

Lockhart Independent School District

District Improvement Plan

2022-2023



Mission Statement

Lockhart ISD District Goals

Create a collaborative culture of contagious ambition
Expect all staff to embrace growth opportunities
Empower students to seize opportunities to achieve at high levels

Vision

Building a legacy of excellence.

Table of Contents

- Comprehensive Needs Assessment 4
 - Demographics 4
 - District Culture and Climate 4
 - Technology 5
- Goals 6
 - Goal 1: Staff in LISD will be Locked on Excellence and relentlessly pursue targets so that all students demonstrate more than 1 year of academic growth. 7
 - Goal 2: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders. 11
 - Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others. 16

Comprehensive Needs Assessment

Demographics

Demographics Summary

Lockhart ISD is a fast growth school district located approximately 30 miles southeast of Austin, TX and serves approximately 6,200 students in Grades PK-12 and an Early Education program (EE) for students age 3 who meet criteria for participation. Lockhart has nine campuses including Carver Early Education Center (EE-PK), Bluebonnet Elementary (K-5), Clear Fork Elementary (K-5), Navarro Elementary (K-5), Plum Creek Elementary (K-5), Alma Brewer Strawn Elementary (PK-5), Lockhart Junior High School (6-8), Lockhart High School (9th-12th grade HS Students), and Pride High School (Alternative high school campus serving students in grades 9-12. The student population is comprised of 77.4% Economically Disadvantaged, 76.6% At Risk, 32.8% English Learners, 79% Hispanic, 16.4% Caucasian, and 2.6% African American (2021-2022 PEIMS). The local economy is primarily engaged in services, local government, and agriculture.

Demographics Strengths

Student demographic strengths include:

Lockhart ISD has a growing population of students who bring a wealth of diversity to our community and schools. In the past five years, Lockhart ISD has grown from 4684 to 6200+ students. The greatest amount of growth has occurred in the Northeast region of our large area district of over 300 square miles and in our bilingual population. The growth in our student population has created some new challenges as we work to insure we have adequate space and staffing each school year.

Teacher Demographic Strengths include:

With close proximity to several major universities including Texas State University - San Marcos, many Lockhart ISD teachers participate in continuing education in the areas of leadership, school improvement, instructional technology, special education, gifted and talented education, and curriculum and instruction. The benefit to the district is that our diverse teaching staff continues to build capacity in a wide range of skills which contribute to rigorous classroom instruction and high expectations for all of our students.

District Culture and Climate

District Culture and Climate Summary

Lockhart ISD is a fast-growth school district with over 6,200 students. As student demographics evolve and numbers of students increase, the school district leadership recognizes the importance of keeping a pulse on the unique needs of our student population and remaining nimble in district coordination of resources to meet those needs. As 77 percent of LISD students are designated as qualifying for free and reduced lunch, the leadership team prioritizes studying and understanding how to help children living in poverty perform highly in schools. Additionally, the district prioritizes identifying resources to help LISD students and their families, fully invested in the belief of serving the needs of the whole child.

District Culture and Climate Strengths

LISD has a School Board that is diverse and truly aware of the district's needs and priorities. The Board participated in XG training, provided by the Texas Association of School Boards (TASB), to develop a vision statement for the school district and adopt student achievement performance targets and performance expectations to advance student achievement for Lockhart ISD.

The LISD Leadership Team developed performance goals and targets together for the 20-21 school year that were data-informed, specific, and measurable to advance student achievement. The work in developing these as a team ensures district-wide investment in the goals. The team is comprised of individuals with sights set on the same target, a shared sense of urgency, and commitment to excellence to advance LISD student achievement, and a common language to further strengthen and reinforce leadership priorities.

All LISD teachers have implemented the Fundamental 5 as the instructional framework across the district. This ensures teaching and learning will follow the same principles regardless of which campus or classroom a student is in. Additionally, they are all aware of the LISD performance targets and are actively participating in tracking student progress towards these targets and communicating with parents.

LISD enjoys strong support from the Lockhart community, particularly local businesses and organizations. This year, the financial contributions to the district were record-setting from our "LISD Preferred Community Partners." These donations not only helped kick-start the year through convocation, they also fully funded the fees to bring Todd Whitaker, an American educator, writer, motivational speaker, educational consultant, and professor; to Lockhart to train all of our teachers in October.

