:
Library
256 Country Club Road
Allen, TX 75002

Agenda

1. Call to Order
Presenter: Barrett Owens, President
2. Closed Session, Gov't. Code 551.071-551.084. The Board May Retire into Closed Session in Accordance with the Texas Open Meetings Act
Presenter: Barrett Owens, President
 - 2.A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. Pursuant to Section 551.071 of the Texas Government Code, private consultation with the Board's attorney in person, or by phone, about 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
 - 2.A.1. Consultation and deliberation regarding VATRE process.
 - 2.B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.
 - 2.C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.
 - 2.D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.
 - 2.D.1. Evaluation of employees.
 - 2.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
 - 2.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.
 - 2.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by

the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

2.H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.

2.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.

3. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session

Presenter: Barrett Owens, President

4. Opening Exercise

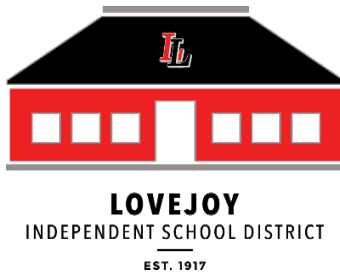
Presenter: Barrett Owens, President

4.A. Roll Call

Presenter: Barrett Owens, President

5. Recognitions: Introduction of New Hires

Presenter: Anna Koenig, Executive Director of Human Resources and Communications

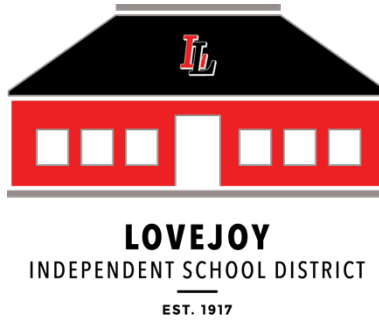


Lovejoy Independent School District Board of Trustees

Date of Meeting	September 12, 2022
Document Title	Introduction of New Hire(s)
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
Administrators will welcome all new hire(s) to Lovejoy.	
Fiscal Implications	
n/a	
Administrator Recommendation	
n/a	
Board Priority	
<p>Priority 2 Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.</p>	

September 12, 2022 New Hire Introductions				
Name of Teacher	Campus	Position	Board Introduction	Silver Star
Kathleen Chege	HES	Speech and Language Pathologist-Assistant	Wendy Craft	No
Shannon Gold	HES	Kindergarten Teacher	Wendy Craft	No
Chasity Holman	HES	Kindergarten Teacher	Wendy Craft	No
Morgan McCarty	HES	4th Grade Teacher	Wendy Craft	No
Tam Mitchell	HES	Nurse	Wendy Craft	No
Courtney Reid	HES	SPED Teacher	Wendy Craft	No
Kelley Alvarez	PES	1st Grade Teacher	Holly Haynes	No
Brittany Buaas	PES	Counselor	Holly Haynes	No
Allie-Marie Castellano	PES	1st Grade Teacher	Holly Haynes	No
Lauren Cook	PES	SPED Teacher	Holly Haynes	No
Keely Diekemper	PES	4th Grade Teacher	Holly Haynes	No
Presley Reese	PES	2nd Grade Teacher	Holly Haynes	No
Grace Silva	PES	1st Grade Teacher	Holly Haynes	No
Jennifer Slenk	PES	Nurse	Holly Haynes	No
Kara Watson	PES	Speech and Language Pathologist-Assistant	Holly Haynes	No

6. Public Comments Related to September 12, 2022 Agenda Items
Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Public Comment Procedures

Workshops and Special Meetings

Submitting for Public Comment

Any individual seeking to speak during the public comment session of a workshop or special meeting must complete and submit the public comment card by no later than 15 minutes prior to the designated start time provided on the meeting notice.

Public comment cards must be completed in their entirety with accurate and truthful information and must designate the specific agenda item.

The Board will provide speakers that submit a public comment card on an agenda item the opportunity to speak prior to the Board's consideration of the item in the order in which they were received.

Public comment cards are only applicable to the meeting in which they are completed and submitted by the established deadline.

Each individual gets one opportunity per meeting to share their comments with the Board of Trustees, not multiple opportunities per individual agenda items.

If a speaker is not present when his/her name is called, the speaker forfeits the opportunity to speak at that meeting.

The comments made by speakers at public comment reflect the opinions solely of the speaker and not the Board of Trustees as a governing body or the District.

Order of Agenda and Limitations

The Board reserves the right to change the order of the agenda items on the notice of meeting and / or defer agenda items until a later date.

Each speaker will be provided up to three minutes to address the Board of Trustees unless more than 10 speakers sign up to speak, in which case, the presiding officer reserves the right to reduce the time allotted to each speaker to no less than one minute per speaker. (Board Policy BED (LOCAL)).

If at any time, in the opinion of the presiding officer, the individual speaker is attempting to address a non-agenda item in the agenda item public comment period, the presiding officer or designee may stop the speaker.

Disruptive Behavior

Disruptive behavior will not be tolerated in the meeting. If after the provision of a single warning, the disruptive behavior continues, the disruptive individual may be escorted out of the meeting by District officials and/or law enforcement.

It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

Conduct defined by Texas Penal Code §42.01 and Board Policies BED (LEGAL) and BED (LOCAL).

Failure to yield the podium at the conclusion of the time allotted to a speaker at public comment constitutes a disruption and will be addressed accordingly.

Comments made to the Board of Trustees by meeting attendees and/or speakers outside of the designated public comment periods during a meeting constitute a disruption.

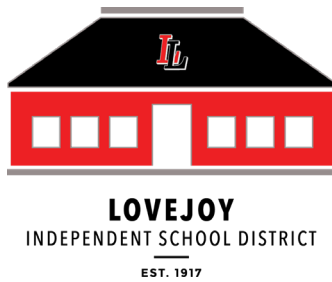
Board's Response to Public Comment

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting. The Board may also refer a speaker to a staff member in authority over the issue.

For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Statement of Non-Discrimination

The Board does not discriminate against speech on the basis of viewpoint.



School Board Public Comments Sign In September 12, 2022

The Board of Trustees encourages public comment. All public comment at a meeting other than a regularly scheduled meeting should be limited to agenda items posted for the meeting. By signing up to provide public comment at a Board meeting, you are acknowledging and accepting the procedures for public comment available online at lovejoyisd.net.

Any individual seeking to speak during the public comment session of a regular board meeting must complete and submit the public comment card by no later than 15 minutes prior to the designated start time provided on the meeting notice. Public comment cards must be completed in their entirety with accurate and truthful information and must designate whether the speaker is speaking on a specific agenda item. Failure to designate an agenda item relevant to the speaker's comments will result in the classification of the public comment as a non-agenda item comment, to be heard at a later time in the meeting. Public comment cards are only applicable to the meeting in which they are completed and submitted by the established deadline.

Each individual will have one opportunity per meeting to share their comments with the Board of Trustees, not multiple opportunities per individual agenda items. If a speaker is not present when his/her name is called, the speaker forfeits the opportunity to speak at that meeting. All speakers will be limited to no more than three minutes. The presiding officer reserves the right to reduce the number of minutes per speaker to no less than one minute per speaker in order to maintain effective meeting management. The speakers will be recognized in the order in which each person signs up. If there are more speakers than time allotted for public comment, the amount of time per speaker may be reduced, as determined appropriate by the Board of Trustees. If time does not allow for you to speak at public comment, the Board of Trustees may allot additional time for public comment or defer specific agenda items for review at a subsequent meeting in an effort to allow more public comment, as determined necessary by the Board. This public comment card will not be maintained from one meeting to the next and is only applicable to the meeting on the date in which it was submitted.

If you have a specific concern related to an employee of the District or a specific student issue, you are encouraged to utilize the District's grievance procedures provided in Board Policies DGBA (LOCAL), FNG (LOCAL), and GF (LOCAL) or applicable grievance process. Each grievance procedure allows for an individual to redress grievances with the Board of Trustees. All relevant policies are available online at lovejoyisd.net.

Disruptive behavior will not be tolerated in the meeting. If after the provision of a single warning, the disruptive behavior continues, the disruptive individual may be escorted out of the meeting by District officials and/or law enforcement. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

The Board of Trustees appreciates your active participation in the school district.

***I wish to address the Board about an agenda item on the September 12, 2022 agenda.**

I wish to speak about agenda item #_____ which is titled:

***I wish to participate in the open forum by speaking about the following topic:**

First and Last Name:

Address:

Phone:

Organization (if applicable):

Printed Name & Signature (Acknowledging you have read the procedures above)

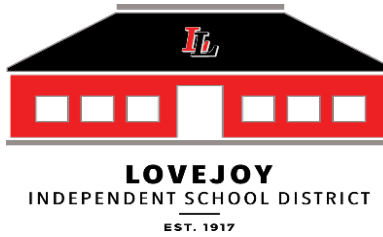
Print:

Signature:

Date:

7. Consider and Act on the 2022-2023 Governance Norms, Protocols and Operating Procedures

Presenter: Barrett Owens, President



Lovejoy Independent School District Board of Trustees

Date of Meeting	September 12, 2022
Document Title	2022-2023 Governance Norms, Protocols, and Operating Procedures
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Barrett Owens, President
Executive Summary	
Annually, the Board of Trustees reviews and considers their Governance Norms, Protocols, and Operating Procedures.	
Fiscal Implications	
N/A	
Administrator Recommendation	
Consideration of the Governance Norms, Protocols, and Operating Procedures.	
Board Priority	
<p>Priority 1 Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, Works for Justice in the</p>	

Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. Profound learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

Priority 5

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.



Lovejoy Independent School District

Board of Trustees

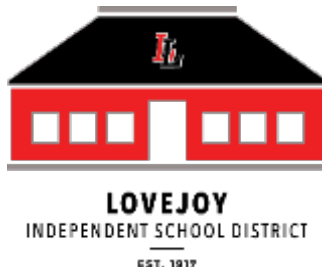
Governance Norms, Protocols and Operating Procedures

2022 - 2023



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MISSION:

To propel every person to personal excellence.

CORE VALUES:

Guide our actions



We make decisions in the best interest of each student.

We educate beyond academics.

We add value to the lives of every kid in our district.

We seek to understand and invest in each child, preparing them for the future of their choosing.



We are a community of inclusion. We value & respect the thoughts, feelings and perspectives of every community member.

We commit to sharing information directly, honestly & with positive intent.

We value our rich traditions and work to embrace and protect them.

We have hearts of service. We seek ways to make a positive impact, then we act!

We celebrate all things Lovejoy!



We are in pursuit of our best, without limits in our mind, every day.

We are continually learning and growing in all areas of life.

We will hold ourselves accountable to living our values in all of our choices and actions.



Lovejoy Independent School District

Board of Trustees

Governance Norms, Protocols and Operating Procedures

PURPOSE

The Board Governance Norms, Protocols and Operating Procedures serve as standards which supplement the local policies of the school district and provide guidance to the Board of Trustees, as a body corporate, as they:

- ❖ Ensure alignment of Mission and Core Values to promote enhanced student achievement
- ❖ Provide guidance and direction for accomplishing the Mission
- ❖ Measure and communicate how well the Mission is being accomplished
- ❖ Promote the Mission and Core Values
- ❖ Work with the Superintendent to lead the District toward the Mission as specified and further detailed in Board Policy BBD(EXHIBIT)

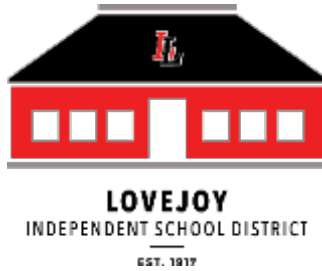


Lovejoy Independent School District
Board of Trustees

Governance Norms

2022 - 2023





Board of Trustees Governance Norms

We agree to employ the following norms in all of our interactions.

■ We will hear each opinion, but ultimately act as one.

- ✓ We will speak candidly and courteously to each other and listen to dissenting or different viewpoints with an open mind.
- ✓ We will help each other to depersonalize disagreements.
- ✓ Once we reach a decision or compromise as a board, we will each support the will of the Board in word and deed.

■ The President (or designee) will speak as the official voice of the Board.

- ✓ A single Board Member will not represent the Board without the consent of the Board.
- ✓ Board Members making personal statements (in any format, including speeches, articles, social media posts, etc.) should clearly state that these statements are their opinion and not the position of the Board.

■ We will be mindful of the different roles and responsibilities throughout the school system and maintain a focus on policy and governance.

■ We will be aware of the different roles that we play as individuals (Board Member, community member, parent, etc.).

■ We will be focused on our work as a Board and not interfere with the day-to-day operations of the school district, which is the responsibility of the Superintendent.

■ We will maintain open communication with each other, the administration, and the community-at-large.

- ✓ Information shared with one Board Member will be shared with all members.



Lovejoy Independent School District

Board of Trustees

Governance Protocols

2022 - 2023





Board of Trustees Governance Protocols

We agree to employ the following protocols in all of our interactions.

■ Developing the Board Agenda

- ✓ In consultation with the Board President, the Superintendent shall prepare the agenda.

■ Placing Items on The Board Meeting Agenda

- ✓ Board Members will request to the Board President, in writing, any item(s) they wish to have considered for placement on the agenda.

■ Obtaining Information About Board Meeting Agenda Items Before the Meeting

- ✓ Board Members will contact the Superintendent with any questions regarding the agenda prior to the meeting.

■ Responding to Staff or Community Complaints at Board Meetings

- ✓ Board Members will not engage in dialogue with a speaker during public comments, but may provide specific factual information or recite existing policy to clarify some inquiries or issues.

■ Responding to Staff or Community Complaints Outside of Board Meetings

- ✓ Board Members will refer the staff or community member through the proper channel of communication (teacher, principal, etc.) and advise the Superintendent of the conversation.

■ Communications Between and Among Board Members

- ✓ Board Members are encouraged to communicate via phone call.

■ Communications Between Board Members and The Superintendent

- ✓ Board Members are encouraged to communicate with the Superintendent via phone calls and in-person meetings.
- ✓ Board Members will communicate all requests for information to the Superintendent.

■ Communications with The Media

- ✓ The Board President is the official spokesperson of the Board.
- ✓ A Board Member who is contacted by the media should refer them to the Superintendent or Board President as appropriate.

■ Use of Social Media

- ✓ Board Members are discouraged from using social media regarding school district business.

■ Notification of Official Visits to School Sites

- ✓ Board Members will notify the Superintendent prior to visits to school sites in their official capacity.

■ Notification of Official Visits to School Events

- ✓ Board Members are encouraged to attend public events, receptions, dedications, and other campus events. Notifying the Superintendent in such cases is not required; however, Board Members will be cognizant of Open Meeting Act requirements.

■ Professional Development

- ✓ All Board Members will meet or exceed the requirements for Professional Development as mandated by the State of Texas.

■ Participation in School Board Meetings and Trainings

- ✓ All Board Members will strive for 100% attendance at School Board meetings and required trainings.

■ Evaluation of the Superintendent

- ✓ The Board of Trustees evaluates the Superintendent on an annual basis.

■ Board Priorities

- ✓ The Board of Trustees monitors Board Priorities through updates at monthly Board Meetings and during the Superintendent's evaluations. School Board Priorities are established annually.

■ Board Self-Evaluation

- ✓ The Board of Trustees should evaluate itself on an annual basis.

■ Strategic Planning

- ✓ The Board of Trustees monitors and evaluates the strategic plan annually.





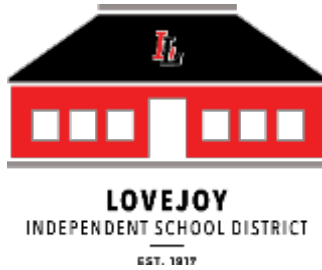
Lovejoy Independent School District

Board of Trustees

Board Operating Procedures

2022 - 2023





Board of Trustees Operating Procedures

Election of Board Members

Board Policy BBB

- The Board is composed of seven members, all of whom are elected by place. Board elections are held in alignment with the May uniform election dates.
- A meeting will be held not earlier than the 3rd day and not later than the 11th day after the election to canvass returns and to prepare a certificate of election for each candidate elected to office. *Board Policy BBBB(LEGAL)*
- The new Board will meet at the next regularly scheduled meeting after the results are canvassed to elect the following Board Officers: President, Vice-President, and Secretary. *Board Policy BDAA(LEGAL)*
 - The Board President may appoint a Board Member to facilitate the discussions about Board Officer selection or arrange for an independent facilitator to assist the Board in the completion of the process. In the event that the Board President has not been re-elected, the Board Secretary conducts an election to select a temporary chair. When selected, the temporary chair conducts the election of the President then relinquishes the chair to the new President who either conducts elections for the remaining officers or appoints a facilitator.
 - Characteristics/responsibilities: Each year the Board will determine by consensus the leadership characteristics and responsibility of each officer position.
 - Statements: Each Board member shall individually express his or her desires regarding Board service.
 - Removal from consideration: An individual member may remove himself or herself from consideration for any or all offices of the Board,
 - Consensus: Board members shall make their desires for officer selection known in a consensus-building manner. Because boards require that their officers perform specific leadership duties, it may be advisable to discuss the qualifications, experience, or willingness to serve of the nominees for a given office before voting. Since there is an exception to the Open Meetings Act which allows the board to deliberate the appointment of a public officer in a closed meeting, the board may choose to go into closed session to discuss the merits of nominees for a given office before returning to open session to take the vote. (Texas Education Code Section 551.074)
 - Nominal Group Technique: If more than one trustee expresses interest in serving in a particular office the Board shall engage in discussion in an effort to reach consensus.
 - The facilitator may guide the Trustees through structured strategies such as a modified nominal group technique or other consensus-building activity to provide information to

the Board members that may guide them during the official nomination and election process in the public board meeting.

