

Lockhart Independent School District

District Improvement Plan

2023-2024 Formative Review with Notes



Mission Statement

Lockhart ISD District Goals

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

Vision

Building a legacy of excellence.

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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: Lockhart ISD will utilize all facilities in the district efficiently and effectively in order to provide optimal learning environments for all students.


Evaluation Data Sources: Demographer Report


Strategy 1 Details	Reviews
<p>Strategy 1: Assess existing facilities Analyze student enrollment Analyze projection of enrollment growth</p> <p>Strategy's Expected Result/Impact: Have a baseline of available facilities in order to evaluate underutilized space. Evaluate student enrollment at each campus and then enrollment within each grade to assist in the evaluation of utilized space.</p> <p>Staff Responsible for Monitoring: Jeremiah Chapman (Lead) and Nicole Weiser (Senior Sponsor)</p>	<p>Nov  November Evidence of Progress We looked at the demographic report in the November Board meeting. The Strategic Growth leadership group started looking at campuses to better utilize our space.</p> <p>Jan  January Evidence of Progress We compared the Demographic Report to the actual enrollment numbers. In our task force meeting we discussed that we will need to find better ways to utilize our space at campuses.</p> <p>Mar March Evidence of Progress Monitoring 24-25 enrollment at each elementary campus to maximize the number of the classrooms at each grade level for the 24-25 school year</p> <p>June  June Evidence of Progress We reviewed the early enrollment numbers in our last meeting and we will continue to monitor the enrollment very closely at all campuses.</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Minimize purchasing of portables</p> <p>Strategy's Expected Result/Impact: With the efficient utilization of the district facilities, classrooms throughout the district will be maximized in order to avoid the need to add portable classrooms throughout the district</p> <p>Staff Responsible for Monitoring: Jeremiah Chapman (Lead) and Nicole Weiser (Senior Sponsor)</p>	<p>Nov November Evidence of Progress  We did not add any portables.</p> <p>Jan January Evidence of Progress  We discussed this in our December Leadership group also in our Task Force meeting. We came up with some good ideas to investigate . We also will be looking around at campuses to see if there are any other options for classrooms.</p> <p>Mar March Evidence of Progress We will not be adding any portables for the 24-25 school year. As we continue to monitor enrollment for 24-25 we are able to utilize the extra student stipend in order to avoid the cost of adding an additional portable classroom</p> <p>June June Evidence of Progress  There are no plans to add any more portables for the 24-25 school year. We will be touring all school campuses to review any and all areas that could be used as a classroom. The tours will be done over the summer vacation.</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Continually evaluate master schedule and classroom placement</p> <p>Strategy's Expected Result/Impact: Through a weekly (or daily if necessary) analysis of classroom enrollment the placement of students that are new to the district will be strategically placed to ensure the efficient utilization of all district facilities.</p> <p>Staff Responsible for Monitoring: Nicole Weiser and Dr. Stephaine Camarillo</p>	<p>Nov November Evidence of Progress</p> <p> CFO and Deputy Superintendent have conducted bimonthly reviews of classroom enrollment.</p> <p>Jan January Evidence of Progress</p> <p> CFO and Deputy Superintendent have collected data for an analysis of enrollment review at each campus for planning of SY 24-25.</p> <p>Mar March Evidence of Progress</p> <p>Weekly review of current district enrollment and pre-enrollment for 24-25</p> <p>June June Evidence of Progress</p> <p> The master schedule development at secondary campuses were conducted by Assistant Superintendent of C&I. Elementary master schedules were completed and staffing projections were based for both elementary and secondary by CFO, Deputy Superintendent and Director of Human Resources</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Create Strategic Growth and Planning Task Force</p> <p>Strategy's Expected Result/Impact: A Task Force of district staff from all departments and campuses will be formed in order to create and ongoing evaluation team of the efficient and strategic use of district facilities.</p> <p>Staff Responsible for Monitoring: Jeremiah Chapman (Lead) and Nicole Weiser (Senior Sponsor)</p>	<p>Nov November Evidence of Progress</p> <p> In November we finalized who is going to be on the Task Force. We also had received confirmation from all individuals that were asked.</p> <p>Jan January Evidence of Progress</p> <p> On January 24th we had our first Task Force meeting . We went over the Demographics update report.</p> <p>Mar March Evidence of Progress</p> <p> We scheduled a Task Force meeting for April 24th in order to see updated enrollment numbers for 24-25 and discuss plans for 24-25</p> <p>June June Evidence of Progress</p> <p> Our task force is 100% established and we have our next meeting June26th.</p>

 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: Lockhart ISD will improve Tier I instructional practices at all campuses through literacy.