The Education Foundation for Lockhart ISD also provides tremendous support to provide resources to boost teaching and learning across the district. This year, they provided record levels of grants for LISD teachers to implement innovative educational programming in classrooms.

The District applied and was accepted into a 5 year grand opportunity with the Holdsworth Leadership Center. Focusing on supporting the pipeline of excellent leaders so that teachers thrive and students excel on every campus.

All of these strengths weave together into a tapestry of shared sense of urgency, focus, and commitment to helping LISD students reach their full potential.

Technology

Technology Summary

Technology Department Instructional Goal: Increase student achievement in Pre-Kindergarten - Grade 12 in reading, writing, mathematics, science and social studies.

The Lockhart ISD Instructional Technology Department provides avenues which increase student engagement and student learning. In Lockhart ISD, students in PK-1 use technology designed for early childhood learning. Students in Grades 2-5 will participate in rigorous lessons that have been identified as the standard for the purpose of improving reading, math, writing, science and social studies instruction. At the JHS, technology, such as Google Classroom, is frequently used to ensure that students are engaged. In addition, at the JHS, there are designated technology classes where students learn everything from coding to robotics. At the high school, technology is used to connect the students with opportunities post secondary and to enhance their secondary learning experience. The Technology Instructional Mentors (TIMs) assist teachers in developing and implementing technology based lessons that incorporate the core subjects. In addition, sstudents participate in viable technology lessons that support, extend and enhance the core content area lessons.

The technology department also provides sound and well maintained operational support systems in order to support the academic development of all children. Our continual goal is to increase and upgrade district's technology infrastructure and equipment to increase student achievement for each campus and department.

Technology Strengths

The district team of Technology Instructional Mentors (TIMs):

1. Model lessons and/or co-teach with classroom teachers to assist in the integration of technology as a learning tool
2. Participate in classroom walkthroughs and co-tech lesson plans with teachers
3. Additional Technology staff to help assist with Technology issues

The district infrastructure includes:

1. New Wireless access points district wide for better coverage
2. New technology work flow system to request technology support
3. New 10G network to provide faster connectivity district wide
4. 1:1 Chromebooks (K-12)/Ipads (PK)

Goals

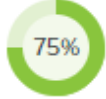




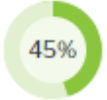






Goal 1: Staff in LISD will be Locked on Excellence and relentlessly pursue targets so that all students demonstrate more than 1 year of academic growth.

Performance Objective 1: During the 2022-2023 school year, 80% of students in grades PK - 5 and 70% of 6 - 10th-grade students will make 1.5 years of progress in reading.

Evaluation Data Sources: PK-5th Grade Istation, 6th-10th grade Star Ren Learning

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with current goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training, support to administrators, and utilize a walkthrough form to monitor use of Flexible Learning Paths for differentiation (sentence stems, flexible group, visual word walls) to improve tier one instruction.</p> <p>Strategy's Expected Result/Impact: 85% of teachers will be accomplished or distinguished on the differentiation portion of the walkthrough form; 85% of the students in Grades 4-8 Reading and ELA STAAR will meet STAAR progress.</p> <p>Staff Responsible for Monitoring: McIntosh & Vasquez (lead) / McBride (data)</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Adjust professional development opportunities for campus leadership based on Fundamental 5 data, as evidenced by the district-created walkthrough form.</p> <p>Strategy's Expected Result/Impact: Through Fundamental 5 Walkthrough data in ELA tracked at the district level, we will maintain critical writing at 60% proficient and above; increase to 95% at distinguished and above for usage of lesson frames, increase to 90% at proficient or above usage of frequent small group purposeful talk, increase recognize and reinforce to 90% at proficient and above, increase power zone to 90% at proficient and above.</p> <p>Staff Responsible for Monitoring: Pope(Lead) / McBride (data)</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Analyze Amplify data to support Tier 1 instruction by providing need-based training.</p> <p>Strategy's Expected Result/Impact: 70% of K-2 students will be identified in Amplify as "At" or "Above" on the Benchmark by the end of the school year.</p> <p>Staff Responsible for Monitoring: Henrichs (Lead) / McBride (Data) / Pope</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Support campus principals through observations and feedback from walkthroughs to provide information and support to PLCs.</p> <p>Strategy's Expected Result/Impact: There will be an increase of 10 points in the STAAR component of Domain 1 of the district's accountability.</p> <p>Staff Responsible for Monitoring: Ty Davidson, Assistant Supt. for Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: The district will implement a one way dual-language model at Alma Brewer Strawn (grades K-4th), a late-exit transitional model at all other elementary campuses (Bluebonnet ES, Navarro ES, Carver ES & Plum Creek ES) , and an ESL program at all campuses to improve instruction and outcomes for students who are Emergent Bilinguals.</p> <p>Strategy's Expected Result/Impact: The strategy will be measured by a 5% increase in the 2022-2023 TELPAS composite results. TTESS Dimension 2.4 Differentiation</p> <p>Staff Responsible for Monitoring: Cynthia Vasquez (lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Monitoring of the campus acceleration learning plans for all students.</p> <p>Strategy's Expected Result/Impact: 80% of the students who failed STAAR Reading in the previous year would meet the Approaches Grade Level student performance</p> <p>Staff Responsible for Monitoring: Beth Henrichs (Lead), Todd McBride (Data), C&I Team</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Flexible Learning Paths for differentiation (sentence stems, flexible group, visual word walls) will be utilized with students receiving special education services, as evidenced by monitoring special education teachers on the district walk-through form.</p> <p>Strategy's Expected Result/Impact: As a result of differentiation strategies being used, there will be a 10% increase in students demonstrating growth on the STAAR Reading at every STAAR tested grade.</p> <p>Staff Responsible for Monitoring: McIntosh (Lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
No Progress Accomplished Continue/Modify Discontinue				