- Officer elections: Board members shall vote for Board officers during the public meeting. Elections for each office shall be commenced by nomination. A second is not required. The chair allows for as many nominations as are desired. If more than one person is nominated for an office, *Robert's Rules of Order, Newly Revised* will serve as a guide for voting. The candidate who receives a majority of the votes for a particular officer position cast by board members present when the vote occurs shall be elected to that officer position.
- If possible, the Board President and a currently seated Board member will visit with the new Board member prior to the first regularly scheduled meeting after election results are canvassed.
- The Board will offer orientation and training to new members in the Board's governance process.

Activities Related to Elections

Board Policy BBB

- Election Activities
 - Board members will follow all applicable laws in all campaign activities.
 - Neither the Board, as a body corporate, nor any Board member individually, will use District funds or other resources to electioneer for or against any candidate, measure or political party (Texas Education Code 11.169).
- Endorsements
 - Seeking Endorsements
 - No Board member seeking re-election to the Board will solicit District employees for endorsement during such employee's work hours or at any time while on District property.
 - Providing Endorsements
 - The Board, as a body corporate, will not endorse any candidate running for any public office.
 - Recognizing that the Board operates as a non-partisan elected body that works with other elected officials in its duties, individual Board members should exercise heightened caution when providing a personal endorsement to any candidate.
 - If an individual Board member chooses to provide an endorsement to a candidate for elected office, the Board member shall clarify they are communicating in a personal capacity and make no reference to the Trustee's role as a Lovejoy ISD Board member.
- Definitions
 - Endorse means the intentional act of giving one's public support or approval.

Roles and Official Duties of Board Officers and Members

Board Policy BBE and BDAA

- The Board President ensures the integrity of the Board's processes and serves as the Board's official spokesperson. Accordingly, the President has the following authority and duties:
 - Monitor Board behavior to ensure that it is consistent with its own rules and policies and those legally imposed upon it from outside the organization.
 - Conduct and monitor Board meeting deliberations to ensure that only Board issues are discussed;
 - Appoint Committees;
 - Call Special Meetings;
 - Ensure that the Board meeting deliberations are fair, open, and thorough, but also efficient, timely, orderly, and to the point;
 - Chair Board meetings with all the commonly accepted power of that position as described in Robert's Rules of Order, and with voting rights;
 - Conduct periodic self-assessments to ensure process improvement.
 - Facilitate communication between Board members;
 - Facilitate agenda planning (including consent agenda items), development, and ordering of agenda items during meetings;
 - Act as the Board's spokesperson to the media.
 - Compile and facilitate the summative evaluation of the Superintendent.
 - Represent the Board to outside parties in announcing Board-stated positions and in stating decisions and interpretations with the areas assigned to the President, delegating this authority to other Board members when appropriate, but remaining accountable for its use.
 - Sign contract, resolutions, and legal documents authorized by the Board.
- Board Vice President
 - Act in the capacity and perform the duties of the President of the Board in the event of the absence, disability, or resignation of the President.
 - Become President only upon being duly elected to the position by the Board.
- Board Secretary
 - Ensure that accurate records of Board meetings are kept.
 - Act in the capacity and perform the duties of the President of the Board in the event of the absence, disability, or resignation of the President and Vice-President.
 - Sign contracts, resolutions, and legal documents authorized by the Board.
- Board Members
 - Board members should aim to attend 100% of scheduled meetings.
 - Board members should communicate absences to Board meetings or district events, with as much notice as possible, to the Superintendent or Board President.
 - No Board member or officer has authority outside of the Board meeting.
 - No Board member or officer has the authority to represent the Board or commit the Board without consent or action from the Board during a Board meeting.
 - No Board member can direct employees in regard to performance of their duties.
 - Board members will, when acting in the role of a parent in communication with staff, make it clear that actions are as a parent and not as a Board member.

- Board members are expected to complete all continuing education requirements. *Board Policy BBD (LEGAL)*

Developing Board Meeting Agendas

Board Policy BE

- To accomplish its stated objectives, the Board develops and follows an annual Board Activity Calendar that includes a schedule for significant aspects of the Board's upcoming work, including monitoring of District performance, matters related to the District budget, bond and facility work, contracts, policies, personnel, evaluation of the Superintendent, and other items pertaining to major business of the Board.
- Placing Items on the Agenda
 - In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings.
 - Board members must request to the Board President, in writing, any item(s) they wish to have considered for placement on the agenda.
 - Items may be placed on the agenda by the Superintendent, the Board President, any Board Member with approval of the President, or through a request by any two Board Members.
 - In accordance with the Texas Open Meetings laws, no person can place an item on the agenda less than 72 hours in advance of the meeting, except in an emergency as per Texas Government Code.
 - The Superintendent's office is responsible for the posting of the agenda no later than 72 hours before the meeting in accordance with Chapter 551 (Open Meetings Act) of the Texas Government Code
 - The order in which posted agenda items are taken may be changed by a consensus of Board Members.
 - Should a member wish to remove an item from the consent agenda, it will be discussed as a separate action item. *Board Policy BE(LOCAL)*
 - The School Board may consider items as part of its consent agenda, including, but not limited to the following:
 - Routine items
 - Annual renewals and TEA items
 - Budget amendments
 - Gifts, donations, and bequests
 - Financial information
 - Minutes of Board meetings
 - Minutes of joint meetings
 - Updates of board policy
 - Routine personnel items
 - Routine bid recommendations
 - Contracts
 - Board members are encouraged to review Board meeting materials in advance of meetings and advise the Board President, Superintendent, or Superintendent's designee of questions or concerns on agenda items before the Board meeting.

Board Meetings

Board Policy BE

- The Lovejoy ISD Board of Trustees normally will meet on the fourth Monday of each month with meetings normally beginning at 7:00 p.m. Additional meetings on specific topics will be scheduled by the Board as needed. The Board President may call a special or emergency meeting at the request of three or more Board members as provided in Chapter 551 (Open Meetings Act) of the Texas Government Code.
- Four members present constitute a quorum for a meeting.
- The Board will hold itself accountable for governing with excellence. This self-discipline of excellence applies to attendance, beginning meetings on time, preparation for meetings, adherence to policymaking principles, respect of roles, active participation in the monitoring process, and ensuring effective governance capability into the future.
- The Board shall observe the parliamentary procedures as outlined in *Robert's Rules of Order Newly Revised*, except as otherwise provided in Board procedural rules or by law.
 - All discussion shall be directed solely to the business currently under deliberation.
 - The presiding officer has the responsibility to keep the discussion to the motion at hand and shall halt discussion that is not germane to the business before the Board.
 - The presiding officer shall recognize a Board member wishing to comment.
- For the most updated information on meetings, visit the [LISD Board of Trustees website](#) and click on the Public Meetings.
- Public Comments/Public Participation
 - The Board encourages citizens to make their comments, concerns and ideas known to the Board during the Public Comments segment of the meeting. Persons may address the Board on agenda or non-agenda items at regularly scheduled Board meetings.
 - At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with the notice of the meeting. Public Comments related to Board agenda items will normally be held after the call to order, Pledge of Allegiance, and recognitions. A person wishing to address the Board shall sign up fifteen minutes prior to the beginning of the meeting. On the day of the meeting, the sign-up sheets for Public Comments will be available at the meeting location. Each citizen should sign up personally. The LISD Board seeks to conduct its meetings in a polite, professional manner, and would appreciate Public Comments being shared in a similar fashion.
 - An individual's comments may not exceed five minutes per meeting. When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, included, but not limited to, adjusting the time allotted to each speaker. Speakers may not "donate" their time to other speakers.
 - The Board does not allow the use of video, slide, or other electronic presentations.
 - If citizens bring a written statement or support materials, they should provide enough copies for the seven Board members and the Superintendent.

- Specific complaints about individual district personnel shall be processed through the District's grievance policies DGBA (Employee), FNG (Parent/Student), and GF (Public) (LOCAL).
 - The Board will not engage in dialogue with the speaker during the Board meeting. However, the Board or Superintendent may provide specific factual information or recite existing policy to clarify some inquiries or issues.
 - The Board shall not deliberate or make decisions regarding any subject that is not on the posted agenda. The presiding officer shall recognize Board members prior to any member asking clarifying questions or making statements to the Board. Board members may direct the Superintendent to investigate item(s) and report back to the Board as appropriate.
 - The Board shall not tolerate disruption of the Board meeting by members of the public. If, after one warning from the presiding officer, any person continues to disrupt the meeting by words or actions, the person shall be removed from the meeting.
 - Signs or placards brought to a Board meeting shall not block the vision of those attending the meeting.
- Board Response to persons addressing the Board during Public Comments
Board Policy BE
 - The Board President, when necessary, may direct the Superintendent to investigate item(s) and report back to the Board through transmittal or at a designated meeting.
 - The Board President shall recognize Board Members prior to any Member asking clarifying questions or making statements to the Board. There can be no deliberation among the board unless the item appears on the agenda.
 - When appropriate, the Superintendent or Board President will provide specific factual information in response to inquiries by members of the public.

Closed Meetings

Board Policy BEC(LEGAL)

- The Board must convene in open session with proper posting prior to the presiding officer announcing a recess into closed meeting. During a closed meeting, the Board can deliberate properly posted items but may not take any actions related to those items. All Board actions, including voting, must occur in open session.
- The Board may only discuss those items listed on the closed session agenda as limited by law which includes:
 - Personnel issues
 - Items which violate the right to privacy as defined by the Texas Open Meetings Act and Texas Open Records Act
 - Legal discussion with counsel
 - Legal discussion regarding real estate
 - Evaluation of the Superintendent
- Discussions and information shared during executive session shall remain confidential until officially made available to the public.

- The Board shall keep a certified agenda of the proceedings of each closed session. Certified agendas are to be sealed, kept confidential, and stored in a locked place in accordance with retention schedules and Board policy.

Voting

Board Policies BDAA and BE

- No item shall be acted upon by the Board unless the item is posted in the public notice for the meeting.
- When an item for action on the agenda is reached, the following procedure will apply:
 - The Presiding officer shall announce the item for action.
 - The Superintendent or appropriate staff member may make a comment, statement, recommendation, or presentation regarding the item.
 - The Board may discuss the item and raise questions.
 - Action is taken by means of a motion and a second, followed by a vote of Board members present. The Board also has the option of not taking action on an item.

Board Priorities

- The Board of Trustees monitors Board Priorities through updates at monthly Board meetings and during the Superintendent's evaluations.
- Board Priorities are established annually.

Evaluation of The Superintendent

Board Policy BJCD

- The Superintendent evaluation will be conducted on an annual basis.
- Board Members will complete all Superintendent evaluation documents within requested timelines.
- The Superintendent will supply the Board Members with written documentation of her progress towards the district goals.
- The Board will meet in closed session to discuss the evaluation and reach consensus.
- The Board will review the evaluation, contract and salary with the Superintendent.
- The summative evaluation will occur no later than the end of April.
- The formative evaluation will occur no later than the end of January.

- There will be periodic updates prior to the summative evaluation each year.

Evaluation of the Board

Board Policy BG

- The Board shall perform a self-review or evaluation in a closed meeting.
- The Board review shall take place annually.
- The Board Governance Norms, Protocols and Operating Procedures and Board Member Code of Ethics shall be included in the review or evaluation. *Board Policy BBF(LOCAL)*

Board Member Ethics

Board Policy BBF(LOCAL)

- Main Tenants of Board Member Ethics
 - Equity in Attitude
 - Trustworthiness in Stewardship
 - Honor in Conduct
 - Integrity of Character
 - Commitment to Service
 - Student-Centered Focus
- Board Member Ethics
 - I will be fair, just, and impartial in all my decisions and actions.
 - I will accord others the respect I wish for myself.
 - I will encourage expressions of different opinions and listen with an open mind to others' ideas.
 - I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
 - I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
 - I will work to ensure prudent and accountable use of District resources.
 - I will make no personal promise or take private action that may compromise my performance or my responsibilities.
 - I will tell the truth.
 - I will share my views while working for consensus.
 - I will respect the majority decision as the decision of the Board.
 - I will base my decisions on fact rather than supposition, opinion, or public favor.
 - I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
 - I will consistently uphold all applicable laws, rules, policies, and governance procedures.
 - I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.
- I will be continuously guided by what is best for all students of the District.

Communications

Board Policy BBE

- In order to build and maintain productive and effective relationships between the Board and the Superintendent, both the Board and the Superintendent will maintain a system of communication and interaction that builds upon mutual respect and trust. Accordingly, the Board and the Superintendent will:
 - Exercise courteous honesty in all written and interpersonal interaction, avoid misleading information;
 - Demonstrate respect for the opinions and comments of each other;
 - Focus on issues rather than on personalities;
 - Maintain focus on common goals;
 - Communicate with each other in a timely manner to avoid surprises;
 - Criticize privately, praise publicly;
 - Maintain appropriate confidentiality;
 - Openly share concerns, information, knowledge, and agendas;
 - Make every reasonable effort to protect the integrity and promote the positive image of the district and each other;
 - Respond in a timely manner to requests and inquiries from each other.
- The Board as a whole is committed to and encourages community input through surveys, public forums and on-going communications activities.
- Board Members who attend functions of interests to the Board as a whole will communicate items of interest to all Board Members and the Superintendent.
- Individual Board Members cannot represent the Board or commit the Board outside of Board Meetings without consent from the Board on any issue that has not been acted on.
- Only the Board President, or designee of the Board President, will reply to letters or emails addressed to all Board members. The Superintendent's office will ensure all Board members receive a copy of the response.
- With respect to providing information and counsel to the Board, the Superintendent shall not fail to give the Board as much information as necessary to allow Board members to be adequately informed.

- The Superintendent will communicate information in a timely fashion to all Board members through:
 - Board meetings and executive sessions;
 - Board correspondence;
 - Telephone calls;
 - One-on-one meetings.
- Board members are encouraged to communicate with the Superintendent via phone calls and in-person meetings.
- Correspondence related to formal complaints or grievances, as described in Board Policies DGBA, FNG, and GF (LEGAL and LOCAL) will not be forwarded to Board members in order that they may maintain their objectivity pertaining to matters that may require Board action in the future. The sender will be notified with an explanation of the decision not to forward the communication.
- Board Response to Contacts/Correspondence
 - Individual Board members may communicate with members of the community as they deem appropriate. While Board members strive to be responsive to stakeholders, it is not possible for them to respond to every inquiry due to the volume of correspondence.
 - Letters and faxes addressed to individual Board Members and received in the Superintendent's office are delivered to that Board Member at the next Board meeting. If an item is urgent or time sensitive, the Board Member is contacted by email or telephone before the meeting.
 - Citizens may contact the Board of Trustees by email.
 - If a Board member responds to an inquiry in writing, he or she will copy the Superintendent's office who will determine whether information needs to be added to the Superintendent's weekly memo to the Board.
 - The Board of Trustees encourages input, and the confidentiality of individuals will be maintained when possible and requested. Anonymous calls or letters will not receive a response and will not result in directives to the administration.
- Board Members should operate within appropriate guidelines when communicating on social media regarding school district business. The following are suggested guidelines for Board Members using social media in their role as public officials:
 - Clarify that you are communicating as an individual member of the Board, and not an official district spokesperson.
 - Avoid deliberating school district business with a quorum of the Board.
 - Direct complaints or concerns presented online to the appropriate administrator.
 - Avoid posting content indicating you have already formed an opinion before a due process hearing.
 - Ask for community input to be provided through appropriate channels, but do not allow your social network to direct your decisions as a trustee.
 - Post only content that the district has already released to the public.
 - When attempting to restate what happened at a previous Board Meeting, clarify that the posting is not an official record of the Board Meeting and share information only from the open portions of the meeting.

- Conduct yourself online in a manner that reflects well on the district; avoid posting information that has not been verified and made public by the district; and never post anonymously about school business or repeat rumors.
- Immediately report suspected illegal activities and harassing or defamatory communications that involve school officials, staff, students, or district business to the Superintendent.
- Realize that by using a personal account to conduct official school district business, your account may become a public forum under the First Amendment.
- Retain electronic records – including your own posts and content others post to your account – when required to do so by the district’s records retention schedule.
- Comply with the district’s acceptable use policy when using district-issued devices or technology resources and immediately report to the district any potential security breach if you lose control or possession of confidential district records

Administration Response to Contacts/Correspondence

- All correspondence addressed to the Superintendent or administration will be routed to the appropriate staff members.
- The appropriate staff members will investigate the issues raised in the correspondence and will respond in a reasonable and appropriate manner. It is the goal of the administration to respond to correspondence within ten working days.
- The LISD administration encourages input. Anonymous calls or letters, however, will not receive a reply from the administration. If requested, confidentiality of the person writing the correspondence will be maintained when possible.

Individual Board Member Requests for Information or Reports

Board Policy BBE

- An individual Board member, acting in his or her official capacity, has the right to seek information pertaining to District fiscal affairs, business transactions, governance, school operations, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code. Written responses to information requests from the Board will be distributed to all Board members in a timely manner.
- Individual members shall not have access to confidential student records unless the member is acting in his or her official capacity and has a legitimate educational interest in the records. In such cases, individual members shall seek access to the records from the Superintendent. At the time access to the records is provided, the Board member shall be advised of his or her responsibility to comply with confidentiality requirements.

- Individual Board members shall not issue formal written or oral requests for information directly to campus principals or other administrators not designated as Board contacts. Board members may e-mail or call the Superintendent to ask questions or request information.
- No individual Board Member shall direct or require District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. Directives to the Superintendent or other custodian of records regarding the preparation of reports shall be by Board action.