Strategy 1 Details	Reviews
<p>Strategy 1: Every classroom in LISD will incorporate reading and writing in lessons at least once per week.</p> <p>Strategy's Expected Result/Impact: Walkthroughs Lesson plans Student performance data</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership Team</p>	<p>Nov November Evidence of Progress</p> <p> Across over 500 walkthroughs, 64% show proficient and above in critical writing.</p> <p>Jan January Evidence of Progress</p> <p> On CBA2, 50% of students scored approaches or above. Writing dashboard created and shared with campuses. 52% of students show progress on their essay from previous year STAAR.</p> <p>Mar March Evidence of Progress</p> <p> On the benchmark, 63% of students scored approaches or above. 43% of students show progress on their essay from previous year STAAR. Calibration process implemented for essay grading.</p> <p>June June Evidence of Progress</p> <p> STAAR Data, Walkthrough, Essay</p>






Strategy 2 Details	Reviews
<p>Strategy 2: Professional Learning will be: High-Quality Ongoing Intentional Includes time to plan for implementation Not a 'one and done' approach Differentiated</p> <p>Strategy's Expected Result/Impact: Walkthroughs Student performance data Survey feedback</p> <p>Staff Responsible for Monitoring: District Campus Teachers</p>	<p>Nov  November Evidence of Progress We have an aligned and threaded shared leadership model professional learning plan.</p> <p>Jan  January Evidence of Progress New to profession PD complete with both PD sessions and coaching cycles implemented. Paraprofessional PD also implemented.</p> <p>Mar  March Evidence of Progress Ready and Rising PD given for aspiring campus/district leaders. Summer learn and lead (teacher lead) sessions finalized and available for staff to sign up.</p> <p>June  June Evidence of Progress High-Quality and ongoing professional learning sessions occurred on a monthly and bi-monthly cadence that included time to plan for staff and was differentiated. The professional learning plan will continue next year.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

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: Lockhart ISD will have 100% of the campuses implementing a systemic process for Academic and Behavioral Response to intervention by 2028.

Strategy 1 Details	Reviews
<p>Strategy 1: Provide professional development to 100% of RtI campus coordinators and facilitators. Staff Responsible for Monitoring: Senior Sponsor: Mark Estrada Lead: Melody McIntosh</p>	<p>Nov N/A November Evidence of Progress</p> <p>Jan N/A January Evidence of Progress The Navigate to '28 group has identified specific areas of professional learning required to move the work district-wide and individual campus.</p> <p>Mar March Evidence of Progress A student services coordinator allocation has been developed by the district. This staff member will oversee the RtI professional learning.</p> <p>June  June Evidence of Progress The student services coordinator interviews have occurred. The hiring process is pending. Upon hiring, the staff member will begin the development of the RtI process with a district subcommittee of multi-disciplinary professionals.</p>





Strategy 2 Details	Reviews
<p>Strategy 2: Implement a universal screener at all LISD campuses.</p> <p>Staff Responsible for Monitoring: Senior Sponsor: Mark Estrada Team Lead: Melody McIntosh</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress N/A The Navigate to '28 group has identified specific areas of professional learning required to move the work to district-wide and individual campus. A universal screener is one of the first steps in the process to create a systematic, district-wide RtI process.</p> <p>Mar March Evidence of Progress A student services coordinator allocation has been developed by the district. This staff member will oversee the RtI system development. Outlines have been created; implementation will occur when staff is determined.</p> <p>June June Evidence of Progress  The student services coordinator interviews have occurred. The hiring process is pending. Upon hiring, the staff member will begin the development of the RtI process with a district subcommittee of multi-disciplinary professionals. One of the first agenda items for the committee will be to develop universal Tier I screeners for CORE subjects.</p>





Strategy 3 Details	Reviews
<p>Strategy 3: Monitor progress to determine the effectiveness of instruction and/or interventions across 100% of all campuses.</p> <p>Staff Responsible for Monitoring: Senior Sponsor: Mark Estrada Team Lead: Melody McIntosh</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress N/A The Navigate to '28 group has identified the need for a software program to track the fidelity of progress monitoring across the district. A unified, consistent tracking system is crucial to ensure accurate data to inform our instructional adjustments.</p> <p>Mar March Evidence of Progress Frontline management system has been identified as a potential software suite to purchase. It would provide the progress monitoring tool to ensure accurate data collection and analysis to inform our instructional adjustments and referrals for special education testing.</p> <p>June June Evidence of Progress  A meeting with Frontline is pending per the hiring of the student services coordinator. Upon hire, the meeting will be scheduled to review the potential implementation of the RTI software suite to ensure systematic progress monitoring across all campuses.</p>
<p style="text-align: center;">  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: Create a communication plan for Navigate to 28 Collaborative Visioning Statement

