

Board Workshop
Tuesday, April 11, 2023 8:00 AM

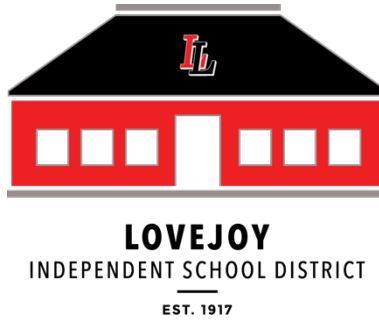
Carrie L. Lovejoy Child Development Center:
Library
256 Country Club Road
Allen, TX 75002

Agenda

1. Call to Order
Presenter: Barrett Owens, President
2. Roll Call and Announcement by President that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner as required by law
Presenter: Barrett Owens, President
3. 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
 - 3.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.
 - 3.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.
 - 3.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.
 - 3.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.
 - 3.D.1. Evaluation of employees.
 - 3.D.2. Superintendent's Evaluation.
 - 3.D.3. Discussion and deliberation regarding non renewal or termination of Fela Mathy.
 - 3.D.4. Board Self-Assessment.
 - 3.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
 - 3.E.1. Security Personnel.
 - 3.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.

- 3.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.
 - 3.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.
 - 3.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.
- 4. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session
Presenter: Barrett Owens, President
 - 5. Public Comments Related to April 11, 2023 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.

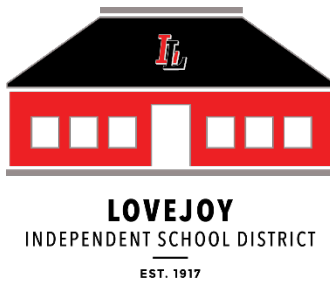
Board's Response to Public Comment

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 April 11, 2023

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 April 11, 2023 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:

6. Presentation: Update on Reduction in Force and Financial Update

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

Reduction in Force: Program Change Update and Financial Update

ANNA KOENIG

Executive Director of HR & Communications

April 11 , 2023

Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Current Challenges



**Retain
Lovejoy ISD's
Legacy of
Excellence**



**Teacher/Staff
Retention,
Recruitment,
and Support**



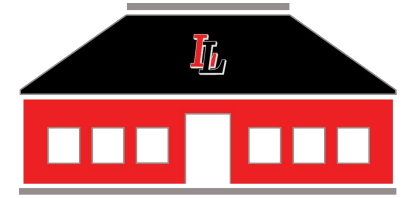
**Respond to
Funding
Challenges**

LOVEJOY 2030

Strategic Plan

	Financial Sustainability	
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

Actions taken in 2022-2023

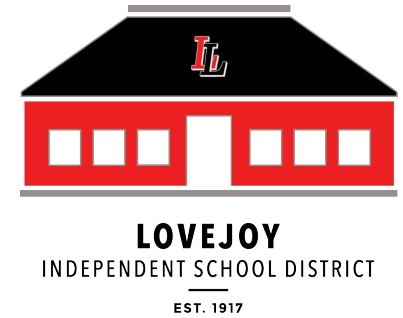


LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

- Staffing Efficiencies through Attrition
- VATRE
- Zero-Based Budgeting for 2023-2024
- Master Scheduling Committee
- Demography & Student Projection Review
- Review Campus Master Schedules
- Review Department Responsibilities

***Non-exhaustive list of actions**

Staffing Efficiencies

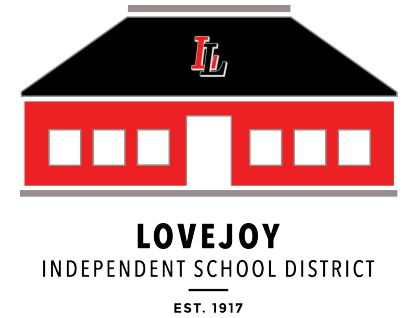


School Year	Total Staff
2018/2019*	637
2019/2020	640
2020/2021*	620
2021/2022	600
2022/2023**	530

Please note that staffing numbers can fluctuate based on the number of open positions at the time data is gathered.

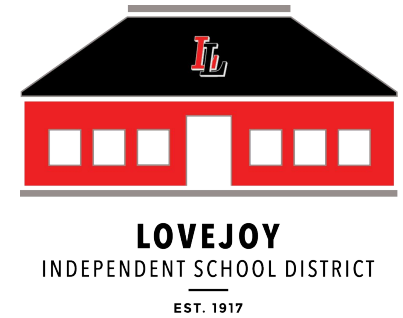
*Reduction in Force: Program Changes
** Reduction through attrition

BOARD POLICY DFFB (LOCAL)



This policy shall apply when a reduction in force due to a program change requires the nonrenewal of a term contract. A program change may be due to, for example, a redirection of resources; efforts to improve efficiency; a change in enrollment; a lack of student response to particular course offerings; legislative revisions to programs; or a reorganization or consolidation of two or more individual schools, departments, or school districts.

BOARD POLICY DFFB (LOCAL)



The Superintendent or designee shall apply the following criteria to the employees within an affected employment area when a program change will not result in the nonrenewal of all staff in the employment area. **The criteria are listed in the order of importance and shall be applied sequentially to the extent necessary to identify the employees who least satisfy the criteria and therefore are subject to the reduction in force.** For example, if all necessary reductions can be accomplished by applying the first criterion, it is not necessary to apply the second criterion, and so forth.

1. Qualifications for Current or Projected Assignment: Certification, multiple or composite certifications, bilingual certification, licensure, endorsement, and/or specialized or advanced content-specific training or skills for the current or projected assignment.
2. Performance: Effectiveness, as reflected by:

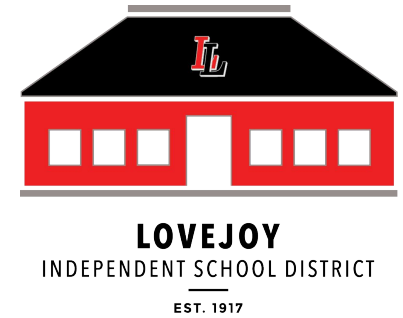
The most recent formal appraisal and, if available, consecutive formal appraisals from more than one year [see DNA]; and

Any other written evaluative information, including disciplinary information, from the last 36 months.