Citizen or Employee Request/Complaint to Individual Board Member

- If parents, students, or other members of the public bring concerns or complaints to an individual Trustee, the Board member should listen to the complaint to better understand the critical issues, unless it relates to a formal complaint or grievance already filed under Board Policies DGBA, FNG, or GF and upon which the Board may be requested to take action. If a formal process is not underway, the Board member should take the following steps:
 - Refer the parent, student, citizen to the administrator who is in the best position to assist in addressing the concern or complaint.
 - Make the citizen aware of the District policies and procedures, including due process (GF(LOCAL)) in place to address citizen concerns or complaints and remind them that Board members must remain impartial in case the matter requires future Board action.
 - Notify the Superintendent.
- If employees bring concerns or complaints to an individual Trustee, the Board member should listen to the complaint to better understand the critical issues, unless it relates to a formal complaint or grievance already filed under Board Policies DGBA and upon which the Board may be requested to take action. If a formal process is not underway, the Board member should take the following steps:
 - Remind the employee of the due process procedure and remind them that Board members must remain impartial in case the matter requires future Board action.
 - Refer the employee to the administrator who is in the best position to assist in addressing the concern or complaint.
 - Notify the Superintendent.
- If a concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, a Board member may request that the issue be placed on a Board agenda.

Media Inquiries to The Board

- The Board President serves as the official spokesperson for the Board. However, under special circumstances, the Board may elect to appoint a different spokesperson for the Board.
 - A Board member who receives calls from the media should refer them to the Superintendent or Board President, as appropriate.

- Individual Board members who are asked for individual comments or opinions by the media are to qualify those statements as being the opinion of the individual Board member and not representative of the Board as a whole or the school district.

Board Member Visits to A School Campus

Board Policies BBE and GKC

- Board members are encouraged to attend public events, receptions, groundbreakings, dedications, ribbon cuttings, and other campus events. In such cases, notifying the Superintendent is not necessary; however, Board members must be cognizant of whether a quorum attends the event and Open Meeting Act requirements.
- Board members who wish to visit a campus to view a program or activity in their official capacity shall notify the Superintendent and coordinate the visit with the principal. At no time will Board members visit campuses or other school programs in an attempt to evaluate personnel.
- These guidelines do not pertain to visits as a parent or as a spectator to school events. Board members with children enrolled in the school district are entitled to the same rights, privileges, and courtesies as all other parents or guardians. However, when engaging in conferences or interactions with school personnel as a parent, a Board member shall not let his/her official position interfere or dictate decisions that should be fair and impartial.

Board Training Requirements

Board Policy BBD(LEGAL)

- The Board must meet minimum annual requirements for training from April to April of the following year.
- At the last regular April Board Meeting, the current board president must announce the name of each board member who has completed/exceed/or is deficient in the required continuing education as required by 19 Tex. Admin Code 61.1 (j).
- The entire board shall participate with their superintendent in a team-building session which shall be held annually and be at least three hours in length. The purpose of the team-building is to enhance the effectiveness of the Board-Superintendent team and to assess the continuing education needs of the Board-Superintendent team.

Travel Reimbursement

Board Policy BBG(LEGAL)

- Reimbursement to Board members for reasonable travel expenses for attendance at regional, state, or national conventions, conferences, and workshops shall be made by the District when attendance is authorized and deemed by the Board to be necessary to conducting the business of schools.

- The District may not pay the travel expenses of spouses and other persons who have no responsibilities or duties to perform for the Board when they accompany a Board member to Board- related activities.

Conflicts of Interest

Board Policy BBFA

- Board members are expected to avoid conflicts of interest involving any matter pending before the Board. A conflict of interest is deemed to exist when a member is confronted with an issue in which the member has a personal or pecuniary interest or an issue or circumstances that could render the member unable to devote complete loyalty and singleness of purpose to the public interest. Accordingly:
 - If a Board member has a substantial personal or private interest in any matter pending before the Board, the member shall disclose such interest to the Board and shall not vote on the matter.
 - A member of the Board shall not also be an employee of the district, nor shall a member receive any compensation for services rendered to the district. This provision shall not prohibit members from receiving reimbursement for authorized expenses incurred during the performance of Board duties.
 - The Board shall not enter into any contract with any of its members or with a firm in which a member has a financial interest unless one or more of the following conditions apply:
 - The contract is awarded to the lowest responsible bidder based upon established competitive bidding procedures; or
 - The Board member is the highest bidder for merchandise sold at a public auction.
- A Board member is expected to avoid conflict of interest in the exercise of the member's fiduciary responsibility. Accordingly, a Board member may not:
 - Disclose or use confidential information acquired during the performance of official duties as a means to further the Board member's own personal financial interests or the interests of a member of the Board member's immediate family;
 - Accept a gift of substantial value or economic benefit which would tend to improperly influence a reasonable person, or which the Board member knows or should know is primarily for the purpose of a reward for official action;
 - Engage in a substantial financial transaction for private business purposes with a person whom the Board member directly or indirectly supervises;
 - Perform an official act, which directly confers an economic benefit on a business in which the Board member has a substantial financial interest or is engaged as a counsel, consultant, representative or agent.
- A Board member must file all required disclosures in accordance with Board Policies BBFA(LEGAL) and BBFA(LOCAL).
- A Board member must provide information for the District financial management report.
- Prohibited Practices
 - Bribery
 - Illegal Gifts

- Honoraria and Expenses
- Abuse of Office
- Nepotism
- Former Board Member Employment
- Incompatibility of Office
- Depository Conflict
- Instructional Materials Violation

Addressing Board Member Violations

Board Policy BBC(LEGAL)

- The Board and each of its members are committed to faithful compliance with the provisions of the Board's policies. In the event of a member's willful violation of policy, the Board will seek remedy by the following sequential process:
 - Private conversation between the offending member and the Board president or other Trustee;
 - Discussion in executive session between the offending member and the full Board; and
 - Upon an affirmative vote of a simple majority, public censure of the offending member of the Board.

Reviewing the Board Operating Procedures

- Board of Trustees Governance Policies and Operating Procedures will be reviewed and updated each year and will be part of Board training.

Graduation Participation

- Board Members shall make every effort to attend graduation.
- Former Board Members will be invited to participate in graduation if they have a student or relative graduating.
- Outgoing board members from the current year will be a special guest at graduation.
- Only Board Members, current or past, are permitted to present diplomas during the graduation ceremony.



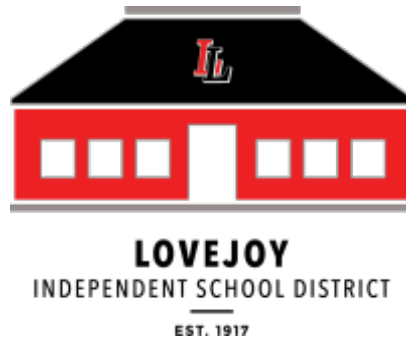
Lovejoy Independent School District

Board of Trustees

Violations of Governance Norms, Procedures and Operating Procedures

2022 - 2023





Violations of Governance Norms, Protocols and Board Operating Procedures

Violations of governance norms, protocols and operating procedures will result in the following actions.

■ Violation One

- ✓ The President of the Board will have a verbal discussion with the violating Board Member(s).

■ Violation Two

- ✓ A written communication will be sent to the Board Member(s) from the President of the Board. All Board Members will be copied on the communication.

■ Violation Three

- ✓ The Board of Trustees may determine the appropriate sanction depending on the violations, with examples including restricting communication, access to schools, etc.

■ Violation Four

- ✓ The Board of Trustees may discuss the violation with the School Board Member at a public Board Meeting.

8. Presentation: Foundation for Lovejoy Schools Annual Report
Presenter: Katie Kordel, Superintendent



CLASSROOM ENHANCEMENTS

\$ 685,856

SECURITY

\$81,674

TOTAL GIVEN TO LOVEJOY ISD

\$767,530

TWO GIVING OPTIONS FOR 2022

TEACHER GRANTS CLASSROOM ENHANCEMENT



SAFETY
and
SECURITY

UPCOMING EVENTS

North Texas Giving Day- September 22, 2022

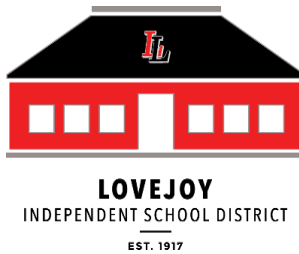
Lovejoy Ladies' Night- October 5, 2022

Men's Tailgate- March 2023

Denim & Diamonds- April 1, 2023

Lovejoy Tour of Homes- April 29, 2023

9. Discussion: Development of Board Priorities for 2022-2023
Presenter: Barrett Owens, President



Board of Trustees Priorities

Priority 1

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. Profound learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.

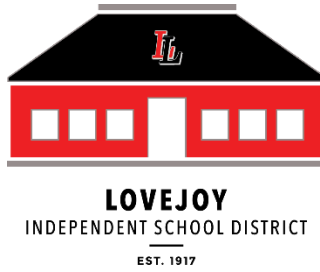
Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

Priority 5

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

10. Presentation: Board Activity Calendar 2022-2023
Presenter: Katie Kordel, Superintendent



Board Activity Calendar 2022-2023

DRAFT 09/12/22

Month	Activities
July	<ul style="list-style-type: none"> ● Monthly Finance Report ● TASB Assembly Delegate and Alternate Selection ● Annual Contract Renewals ● Annual MOUs ● Student Code of Conduct ● District Appraisers ● District Appraisal Calendar ● Security Update ● Student Health Advisory Committee (SHAC) ● Property and Casualty Insurance through Interlocal Agreement ● Any Necessary Policy Updates ● New Hires and Resignations ● Purchase of Attendance Credits for Excess Local Revenue (required option for recapture)
August	<ul style="list-style-type: none"> ● Monthly Finance Report ● Adoption of Tax Rate ● Quarterly Investment Report ● Accountability Rating ● Report on District Improvement Plan Performance Objectives ● House Bill 3: Early Childhood Literacy, Early Childhood Math College, Career, and Military Readiness Proficiency Goals and Progress Measures (Proposed) ● Superintendent's Annual Goals ● Any Necessary Policy Updates ● New Hires and Resignations
September	<ul style="list-style-type: none"> ● Student Recognitions ● Monthly Finance Report ● Board Activity Calendar ● Board Priorities for 2022-2023 ● House Bill 3: Early Childhood Literacy, Early Childhood Math College, Career, and Military Readiness Proficiency Goals and Progress Measures ● Enrollment Update ● LOVEJOY 2030 Strategic Plan Update ● 2023-2024 School Calendar ● Foundation for Lovejoy Schools Annual Report

	<ul style="list-style-type: none"> • Any Necessary Policy Updates • New Hires and Resignations • Consider Resolution for Early Redemption of Bonds
October	<ul style="list-style-type: none"> • Student Recognitions • Monthly Finance Report • Certified Tax Roll • District Improvement Plan Performance Objectives • Campus Improvement Plans Performance Objectives • Public Hearing: Financial Accountability Rating - School FIRST • Annual Investment Report Routine District Operations • Annual Financial and Compliance Report (AFR) for Fiscal Year 2021-2022 • TASB Convention Report • Any Necessary Policy Updates • New Hires and Resignations • Superintendent's Formative Evaluation
November	<ul style="list-style-type: none"> • Student Recognitions • Monthly Finance Report • Budget Workshop • Academic Update • Discuss Board Legislative Advocacy Agenda • Any Necessary Policy Updates • New Hires and Resignations • Canvas Election Results
December	<ul style="list-style-type: none"> • Student Recognitions • Monthly Finance Report • Texas Academic Performance Report (TAPR) Report • Hearing / Public Posting Requirement FIRST Report • HB 3 Board Goals Update • Approve Board Legislative Advocacy Agenda • Any Necessary Policy Updates • New Hires and Resignations
January	<ul style="list-style-type: none"> • Student Recognitions • School Board Recognition Month • Monthly Finance Report • Demography Update • Lovejoy Scholars Program Planning for 2023-2024 School Year • Order Calling Trustee Election for May • Any Necessary Policy Updates • New Hires and Resignations • Superintendent's Formative Evaluation • Superintendent's Contract
February	<ul style="list-style-type: none"> • Student Recognitions • Monthly Finance Report • Quarterly Investment Report • Public Hearing: Annual Report Including the Texas Academic Performance Report (TAPR) • Joint General Election Contract for Election Services May 2023 • Any Necessary Policy Updates • New Hires and Resignations
March	<ul style="list-style-type: none"> • Student Recognitions • Monthly Finance Report • External Auditor Engagement Letter • LOVEJOY 2030 Update • HB 3 Board Goals Update

	<ul style="list-style-type: none"> ● Contract Recommendations, First Group ● Non-Chapter 21 Positions ● Any Necessary Policy Updates ● New Hires and Resignations ● Board Self-Assessment
April	<ul style="list-style-type: none"> ● Student Recognitions ● Monthly Finance Report ● Public Hearing: 2022 Evaluation of Accelerated Instruction Program for STAAR End-of-Course ● Contract Recommendations, Second Group ● Annual Board Member Training Declaration ● Any Necessary Policy Updates ● New Hires and Resignations ● Superintendent's Summative Evaluation
May	<ul style="list-style-type: none"> ● Canvass Election Results (Special Meeting) ● Capital Planning Committee Recommendation Presentation (Workshop) ● Quarterly Investment Report ● Student Recognitions ● Statement of Oath of Office to Newly Elected Board Members ● Board Officer Selection Process ● Appoint Board Liaison to Fondation ● Salary Proposal and Compensation Plan Draft ● Monthly Finance Report ● Set Date for Public Hearing for Budget and Proposed Tax Rate ● Leadership Lovejoy Recognitions ● Any Necessary Policy Updates ● New Hires and Resignations
June	<ul style="list-style-type: none"> ● Student Recognitions ● Monthly Finance Report ● Final Budget Amendment ● Public Hearing to Discuss Budget and Proposed Tax Rate for 2023-2024 ● Adopt 2023-2024 Budget and Proposed Tax Rate ● Adopt 2023-2024 Compensation Plan ● Adopt 2023-2024 Board Meeting Schedule ● Resolution(s) for TASB Delegate Assembly ● Any Necessary Policy Updates ● New Hires and Resignations
<p><i>Dates and activities subject to change. Official agenda items will be posted publicly in alignment with required timelines.</i></p>	

11. Discussion: Legislative Subcommittee
Presenter: Barrett Owens, President
12. Presentation: 2023-2024 School Calendar Discussion
Presenter: Kevin Parker, Executive Director of Student Services and Anna Koenig,
Executive Director of Human Resources and Communications

Student Services

Kevin Parker

Executive Director of Student Services

September 12, 2022

LISD Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Student Services

2023-2024 Calendar Development

Items to Consider

- 75,600 instructional minutes
- 187 staff work days
- 5 Professional Development Exchange Days that contribute to the 75,600 minutes
- Spring Break coincides with Collin College for dual credit students



2023-2024 School Calendar
Lovejoy Independent School District – Option 1

OPTION 1

JULY 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST 2023						
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
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SEPTEMBER 2023						
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30						

OCTOBER 2023						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
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DECEMBER 2023						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
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31						

JANUARY 2024						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
31						

APRIL 2024						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Important Dates – FALL		Important Dates - SPRING		Calendar Key	
AUG 14	First Day of School	JAN 15	MLK Day		Holiday
		FEB 16	Winter Break		Graduation
SEPT 4	Labor Day	MAR 11-15	Spring Break		Early Release All Students
OCT 13-16	Fall Break	MAR 29	Good Friday		Early Release LHS Only
NOV 20-24	Thanksgiving Break	MAY 24	Last Day of School		Student Holiday
DEC 18-JAN 3	Christmas Break Students	MAY 25	Graduation		Bad Weather Day
					Professional Development/ Contract Days



2023-2024 School Calendar
 Lovejoy Independent School District – Option 2

OPTION 2

JULY 2023						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
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23	24	25	26	27	28	29
30	31					

AUGUST 2023						
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SEPTEMBER 2023						
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OCTOBER 2023						
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29	30	31				

NOVEMBER 2023						
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26	27	28	29	30		

DECEMBER 2023						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JANUARY 2024						
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21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
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18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
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23	24	25	26	27	28	29
30	31					

APRIL 2024						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
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26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	T	F	S
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
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Important Dates - FALL		Important Dates - SPRING		Calendar Key	
AUG 9	First Day of School	JAN 15	MLK Day		Holiday
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NOV 20-24	Thanksgiving Break	MAY 24	Last Day of School		Student Holiday
DEC 18-JAN 3	Christmas Break-Students	MAY 25	Graduation		Bad Weather Day
					Professional Development/Contract Days

updated 9/8/2022

****2 EXCHANGE DAYS WILL BE ADDED TO THIS CALENDAR****

2023-2024 Lovejoy ISD Calendar Feedback



<https://forms.gle/e91GPZarB3QBSX5aA>



THANK YOU

13. Presentation: Enrollment Update

Presenter: Kevin Parker, Executive Director of Student Services and Anna Koenig, Executive Director of Human Resources and Communications

