



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

**Public Notice of a Board Workshop
Carrie L. Lovejoy Child Development Center
Room C113 (Closed Session) & Library (Open Session)
256 Country Club Road, Allen, TX 75002
October 11, 2022 at 5:30 PM**

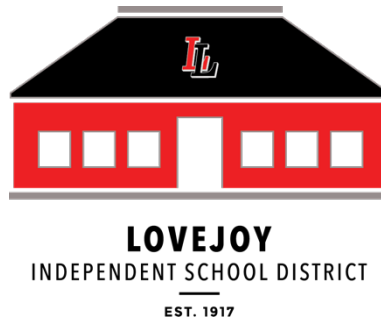
The Board Meeting will begin at 5:30 PM with the Board of Trustees retiring into Closed Session in Room D100 of the Carrie L. Lovejoy Child Development Center located at 256 Country Club Road, Allen, Texas 75002 where a quorum of the Board will be present. One or more Board Member(s) may participate in Closed Session via electronic means.

The Board of Trustees expects to return to the Open Session at 6:00 PM in the Library of the Carrie L. Lovejoy Child Development Center located at 256 Country Club Road, Allen, Texas 75002 where a quorum of the Board will be present.

1. **Call to Order**
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**
 - 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.
 - 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.D.2. Superintendent's Evaluation.
 - 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**
 - 4. **Opening Exercise**
 - 4.A. Roll Call
 - 5. **Public Comments Related to October 11, 2022 Agenda Items**

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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.

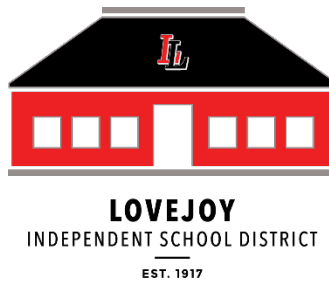
Board's Response to Public Comment

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 October 11, 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.

***I wish to address the Board about an agenda item on the October 11, 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)

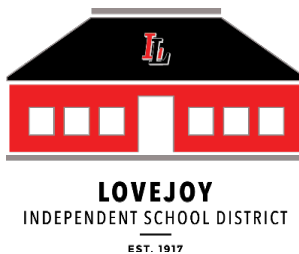
Print:

Signature:

Date:

6. Consider and Act on TCLAS Residency Program

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Lovejoy Independent School District Board of Trustees

Date of Meeting	October 11, 2022
Document Title	Texas COVID Learning Acceleration Supports (TCLAS) Program Memorandum of Understanding (MOU) Decision 5
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources & Communications
Executive Summary	
Lovejoy ISD has been collaborating with University of Texas at Dallas and the Region 10 Education Service Center Texas Strategic Staffing to initiate the TEA Texas COVID Learning Acceleration Supports (TCLAS) grant Decision 5. The district will establish a Teacher Residency program that will create a pipeline for future teachers by providing a paid residency. After the completion of a 1-year internship, the candidates would be given preference for vacant positions in Lovejoy ISD. This program will allow us to recruit highly qualified staff that will positively impact the student learning experience.	
Fiscal Implications	
The district was awarded TCLAS grant funds from the state to support the Residency Program Internship experience of UTD students for two years. This partnership will provide support from UTD and the Region 10 Education Service Center in establishing a strategic staffing model. The district's goal is to sustain this program without the financial support of TEA.	
Administrator Recommendation	
The administration recommends the approval of the attached MOU with UTD and the Region 10 Service Education for the TEA Texas COVID Learning Acceleration Supports (TCLAS) grant Decision 5.	
Board Priority	

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

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.

7. Lovejoy Independent School District, UTD, and Region 10 ESC TSS operate in alignment of all TCLAS Decision 5 Residency Program Grant Assurances.

Commitment to Strategic Staffing

This MOU by Region 10 ESC Texas Strategic Staffing, Lovejoy Independent School District, and UTD is a commitment to create **paid**, yearlong teacher candidate residencies through the implementation of strategic staffing design that includes reallocation and reinvestment of existing budgets to meet the quality staffing needs of the Lovejoy Independent School District.