If the Superintendent or designee at his or her discretion decides that the documented performance differences between two or more employees are too insubstantial to rely upon, he or she may proceed to apply the remaining criteria in the order listed below.

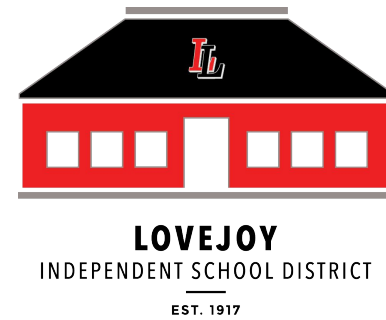
1. Extra Duties: Currently performing an extra-duty assignment, such as department or grade-level chair, band director, athletic coach, or activity sponsor.
2. Professional Background: Professional education and work experience related to the current or projected assignment.
3. Seniority: Length of service in the District, as measured from the employee's most recent date of hire.

BOARD POLICY DFFB (LOCAL)



An employee who has received notice of proposed nonrenewal may apply for available positions for which he or she wishes to be considered. The employee is responsible for reviewing posted vacancies, submitting an application, and otherwise complying with District procedures.

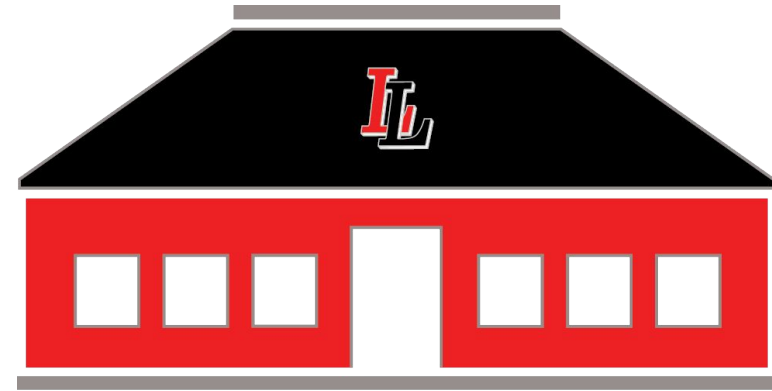
Programs Impacted



- a. Special Education - Executive Director Position
- b. Fine Arts - District Fine Arts Director
- c. Fine Arts - Willow Springs Middle School Choir Teacher
- d. Athletics - 1 Full-time Wrestling Coach/Teacher
- e. Counseling - 1 Counselor at Sloan Creek Intermediate School
- f. Curriculum & Instruction - Instructional Coach
- g. Physical Therapist Part -Time Position (Program Change: Moving from current half-time position to full-time position)
- h. Dyslexia Therapist Part - Time Position (Program Change: Moving from current half-time position to full-time position)

***Priority Hiring will be given to any individual that is qualified and applies to a specific position.**

Recommendation:
Reduction in
Force: Program
Change



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

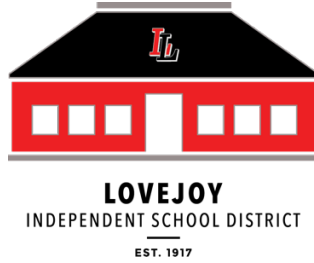
Thank You



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

7. Consider and take Possible Action Regarding Any Closed Session Items
Presenter: Anna Koenig, Executive Director of Human Resources and Communications
8. Consider and Act on Employment Agreements and Chapter 21 Contract Recommendations
Presenter: Anna Koenig, Executive Director of Human Resources and Communications
9. Consider and Act on Budget Amendment
Presenter: Thomas Willman, Senior Director of Financial Sustainability



Lovejoy Independent School District Board of Trustees

Date of Meeting	April 11, 2023
Document Title	2022-2023 Budget Amendment #4
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	Thomas Willman, Senior Director of Financial Sustainability

Executive Summary

Each June, the Board of Trustees adopts a general operating, student nutrition, and debt service fund budget based on the district's calculation of estimated revenue and expenditures. The expenditure budget is adopted at the "function" level, meaning that each major category of expenditure defined by the Texas Education Code is identified and funds are allocated between each function. Once adopted, the administration operates within that budget, although it is a working document. The administration has the authority to move funds from account to account, as long as no overall function total is exceeded. When it becomes necessary to increase or decrease a function, it requires board approval.

We are requesting the fourth budget amendment for 2022-2023. This amendment will address the General Operating Fund only. We will continue to review our revenue and expenditures compared with the original budget to recommend future amendments as needed.

Fiscal Implications

The fiscal implications of this action fulfill legal requirements and allow the administration to operate within the confines of the functional expenditures approved by the Board.

Administrator Recommendation

The administration recommends approval of Budget Amendment #4 for the General Operating Fund by the Board of Trustees.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

LOVEJOY ISD
2022-2023 Proposed Budget Amendment #4
Summary of Revenues & Expenditures
General Funds
(Includes funds 183 & 199)

General Operating Revenue		
5700 - Revenues from Local and Intermediate Sources	36,973,711	
5800 - State Program Revenues*	6,275,410	
5900 - Federal Program Revenues	1,242,732	
7900 - Other Resources	32,363	
Total Revenue		\$ 44,524,216
11 - Instruction	\$ 22,249,469	
12 - Instructional Resources	\$ 572,831	
13 - Instructional Staff Development	\$ 946,028	
21 - Instructional Leadership	\$ 243,248	
23 - School Administration	\$ 2,415,678	
31 - Guidance & Counseling	\$ 1,743,711	
33 - Health Services	\$ 431,362	
34-Student Transportation	\$ 1,296,095	
35 - Student Nutrition	\$ -	
36 - Extra Curricular Activities	\$ 1,725,986	
41 - General Administration	\$ 1,751,231	
41 - Published Required Notices**	\$ 2,957	
41 - Lobbying***	\$ 18,600	
51 - Plant Maintenance & Operations	\$ 4,092,012	
52 - Security	\$ 356,791	
53 - Data Processing Services	\$ 706,252	
61 - Community Services	\$ 784,004	
81 - Construction	\$ 3,145	
91 - Recapture	\$ 1,773,090	
93 - Shared Service Arrangements	\$ 25,829	
95 - JJAEP	\$ 5,000	
99 - Other Intergovernmental Charges	\$ 337,500	
Total All Functions		\$ 41,480,820
*Budget includes TRS/Medicare Part D On-behalf Revenue or Expenditures		
**Expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives.		
***Expenditures for "directly or indirectly influencing or attempting to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code.		
Difference in Estimated Revenues & Expenditures		\$ 3,043,397