Student Services

Kevin Parker

Executive Director of Student Services

September 12, 2022

Board Workshop



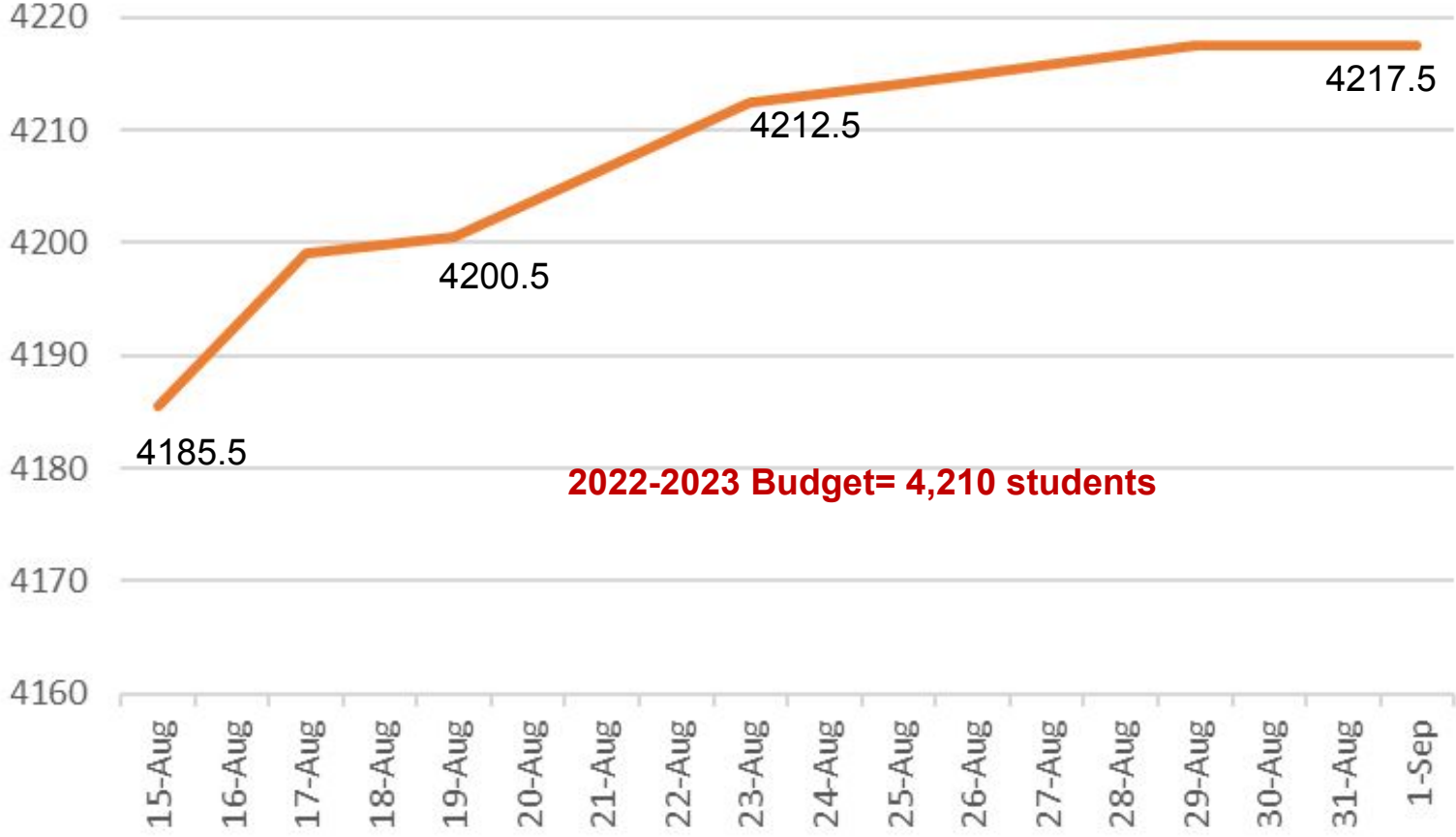
LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

2022-2023

Enrollment Update

Enrollment



Enrollment By Grade Level

Hart Elementary School			Puster Elementary School		Totals for Grade Level	
KG	101		KG	83	184	1177
1st	91		1st	123	214	
2nd	108		2nd	114	222	
3rd	114		3rd	131	245	
4th	159		4th	153	312	

Enrollment By Grade Level

Sloan Creek Intermediate School			
5th		315	655
6th		340	
Willow Springs Middle School			
7th		349	739
8th		390	
Lovejoy High School			
9th		409	1637
10th		444	
11th		379	
12th		405	

Total Students Enrolled (As of 9/6/22)

Employee Students	242
Scholar Students	233
Resident Students	3,734
CDC Students that count toward Average Daily Attendance (ADA) Non-tuition	9.5
Total	4217.5



THANK YOU

14. Presentation: Student Nutrition Attendance Incentive

Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations

STUDENT NUTRITION STAFFING UPDATE

SEPTEMBER 12, 2022

Board Workshop

HIGHLIGHTS ON CURRENT STAFFING

- Currently at 29% Vacancy Rate
- Current employees are covering all district needs
- Retention/Attendance Incentive was used last year at similar vacancy
- Incentive was completely funded by vacancy savings
- Student Nutrition savings cannot be used for any other General Fund use
- Incentive has been effective in encouraging retention and continued attendance with high vacancy rate

PROACTIVE ADJUSTMENTS MADE

- Shifted work schedules to accommodate food production needs
- Reduced the number of DAILY menu entrées offered at all grade levels
- Reduction in the number of serving lines available continues this SY
 - LHS: 3 lines open 2 lines closed (5 total lines)
 - WSMS: 2 lines open 1 line closed (3 total lines)
 - SCIS: 2 lines open 1 line closed (3 total lines)

RETENTION INCENTIVE CONSIDERATIONS

Problem to Solve

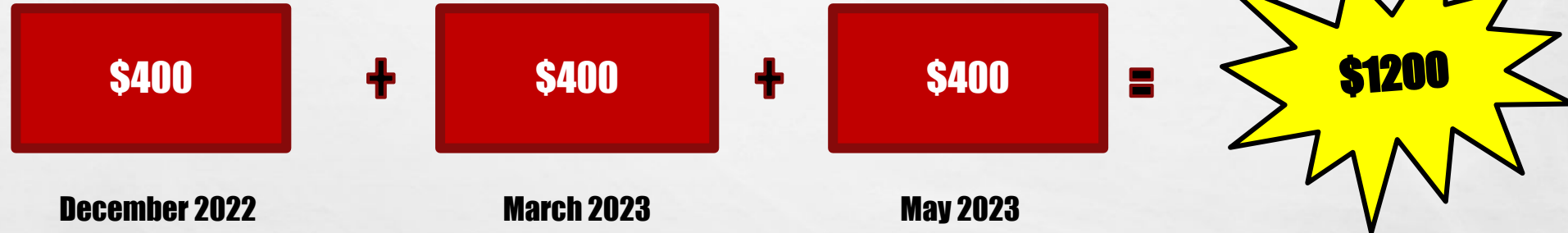
- The SNS team is currently 11 personnel less than budget
- Staffing challenges are nationwide and wages continue to be increased by competing districts/companies
- During the 2023 SY, 2 personnel have left Lovejoy SNS for similar roles at a higher pay rate
- There's an increased risk of losing additional SNS personnel
- Difficult to hire new personnel even though market adjustment was given due to continuing increases offered by other districts/lack of available workforce

Retention Incentive

- Considering a Retention Incentive for the 2022-2023 school year
- Potential for \$1200 incentive for each hourly team members if they remain with Lovejoy ISD through the school year and meet attendance requirement
- 27 hourly employees eligible for the incentive
- Taxable to the employee
- Not Eligible – Director, Nutrition Coordinator, Area Supervisor

POTENTIAL EMPLOYEE PAYOUT STRUCTURE

Structure of Payout to Employee



- **Require 95% attendance per payout period**
 - COVID Protocol absences excluded
 - FMLA absence exclude
 - Bereavement absences excluded
 - Jury Duty absences excluded
- Any new staff members would be prorated

LISD SNS RETENTION INCENTIVE PROPOSAL

Financials & Cost of Payout

		July	August	September	October	November	December	January	February	March	April	May	June	Subtotals			Fiscal EOY
														Dec. YTD	Mar. YTD	May YTD	
Budget Forecast w/vacancies	\$839,511	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$69,959	\$419,756	\$629,633	\$769,552	\$839,511
Budget (Adopted)	\$1,013,365	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$84,447	\$506,683	\$760,024	\$928,918	\$1,013,365
B/(W) Actuals/Forecast	\$173,854	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$14,488	\$86,927	\$130,391	\$159,366	\$173,854
Less: Incentive Payout							\$10,800			\$10,800		\$10,800		\$32,400	\$32,400	\$32,400	\$32,400
B/(W) Actuals/Forecast, Net of Incentive Payout														\$54,527	\$97,991	\$126,966	\$141,454
Retention Incentive					Estimated Payout		<u>\$10,800</u>			<u>\$10,800</u>		<u>\$10,800</u>			\$32,400	\$32,400	\$32,400
					Per Person		\$400			\$400		\$400			\$1,200	\$1,200	\$1,200
					#Personnel		27			27		27				27	27
					Probability		100%			100%		100%				100%	100%

Overall Financial Summary

- Projecting \$127K better to budget as of May 2023 **after** incentive payout
- BOY \$72K of incremental savings per Fcst – fully funds the BOY \$32K retention incentive; 2022 SY program paid out \$20,196 (93% payout)

Key Assumption:

- \$1,013,365 Annual Salary & Benefits Budget (100% staffed)
- Actual S&B \$69,959 est for BOY Monthly Fcst
- Avg budget \$84,447/mo assumes 100% staffing
- 27 employees x \$1200 = \$32,400 Max payout (100% retention)

SEPTEMBER 26TH CONSIDERATION OF RETENTION INCENTIVE

- Continuing to work to attract new employees and retain current
- Will continue to monitor and bring recommendation on 9/26 for action

15. Presentation: VATRE Community Presentation

Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations
and Katie Kordel, Superintendent

NOVEMBER 8, 2022 VATRE



VOTER-APPROVED TAX RATE ELECTION

Lovejoy

VATRE



COMMUNITY PRESENTATION
November 8, 2022 Voter-Approved Tax Rate Election

KATIE KORDEL
SUPERINTENDENT OF SCHOOLS

JENNIFER DUPLESSIS, PH.D.
ASSISTANT SUPERINTENDENT OF FINANCE AND OPERATIONS



NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION



Lovejoy ISD District Profile

About LOVEJOY ISD

NOVEMBER 8, 2022 VATRE

Lovejoy ISD
VOTER-APPROVED TAX RATE ELECTION

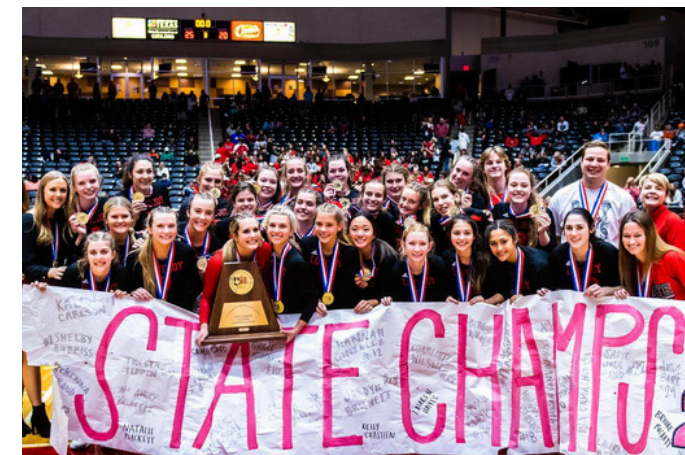
LISD District Profile

- 4200+** LISD students served Pre-K to 12
- 520+** LISD employees
- 6** Campuses
- 1917** Year Lovejoy was founded
- 2010** Year First Senior Class Graduated

Mission To propel every person to personal excellence.

Core Values





NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION

99/100

Top Ranked Traditional School District in Texas and "A" rating by TEA (2022)

Top 1%

Best High School - US News & World Reports

#1

Best School District in Collin County by Niche

#2

(5A) Lone Star Cup in 2022

Top

STEM High School by Newsweek

Best

Communities for Music Education (2022)

8

Volleyball UIL State Championships: 2008, 2009, 2010, 2011, 2012, 2014, 2019, 2020, 2021

UIL

Girls Cross Country, Wrestling, and Volleyball 2021-2022 UIL State Champions

274

Advanced Placement (AP) Scholars in 2021-2022

107

Athletes Earned Academic All-State Honors

Gatorade

National Volleyball Player of the Year (2022)

Presidential

Scholar in the Arts (2022)



NOVEMBER 8, 2022 VATRE

 **Lovejoy ISD**

VOTER-APPROVED TAX RATE ELECTION

FINANCE
101

School Funding: Finance 101

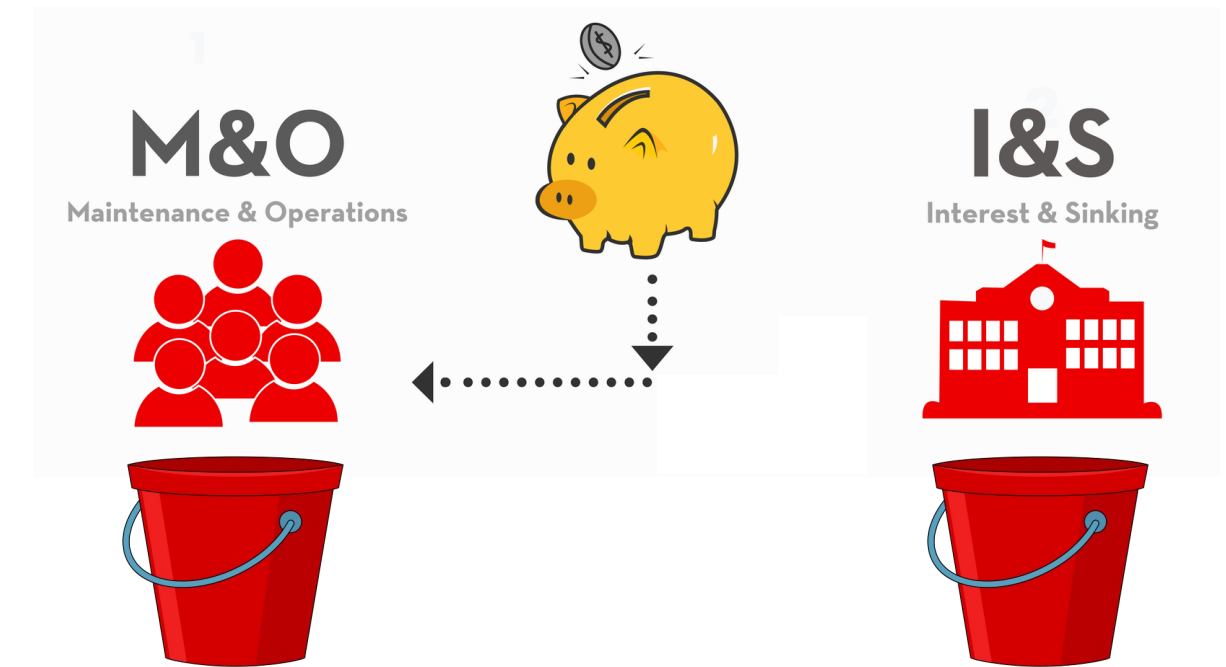
School Funding Buckets

FUNDING BUCKETS

Comparison Chart

EXPENSES	M&O	I&S
Employee Salaries	✓	
Employee Benefits	✓	
Student Educational Resources	✓	
Classroom Supplies & Equipment	✓	
Utilities & Insurance	✓	
Construction & Renovation Bond Pay-Off		✓
Early Repayment of Debt		✓

School budgets and tax rates are made up of two parts: Maintenance and Operation (M&O) and Interest and Sinking (I&S). Passing a VATRE generates money to be used on M&O expenses.