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

Strategy 1 Details	Reviews
<p>Strategy 1: 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>	<p>Nov November Evidence of Progress  Superintendent and Board President conducted a Fall Staff Forum on October 3.</p> <p>Jan January Evidence of Progress  Superintendent and Board President conducted Campus Forums in the month of November.</p> <p>Mar March Evidence of Progress  No staff forums held in March.</p> <p>June June Evidence of Progress  Employee Forum held in April which reached the goal of all four staff forums held during the school year.</p>

Strategy 2 Details	Reviews
<p>Strategy 2: 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: Director of Human Resources</p>	<p>Nov November Evidence of Progress</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress  Staff engagement survey given. Results are forthcoming.</p> <p>June June Evidence of Progress  Reviewed staff engagement survey. Results shared with Leadership.</p>
Strategy 3 Details	Reviews
<p>Strategy 3: 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</p>	<p>Nov November Evidence of Progress</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>June June Evidence of Progress</p>
Strategy 4 Details	Reviews
<p>Strategy 4: 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</p>	<p>Nov November Evidence of Progress N/A</p> <p>Jan January Evidence of Progress  All staff are offered an opportunity to provide exit feedback, this is reviewed and used to plan for continuous improvement.</p> <p>Mar March Evidence of Progress All staff are given the exit survey upon separation from the district to complete.</p> <p>June June Evidence of Progress  Staff who left, feel more inclined to reach out to HR to discuss reasons for leaving.</p>

 No Progress




 Accomplished

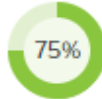


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



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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 increase teacher retention to provide our students with the best learning experience possible.

Strategy 1 Details	Reviews
<p>Strategy 1: Review and revamp new to profession training that provides scope and sequence and front-loads more training for a good start to the school year.</p> <p>Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress No Review</p> <p>Jan January Evidence of Progress  HR collaborates with PD Lead to plan for new employee onboarding. HR revamped new employee onboarding this summer as a "one-stop-shop" for district values overview, meets with a retention and recruitment team to discuss and plan out other supports for professional development for staff. HR held a new Resident Teacher Round-Up event with three sessions of professional development, introductions and interviews with principals, and this has extended to conversations with principals about other ways they can support new staff on the campuses, which will support these prospective teachers to be set up for success in their roles as new teachers.</p> <p>Mar March Evidence of Progress  Resident teachers interviewed with principals for open positions in LISD.</p> <p>June June Evidence of Progress  Have been able to hire some resident teachers to fill open positions.</p>


Strategy 2 Details	Reviews
<p>Strategy 2: Develop tools for campus leadership to provide ongoing monthly support to new teachers that is uniform across districts and always aligns with the district scope and sequence.</p> <p>Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress Chief of HR meets with principals quarterly on the campus to discuss current teacher needs and ways to support new teachers. Leaders discuss at monthly District Leadership Team meetings items covered in new staff onboarding as well as new teacher sessions for campus administrators to build upon on their campuses.</p> <p>Jan January Evidence of Progress  Chief of HR has held three HR Huddles with principals to discuss current teacher needs and ways to support new teachers. HR held a new Resident Teacher Round-Up event with three sessions of professional development, introductions and interviews with principals, and this has extended to conversations with principals about other ways they can support new staff on the campuses.</p> <p>Mar March Evidence of Progress  Being accessible to new teachers and offering support for testing and for any certification questions that might have.</p> <p>June June Evidence of Progress  Principals huddles are great for getting direct feedback on what support teachers and staff need on the campuses.</p>