This proposed budget amendment, for the school year 2022-2023, was adopted at a meeting of the Board of School Trustees on April 11, 2023 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

	4/11/2023
_____ President	Date
_____ Secretary	4/11/2023 Date

Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #4
 For April 11, 2023

REVENUES

<u>Function/Description</u>	June Board	Amended Budget		Amended Budget
	<u>Approved Budget</u>	<u>March #3</u>	<u>Amendment #4</u>	<u>April 11, 2023</u>
5700 - Revenues from Local and Intermediate Sources	\$ 37,437,824	36,973,711	0	\$ 36,973,711
5800 - State Program Revenues	\$ 5,428,492	6,275,410	0	\$ 6,275,410
5900 - Federal Program Revenues	\$ 550,000	1,242,732	-	\$ 1,242,732
7900 - Other Resources	-	-	32,363	\$ 32,363
Total Revenues	\$43,416,316	\$44,491,853	\$32,363	\$44,524,216

EXPENDITURES

<u>Function/Description</u>	June Board	Amended Budget		Amended Budget
	<u>Approved Budget</u>	<u>March #3</u>	<u>Amendment #4</u>	<u>April 11, 2023</u>
11 - Instruction	\$ 22,259,385	22,232,377	17,092	\$ 22,249,469
12 - Instructional Resources	\$ 572,831	572,831	-	\$ 572,831
13 - Instructional Staff Development	\$ 1,418,201	946,617	(589)	\$ 946,028
21 - Instructional Leadership	\$ 245,048	243,248	-	\$ 243,248
23 - School Administration	\$ 2,413,261	2,414,811	867	\$ 2,415,678
31 - Guidance & Counseling	\$ 1,764,956	1,746,211	(2,500)	\$ 1,743,711
33 - Health Services	\$ 428,562	431,362	-	\$ 431,362
34-Student Transportation	\$ 1,198,455	1,293,595	2,500	\$ 1,296,095
35 - Student Nutrition	\$ -	-	-	\$ -
36 - Extra Curricular Activities	\$ 1,708,020	1,722,186	3,800	\$ 1,725,986
41 - General Administration	\$ 1,714,210	1,745,682	5,549	\$ 1,751,231
41 - Published Required Notices	\$ 2,957	2,957	-	\$ 2,957
41 - Lobbying			18,600	\$ 18,600
51 - Plant Maintenance & Operations	\$ 4,049,862	4,097,561	(5,549)	\$ 4,092,012
52 - Security	\$ 634,191	438,465	(81,674)	\$ 356,791
53 - Data Processing Services	\$ 702,546	711,252	(5,000)	\$ 706,252
61 - Community Services	\$ 843,028	784,004	-	\$ 784,004
81 - Construction		3,145	-	\$ 3,145
91 - Recapture	\$ 1,014,579	1,773,090	(0)	\$ 1,773,090
93 - Shared Service Arrangements	\$ 42,000	42,000	(16,171)	\$ 25,829
95 - JJAEP	\$ 5,000	5,000	-	\$ 5,000
99 Other Governmental Charges	\$ 337,500	337,500	-	\$ 337,500
Total Expenditures	\$41,354,592	\$ 41,543,894	\$ (63,074)	\$ 41,480,820

8911 Transfers Out	\$ -			\$ -
--------------------	------	--	--	------

Budgeted Increase (Decrease) to Fund Balance	\$2,061,724	\$2,947,959	\$95,438	\$3,043,397
---	--------------------	--------------------	-----------------	--------------------

Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #4
 For April 11, 2023

<u>Explanation/Justification</u>	<u>Amount</u>
5700 Local Revenues	\$ 0
5800 State Revenues	\$ 0
5900 Federal Revenues	\$ -
Total Revenue	\$ 0
Function 11 - Instruction: Increase to Instructional Software	\$ 17,092
Total Function 11	\$ 17,092
Function 12 - Instructional Resource:	\$ -
Total Function 12	\$ -
Function 13 - Instructional Staff Development:	\$ (589)
Total Function 13	\$ (589)
Function 21 - Instructional Leadership:	\$ -
Total Function 21	\$ -
Function 23 - School Leadership:	\$ 867
Total Function 23	\$ 867
Function 31 - Guidance/Counseling Services: Decrease in	\$ (2,500)
Total Function 31	\$ (2,500)
Function 33 - Nursing Services:	\$ -
Total Function 33	\$ -
Function 34 - Transportation Services: Increase	\$ 2,500
Total Function 33	\$ 2,500

Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #4
 For April 11, 2023

Function 35 - Food Services:		\$ -	
	Total Function 35	<u>\$ -</u>	
Function 36 - Cocurricular/Extracurricular:			
Staff supplemental pay increase; field trip decrease		\$ 3,800	
	Total Function 36	<u>\$ 3,800</u>	
Function 41 - Administration:			
	Total Function 41	<u>\$ 5,549</u>	
Function 51 - Plant Maintenance/Operations:			
	Total Function 51	<u>\$ (5,549)</u>	
Function 52 - Security/Monitoring Services:			
Foundation Grant to Fund Marshall		\$ (81,674)	
	Total Function 52	<u>\$ (81,674)</u>	
Function 53 - Technology Services:			
Staff Supplemental pay decrease		\$ (5,000)	
	Total Function 53	<u>\$ (5,000)</u>	
Function 61 - Community Service:			
	Total Function 61	<u>\$ -</u>	
Function 91 - Recapture			
	Total Function 91	<u>\$ (0)</u>	
Function 93 - Shared Service Arrangements			
No longer need SSA and transfer funds for Instructional Software		\$ (16,171)	
	Total Function 93	<u>\$ (16,171)</u>	
Function 95 - Juvenile Justice Alternative Education Programs			
	Total Function 95	<u>\$ -</u>	
Function 99 - Other Intergovernmental Charges			
	Total Function 99	<u>\$ -</u>	
8911 - Transfers Out			
	Total Other Uses	<u>\$ -</u>	
	Total Expenditure/Other Uses	<u>\$ (81,674)</u>	

10. Presentation: STAAR/EOC Tests and A-F Accountability System Update

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Mary Mullen, Director of Secondary Education and Assessment and Accountability

STAAR/EOC Tests and A-F Accountability System Update

LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

MARY MULLEN

Director of Secondary Education and Assessment and Accountability

April 11, 2023

Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

STAAR/EOC Assessment Update

Reporting Timelines for Spring 2023 STAAR

The reporting process will be longer this summer.