M&O Funding

A passing VATRE generates annually recurring revenue

FINANCE 101

School Funding Sources

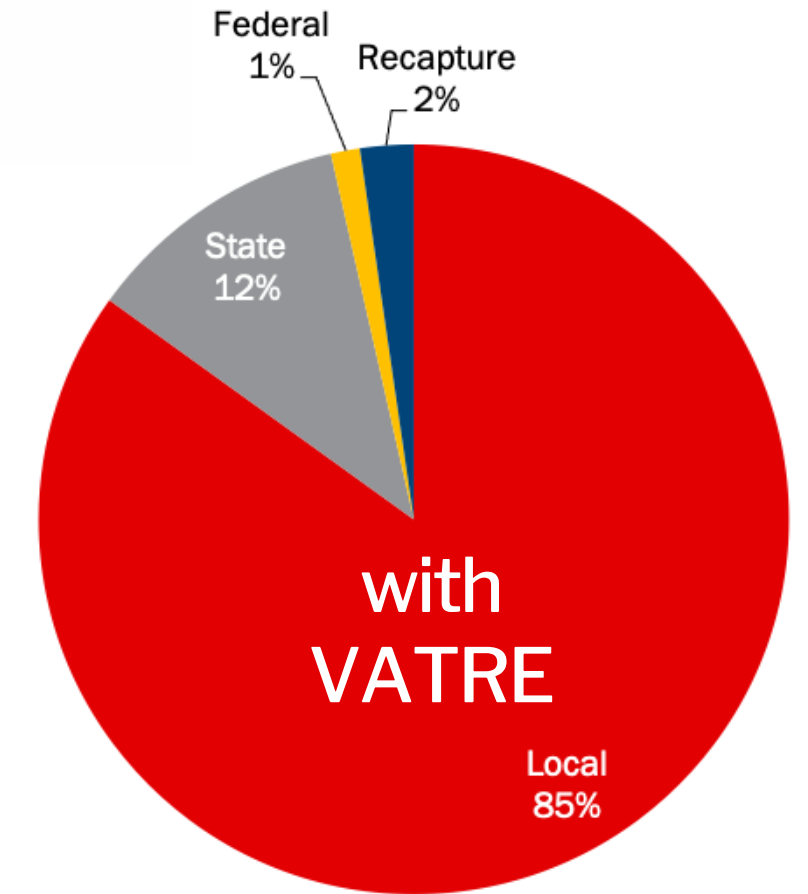
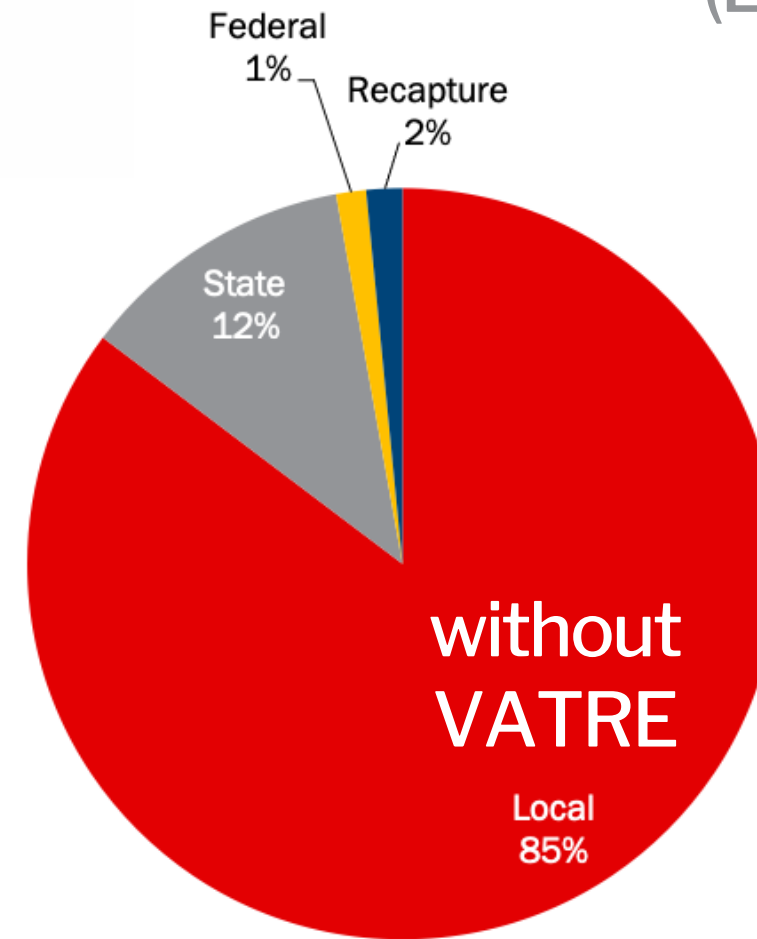
Public schools in the state of Texas are funded from three main sources:

- Local School District Property Taxes
- State Funds
- Federal Funds

The majority of funding comes from local property taxes collected by school districts.

Additionally, the state requires districts with the highest local property wealth per student to give some of their local tax revenue back to the state. This is referred to as recapture payments.

2022-2023 REVENUE SOURCES
(ESTIMATED)



2% Recapture
with or without a VATRE in
2022-2023



NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION



Financial Sustainability

During the 2021-2022 school year, Lovejoy ISD began an extensive analysis of the current budget state to support a data-driven approach to prioritizing financial sustainability.

6-Year Financial Baseline (excluding Student Nutrition)

Base Draft Projection as of 6/16/2022

	FINAL ACTUAL	PROJECTED BUDGETS				
	FY21	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,206	4,343	4,210	4,181	4,206	4,179
Increase/(Decrease)		137	(133)	(29)	25	(27)
Average Daily Attendance (ADA) (Actual, '20-'21 HH was 4,257)	4,041	4,084	4,020	4,013	4,037	4,012
Attendance Rate	96.0%	94.0%	95.5%	96.0%	96.0%	96.0%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,548,972,225	\$ 3,832,890,003	\$ 4,139,521,203	\$ 4,470,682,899
% Increase Property Value	3.1%	7.6%	14.5%	8.0%	8.0%	8.0%
% Increase in Tax Collections		3.2%	7.3%	5.6%	5.6%	5.7%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9429	\$ 0.9285	\$ 0.9144	\$ 0.9006
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4429	\$ 1.4285	\$ 1.4144	\$ 1.4006
Excess Revenue (Recapture)	\$ 248,599	\$ 364,804	\$ 663,912	\$ 2,288,614	\$ 4,278,627	\$ 6,431,999
Total Revenue/Other Resources	\$ 41,874,271	\$ 43,002,177	\$ 42,484,137	\$ 43,368,695	\$ 45,092,549	\$ 46,973,799
Total Expenditures/Other Uses	\$ 42,386,677	\$ 41,195,631	\$ 40,998,797	\$ 43,413,222	\$ 46,138,105	\$ 49,111,307
Net Surplus/(Deficit)	\$ (512,406)	\$ 1,806,546	\$ 1,485,340	\$ (44,527)	\$ (1,045,556)	\$ (2,137,508)
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 10,446,488	\$ 11,931,828	\$ 11,887,301	\$ 10,841,746
Prior Period Adjustments						
Ending Fund Balance	\$ 8,639,942	\$ 10,446,488	\$ 11,931,828	\$ 11,887,301	\$ 10,841,746	\$ 8,704,238
Day of Operating Expenses in Fund Balance	74	93	106	100	86	65
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ -	\$ (1,387,127)
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ -	\$ -	\$ -	\$ (534,773)	\$ (3,405,400)
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (3,097,281)	\$ (1,547,228)	\$ (2,385,539)	\$ (4,326,946)	\$ (7,441,946)

6-Year Financial Baseline with VATRE (excluding Student Nutrition)

VATRE Draft Projection as of 6/16/2022

	FINAL ACTUAL		PROJECTED BUDGETS			
	FY21	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,206	4,343	4,210	4,181	4,206	4,179
Increase/(Decrease)		137	(133)	(29)	25	(27)
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Attendance Rate	96.0%	94.0%	95.5%	96.0%	96.0%	96.0%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,548,972,225	\$ 3,832,890,003	\$ 4,139,521,203	\$ 4,470,682,899
% Increase Property Value	3.1%	7.6%	14.5%	8.0%	8.0%	8.0%
% Increase in Tax Collections		3.2%	10.3%	5.7%	5.7%	5.7%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9746	\$ 0.9602	\$ 0.9461	\$ 0.9323
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4746	\$ 1.4602	\$ 1.4461	\$ 1.4323
Excess Revenue (Recapture)	\$ 248,599	\$ 364,804	\$ 1,014,579	\$ 2,725,562	\$ 4,803,808	\$ 7,064,458
Total Revenue/Other Resources	\$ 41,874,271	\$ 43,002,177	\$ 43,417,483	\$ 44,383,462	\$ 46,189,104	\$ 48,158,262
Total Expenditures/Other Uses	\$ 42,386,677	\$ 41,195,631	\$ 41,354,591	\$ 43,889,194	\$ 46,703,128	\$ 49,755,598
Net Surplus/(Deficit)	\$ (512,406)	\$ 1,806,546	\$ 2,062,892	\$ 494,267	\$ (514,024)	\$ (1,597,336)
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 10,446,488	\$ 12,509,380	\$ 13,003,647	\$ 12,489,623
Prior Period Adjustments						
Ending Fund Balance	\$ 8,639,942	\$ 10,446,488	\$ 12,509,380	\$ 13,003,647	\$ 12,489,623	\$ 10,892,287
Day of Operating Expenses in Fund Balance	74	93	110	108	98	80
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ -	\$ -
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ -	\$ -	\$ -	\$ -	\$ (1,376,217)
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (3,097,281)	\$ (1,086,650)	\$ (1,425,677)	\$ (2,864,830)	\$ (5,465,718)



2022-2023 Budget Assessment Journey

Program Reviews



Zero Based Budgeting



Staffing Efficiency Study



Demographic Study



Capacity Assessment



Identifying Priorities

- Fund Balance
- Compensation
- Attendance
- Enrollment



Stakeholder-Based Financial Sustainability Committee



NOVEMBER 8, 2022 VATRE



Financial Sustainability Committee

As part of Lovejoy ISD's commitment to transparency and community engagement, a stakeholder-based Financial Sustainability Committee (FSC) was formed during the 2021-2022 school year.

The FSC included parents, community members, teachers/staff, and district leadership who met over the course of 6 months and took a deep dive into Lovejoy's past, present, and future financial state.



40+ Stakeholders

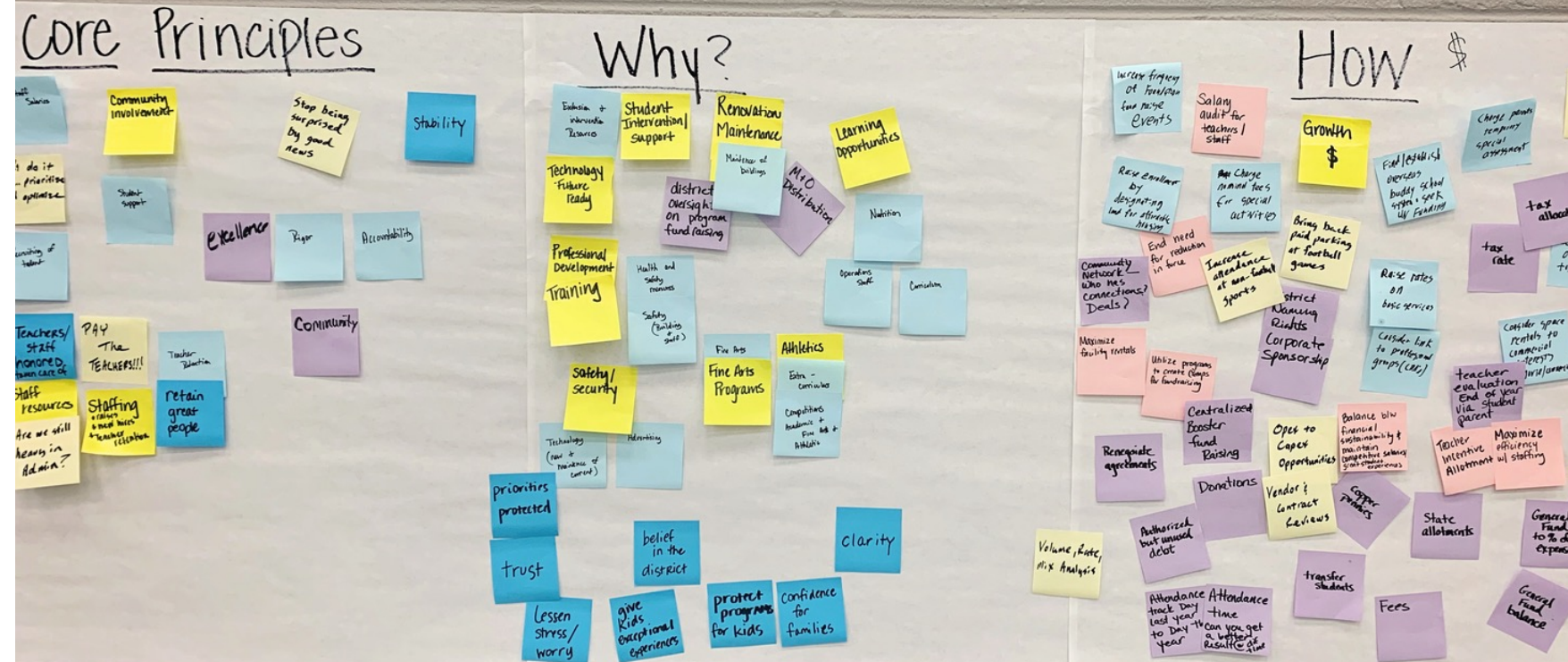
6 Meetings

450 Hours

4 Budget priorities were identified by the Financial Sustainability Committee:

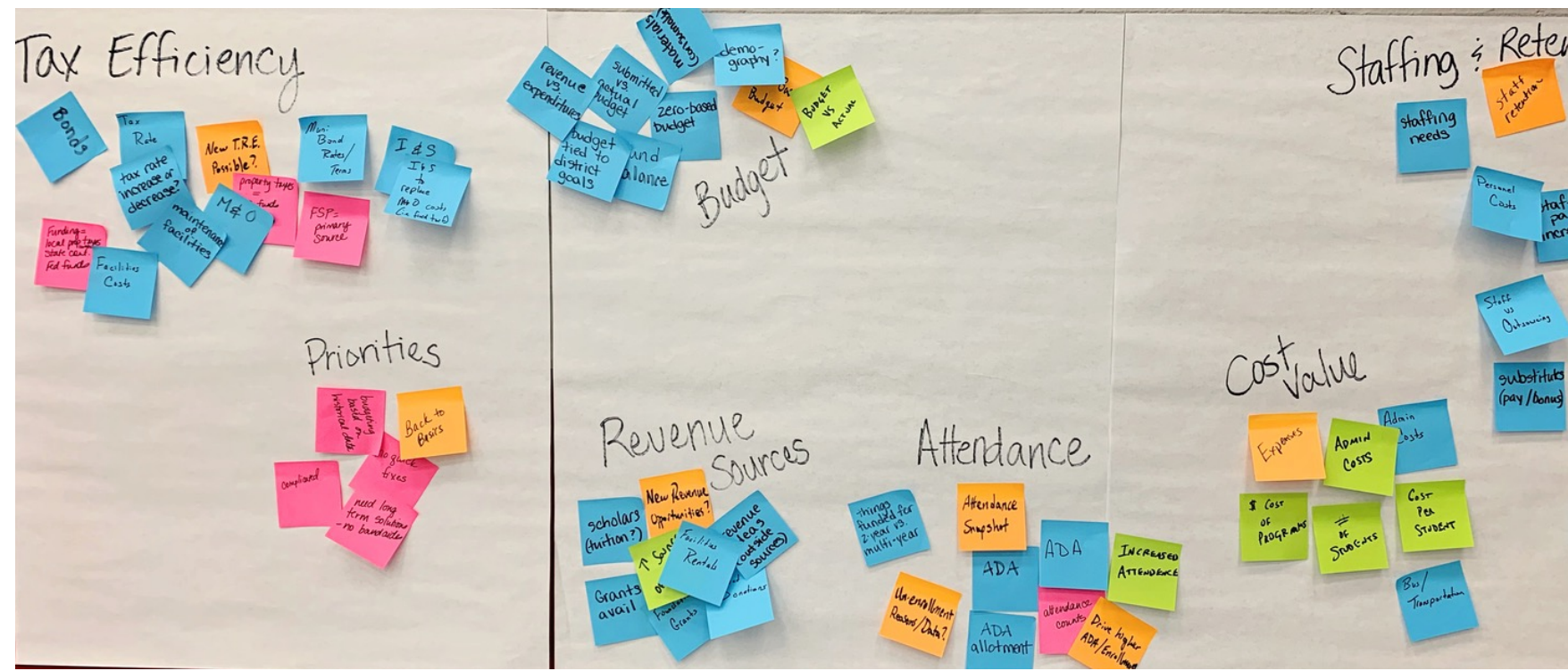
- Revenue Generation
- Efficiency Measures
- Program Analysis
- Legacy of Excellence





FSC Identifies Priorities & Targets

Working in small groups parent, employee, and community stakeholders collaborated to determine financial priorities and strategic targets for the District.



2022-2023 Budget Development

The projected budget deficit has required LISD to both look for ways to decrease expenditures while also increasing revenue. Budget assessments data, Financial Sustainability Committee work and Board Priorities, guided Lovejoy ISD's 2022-2023 budget development, including:



Decrease Expenditures

\$1,300,000	Program & Staffing Efficiencies
\$300,000	Zero-Based Budgeting
\$178,500	Other Cost Savings Projects

Increase Revenues

Grants Awarded (One-time, Specific Uses)	\$1,756,000
Tuition-Based Lovejoy Scholars	\$1,089,000
Recommending a VATRE	\$640,000

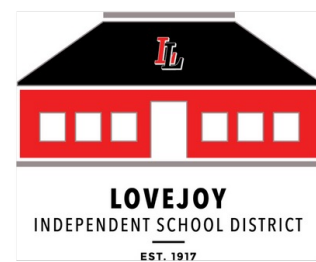
NOVEMBER 8, 2022 VATRE



Calling a VATRE

The Financial Sustainability Committee presented their recommendations to the Board of Trustees in May 2022, including consideration of a VATRE to generate additional, annually recurring revenue.

In August 2022, the Board of Trustees adopted a tax rate that includes 3.17 additional copper pennies to the M&O tax rate and triggered a VATRE.