Goal 1: Staff in LISD will be Locked on Excellence and relentlessly pursue targets so that all students demonstrate more than 1 year of academic growth.










Performance Objective 2: During the 2022-2023, 70% of students in K - Algebra I will make 1.5 years progress in math.

Evaluation Data Sources: Kinder and 1st grade students Dreambox data, 2nd grade-Algebra I Star Ren Learning Math

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: STAAR data will be available in August of 2023.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training and support to administrators and teachers on Flexible Learning Paths to improve tier one instruction, as evidenced by 70% usage in walkthrough data.</p> <p>Strategy's Expected Result/Impact: 85% of the students in Grades 4-8 Math and Algebra 1 STAAR will meet STAAR progress.</p> <p>Staff Responsible for Monitoring: McIntosh (lead) /McBride (data)</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Adjust professional development opportunities for campus leadership based on Fundamental 5 data, as evidenced by the district-created walkthrough form.</p> <p>Strategy's Expected Result/Impact: Through Fundamental 5 Walkthrough data in Math tracked at the district level, we will maintain critical writing at 60% proficient and above; increase to 95% at distinguished and above for usage of lesson frames, increase to 90% at proficient or above usage of frequent small group purposeful talk, increase recognize and reinforce to 90% at proficient and above, increase power zone to 90% at proficient and above.</p> <p>Staff Responsible for Monitoring: Pope (lead) /McBride (data)</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement a monitoring process to discuss Student Progress and Goals with campus PLCs.</p> <p>Strategy's Expected Result/Impact: There will be an increase of 10 points in the STAAR component of Domain 1 of the district's accountability.</p> <p>Staff Responsible for Monitoring: Camarillo (Lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Flexible Learning Paths for differentiation (sentence stems, flexible group, visual word walls) will be utilized with students receiving special education services, as evidenced by monitoring special education teachers on the district walk-through form.</p> <p>Strategy's Expected Result/Impact: As a result of differentiation strategies being used, there will be a 10% increase in students demonstrating growth on the STAAR Math at every STAAR tested grade.</p> <p>Staff Responsible for Monitoring: McIntosh (Lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Monitoring of the campus acceleration learning plans for all students.</p> <p>Strategy's Expected Result/Impact: 80% of the students who failed STAAR Math in the previous year would meet the Approaches Grade Level student performance</p> <p>Staff Responsible for Monitoring: Beth Henrichs (Lead), Todd McBride (Data), C&I Team</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: Staff in LISD will be Locked on Excellence and relentlessly pursue targets so that all students demonstrate more than 1 year of academic growth.

Performance Objective 3: During the School Year 2022-2023, 90% of graduating students will have earned at least 1 CCMR indicator on the district tracking system.