- Full implementation of the STAAR redesign
- Standard-setting process
- Committee to convene for review of cut points and scale scores

Reporting Timelines for Spring 2023 STAAR

STAAR End-of-Course (EOC) Assessments

English I - English II - Algebra I - Biology - US History

June 30 - Final Assessment Results

STAAR Grades 3-8 Assessments

August 16 - Final Assessment Results

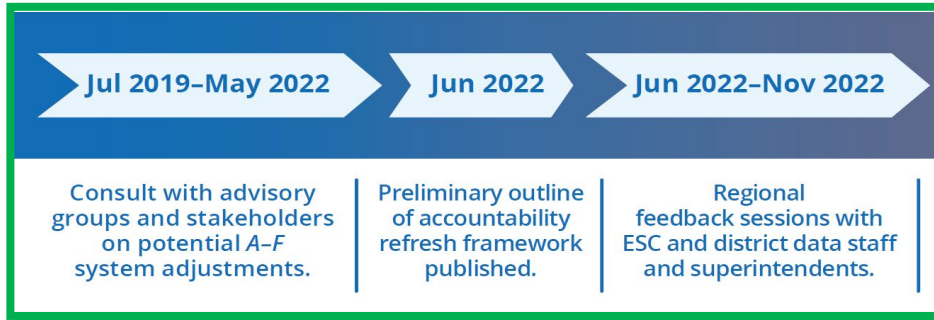
A-F Accountability System Update

2023 Accountability Refresh Overview

Texas Education Agency's Rationale for the Refresh:

- A-F is Important for Texas Students
- Transparent and Meaningful Information for Texas Parents and Educators
- A Refresh is Necessary to Ensure Texas is a National Leader for Students

2023 A-F Accountability Refresh Timeline



2023 Accountability Refresh Overview

Student Achievement Domain

Performance: No changes to calculation or scaling for Gr 3-8

Graduation Rate: No change to calculation; minor change to scaling

CCMR: Minor change to calculation; major change to scaling

Student Achievement Domain - Graduation Rate

- TEA has proposed a **change in scaling**
- From 2018-2022, a Graduation Rate of 96.0 scaled to a 90 (A)
- For 2023, TEA has proposed that a Graduation Rate of 98.0 will scale to a 90 (A)

<i>Proposed Scaling</i>	Graduation Rate Cut Points - High Schools	
	2018-2022	2023
90 (A)	96.0	98.0
80 (B)	94.0	96.0
70 (C)	92.0	94.0
60 (D)	86.0	88.0

Student Achievement Domain - CCMR

- TEA has proposed **MAJOR change in scaling**
- From 2018 through 2022, a CCMR score of 60 scaled to a 90 (A)
- For 2023, TEA has proposed that a CCMR score of an 88 will scale to a 90 (A)

<i>Proposed Scaling</i>	CCMR Raw Score Cut Points - High Schools	
	2018-2022	2023
90 (A)	60	88
80 (B)	48	78
70 (C)	39	64
60 (D)	26	51

2023 Accountability Refresh Overview

School Progress Domain

Academic Growth Component:

- Use a transition table model to determine growth. Cut points with splits for “Did Not Meet” and “Approaches” into high and low
- Incorporate accelerated learning performance into the Academic Growth component calculation

Transition Table Model - Annual Growth

Annual Growth Points Methodology						
Prior Year	Current Year					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	1/2	1	1	1	1
Low Approaches Grade Level	0	0	1/2	1	1	1
High Approaches Grade Level	0	0	0	1/2	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1

Transition Table Model - 4545 Performance

Prior Year Performance on STAAR	Current Year Performance on STAAR					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	0	1	1	1	1
High Did Not Meet Grade Level	0	0	1	1	1	1

2023 Accountability Refresh Overview

Closing the Gaps Domain

Student Group Targets and Points:

- Set federal interim and long-term student group targets by school type
- Award gradated outcomes (0–4 points) for performance and growth to these targets
- Use super groups to adjust how current groups are categorized, to improve focus on at-risk students whose performance is not potentially reflected in the first two domains

Closing the Gaps - Student Groups Reported and Evaluated

- All Students
- African American
- Hispanic
- White
- American Indian
- Asian
- Pacific Islander
- Two or More Races
- Economically Disadvantaged
- Emergent Bilingual (EB)
- Special Education (Current)
- Special Education (Former)
- Continuously Enrolled
- Highly Mobile

- All Students
- African American
- Hispanic
- White
- American Indian
- Asian
- Pacific Islander
- Two or More Races
- High Focus Group

Two lowest
percentage



Closing the Gaps - Student Groups Reported and Evaluated

All Students	Two Lowest Performing Racial/Ethnic Groups from Prior Year							High Focus (Eco Dis, EB ¹ , SpEd, Highly Mobile)
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	

Two Lowest-Performing Racial Ethnic Groups—determined by averaging the Academic Achievement RLA and mathematics indicators. 2022 data are used to determine the two 2023 groups.