2022 - 2023 BOARD OF TRUSTEES

“ Consider a VATRE as a means to facilitate financial sustainability. ”



Financial Sustainability

Strategic Target 7.1	Lovejoy ISD will focus on generating revenue increases in order to achieve financial sustainability.	
	Strategy	Key Indicators
Strategy 7.1.1	Consider a VATRE as a means to facilitate financial sustainability.	Share analysis of VATRE impact as well as process and timeline Generate communication plan to be enacted if election is ordered
Strategy 7.1.2	Identify fees, donations, and expense improvements to offset costs.	Generate list of recommendations/financial implications for consideration prior to June budget adoption (ongoing: 22/23, 23/24, etc.) Formation of stakeholder attendance task force
Strategy 7.1.3	Implement an aligned fundraising model to generate revenue in partnership with the Foundation, booster clubs, partnerships, etc.	Identify a group of key stakeholders. Establish quarterly meetings (at a minimum) to develop and maintain the model



NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION

November 8



Voter-Approved Tax Rate Election (VATRE)

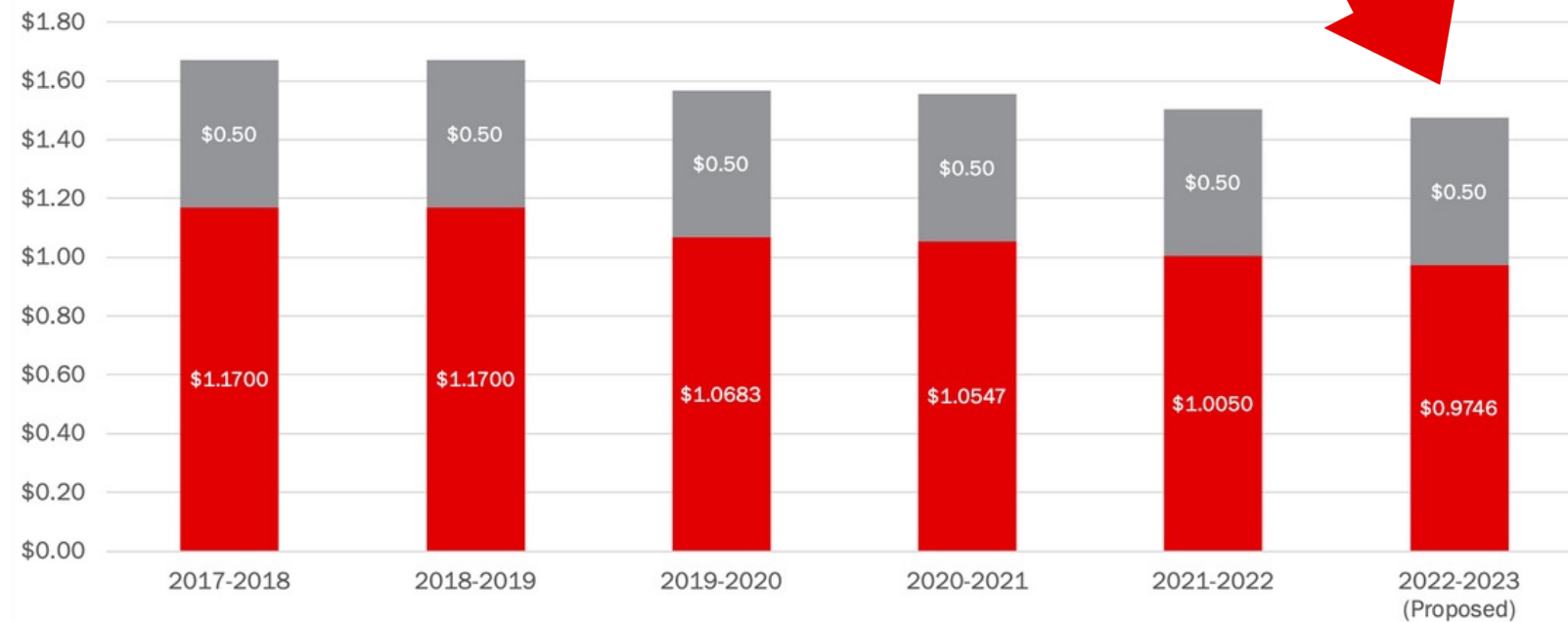
State law requires that school districts seek voter approval to raise their M&O tax rate above the rate set by state law. The LISD VATRE will be held on the uniform election date (November 8, 2022).

VATRE Options

Local tax rates are calculated by adding the M&O tax rate and I&S tax rate together. Due to tax rate compression, Lovejoy ISD's total rate will decline to a 20 year low, even if a VATRE is passed.

LOVEJOY ISD HISTORICAL TAX RATES

■ M&O ■ I&S



LOVEJOY ISD VATRE

voting options

2021 LISD TAX RATE \$1.5050

FOR

Tax Rate \$1.4746

Would generate an estimated net revenue of \$640,000 toward district priorities.

AGAINST

Tax Rate \$1.4429

BOTH OPTIONS WILL REDUCE LISD'S 2022 TAX RATE TO A 20 YEAR LOW DUE TO TAX RATE COMPRESSION.

LISD VATRE COMPARISON CHART:

	FOR VATRE	AGAINST VATRE
2022-2023 LISD tax rate will decrease	✓	✓
Will result in the lowest LISD tax rate in 20 years	✓	✓
Generates an estimated net revenue of \$640,000 toward district priorities	✓	

NOVEMBER 8, 2022 VATRE



VOTER-APPROVED TAX RATE ELECTION



Financial Priorities

The passing of the VATRE would generate additional M&O funding for Lovejoy ISD to use toward district priorities.



Employee
compensation



Restoring the
fund balance

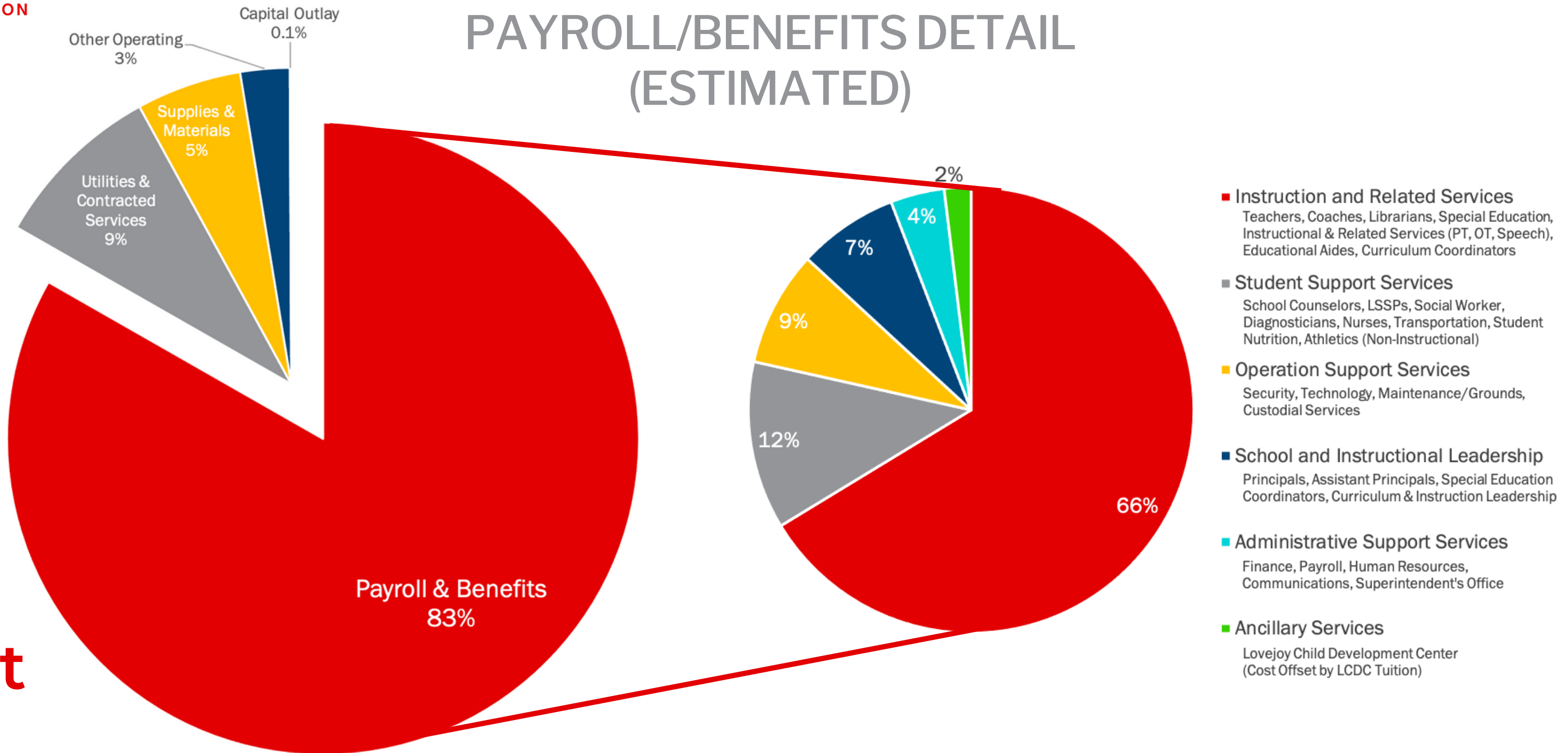
Employee Compensation

Employee compensation is a component of teacher and staff recruitment and retention.

2022-2023 TEACHER PAY COMPARISON - RANKED BY EXPERIENCE GROUPS

Organization	0-Year Salary	Organization	5-Year Salary	Organization	10-Year Salary	Organization	15-Year Salary	Organization	20-Year Salary
McKinney ISD	\$ 58,800	Frisco ISD	\$ 61,000	Coppell ISD	\$ 65,814	Coppell ISD	\$ 66,814	Frisco ISD	\$ 68,600
Carroll ISD	\$ 58,600	Wylie ISD	\$ 60,935	Frisco ISD	\$ 63,750	Frisco ISD	\$ 66,400	Coppell ISD	\$ 67,814
Coppell ISD	\$ 58,500	Coppell ISD	\$ 60,920	Wylie ISD	\$ 63,081	McKinney ISD	\$ 65,000	McKinney ISD	\$ 67,500
Wylie ISD	\$ 58,330	Carroll ISD	\$ 60,327	Allen ISD	\$ 62,856	Wylie ISD	\$ 64,613	Prosper ISD	\$ 66,675
Frisco ISD	\$ 58,250	McKinney ISD	\$ 60,300	McKinney ISD	\$ 62,500	Carroll ISD	\$ 64,300	Carroll ISD	\$ 66,624
Plano ISD	\$ 58,250	Allen ISD	\$ 59,200	Plano ISD	\$ 62,050	Allen ISD	\$ 64,216	Wylie ISD	\$ 66,163
Allen ISD	\$ 58,000	Plano ISD	\$ 59,200	Carroll ISD	\$ 61,967	Plano ISD	\$ 64,050	Plano ISD	\$ 66,100
Highland Park ISD	\$ 56,000	Melissa ISD	\$ 57,500	Melissa ISD	\$ 60,000	Melissa ISD	\$ 62,500	Allen ISD	\$ 65,931
Prosper ISD	\$ 55,800	Prosper ISD	\$ 57,500	Prosper ISD	\$ 60,000	Prosper ISD	\$ 62,500	Melissa ISD	\$ 65,000
Melissa ISD	\$ 54,500	Highland Park ISD	\$ 57,041	Highland Park ISD	\$ 58,441	Princeton ISD	\$ 60,500	Princeton ISD	\$ 63,000
Lovejoy ISD	\$ 53,717	Lovejoy ISD	\$ 55,792	Lovejoy ISD	\$ 58,423	Lovejoy ISD	\$ 60,357	Lovejoy ISD	\$ 62,694
Princeton ISD	\$ 52,000	Princeton ISD	\$ 54,600	Princeton ISD	\$ 57,600	Highland Park ISD	\$ 59,941	Highland Park ISD	\$ 61,841
Eanes ISD	\$ 50,212	Eanes ISD	\$ 50,912	Eanes ISD	\$ 52,862	Eanes ISD	\$ 55,312	Eanes ISD	\$ 58,452

2022-2023 EXPENDITURES & PAYROLL/BENEFITS DETAIL (ESTIMATED)



83% Budget

Payroll & Benefits

Employee Compensation

NOVEMBER 8, 2022 VATRE



VOTER-APPROVED TAX RATE ELECTION

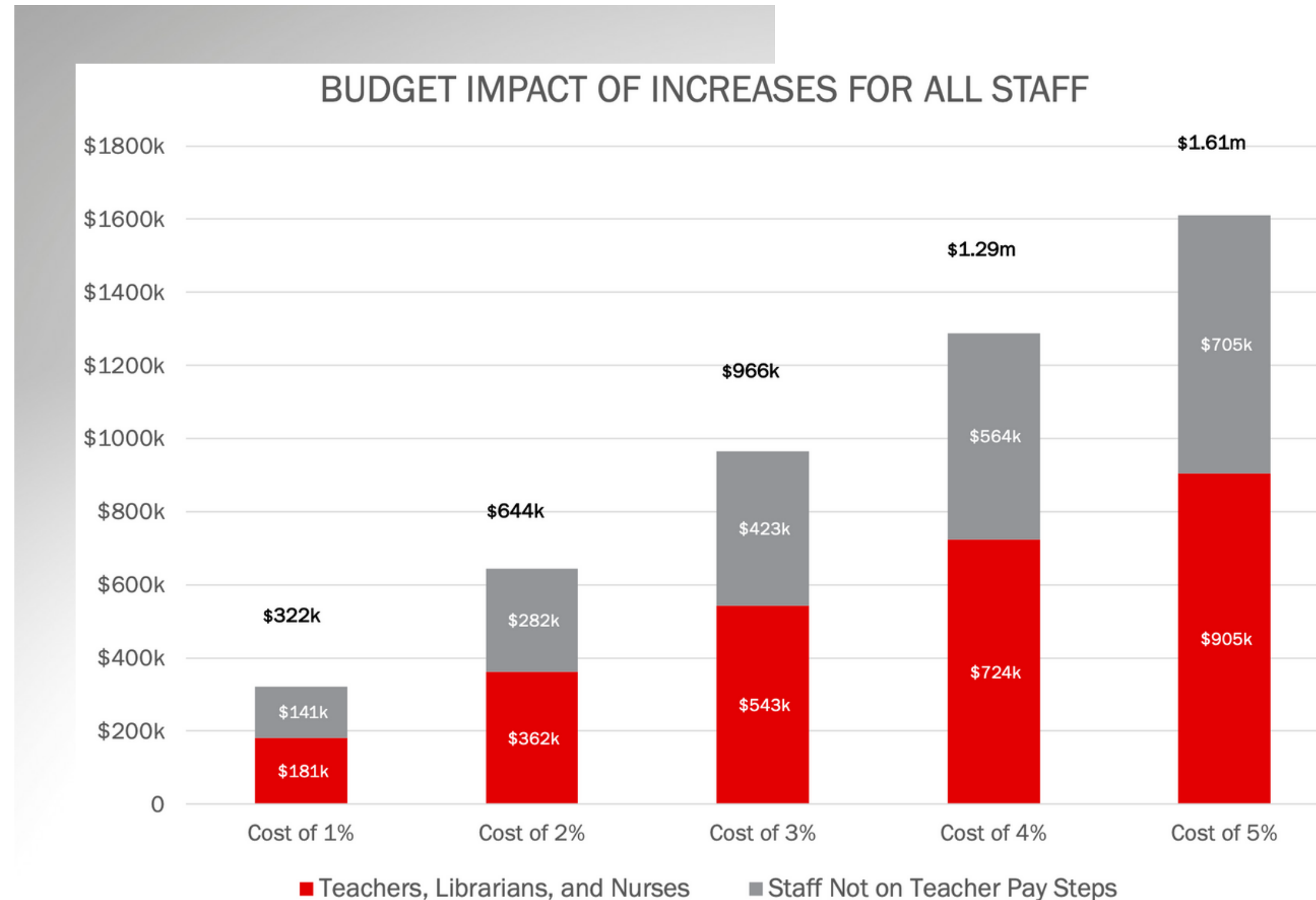
Employee Compensation

\$644,000

Cost of a
2% Payroll Increase

\$1,290,000

Cost of a
4% Payroll Increase



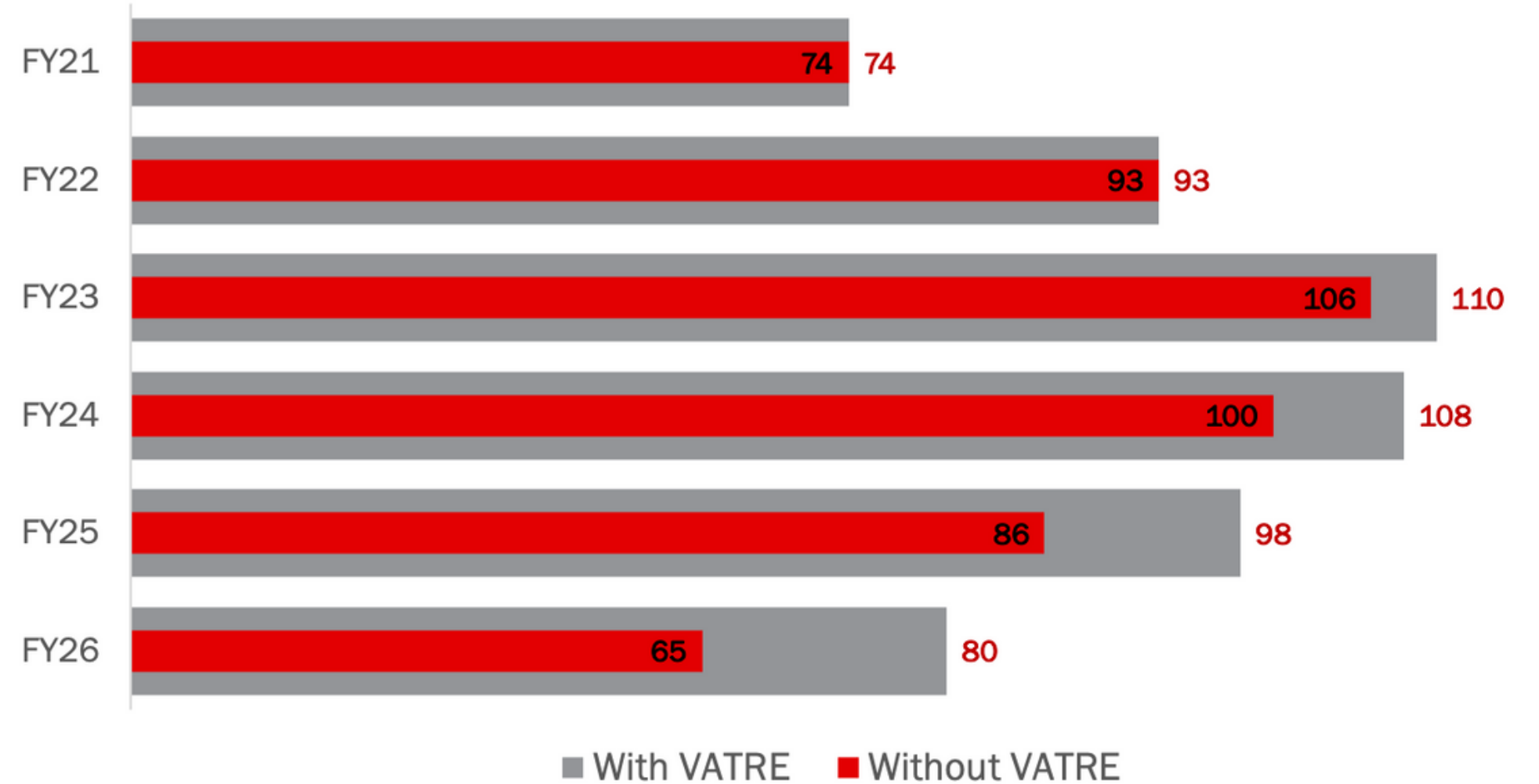


Fund Balance

A fund balance is like a savings account or emergency account that includes money that school districts do not allocate in budgets and hold in reserve.