Summative Evaluation: No progress made toward meeting Objective











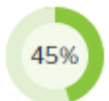


Next Year's Recommendation: Increase progress to 94%


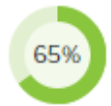





Strategy 1 Details	Reviews			
<p>Strategy 1: Implement training and monitoring procedures to ensure that proper high yield CCMR policies are carried out at the campus level.</p> <p>Strategy's Expected Result/Impact: Increase in CCMR baseline readiness across all student populations and increase the district's outcome bonus.</p> <p>Staff Responsible for Monitoring: McBride (Lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide Xello training and implementation support to Counselors, CCMR Advisors, and GEAR UP Coordinators to ensure all Grade 8-11 students have completed four-year plan.</p> <p>Strategy's Expected Result/Impact: 100% Personalized Graduation Plan (PGP) completion of Grades 8-11</p> <p>Staff Responsible for Monitoring: McBride (Lead), Secondary Counselors, CCMR Advisors, and GEAR UP</p>	Formative			Summative
	Nov	Jan	Mar	June
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 2: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders.

Performance Objective 1: Communicate and invite collaborative input in decision making













Evaluation Data Sources: Establishment of new surveying systems - TBD; Thoughtexchange

















Strategy 1 Details	Reviews			
<p>Strategy 1: Increase stakeholder engagement via communication tools as part of the district's comprehensive communication plan.</p> <p>Strategy's Expected Result/Impact: Increase LISD Facebook followers by 10% from August 2022 - June 2023. Increase Twitter followers by 10% from August 2022 - June 2023. Increase Instagram followers by 10% from August 2022-June 2023.</p> <p>Staff Responsible for Monitoring: Superintendent, Chief of Staff, and the Communication Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The Superintendent and Board President will hold four staff forums during the school year to allow for open-ended dialogue to foster understanding and reveal opportunities for improvement.</p> <p>Strategy's Expected Result/Impact: Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and decrease staff turnover rate for the 2022-2023 school year by 10%.</p> <p>Staff Responsible for Monitoring: Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement a staff engagement survey to be given in January of 2023 to identify areas of concern by district employees. Highlight any internal areas of concern/improvement, therefore, impacting staff retention and morale.</p> <p>Strategy's Expected Result/Impact: Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and decrease staff turnover rate for the 2022-2023 school year by 10%.</p> <p>Staff Responsible for Monitoring: Chief of Staff; Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: To determine the satisfaction of new employees the human resources department will survey these employees on October 21, 2022, and February 3, 2023.</p> <p>Strategy's Expected Result/Impact: Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and decrease staff turnover rate for the 2022-2023 school year by 10%.</p> <p>Staff Responsible for Monitoring: Director of Human Resources; Chief of Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				














Strategy 5 Details	Reviews			
<p>Strategy 5: All employees that leave the district with a mutual separation will receive an exit survey within 30 days of the last day of employment and make adjustments where appropriate.</p> <p>Strategy's Expected Result/Impact: Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and decrease staff turnover rate for the 2022-2023 school year by 10%.</p> <p>Staff Responsible for Monitoring: Director of Human Resources; Chief of Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders.

Performance Objective 2: Lockhart ISD will ensure an educational environment that reflects a commitment to parent and family engagement and the social and emotional wellness, safety and security for all students and staff.