High Focus—an unduplicated grouping of students identified as emergent bilingual/English learner, economically disadvantaged, highly mobile, and/or served by special education programs

- Decrease subgroups from 14 to 4
- Decrease minimum group size from 25 to 10

2023 Accountability Refresh Overview

District Proportional Domain Ratings

- Calculate district domain ratings using a proportionality method to improve the alignment of district overall ratings with campus overall ratings

Campus	Gr 3-12 Enrollment	Proportional Weight %
HES	305	8.2
PES	299	8.2
SCIS	658	17.8
WSMS	785	21.3
LHS	1637	44.4



THANK YOU

11. Presentation: Lovejoy ISD Math Instructional Framework

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, Erin Perkins, Director of Elementary Education and Early Childhood and Kelly Cowan, PreK-12 Math Coordinator

Lovejoy ISD Math Instructional Framework

LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

ERIN PERKINS

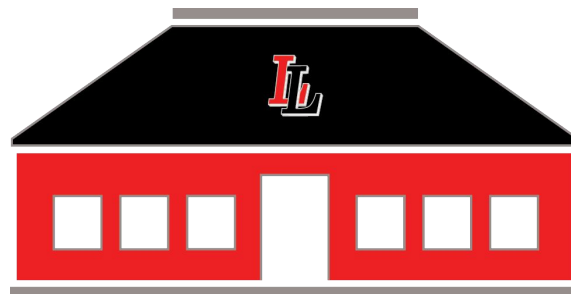
Director of Secondary Education and Early Childhood

KELLY COWAN

PreK-12 Math Coordinator

April 11, 2023

Board Workshop



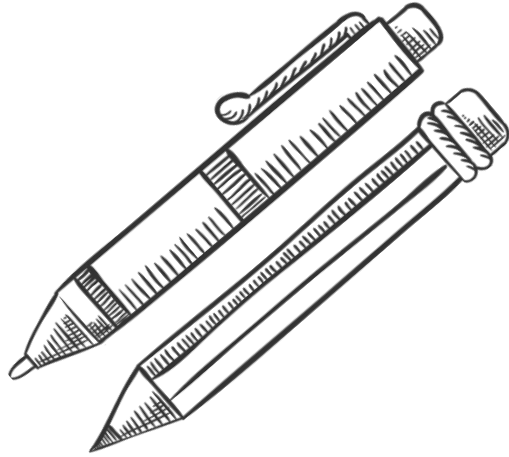
LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Culture

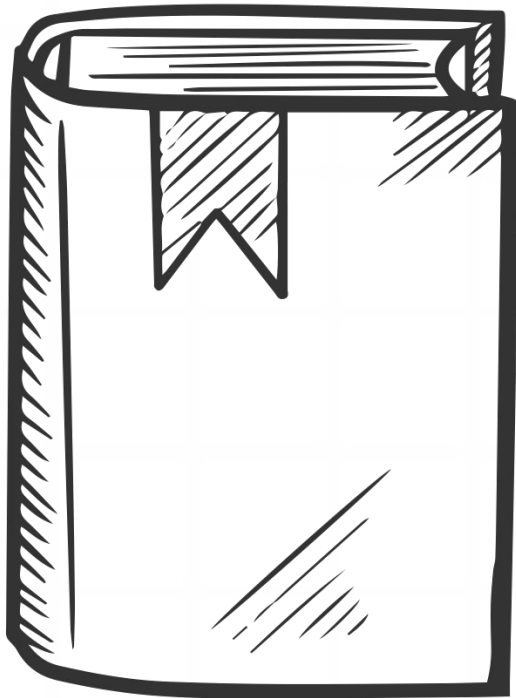
Relationships
Learning
Collaboration
Results
Fun





STRONG FOUNDATION COMMITTEE

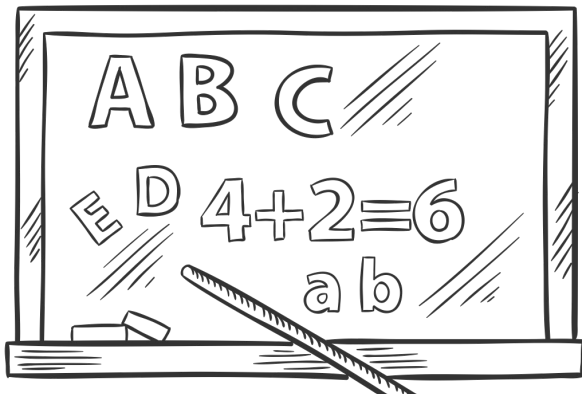
WHY A FRAMEWORK?



- Increase **alignment** in curriculum & instruction
- Draw stronger connections to new changes in **STAAR Redesign**
- Enhance **professional development and coaching** supports
- Evaluate alignment of curriculum and **instructional materials**

COLLECTIVE LEARNING

RESEARCH BASED INSTRUCTIONAL STRATEGIES



1

Balance Conceptual & Procedural

Pursue **rigor** by **balancing conceptual understanding, procedural skill and fluency**. Apply this balanced understanding to mathematical **applications** as required by the standards in the TEKS.

2

Depth of key concepts

Focus on math content that **aligns to and meets the rigor of the TEKS** for each grade level, **while concentrating time and effort** on going deep on the **most important topics** for the grade level.

3

Coherence of Key Concepts

Connect concepts within and across grades along a strategic progression of learning so that new understandings are built on previous foundations. Mathematics tells a **continuous, connected story**.

4

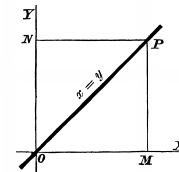
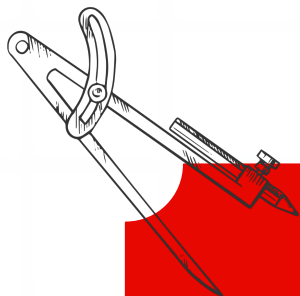
Productive Struggle

Students engage in productive problem solving, engaging in **multiple opportunities for practice, discussion, representations, and writing** that requires them to explain and revise their thinking.

5

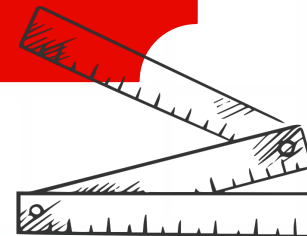
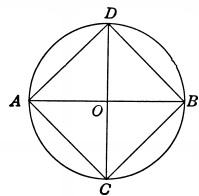
Assessment Practices

Leverage HQIM **embedded assessments** to drive instruction.