If the VATRE does not pass, days of operating expense in the fund balance are projected to decrease to 65 days in fiscal year 2026, potentially requiring a loan to fund operating expenses.

PROJECTED DAYS OF OPERATING EXPENSE IN FUND BALANCE



STANDARD

90 Days

Recommended Fund Balance

120 Days

Best Practices for Districts with high reliance on local funding

LOVEJOY ISD

65 Days

Fund Balance in 2026 without a VATRE

80 Days

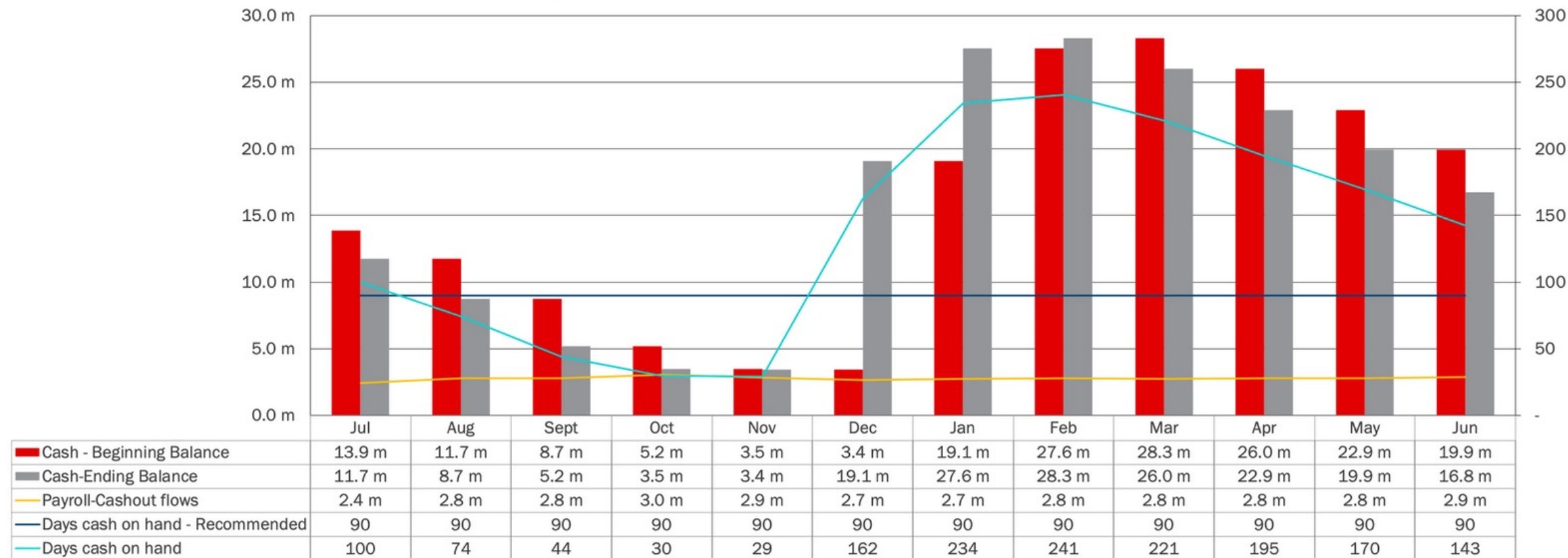
Fund Balance in 2026 with a VATRE



Days Cash on Hand

The amount of money in a school district's fund balance fluctuates throughout the year, but 90 days of cash on hand is often used as a minimum standard. Since Lovejoy has a heavy reliance on local tax collections, having sufficient cash on hand is important to cash flow, which includes payroll.

2022-2023 DAYS CASH ON HAND WITHOUT A VATRE



29 Days
 Projected Cash on Hand
 in November 2022
 without a VATRE

NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION

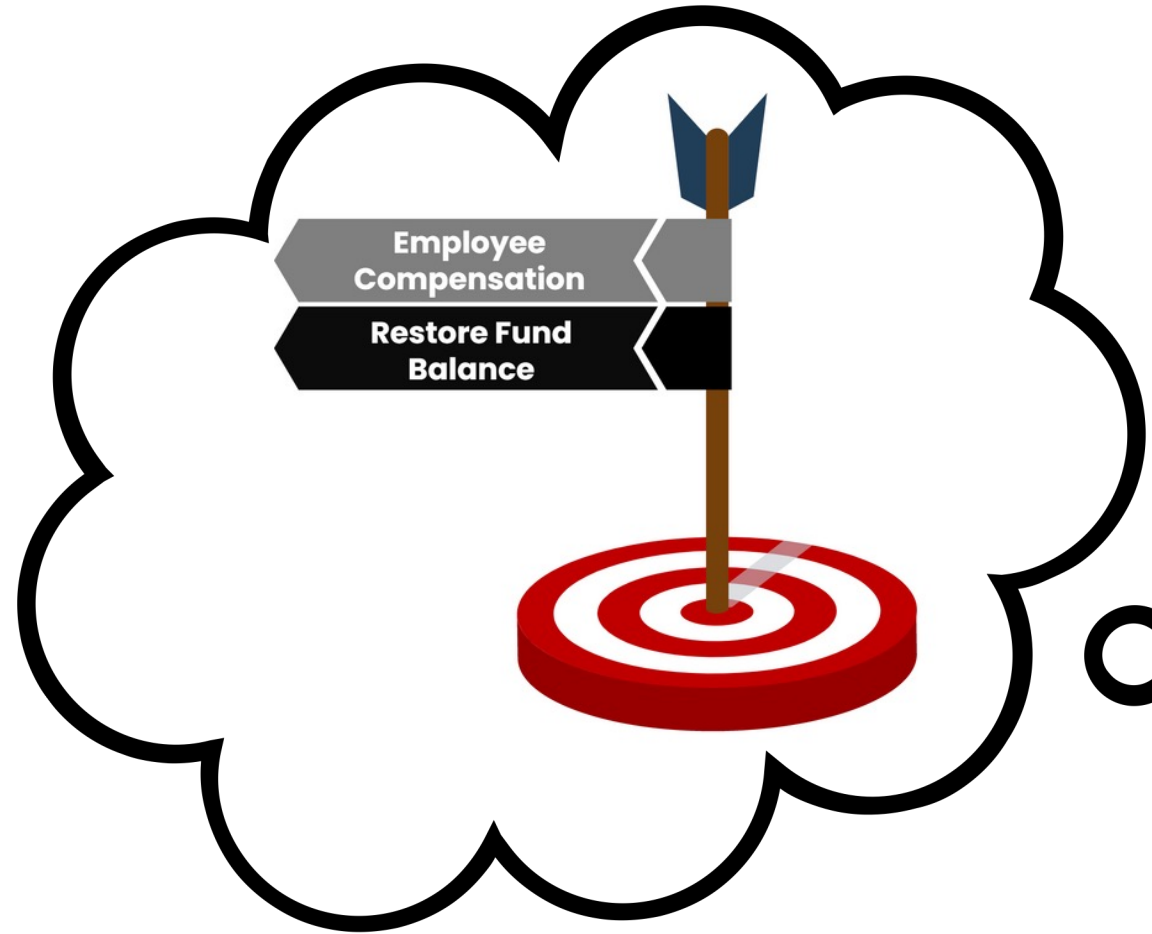


Potential VATRE Outcomes

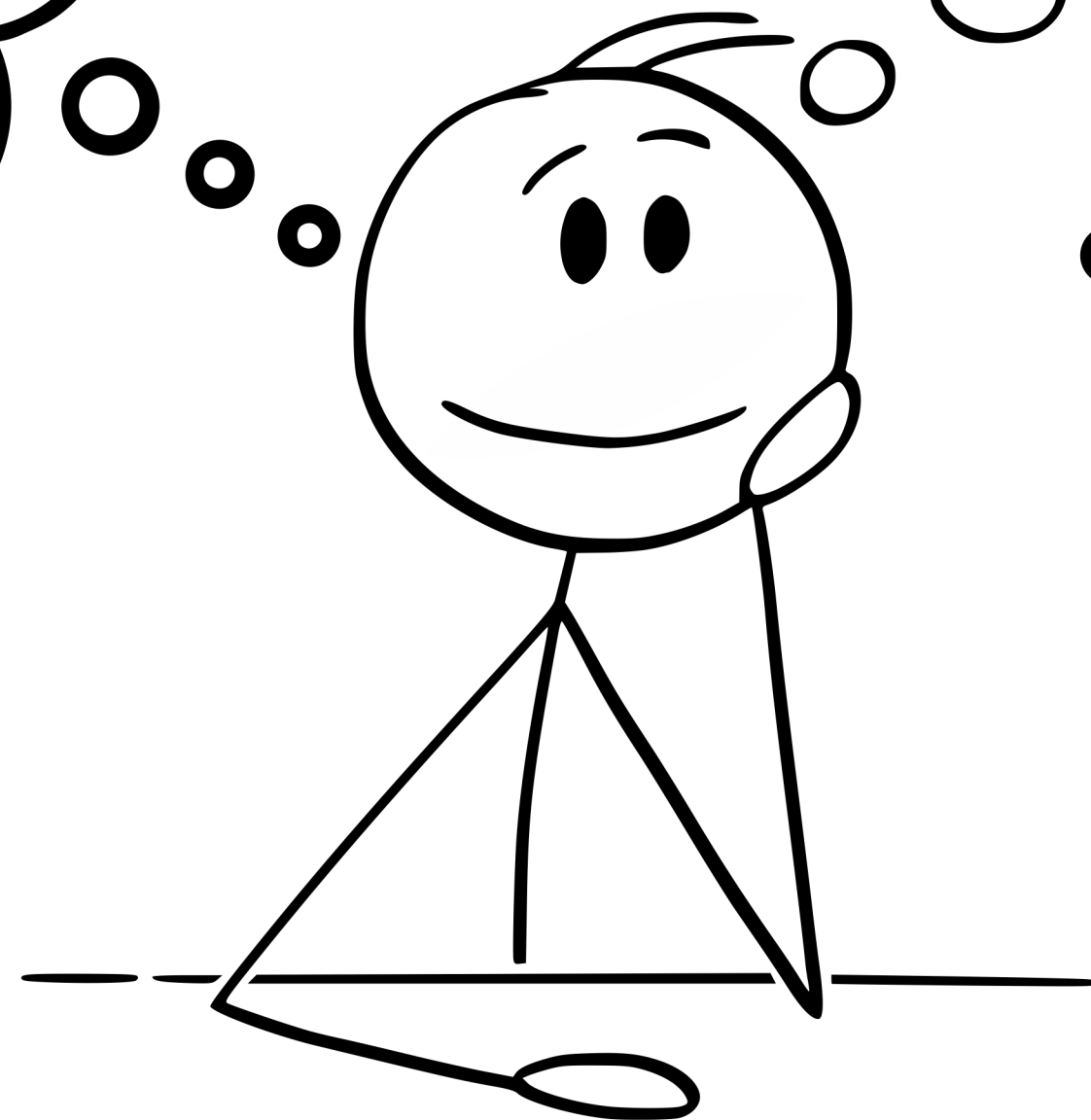
NOVEMBER 8, 2022 VATRE



VOTER-APPROVED TAX RATE ELECTION



Potential VATRE Outcomes



FOR

If the VATRE passes in the November 2022 election, the district would see an estimated \$640,000 increase in revenue annually to fund employee compensation and fund balance recovery.

AGAINST

If the VATRE does not pass, the district will not receive additional available VATRE revenue for identified priorities.

NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION

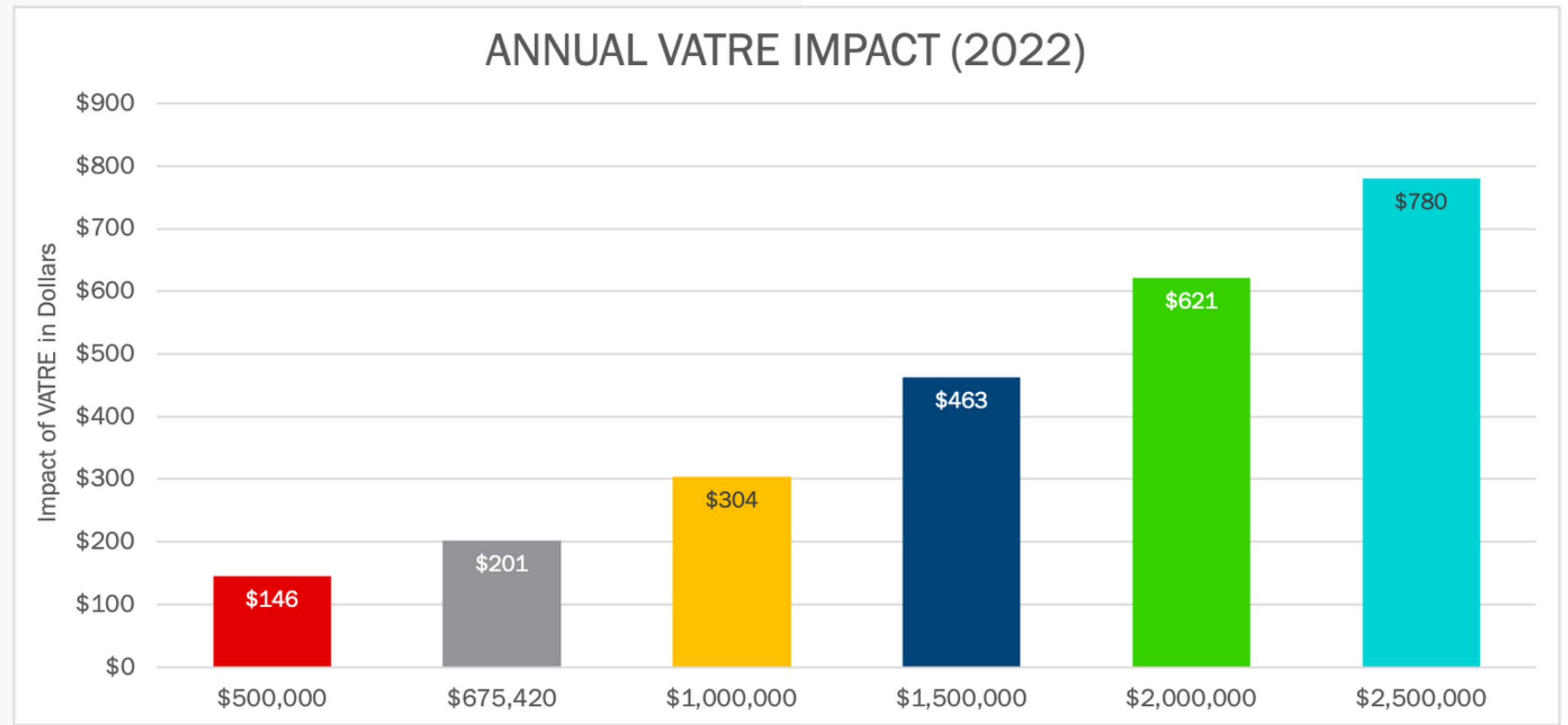


Property Owner Scenarios

NOVEMBER 8, 2022 VATRE



Annual LISD Tax Bill Variables



There many factors that influence Local Property Tax Bills. Some variables reduce tax bills while others potentially increase tax bills, including but not limited to:

- Tax Rate Compression
- Homestead Exemption Increase from \$25,000 to \$40,000/year
- Other Qualifying Exemptions
- Increase in Taxable Property Value (TPV) - Homestead exemption caps TPV at 10%
- Major renovations and/or additions to a property (ex. pool)
- Passing Voter-Approved Tax Rate Election (VATRE)

VATRE Impact

- LISD Average Taxable Property Value in 2022 = **\$675,420**
- Passing VATRE annual impact on \$675,420 (excludes all other variables) = **\$201**

*Assumes property owners have applied for and received the appropriate homestead exemptions, but does not account for other exemptions homeowners may be eligible for, such as, ag exemptions

NOVEMBER 8, 2022 VATRE



Property Tax Scenarios

IMPACT OF VATRE VS. HOMESTEAD EXEMPTION



- 2022: \$675,420 = \$9,370
- Homestead Exemption: -\$221
- VATRE: +\$201
- Offset: **-\$20**



- 2022: \$1,000,000 = \$14,156
- Homestead Exemption: -\$221
- VATRE: +\$304
- Offset: **+\$83**

SUMMARY

- LISD Average Taxable Home Value in 2022 = \$675,420
- LISD Tax Rate would decrease from 1.5050 to 1.4746 even with the VATRE
- The VATRE impact would be \$201 per year
- The Increase in homestead exemption from \$25,000 to \$40,000 saves \$221 per year

Over 65?