Strategy 1 Details	Reviews			
<p>Strategy 1: Lockhart ISD's emergency operations plan will be fully implemented and all students and staff will be trained and drill on the district's standard response protocol by implementing and utilizing the RAPTOR Emergency Management Software.</p> <p>Strategy's Expected Result/Impact: All students and staff will be able to respond appropriately in all drills and unplanned emergency situations. Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and student attendance to 95%.</p> <p>Staff Responsible for Monitoring: Coordinator for Safety and Security, Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The District Safety Task Force committee will hold at a minimum 3 meetings per year to continuously evaluate and update the district's emergency operations plan and assist the district in response to emergency situations.</p> <p>Strategy's Expected Result/Impact: Increase staff satisfaction to 85% and above in all areas on the annual staff engagement survey and increase student attendance to 95%.</p> <p>Staff Responsible for Monitoring: Coordinator for Safety and Security, Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Lockhart High School and Lockhart Junior High School will each have been assigned a Lockhart Police Officer serving in the capacity of a school resource officer to assist in maintaining safe schools, improving climate, and supporting educational opportunities for all students.</p> <p>Strategy's Expected Result/Impact: Increase student attendance to 95% at both Lockhart High School and Lockhart Junior High School for the 2021-2022 school year.</p> <p>Staff Responsible for Monitoring: Executive Director of Operations, Campus Administrators, Lockhart Police Department, Caldwell County Law Enforcement</p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 4 Details	Reviews			
<p>Strategy 4: Provide students with appropriate programming in the areas of suicide prevention, conflict resolution, and violence prevention through class meetings, counselor facilitated lessons, and group sessions.</p> <p>Strategy's Expected Result/Impact: "By increasing overall support for the emotional well being of students, student attendance will increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th-grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math."</p> <p>Staff Responsible for Monitoring: Director of Mental Health Services, Campus Counselors, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: All elementary campuses, Lockhart Junior High School, Lockhart High School and Pride High School will implement the Leader In Me curriculum to support the SEL needs of students in Lockhart ISD</p> <p>Strategy's Expected Result/Impact: "By increasing overall support for the emotional well being of students, student attendance will increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th-grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math."</p> <p>Staff Responsible for Monitoring: Director of Mental Health Services, Campus Counselors, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide educational and support programs on the negative effects of drugs and alcohol at least once per semester for all K-12 grade students in Lockhart ISD.</p> <p>Strategy's Expected Result/Impact: "By increasing overall support for the emotional well being of students, student attendance will increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th-grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math."</p> <p>Staff Responsible for Monitoring: Director of Mental Health Services, Campus Counselors, District Nurse, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Lockhart ISD will post and implement the appropriate policies addressing child abuse, neglect, and sexual abuse of children.</p> <p>Strategy's Expected Result/Impact: By protecting the students we serve student attendance will increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math.</p> <p>Staff Responsible for Monitoring: Director of Mental Health Services, District Nurse, Deputy Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<p>Strategy 8: Lockhart ISD will provide training that is developmentally appropriate for students and district employees as outlined in the student handbook and student code of conduct in the areas of attendance procedures, discipline procedures, bully awareness, sexual harassment, character education, internet safety, dating violence, and overall social/emotional well-being.</p> <p>Strategy's Expected Result/Impact: Improved communication and culture will allow for student attendance to increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math.</p> <p>Staff Responsible for Monitoring: Director of Mental Health Services, Campus Counselors, District Nurse, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<p>Strategy 9: Identify, investigate, and take appropriate actions towards students who are chronically absent.</p> <p>Strategy's Expected Result/Impact: By decreasing chronic absenteeism student attendance will increase to 95%, 80% of students in grades PK - 5 and 70% of 6 - 10th-grade students will make 1.5 years progress in reading, and 70% of students in K - Algebra I will make 1.5 years progress in math.</p> <p>Staff Responsible for Monitoring: Campus administrators, attendance clerks, truancy specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<p>Strategy 10: Increase parent engagement via campus parent liaisons at Strawn Elementary and Lockhart Junior High School.</p> <p>Strategy's Expected Result/Impact: "Number of campus parent events coordinated by parent liaison (5 events per liaison or 10 events total) Number of parent referrals to community resources or services by parent liaisons (200 total between the two liaisons) The number of encounters with parents during the project year, including phone calls, in-person meetings, Zoom conversations, home visits, emails, invitations to training or events, attendance at training or events (5,000)"</p> <p>Staff Responsible for Monitoring: Chief of Staff and Campus Parent Liaisons</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 1: Lockhart ISD will recruit, hire, develop and retain highly qualified staff to positively impact student academic performance