LOVEJOY ISD MATH INSTRUCTIONAL

FRAMEWORK





THANK YOU

12. Presentation: K-5 Math Instructional Materials Adoption

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Erin Perkins, Director of Elementary Education and Early Childhood

K-5 MATH INSTRUCTIONAL MATERIALS ADOPTION

LAURIE TINSLEY
Assistant Superintendent of
Curriculum and Instruction

ERIN PERKINS
Director of Elementary
Education and Early Education

April 11, 2023
Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917



CURRICULUM STANDARDS	CURRICULUM DOCUMENTS	INSTRUCTIONAL RESOURCES
<ul style="list-style-type: none"> • Texas Essential Knowledge and Skills (TEKS) • State standards for what students should know and be able to do. • The scope of what is taught • Establishes timelines and important milestones (ie., grade levels). • Testing requirements • Mandated by the State Board of Education. • Roadmap for Learning 	<ul style="list-style-type: none"> • Outlines when and the depth in which standards are taught throughout the year. • Customized to district needs. • Includes pacing guide, Scope and sequence, clarifications, priority TEKS, assessment and learning plans. • Designed and revised based on data and standards. • Incorporates programs and instructional resources but not at the mercy of the program. 	<ul style="list-style-type: none"> • Suggested resources such as textbooks, digital resources, etc., that are aligned to the TEKS for that content area. • Provides tools, materials and resources to implement the curriculum. • Can be changed and adjusted with minimal to no change to curriculum and practices. • Must be changed if significant changes to curriculum standards occur.



TIMELINE

January

All K-5 math teachers were given an opportunity to view and comment on the following instructional materials:

Stemsopes Math
Eureka Math

February

Adoption Committee, made of teachers and administrators, will evaluate instructional materials using district rubric.

March

Community will be provided with an opportunity to review instructional materials.

The Adoption Committee will bring a recommendation forward.

April

Based on results from district rubric, the Adoption committee is recommending the adoption of **Eureka Math TEKS Edition** for all K-5 math classrooms.

Eureka Math

TEKS Edition



- Aligned to the district's 4 core beliefs regarding math instruction found in the [LISD Math Framework](#)
 - Balance of conceptual, procedural, and fluency skills
 - Value productive struggle
 - Daily engagement in rigorous math instruction
 - Concepts connected within and across grade levels
- Provides support for new teachers by providing exemplar math lessons
- Embedded assessments to drive instruction

NEXT STEP

April 24 Board Meeting

Seek Board of Trustees approval to adopt
Eureka Math TEKS Edition as the primary
instructional resource for all K-5
classrooms



THANK
YOU

13. Presentation: GT Programming and GT Advisory Committee Update
Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Brie Smith, Director of Advanced Academics

GT Programming and GT Advisory Committee Update

LAURIE TINSLEY

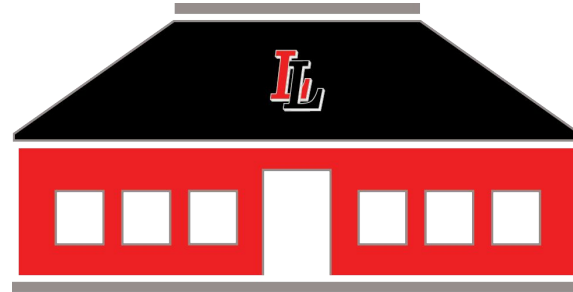
Assistant Superintendent of Curriculum and
Instruction

BRIE SMITH

Director of Advanced Academics

April 11, 2023

Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Gifted and Talented (G/T)



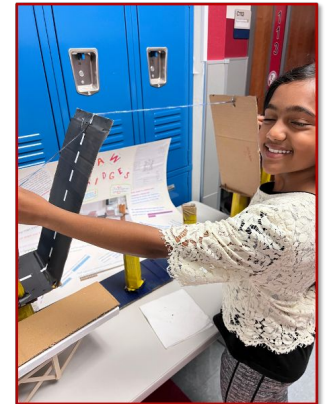
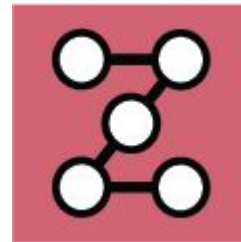
The Texas Education Code (§29.121) defines a gifted and talented student as a child or youth who performs at or shows the potential for performing at a remarkably high level of accomplishment when compared to others of the same age, experience, or environments and who:

- Exhibit high performance capability in an intellectual, creative, or artistic area;
- Possesses an unusual capacity for leadership; or
- Excels in a specific academic field.



Gifted and Talented (G/T) Services

- ❖ Differentiated instruction with an emphasis on:
 - Depth and complexity
 - Thinking
 - Research
 - Communication
 - Project/product-based learning (products and performance-based tasks)

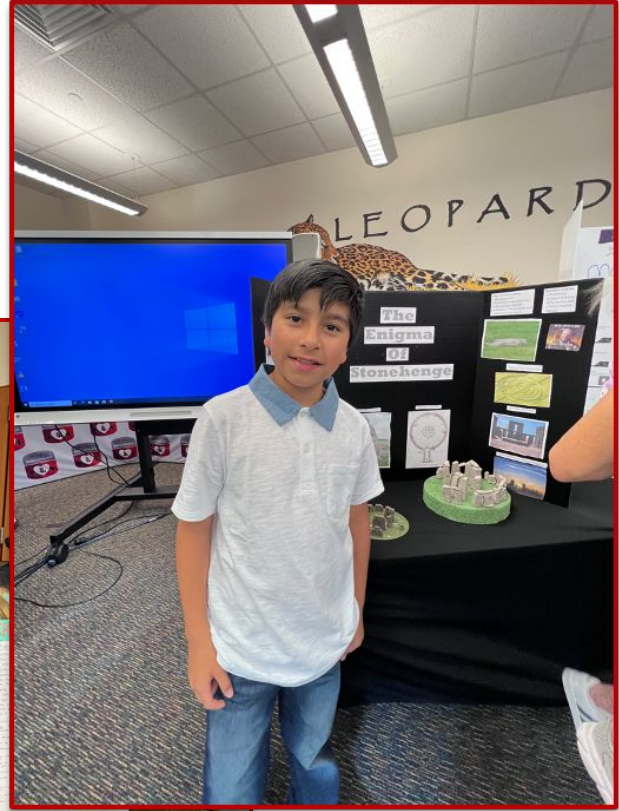




Gifted and Talented (G/T) Services

- Students who meet criteria are eligible to receive services
- G/T services are available K-12
- Services time is commensurate with age and student need
- At the elementary level, extension and/or enrichment may be provided by the general education teacher in addition to the pull out teacher
- Students in grades 5-12 receive subject-specific instruction in their identified area(s) of giftedness.