Strategy 3 Details	Reviews
<p>Strategy 3: Host New to LISD event in the fall and the spring. The fall event would be an all-staff event and not just for new teachers.</p> <p>Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress  HR held a Staff Tailgate in collaboration with First Lockhart Bank for all staff, the event was well-attended with 50+ staff members and families.</p> <p>Jan January Evidence of Progress  The district will continue the staff Kickball event in the Spring.</p> <p>Mar March Evidence of Progress  Kickball event will be held in May.</p> <p>June June Evidence of Progress  All events were completed to help enhance a positive district culture.</p>
Strategy 4 Details	Reviews
<p>Strategy 4: Honor teacher preferences for assignments. In cases where preferences cannot be honored, have a conversation and come to a written agreement of time to serve in a non-preferred position.</p> <p>Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress</p> <p>Jan January Evidence of Progress  HR has conducted staffing meetings with principals to discuss current staffing as well as projected vacancies. HR works with principals to assess campus needs and ensure staff have an option to remain in current positions if feasible, and if not ensuring staff have the option to give feedback about their position.</p> <p>Mar March Evidence of Progress  HR will conduct final staffing meetings with each campus to discuss staffing numbers and positions.</p> <p>June June Evidence of Progress  Staffing meetings held to accommodate appropriate preferences and placements for staff.</p>

Strategy 5 Details	Reviews
<p>Strategy 5: Increase and enhance counseling and mental health services to support both students and staff. Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress HR sends a newsletter to staff sharing EAP services.</p> <p>Jan  January Evidence of Progress Counselors are placed on all campuses to support students. District staff were provided a list of mental health resources in December.</p> <p>Mar  March Evidence of Progress Researching avenues to broaden incoming counselor positions for our district.</p> <p>June  June Evidence of Progress A wellness counselor job description was added to open up avenues for our counseling positions.</p>
Strategy 6 Details	Reviews
<p>Strategy 6: Explore and identify ways to provide more frequent opportunities for staff feedback in a safe space where participants can share openly and honestly. Staff Responsible for Monitoring: Dana Sidle (Lead)</p>	<p>Nov November Evidence of Progress Staff have been offered opportunities to attend teacher forums at the district level with like levels (elementary and secondary). HR offers opportunities for staff to provide feedback upon exiting the district.</p> <p>Jan  January Evidence of Progress Staff have been offered opportunities to attend teacher forums, and in Fall of 2023 Superintendent and Board President visited campuses to offer campus-specific teacher forums. This feedback was shared with district leadership to improve systems. HR will continue to offer opportunities for staff to provide feedback upon exiting the district.</p> <p>Mar  March Evidence of Progress Staff have been given surveys to share feedback about district environment. Exit surveys will continued to be offered to employees leaving the district.</p> <p>June  June Evidence of Progress Staff were given the opportunity through forums and surveys to share their voice.</p>

 No Progress

 Accomplished

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 Discontinue

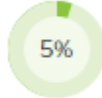



Goal 2: The students and staff in Lockhart ISD will demonstrate a LockHeart for People as they build relational capacity with all stakeholders.







Performance Objective 3: Lockhart ISD will cultivate a culture that engages all families.





Evaluation Data Sources: Utilize data reports, campus surveys, etc

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Stay the course in working with campus teams and parents to clearly define needs of parent supports through the Parent Liaison position.



Strategy 1 Details	Reviews
<p>Strategy 1: Place at least one parent liaison at all LISD campuses.</p> <p>Hire a parent liaison for each secondary grade level at LHS.</p> <p>Staff Responsible for Monitoring: Heather Smith/James Acuna</p>	<p>Nov  5% November Evidence of Progress Reviewed Liaison Job descriptions. Hours. Impact on ADA.</p> <p>Jan  30% January Evidence of Progress Reviewed requested positions , staffing levels, budget.</p> <p>Mar  10% March Evidence of Progress Confirmed Liaison Job descriptions. Hours. Grant cycle.</p> <p>June  June Evidence of Progress Evaluating Grant Cycles and researching if multiple grants can be simultaneously</p>





Strategy 2 Details	Reviews
<p>Strategy 2: Identify campus needs for parent liaisons. Staff Responsible for Monitoring: Heather Smith/James Acuna</p>	<p>Nov November Evidence of Progress Parent Engagement and Communication Survey: Assessing Opportunities for Improvement </p> <p>Jan January Evidence of Progress Reviewed requested positions , staffing levels, budget. </p> <p>Mar March Evidence of Progress Plan on meeting with campus staff and admin to get specific feedback on the need for parent liaisons for their campus and community </p> <p>June June Evidence of Progress Still needing to meet with meet with campus admin and get specific feedback on need to parent liaisons' role. </p>
Strategy 3 Details	Reviews
<p>Strategy 3: Develop program and job description for parent liaison. Staff Responsible for Monitoring: Heather Smith/James Acuna</p>	<p>Nov November Evidence of Progress Job Description in place. </p> <p>Jan January Evidence of Progress Revaluation Description in place. </p> <p>Mar March Evidence of Progress Confirmed Liaison Job descriptions. Hours. Grant cycle. </p> <p>June June Evidence of Progress Job Description foundational role is in place. </p>