If you are over 65 and have applied for and received the appropriate homestead exemptions, approval of the VATRE will NOT impact your LISD tax rate.



NOVEMBER 8, 2022 VATRE

Lovejoy ISD

VOTER-APPROVED TAX RATE ELECTION



Election Information

Election Details

NOVEMBER 8, 2022 VATRE



Early Voting

Monday, October 24, 2022 to
Thursday, November 3, 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
23-Oct	24-Oct Early Voting 8am - 5pm	25-Oct Early Voting 8am - 5pm	26-Oct Early Voting 8am - 5pm	27-Oct Early Voting 8am - 5pm	28-Oct Early Voting 8am - 5pm	29-Oct Early Voting 7am - 7pm
30-Oct Early Voting 11am - 5pm	31-Oct Early Voting 7am - 7pm	1-Nov Early Voting 7am - 7pm	2-Nov Early Voting 7am - 7pm	3-Nov Early Voting 7am - 7pm	4-Nov Early Voting 7am - 7pm	5-Nov
6-Nov	7-Nov	8-Nov Election Day 7am - 7pm	9-Nov	10-Nov	11-Nov	12-Nov

BALLOT INFORMATION
Proposition A

FOR

For LISD M&O tax rate increase to 1.4746
to fund district priorities.

OR

AGAINST

Against LISD M&O tax rate increase to
1.4746. Results in no additional VATRE
funding for LISD schools.

Election Day Voting

- Election Day: Tuesday, November 8, 2022
- Election Day Polling Locations open from 7 am to 7 pm
- Polling locations will be assigned by the Collin County Elections Department



Questions?
Thank You!

Lovejoy

VATRE

COMMUNITY PRESENTATION
Voter-Approved Tax Rate Election
November 8, 2022

16. Update: LOVEJOY 2030 Strategic Plan
Presenter: Katie Kordel, Superintendent



TEACHING AND LEARNING

Strategic Target 1.1

Lovejoy ISD will ensure teachers are provided a work environment that supports their growth and provides opportunities that lead to high quality student learning experiences.

Strategy

Key Indicators

Strategy 1.1.1

Implement professional learning communities (PLCs) systemically.

Student Academic Growth
Professional Development Offerings
Master Schedules (protected time)
Progress on PLC Continuum

Strategy 1.1.2

Advance teaching and learning by valuing risk-taking and innovation.

Teacher Feedback
Artifacts of Student Learning
Walk-through, Observation, and Evaluation
System Data

Strategy 1.1.3

Value the holistic nature of learning and the key role of reflection and feedback through implementation of digital student portfolios.

Adoption of Digital Learning Platform Artifacts of Student Learning over Time
Evidence and Support in Curriculum Documents

Strategic Target 1.2

Lovejoy ISD will enhance student learning by providing increased opportunities for enriching and exploratory experiences.

Strategy

Key Indicators

Strategy 1.2.1

Provide opportunities for student goal setting and reflection on progress.

Professional Development Offerings
Artifacts of Student Goal Setting
Walk-through, Observation, and Evaluation
System Data

Strategy 1.2.2

Increase learning opportunities that are authentic, hands-on, and inquiry-based.

Curriculum Resources Include Authentic, Hands-on, and Inquiry-Based Learning
Artifacts of Student Learning
Walk-through, Observation, and Evaluation
System Data

Strategy 1.2.3	Develop classroom structures and processes that support instructional enhancement and enrichment.	Professional Development Offerings Teacher Feedback and Reflection Artifacts of Student Learning Walk-through, Observation, and Evaluation System Data
Strategic Target 1.3	Lovejoy ISD will utilize multiple assessment pathways and measures to promote student success in real world scenarios.	
	Strategy	Key Indicators
Strategy 1.3.1	Systemic implementation of essential standards and common formative assessments.	Evidence of Essential Standards in Curriculum Documents Professional Development Offerings Evidence of Development, Implementation, and Response to Common Formative Assessments
Strategy 1.3.2	Implementation of writing as a tool for learning in all content areas.	Development of a parent engagement plan Professional Development Offerings Student Writing Samples Walk-through, Observation, and Evaluation System Data
Strategy 1.3.3	Study current state of retest and late work guidelines, identify ideal state, and develop a plan to achieve ideal state.	Teacher, Student, and Parent Survey Feedback Formation of a Committee to Study and Make Recommendations Committee Recommendation



GRADUATE PROFILE

Strategic Target 2.1

Lovejoy students will take calculated risks and demonstrate resilience when faced with adversity, understanding that failure is a part of the learning process.

Strategy

Key Indicators

Strategy 2.1.1

Provide learning experiences and opportunities for students to develop a growth mindset.

Development of Shared Definition of a Growth Mindset
 Implementation of Growth Mindset Guidance Lessons
 Celebration/Recognition of a Growth Mindset

Strategy 2.1.2

Emphasize the learning process as well as the product.

Provide Students with Formative Feedback and Opportunities for Reflection During the Learning Process
 Exemplar Lessons in Curriculum Documents
 Inclusion of Rubrics in Curriculum Documents

Strategy 2.1.3

Emphasize open-ended problem solving opportunities through aligned PK-12 STEM programming.

K-12 STEM Curriculum Adoption
 Acquisition of K-12 STEM Resources
 Professional Development Offerings
 Walk-through, Observation, and Evaluation
 System Data

Strategic Target 2.2

Lovejoy ISD will implement and emphasize the PK-12 Lovejoy Graduate Profile with students, staff, parents, and community.

Strategy

Key Indicators

Strategy 2.2.1

PK-12 emphasis of the Lovejoy ISD Graduate Profile.

Development and Implementation of Graduate Profile into Student Guidance Lessons
 Campus Emphasis of Profile (assemblies, awards, lesson plans, songs, presenters)

Strategy 2.2.2	Align Educator Profile with the Student Graduate Profile and create a Parent Profile.	Revised Educator Profile Creation of Parent Profile Communication and Presentation of Parent Profile
Strategy 2.2.3	Create branding and increase community-wide communication regarding profiles.	Launch of Branding Implementation of Graduate Profile Branding into Campus Communications (signage, emails, website)
Strategic Target 2.3	Lovejoy ISD effectively prepare students for college and career opportunities.	
	Strategy	Key Indicators
Strategy 2.3.1	Study and make recommendations regarding the Senior Project.	Formation of Stakeholder Committee Presentation of Recommendations Stakeholder Feedback on Implementation of Recommendations
Strategy 2.3.2	Enhance college and career counseling for students and parents.	Metrics on College and Career Counseling Opportunities Artifacts (e.g. newsletters, web-page, communications) Stakeholder Feedback
Strategy 2.3.3	Create a more informative high school course selection process.	Development of Student Created Course Videos High School Students Integrated into Course Selection Process



Legacy of Excellence

Strategic Target 3.1

Lovejoy ISD will promote an engaged community with partnerships that promote the investment of time and resources.

Strategy

Key Indicators

Strategy 3.1.1

Establish partnerships (e.g. business, industry, community, or educational) that enhance the student learning experience.

Number of Partnerships (Trend)
Artifacts of Student Learning
Student Opportunities

Strategy 3.1.2

Create a district volunteer portal to match areas of need with community/parent expertise.

Identification of Tool for Portal Development
Communication Plan
Database Quality and Depth
Utilization of Volunteers

Strategy 3.1.3

Leverage corporations and individuals to increase giving (e.g. monetary, time, and mentorships).

Contributions to District
Impact Report
Partner Feedback

Strategic Target 3.2

Lovejoy ISD will enhance programs to prepare students for post-graduate success.

Strategy

Key Indicators

Strategy 3.2.1

Implement "Adulting 101" in grades 7-12.

Vertically Aligned Scope and Sequence
Parent and Community Involvement
Stakeholder Feedback

Strategy 3.2.2

Provide students the opportunity to provide service and/or mentorship to younger students, our district, their schools, and our community.

Number of Students Participating in Mentorship and Service Opportunities
Mentor Feedback
Mentee Feedback
Feedback From Stakeholders

Strategy 3.2.3

Establish best practice protocols for student expectations, discipline, and behavior that are uniform across campuses.

Study and Implementation of Behavior Support and Management Framework
Processes for Consistent Documentation and Communication

Strategic Target 3.3	Lovejoy ISD will further our legacy of excellence through connection, communication, celebration, and community.	
	Strategy	Key Indicators
Strategy 3.3.1	Build a strong alumni network.	Updated Database of Graduates Two Alumni Events Held Annually Attendance at Alumni Events Alumni Engagement and Feedback
Strategy 3.3.2	Celebrate successes of Lovejoy ISD Alumni.	Number of Alumni Celebrated Community Engagement with Alumni Campaign
Strategy 3.3.3	Develop a stakeholder communication and engagement strategy.	Assessment of Current Media Channels Assessment of Stakeholder Engagement Opportunities Stakeholder Engagement Metrics



Operations

Strategic Target 4.1

Create and implement a holistic, balanced technology plan that fosters learning, accountability, innovation, and personal connection.

Strategy

Key Indicators

Strategy 4.1.1

Establish formal cycle of technology review and replacement.

Technology Inventory System
Comprehensive technology plan including cycle of review and replacement
Update and Replacement Cycles
Establish Funding Mechanism

Strategy 4.1.2

Provide professional development targeted at technology.

Professional Learning Opportunities
Walk-through, Observation, and Evaluation
System Data

Strategy 4.1.3

Evaluate and Upgrade technological infrastructure, i.e. internet bandwidth.

All Campuses Run on Fiber Optic Internet
WI-FI Access and Internet Connectivity

Strategy 4.1.4

Pursue potential revenue and/or cost saving opportunities.

Realized cost savings in purchasing and maintenance of hardware.
Increased Student Opportunity

Strategy 4.1.5

Determine appropriate safeguards and promote digital citizenship to protect students from harmful content and prevent overuse.

Inclusion in Technology Plan
Continued Implementation of Effective Software
Inclusion in District Curriculum
Parent Partnership Opportunities

Strategy 4.1.6

Create processes for approval, support, and streamlining of software.

Inclusion in District Technology Plan
Implementation of Processes
Professional Development Plan
Software Usage.

Strategic Target 4.2	Fully utilize existing facility space to be more collaborative and efficient for future learning needs.	
	Strategy	Key Indicators
Strategy 4.2.1	Creation of multi-use collaboration spaces.	Tours of other schools and organizations with collaborative spaces Implementation and Utilization of Collaborative Spaces Utilization of Collaborative Space Stakeholder Feedback
Strategy 4.2.2	Tour and benchmark against out of district HS/Universities and industry partners future ready collaboration spaces and apply to other campuses.	Completion of Tours and Benchmark Reviews Stakeholder Feedback, Reflections, and Recommendations
Strategy 4.2.3	Implementation of an Operations/Capital Improvement Committee	Formation of Committee Establish Committee Charge Committee Recommendation



Future Ready

Strategic Target 5.1

Lovejoy ISD will provide a world-class college and career preparation program to allow all students to learn, grow, and prepare for the career, vocation and/or education of their choosing.

Strategy

Key Indicators

Strategy 5.1.1

Cultivate college and career awareness in PK-12.

Implementation of Guidance Lessons
Increase in Guest Speakers
Increase in Business and industry Partnerships

Strategy 5.1.2

Increase opportunities for dual credit, industry certifications, and obtaining an associate's degree.

Year over Year Increase in Student Participation
Year over Year Increase in Industry Certifications
Establishment of Pathway to Associate's Degree

Strategy 5.1.3

Establish partnerships with business, industry, and educational institutions that result in additional opportunities for students.

List of Specific Partnerships with Impact
Student Feedback

Strategic Target 5.2	Lovejoy ISD will provide educational opportunities for students to develop the soft skills necessary for post secondary education and/or workforce.	
	Strategy	Key Indicators
Strategy 5.2.1	Identify and develop Future Ready Skills.	Development of Future Ready Skills Descriptors Curriculum Documents Professional Learning Opportunities Artifacts of Student Learning
Strategy 5.2.2	Increase student mentorship and internship opportunities.	Year over Year Mentorship Opportunities Year over Year Internship Opportunities
Strategy 5.2.3	Development of a college and career exploration and planning continuum (PK-12) that supports development of an individualized graduation plan.	College enrollment trends College/university degree completion data Increased PK-8 College and Career Engagement Opportunities Establishment of a Parent Academy for College & Career Readiness



Talent Acquisition, Retention, and Support

Strategic Target 6.1

Lovejoy ISD will actively recruit and retain highly qualified, effective talent.

Strategy

Key Indicators

Strategy 6.1.1

Create feedback loops between staff and HR to engage in collaboration for continuous improvement.

Satisfaction Survey
Prioritize Teachers on Committees and District Improvement Team
Continuous monitoring, adjustment and reporting back to staff

Strategy 6.1.2

Establish best practices and partnerships with universities and alternative certification programs to recruit and retain talent.

Partner with local universities TAMUC & UTD to place student teachers in internship positions
Measure the % of long-term employment through internships

Strategy 6.1.3

Redesign Teacher-Superintendent's Connection Council to increase focus on teacher recruitment, retention, and support.

Teacher Input and Feedback
Council Recommendations
Stakeholder Feedback on Implementation
Recruitment and Retention Metrics

Strategic Target 6.2	Lovejoy ISD will create an enhanced compensation plan to allow for innovative monetary and non-monetary compensation work features that reward highly effective teachers.	
	Strategy	Key Indicators
Strategy 6.2.1	Involve stakeholders in creative compensation that aligns to district goals.	Stakeholder Feedback Development and Communication of Enhanced Compensation Plan
Strategy 6.2.2	Explore alternative avenues for financial rewards/incentive programs. (E.g.. referral bonuses, retention bonuses, and certification incentives, etc. for teachers)	Apply for Programs and Grants (TIA, TCLAS, grow your own based on teacher input) Research Donations/Grants Through Private or Corporate Partnerships
Strategy 6.2.3	Explore all options for non-monetary compensation.	Teacher Input and Feedback Development, Implementation, and Communication of Enhanced Compensation Plan
Strategic Target 6.3	Lovejoy ISD will provide multiple avenues of support to new and veteran teachers in an effort to retain and grow our current staff members.	
	Strategy	Key Indicators
Strategy 6.3.1	Restructure professional development to provide appropriate implementation time to ensure new training becomes part of best practices.	District Professional Learning Plan Ratio of New Learning to Implementation Time Teacher Feedback Surveys
Strategy 6.3.2	Enhance the beginning teacher mentorship program for teachers years 1-4, by creating structures that allow mentor teachers appropriate time to provide support.	Time Given to Meet Between Mentors and Mentee Common Planning Periods Retention Rates in Years 3 and 4 Mentor Survey New Teacher Survey
Strategy 6.3.3	Utilize updated educator profile in the interviewing and hiring process.	Evidence in Interview Resources Evaluate Employee Profile Correlation to Retention Rates



Financial Sustainability

Strategic Target 7.1

Lovejoy ISD will focus on generating revenue increases in order to achieve financial sustainability.

Strategy

Key Indicators

Strategy 7.1.1

Consider a VATRE as a means to facilitate financial sustainability.

Share analysis of VATRE impact as well as process and timeline
Generate communication plan to be enacted if election is ordered

Strategy 7.1.2

Identify fees, donations, and attendance improvements to offset costs.

Generate list of recommendations/financial implications for consideration prior to June budget adoption (ongoing: 22/23, 23/24, etc.)
Formation of stakeholder attendance task force

Strategy 7.1.3

Implement an aligned fundraising model to generate revenue in partnership with the Foundation, booster clubs, partnerships, etc.

Identify a group of key stakeholders. Establish quarterly meetings(at a minimum) to develop and maintain the model

Strategic Target 7.2	Lovejoy ISD will develop and implement intentional staffing efficiencies.	
	Strategy	Key Indicators
Strategy 7.2.1	Utilize staffing guidelines in staffing determinations and development of master schedules.	Development of staffing guidelines Review master schedules to determine alignment with staffing guidelines
Strategy 7.2.2	Review contract days, job descriptions, and compensation before filling vacant positions.	Establish and implement a standard position review process Review staffing and compensation against comparison districts
Strategy 7.2.3	Review master schedules for each campuses and departments and consider all options including, but not limited to firm class registration deadlines, travel times, balance teacher workloads, block scheduling, class size, etc.	Analysis of master schedules to determine implementation of staffing guidelines vs actual results
Strategic Target 7.3	Lovejoy ISD will prioritize program reviews that evaluate program efficiency and program experience.	
	Strategy	Key Indicators
Strategy 7.3.1	Research and identify opportunities for partnerships to enhance student programming and support optimization of business and community resources.	Business and Community Partnerships Student Achievement Outcomes Financial Impact
Strategy 7.3.2	Utilize the district and campus improvement planning teams and district committees/teams to provide feedback, identify strengths, gaps and needs of programs to assist with evaluation and recommendations for improving the student experience.	District Improvement Plan Campus Improvement Plans Superintendent/Teacher Connection Council Superintendent/Student Council Teacher Vertical Teams
Strategy 7.3.3	Design and implement an annual program evaluation process that may include opportunities for feedback, analysis of impact on students, analysis of cost efficiencies, program sustainment, and effectiveness.	Annual Program Reports Student Achievement Outcomes Student Participation

17. Announcements
Presenter: Barrett Owens, President
18. Adjournment
Presenter: Barrett Owens, President