G/T Awareness Week

April 3-7, 2023

G/T Awareness Week, observed during the first week in April each year, was created to increase awareness and encourage support of gifted education in Texas. There are more than 445,000 students receiving G/T services in Texas and over 800 in Lovejoy ISD.

G/T STUDENT SHOWCASE

Join Us For

A Come & Go Event



APRIL 5, 2023



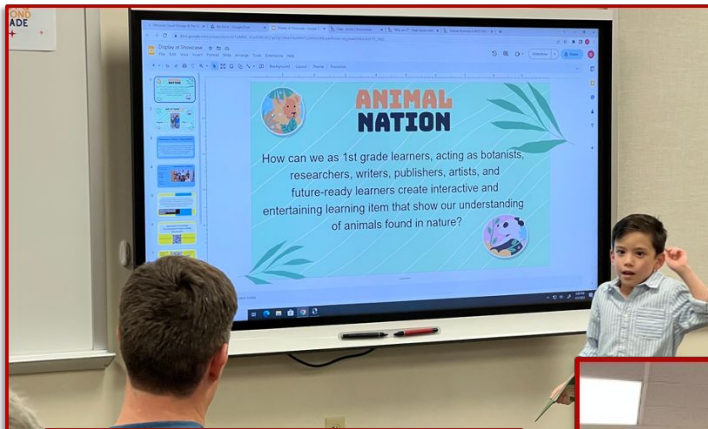
5:30 PM
7:30 PM



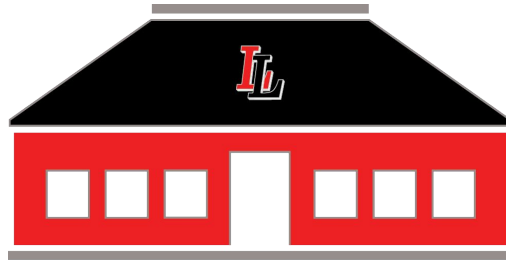
LCDC LIBRARY-256 COUNTRY CLUB RD
SOUTH PARKING LOT, ENTRY 3



JOIN US FOR OUR INAUGURAL G/T STUDENT SHOWCASE! STUDENTS WILL SHARE PRESENTATIONS, PROJECTS, AND RESEARCH.







LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Gifted and Talented Advisory Committee 2022-2023

October 13, November 9, February 15, April 5

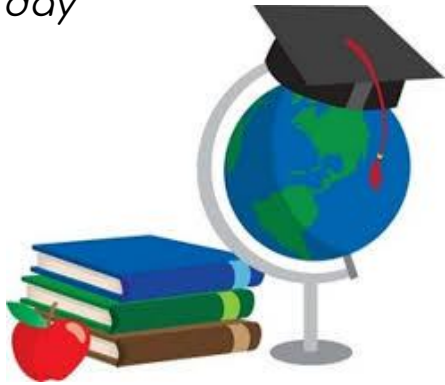
Lovejoy
2030



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



Enrichment: Educational opportunities during or outside of the school day



Communication: Home and School Connections



Family: Resources and Training







THANK YOU

14. Presentation: District Childcare K-6

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

District Childcare

K-6

LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

ERIN PERKINS

Director of Elementary Education and Early Education

AMANDA PUCKETT

Coordinator of Lovejoy Child Development Center

April 11, 2023

Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

WHY?

- Offer affordable high quality childcare opportunities for LISD families and staff
- Offer after school childcare options for students ages Pre-K-6th grade
- Offer childcare options for families and staff on district professional development days and teacher planning days
- Address staffing challenges to minimize waitlist numbers
- Maintain revenue generating model

ALPHABEST AFTER SCHOOL PROGRAM

Mission: to partner with schools and families to engage children's minds, expand their horizons, and provide parents with a sense of security

AREA DISTRICTS ALPHABEST PARTNERSHIPS

- WYLIE ISD
- FRISCO ISD
- CELINA ISD
- PROSPER ISD
- FARMERSVILLE ISD
- LITTLE ELM ISD
- COMMUNITY ISD
- NORTHWEST ISD

Benefits of AlphaBEST

INCREASED STUDENT ENROLLMENT
COMPARED TO CURRENT
ENROLLMENT

FLEXIBLE OPTIONS INCLUDING 2-3
DAYS PER WEEK AND DROP INS

EXTENDED HOURS OF OPERATION
UNTIL 6:30PM

CARE AVAILABLE ON ADDITIONAL
STUDENT HOLIDAYS

ENRICHMENT

AlphaBEST provides an engaging, after school curriculum that bridges learning and fun.

■ **ARTS & ENTERTAINMENT**

Visual Arts, Performing Arts,
Dance/Movement, & Video Production

■ **STEM**

Coding & Robotics, Engineering, Stop Motion
Animation, and Maker Space

■ **FITNESS & WELLNESS**

Cricket, Soccer, Badminton, Four Square,
Calisthenics

■ **WORLD LANGUAGES**

American Sign Language, Mandarin
Chinese, Spanish

STAFFING

- All hiring, recruiting, and retainment efforts are managed by AlphaBEST
- All staff meet State of TX Child Care Licensing requirements
- Provides comprehensive training in curriculum, child development, safety and behavior management
- Utilizes online recruiting platforms and maintains a large pool of applicants
- Provides a Site Director to oversee program
- Invites school staff to work in the program

CURRENT LISD FEES

SCHOOL YEAR 2022-2023

REGISTRATION FEE: \$50

MONTHLY TUITION:\$300

LISD STAFF: 50% REDUCED RATE

PROPOSED ALPHABEST FEES

SCHOOL YEAR 2023-2024

REGISTRATION FEE: \$100

LISD had already determined to increase fee for 23-24

MONTHLY TUITION:\$320

STUDENT HOLIDAYS:\$40 PER DAY

LISD STAFF: 50% REDUCED RATE

PROJECTED NET REVENUE

**LOVEJOY ISD
AFTER SCHOOL PROGRAM**

2022-2023

\$65,047

**ALPHABEST
AFTER SCHOOL PROGRAM**

2023-2024

\$50,000

(based on 140 students PK-6)

APRIL 11

PROVIDE THE BOARD OF
TRUSTEES WITH A PROGRAM
OVERVIEW OF ALPHABEST

APRIL 24

SEEK APPROVAL FROM THE
BOARD OF TRUSTEES ON
CONTRACT/MOU



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

QUESTIONS?