Strategy 4 Details	Reviews
<p>Strategy 4: Establish parent committees on all LISD campuses. Staff Responsible for Monitoring: Heather Smith/James Acuna</p>	<p>Nov November Evidence of Progress Created a Parent Engagement and Communication Survey: Assessing Opportunities for Improvement</p> <p>Jan January Evidence of Progress Evaluating staffing request, reviewing budget.</p> <p>Mar March Evidence of Progress Plan on working and scheduling with campuses to establish parent committees and the logistics/times</p> <p>June June Evidence of Progress Continued work with scheduling parent committees due to logistics/times</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

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 empower all students to have agency and involvement in their own learning through innovative student opportunities, to gain a deeper understanding of self, family, community, and world.

Strategy 1 Details	Reviews
<p>Strategy 1: Facilitate district-wide paradigm shift to empower all students to have agency in their learning.</p> <p>Strategy's Expected Result/Impact: End of year survey</p> <p>Evidence of students being given the space and opportunity to explore</p> <p>100% of students in LISD will respond 'yes' when asked if they have agency in their learning by 2028.</p> <p>Staff Responsible for Monitoring: Leaders of organization Leaders of Leaders Leaders of Others Leaders of Self Students</p>	<p>Nov November Evidence of Progress The team has met during DLT Meetings to develop steps and timelines for completion of action items.</p> <p>Jan January Evidence of Progress  The team has set and completed a community meeting whereby ideas for action items were developed.</p> <p>Mar March Evidence of Progress Definition of Innovation and possible examples were completed.</p> <p>June June Evidence of Progress  The innovative student programming group has met and secured a group of parents and community members willing to help plan and showcase models of innovation. The next phase includes a Summer meeting with the entire group to obtain ideas of specific programming the group would like to see in the future for students including but not limited to the changing of course offerings at our schools.</p>

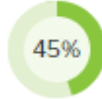
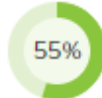


Strategy 2 Details	Reviews
<p>Strategy 2: Parents, students and community will be engaged to identify areas of interest for innovative student programs.</p> <p>Strategy's Expected Result/Impact: Assistant Superintendent of C&I</p> <p>Director of Professional Development and Innovative Academic Initiatives</p> <p>Principals</p> <p>Staff Responsible for Monitoring: Parents and students will have access to two or more new student innovative programs by 2028.</p>	<p>Nov November Evidence of Progress</p> <p>NA</p> <p>Jan January Evidence of Progress</p> <p> The team has set and completed a community meeting whereby ideas for action items were developed.</p> <p>Mar March Evidence of Progress</p> <p>The team has created opportunities for the group to experience community based innovative models.</p> <p>June June Evidence of Progress</p> <p> A Summer meeting with the entire group will be held to gather ideas of specific programming the group would like to see in the future for students including but not limited to the changing of course offerings at our schools. Student participation has been limited. Students need to be invited.</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Creation of Student Innovative Program Committee to determine and prioritize innovative student programs</p> <p>Strategy's Expected Result/Impact: 8-10 member committee established and consisting of students, administrators, parents and community partners</p> <p>Backwards design planning of Graduate Profile to set foundation of student innovative programs</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of C&I</p> <p>Director of Professional Development and Innovative Academic Initiatives</p> <p>Principals</p>	<p>Nov November Evidence of Progress</p> <p>The team has met during DLT Meetings to develop steps and timelines for completion of action items.</p> <p>Jan January Evidence of Progress</p> <p> The team has set and completed a community meeting whereby ideas for action items were developed.</p> <p>Mar March Evidence of Progress</p> <p>The team has continued to hold community meeting whereby ideas for action items were developed into experiencing model programs.</p> <p>June June Evidence of Progress</p> <p> A Summer meeting is planned to develop concrete ideas around next phase innovative programs in our district.</p>



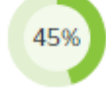


Strategy 4 Details	Reviews
<p>Strategy 4: Implementation of the approved innovative student programs</p> <p>Strategy's Expected Result/Impact: Creation of strategic implementation plan of the approved innovative student programs (timeline, budget, etc.)</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of C&I</p> <p>Assigned Campus Principal(s)</p>	<p>Nov November Evidence of Progress</p> <p>NA</p> <p>Jan January Evidence of Progress</p> <p>The community meeting did not produce a choice of proposed programs.</p> <p>Mar March Evidence of Progress</p> <p>The group is still in the exploration stage. District members on the team have met to discuss next steps and clarify what innovative programming means.</p> <p>June June Evidence of Progress</p> <p> A summer meeting will produce a set of draft innovative programs or shift in current programming.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	






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: Lockhart ISD will cultivate a culture of leadership by providing development opportunities for students and staff.

