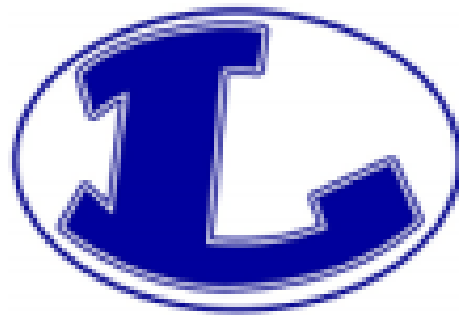


Lampasas

Independent School District



District of Innovation Plan

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December 2026–December 2031

Introduction

HB 1842 was passed during the 84th Texas Legislative Session in Spring 2015, and provides Texas public school districts the opportunity to be designated as Districts of Innovation. To access these flexibilities, a school district must adopt an innovation plan, as set forth in Texas Education Code Chapter 12A.

Districts of Innovation may be exempted from a number of state statutes and will have:

- Greater local control as the decision makers over the educational and instructional model for students;
- Increased freedom and flexibility, with accountability, relative to state mandates that govern educational programming; and
- Empowerment to innovate and think differently.

Districts are not exempt from statutes including curriculum and graduation requirements, and academic and financial accountability.

LISD Historical Timeline

On November 7, 2016, the Lampasas Independent School District's Board of Trustees passed a Resolution to Initiate the Process of Designation as a District of Innovation in order to support innovation and local initiatives to improve student learning. The Board appointed the District of Innovation Committee to discuss and draft a Local Innovation Plan. The committee represented various stakeholders across the district, including teachers, parents, campus administration, district administration, and Board of Trustees. The plan was approved by the Board of Trustees on January 9, 2017. The plan was renewed in December 2021 for a five-year term through December 2026. The district-level committee met on October 20, 2026 in a public meeting to consider the plan and approved the plan by majority vote.

Term of Renewal

The District of Innovation Plan will become effective after school board approval and will remain in effect for five years, through December 2031, unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Improvement Plan Committee will continually monitor the effectiveness of the Plan and recommend to the Board any suggested modifications, including amendments, to the plan.

Lampasas ISD Renewal Timeline

Date	Activity/Task
November 2, 2026	Post the final proposed plan on the Lampasas ISD website (minimum 30 days before board vote)
October 20, 2026	Public meeting of the district-level committee (TEC § 11.251) to consider and approve the plan by majority vote
December 7, 2026	Board of Trustees vote for adoption of the renewed plan by affirmative two-thirds majority vote
Ongoing	Renewed plan remains posted on the district website for the full term of the designation

District of Innovation Renewal Committee

Member Name	District/Community Role
Wes Graham	Assistant Superintendent
Liz Haviland	Career & Technical Education (CTE) Director
Ashley Dees	Teacher, Hanna Springs Elementary
Shane Jones	LISD CFO
James Allison	Principal, Lampasas Middle School
William Crawford	Teacher, Lampasas High School
Whitney Walker	LISD HR Director
Aerial Boultinghouse	Teacher, Kline Whitis
Leanne Bobo	Principal, Kline Whitis Elementary
Paul Weinheimer	Principal, Lampasas High School
Crystal Mickan	Interventionist, Taylor Creek Elementary
Jessica Hedges	Teacher, Lampasas Middle School
Maurine Patterson	LISD Parent

Proposed Exemptions

The following are the provisions of the Texas Education Code that inhibit the goals of the district and from which the district seeks to exempt itself through adoption of this District of Innovation Plan.

SCHOOL START DATE

(EB LEGAL) (Texas Education Code § 25.0811)

Current Law: Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August.

Proposed: The flexibility of a start date allows the district to determine locally, on an annual basis, what best meets the needs of the students and local community. This flexibility also offers the following opportunities:

- a) This will allow the first and second semesters to be somewhat equal in the number of days of instruction.
- b) Students participating in Dual Enrollment opportunities will work with balanced semesters, which align with our local colleges.
- c) An early start date permits students an additional week of instruction prior to state assessments in December.
- d) Students will be afforded opportunities to enroll in summer college sessions with finalized official transcripts, and staff will be able to attend summer school classes as well.
- e) This would allow an option to start school with a shorter week, easing the transition for students entering kindergarten, middle school, and high school.

Local Guidelines: The district will determine, on an annual basis, when each school year will begin.

TEACHER CERTIFICATION

(DK LEGAL, LOCAL; DBA LOCAL) (Texas Education Code § 21.003)

Current Law: Districts must hire certified teachers. If a qualified certified teacher cannot be located, the district must submit a request to the Texas Education Agency or hire the teacher through a School District Teaching Permit. Districts must also submit requests to TEA to hire a teacher who is teaching a subject outside of their certification area.