15. Presentation: STEM Festival

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

STEM Festival 2023

LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

April 11, 2023

Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Lovejoy ISD

**ST  M
FESTIVAL**



SEE. LEARN. DO.

**SATURDAY, APRIL 29th
10:00 AM - 1:00 PM
LOVEJOY HIGH SCHOOL**

VOLUNTEER



Contact Cindy Bronson for more information

cindy_bronson@lovejoyisd.net

469-742-2183



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Thank You

16. Presentation: Safety and Security Update

Presenter: Kevin Parker, Executive Director of Student Services

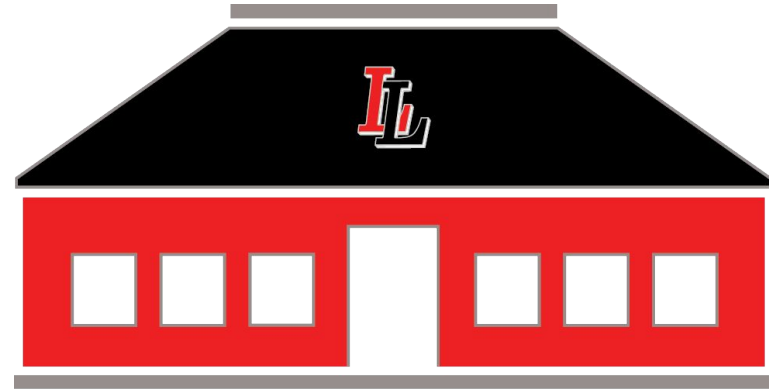
Student Services

Kevin Parker

Executive Director of Student Services

April 11, 2023

LISD Board Workshop



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

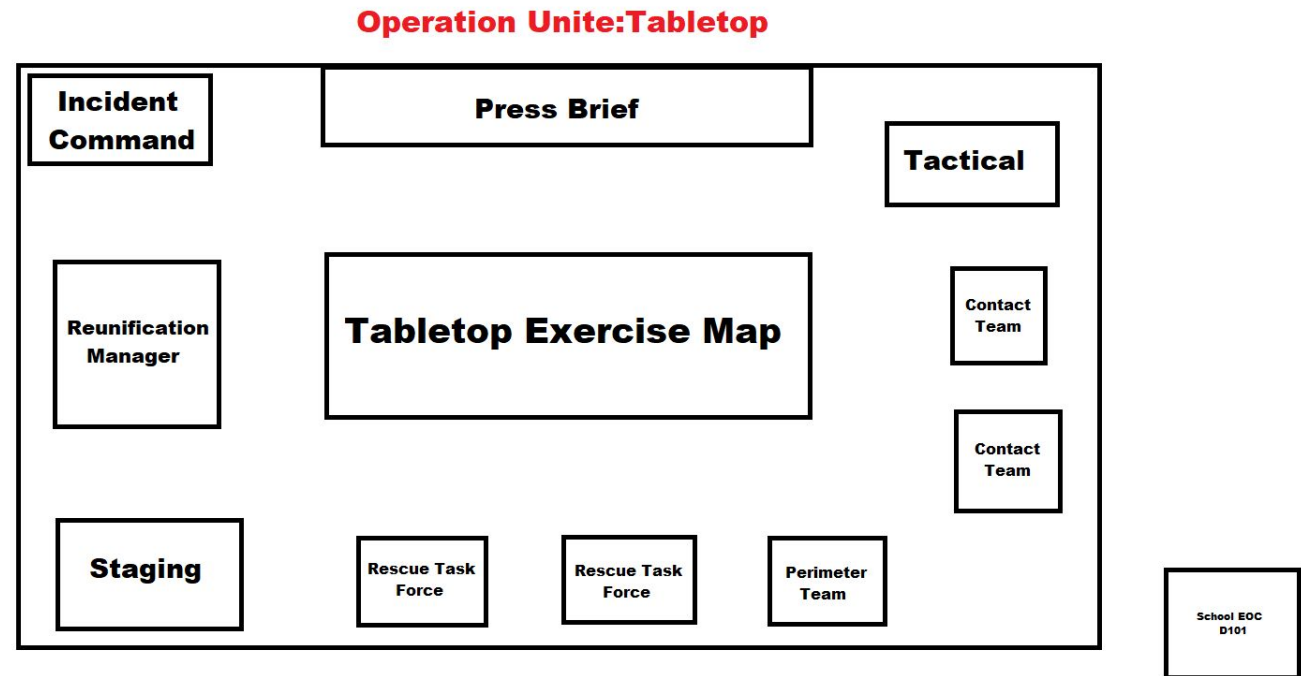
Safety and Security Update

Safety and Security Audit

- District Safety and Security Audit required every 3 years
- Texas School Safety Center Audit Toolkit
- Performed in May
- Safety report to Board in September

Reunification Event

- Thursday, June 8
- Local first responders and district personnel
- Table Top Exercise



Stop the Bleed Training

- Trainings begin in May for Middle School and High School students
- Middle School is an optional after school class
- High School is offered during the school day
 - Health Classes
 - Leadership Classes
 - Freshman level Health Science Classes

Fentanyl Factor Presentation Recap

- Wednesday, March 29
- 135 RSVPs
- 5 person panel
- Narcan provided for the high school and middle school campuses



THANK YOU

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