Evaluation Data Sources: Student and Staff Leadership Pathways Inventory

Strategy 1 Details	Reviews
<p>Strategy 1: Collect inventory of leadership pathways opportunities for staff, students, and parents</p> <p>Strategy's Expected Result/Impact: Baseline data for leadership pathways to track for monitoring purposes</p> <p>Staff Responsible for Monitoring: Jamee Griebel (Project Lead), Deputy Superintendent (Senior Sponsor), District Team Members: Cynthia Vasquez, Jillian Powell, Monica Saldivar, Judy Cathey and Daniel Martinez</p> <p>(Monitoring Data collected from Secondary Counselor, Elementary Specials Team Lead, Human Resources Representative)</p>	<p>Nov November Evidence of Progress</p> <p> The team has met three times during the DLT Meetings to develop steps for the action items developed by the committee.</p> <p>Jan January Evidence of Progress</p> <p> The design team met in December and January to continue planning for the steps for each action item. The team also drafted a draft definition for leadership pathway.</p> <p>Mar March Evidence of Progress</p> <p> The design team collected an inventory of leadership pathways for staff and students. The team is working on the collection of parent pathways.</p> <p>June June Evidence of Progress</p> <p> The design team created year 2 - 5 plan and developing metrics for each year</p>

Strategy 2 Details	Reviews
<p>Strategy 2: Design website for 'one stop shop' access to opportunities for students, staff, and parents</p> <p>Strategy's Expected Result/Impact: Increase in website traffic by 90%</p> <p>Staff Responsible for Monitoring: Jamee Griebel (Project Lead), Deputy Superintendent (Senior Sponsor), District Team Members: Cynthia Vasquez, Jillian Powell, Monica Saldivar, Judy Cathey and Daniel Martinez</p> <p>Monitoring Data collected from: Instructional Technology and Communication Specialist (lead)</p>	<p>Nov November Evidence of Progress</p> <p> The design team reviewed this strategy at the November meeting to begin discussing steps for the action item developed by the committee.</p> <p>Jan January Evidence of Progress</p> <p> The team created action steps at the January meeting for this strategy.</p> <p>Mar March Evidence of Progress</p> <p> The team has begun the creation of five year plan for this strategy which will begin in year three for this strategy.</p> <p>June June Evidence of Progress</p> <p> Will continue determining the front facing items we would like to see on the "one stop shop" website.</p>
Strategy 3 Details	Reviews
<p>Strategy 3: Develop a communication plan for sharing the information to students, staff, and parents</p> <p>Strategy's Expected Result/Impact: Engagement survey will show a 90% increase in understanding the pathways offered to students, parents and staff.</p> <p>Staff Responsible for Monitoring: Jamee Griebel (Project Lead), Deputy Superintendent (Senior Sponsor), District Team Members: Cynthia Vasquez, Jillian Powell, Monica Saldivar, Judy Cathey and Daniel Martinez</p> <p>Monitoring Data collected from Communication Specialist</p>	<p>Nov November Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>Jan January Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>Mar March Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>June June Evidence of Progress</p> <p> The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p>

Strategy 4 Details	Reviews
<p>Strategy 4: Create additional leadership pathways and support for identified gaps</p> <p>Strategy's Expected Result/Impact: 100% of all positions in the district have a leadership pathway as defined by staff profile or job description</p> <p>Staff Responsible for Monitoring: Jamee Griebel (Project Lead), Deputy Superintendent (Senior Sponsor), District Team Members: Cynthia Vasquez, Jillian Powell, Monica Saldivar, Judy Cathey and Daniel Martinez</p> <p>Monitoring Data collected from Campus Principals, and Human Resources</p>	<p>Nov November Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>Jan January Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>Mar March Evidence of Progress</p> <p>The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p> <p>June June Evidence of Progress</p> <p> The action steps for this strategy will be further developed as the timelines are established for Strategy 1 and 2.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	