Proposed Innovation: The District seeks exemption from TEC § 21.003 to the fullest extent permitted by law. Subject to the limitations described below, the District may: (1) employ and pay as a contracted teacher an uncertified but qualified person on a non-certified contract; and (2) allow a certified teacher to teach outside of their certification area or grade level without prior TEA approval. The District will continue to seek traditionally certified candidates for all teaching positions. This exemption is intended to provide flexibility for hard-to-fill positions, Career and Technical Education courses, dual credit offerings, STEM positions, and other non-foundation curriculum assignments.

Pursuant to TEC § 21.0032, as added by HB 2 of the 89th Legislature, the following limitations apply:

Beginning with the 2026-2027 school year, and notwithstanding the District's exemption from § 21.003, the District may employ an uncertified teacher of record under this exemption for any course except a reading language arts or mathematics course in K-5th grade classrooms. This transitional authority expires September 1, 2027.

Beginning with the 2027-2028 school year, the District may not employ an uncertified teacher of record for any foundation curriculum course, which includes English language arts, mathematics, science, and social studies at any grade level, through this DOI exemption.

This exemption is not available for special education, bilingual/ESL, or prekindergarten (PreK-4) positions, which require SBEC certification regardless of DOI status. The exemption remains fully available for all non-foundation curriculum courses, including Career and Technical Education, fine arts, health, physical education, languages other than English, technology applications, and other enrichment subjects, with no grade-level restriction.

School district teaching permits under TEC § 21.055, emergency permits, and TEA waivers under TEC § 7.056 remain available as separate processes and are not subject to the same limitations as this DOI exemption.

Local Guidelines:

- a) The District will develop minimum required qualifications for persons hired under this exemption and will require professional development in the areas of student management, instructional strategies, curriculum, and parent engagement.
- b) The campus principal shall submit to the superintendent a formal written request to allow a certified teacher to teach a subject and/or grade level outside of their field. The principal must specify the reason for the request and document what credentials the certified teacher possesses qualifying the individual to teach the subject.
- c) The principal shall submit a formal written request to the superintendent for local certification of a non-certified candidate. The principal must specify the reason for the request and document what credentials the individual possesses qualifying the candidate to teach the subject.
- d) The superintendent will approve or deny requests for local certification.
- e) Local teaching permits issued under this exemption are only valid for one year but may be renewed annually based on district need, subject to the statutory limitations above.

Reason: The District believes that maximizing local control over staffing decisions allows it to efficiently and effectively serve students, particularly in hard-to-fill positions and non-foundation curriculum courses. This flexibility enables the District to recruit qualified individuals from industry, CTE, and other professional backgrounds while maintaining a clear path toward full certification compliance in foundation curriculum courses as required by state law.

INTER-DISTRICT TRANSFERS

(FDA LOCAL) (Texas Education Code § 25.036)

Current Law: Under Texas Education Code 25.036, a district may choose to accept as transfers students who are not entitled to enroll in the district. TEC 25.036 has been interpreted to require a transfer to be for a period of one school year.

Proposed: Lampasas ISD maintains a transfer policy under FDA (Local) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history records, work habits, and attendance records are also evaluated. Transfer students are expected

to follow the attendance requirements, rules, and regulations of the district. The district seeks exemption from the one-year transfer commitment so that, in rare cases where student behavior, attendance, or inadequate academics warrants, a transfer may be revoked during the school year.

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

GRIEVANCE PROCEDURES

(DGBA LOCAL, FNG LOCAL, GF LOCAL) (Texas Education Code §§ 26A.001, 26A.002, 26A.003)

Current Law: Chapter 26A of the Texas Education Code imposes detailed procedural requirements on how school districts must receive, process, appeal, and report grievances, including prescribed timelines, standardized forms, electronic filing requirements, and annual reporting to TEA.

Proposed Innovation: The District exempts itself from TEC §§ 26A.001, 26A.002, and 26A.003 and will utilize its local grievance policies and the procedures therein to address complaints and the right of remonstrance. The District believes the state has created unnecessary and excessive procedures that are not conducive to resolving complaints and that local procedures adequately meet the requirements of the Texas Supreme Court's right of remonstrance.

Notwithstanding the above, the District elects to retain the following provision from Chapter 26A:

- **Remand Option:** The board, or any level of review, may remand a grievance to a lower level of review at any time, including at the board level, to develop a record or recommendation.

Reason: The District believes flexibility in managing its local grievance process will allow for more efficient and effective resolution of complaints. The retained provision above is a valuable administrative tool that the District wishes to preserve. The District will work with TASB to ensure that its DGBA, FNG, and GF local policies reflect the local grievance process the district intends to use in place of the Chapter 26A framework.