Lovejoy Independent School District Superintendent:

Katie Kordel	Date	Signature
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Lovejoy Independent School District Board of Trustees President:

Barrett Owens	Date	Signature
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College of Education Dean:

Name (Print)	Date	Signature
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Region 10 ESC Executive Director:

Name (Print)	Date	Signature
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6. Support your Lovejoy Independent School District to sustainably fund teacher residencies through funding reallocation in service of an enduring talent pipeline.	6. Support your Lovejoy Independent School District to sustainably fund teacher residencies through funding reallocation in service of an enduring talent pipeline.
Lovejoy Independent School District and UTD will collaborate with Region 10 ESC TSS to gather data needed to monitor the initiative's success. For the UTD this includes candidate/graduate level data for those participating in the strategic staffing intervention and data for those in comparison groups.	Lovejoy Independent School District and UTD will collaborate with Region 10 ESC TSS to gather data needed to monitor the initiative's success. For the Lovejoy Independent School District this includes student, teacher, and school level data, including data for those participating in the strategic staffing intervention and data for those in comparison groups.
Lovejoy Independent School District, UTD, and Region 10 ESC TSS operate in alignment of all <u>TCLAS Decision 5 Residency Program Grant Assurances.</u>	Lovejoy Independent School District ,UTD, and Region 10 ESC TSS operate in alignment of all <u>TCLAS Decision 5 Residency Program Grant Assurances.</u>

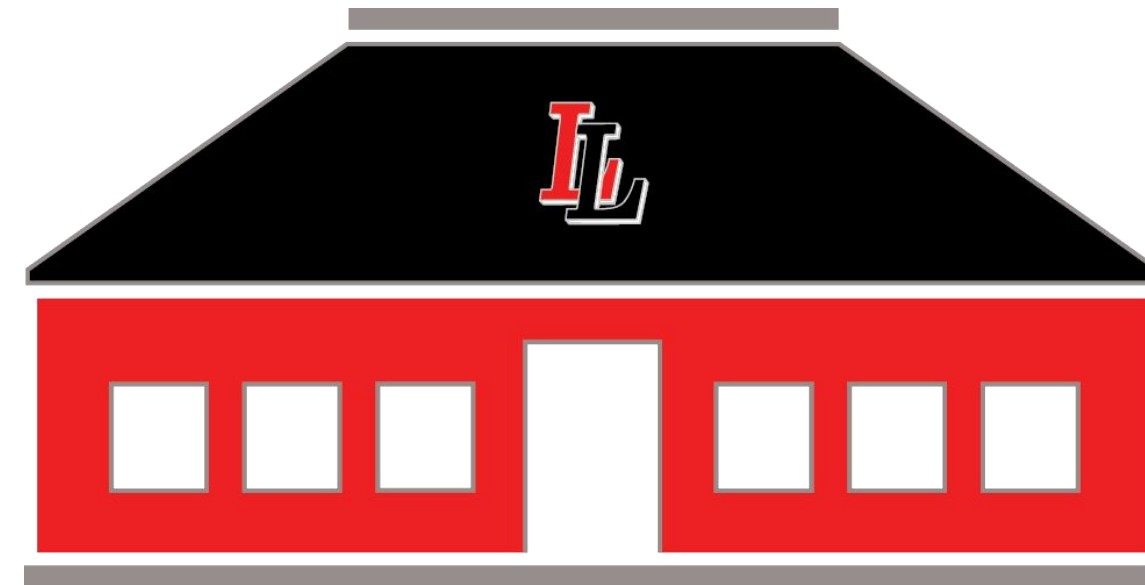
7. Presentation: TASB Delegate Assembly Report	
8. Presentation: Deloitte - Courageous Principal Institute	20

Deloitte Courageous Principals Institute

LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

October 11, 2022
Board Workshop



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