Strategy 1 Details	Reviews			
<p>Strategy 1: All positions will be paid at or above market based on the annual TASB pay study. Strategy's Expected Result/Impact: Increase the applicant pool of highly qualified candidates in Lockhart ISD. 100% fill rate of all teaching positions for the start of the 2023-2024 school year Staff Responsible for Monitoring: Chief Financial Officer; Chief of Staff; Human Resources Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase opportunities for university students with education majors to participate in year-long internships, instructional blocks, and paid student teaching opportunities. Strategy's Expected Result/Impact: Increase the applicant pool of highly qualified candidates in Lockhart ISD. 100% fill rate of all teaching positions for the start of the 2023-2024 school year. Staff Responsible for Monitoring: Human Resources Director, Chief of Staff, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Recruitment efforts of new employees via job fairs, marketing materials, social media, partnerships with local universities, providing incentives for employees who refer highly qualified candidates who are then hired. Strategy's Expected Result/Impact: Increase the applicant pool of highly qualified candidates in Lockhart ISD. 100% fill rate of all teaching positions for the start of the 2023-2024 school year. Staff Responsible for Monitoring: Human Resources Director, Chief of Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Expanding recruitment efforts to target Universities that will broaden and deepen our applicant pool in an effort to work towards increased representation reflecting the students in Lockhart ISD. Strategy's Expected Result/Impact: Increased acquisition and retention of an ethnically diverse and linguistically diverse staff. Staff Responsible for Monitoring: Human Resources Director, Chief of Staff, Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: Increase the active substitute pool from 75 to 150 employees by expanding recruitment efforts by passing out flyers at student events, social media, Indeed, and other job site postings, and increase pay for specifically targeted days.</p> <p>Strategy's Expected Result/Impact: Increase the average daily fill rate of requested substitute positions to 85%</p> <p>Staff Responsible for Monitoring: Human Resources Director; Chief of Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 2: Provide high-quality training and professional development based on student performance outcomes and state and federal mandates to assist all personnel in their job performance.









Strategy 1 Details	Reviews			
<p>Strategy 1: Provide state-required training to all qualified personnel to serve students in the Gifted and Talented program. Strategy's Expected Result/Impact: All teachers, administrators, and counselors who serve students in the Gifted and Talented program will complete the required 30-hour foundational GT training and the 6-hour required to update training. Staff Responsible for Monitoring: GT-Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement training and monitoring procedures for Xello to improve Classroom Community Strategy's Expected Result/Impact: 100% completion of 8th-grade course planner submissions Staff Responsible for Monitoring: Director of Mental Health Services, (Lead)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue with a new to the profession induction program that is supported by both the district and campus administration to increase the effectiveness of first-year teachers. Strategy's Expected Result/Impact: Close the gap on student's academic achievement of new to the profession teachers compared to veteran teachers. Staff Responsible for Monitoring: Assistant Superintendent of C&I, Director of C&I, Director of Bilingual and Coordinator of Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Implement year two of the ESL Academy for ELAR/Math and Science content areas. The training will support ESL instruction in the classroom, as well as provide strategies for teachers to be successful on the ESL certification exam. Strategy's Expected Result/Impact: 80% of ESL classroom teachers that are teaching the core contents will be ESL certified by the end of the 2022-2023 school year. Staff Responsible for Monitoring: Director, of Bilingual/ESL (Lead), Bilingual/ESL Instructional Coach (L.Jones)</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Implement year two of the LISD Instructional Leadership Academy to increase instructional leader capacity.</p> <p>Strategy's Expected Result/Impact: 90% of participants will report that ILA supported their leadership growth.</p> <p>Staff Responsible for Monitoring: Ty Davidson (Lead), Faith Pope, Cynthia Vasquez, Todd McBride, Melody McIntosh, Beth Henrichs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: The students and staff in Lockhart ISD will Unlock the Potential so that they develop and empower self and others.

Performance Objective 3: Empower all staff to build professional capacity by creating opportunities for growth and development through leadership pathways.

Evaluation Data Sources: During the 2022-2023 school year, district leaders will meet monthly to thoughtfully develop leadership pathways for staff in Lockhart ISD with specific deliverables outlined in the strategies below.

Strategy 1 Details	Reviews			
<p>Strategy 1: Role category-specific success criteria will be used by DLT leaders to find professional growth opportunities for those who they coach</p> <p>Strategy's Expected Result/Impact: The development of criteria by which individuals can map development and pathways for leadership in LISD</p> <p>Staff Responsible for Monitoring: Chief of Staff; Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: A "map" of pathways will be available that describes the possible moves from Leader of Self roles to Leader of Other roles and from Leader of Other roles to Leader of Leader roles</p> <p>Strategy's Expected Result/Impact: The development of pathways will help individuals map development and pathways for leadership in LISD.</p> <p>Staff Responsible for Monitoring: Chief of Staff; Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Aspiring and high potential campus staff will have resources to prepare them for 'bridging the gap' across Leadership Levels to a next potential role</p> <p>Strategy's Expected Result/Impact: The development of resources will help prepare individuals in unlocking the potential for pathways for leadership in LISD.</p> <p>Staff Responsible for Monitoring: Chief of Staff; Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				