

Lake Dallas Independent School District

District Improvement Plan

2024-2025



Mission Statement

In Lake Dallas ISD, We inspire, educate and empower our students.

Vision

Small School Atmosphere, Big School Opportunities

Core Beliefs

In Lake Dallas ISD We Believe...

- Students are growth-minded leaders who are active and respected members of the Falcon Family.
- Parents and families are involved and engaged members of the Falcon Family through collaborative two-way communication.
- Faculty and staff value collaboration and communication to develop life long Falcon Learners.
- Campus leaders and principals develop campus and faculty staff through professional development and consistent two-way communication to prepare our Falcons for the future.
- The Superintendent and central office motivate and develop faculty and staff to meet the academic needs of all Falcons.
- The School Board is a unified team of 8 that functions as a fiscally responsible team that is involved and transparent in their support of the Falcon Family.

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Comprehensive Needs Assessment

Revised/Approved: July 16, 2024

Demographics

Demographics Summary

Lake Dallas ISD is adjacent to Lewisville Lake in North Texas. The school district covers 9.8 square miles in Denton County with the beauty of the lake as a backdrop. Lake Dallas, Shady Shores, Corinth and Hickory Creek are the four towns within the boundaries of Lake Dallas ISD. With a focus on family and community, Lake Dallas ISD is excited about the growth and achievement of the three elementary schools, one middle school and one high school.

Located approximately 30 miles from downtown Dallas on the growing 1-35 corridor, the District has recorded increased population over the past several decades. The character of the District has changed from a part-time recreational and retirement community to a year-round residential area.

Lake Dallas ISD is in close proximity to the Dallas/Ft. Worth metroplex and DFW International Airport. The Dallas-Ft. Worth area is an important center of trade, finance and other major services. The quality of life and diversified economic base make this area one of the choice home, industrial, and manufacturing places to locate.

The District offers programs and educational opportunities that are suited to the needs of a broad spectrum of students. Lake Dallas ISD schools, programs, staff and students earn state and regional recognition regularly. A challenging curriculum, dedicated staff, and supportive community ensure exceptional educational opportunities for all students. Lake Dallas schools continually strive for educational excellence in all areas.

The district is dedicated to giving every student the best possible education through an intensive core curriculum based on guidelines of the Texas Education Agency and an array of specialized, challenging instructional and career programs. Lake Dallas ISD is committed to being one of the nation's best school systems, constantly improving and refining both instructional programs and managerial operations in the interest of effectiveness, productivity, and economy. Our standards for students and staff members are high, and will continue to be so to play a decisive role in ensuring the future success of the dynamic community we serve.

Lake Dallas serves approximately 3850 students. Our student population is 47% White, 34.64% Hispanic, 8.67% African American, 5.82% Two or More Races, 2.95% Asian, 67% American Indian- Alaskan Native and .02% Native Hawaiian-Pacific Islander. 44% of our students are Economically Disadvantaged and 47.2% are At Risk. 10.79% of the student population is Dyslexic and Gifted and Talented makes up 7.99%. Section 504 is 15.98%, Special Education is 12.51%, and 11.74% are Emergent Bilingual.

The district has 587 employees with 292 of those being teachers.

Demographics Strengths

Lake Dallas has always been a welcoming place to visitors and people of different backgrounds. This has helped us evolve as our demographics have shifted. The following have been designed to continue this tradition. The size of our district creates an environment where teachers have easy access to campus and central administration to address needs. Our size also allows us to be mobile to adapt as needs change. Connecting our summer breakfast and lunch program to our elementary summer school improves participation. We have several initiatives to foster parent and community relationships.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Highly qualified teacher recruitment and retention is a challenge. **Root Cause:** Colleges and teacher certification programs have communicated there are fewer participants in the programs and fewer majoring in education.

Student Learning

Student Learning Summary

2023 - 2024 Student Achievement for (061912) LAKE DALLAS ISD														
	All Students	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	High Focus	EB/EL (Current & Monitored)	Econ Dis	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled
All														
Percent of Tests														
% at Approaches GL Standard or Above	75%	62%	69%	82%	67%	82%	50%	76%	63%	58%	65%	43%	76%	77%
% at Meets GL Standard or Above	48%	32%	41%	57%	37%	61%	25%	50%	34%	27%	34%	20%	49%	50%
% at Masters GL Standard	18%	9%	13%	23%	10%	38%	25%	21%	9%	8%	10%	5%	19%	19%
Reading														
Percent of Tests														
% at Approaches GL Standard or Above	78%	65%	72%	85%	67%	78%	50%	82%	66%	59%	68%	42%	79%	80%
% at Meets GL Standard or Above	56%	40%	48%	65%	33%	63%	50%	60%	40%	32%	42%	21%	52%	58%
% at Masters GL Standard	22%	12%	15%	28%	22%	38%	50%	24%	10%	9%	11%	4%	19%	23%
Mathematics														
Percent of Tests														
% at Approaches GL Standard or Above	70%	58%	63%	79%	64%	81%	50%	68%	58%	54%	59%	41%	70%	73%
% at Meets GL Standard or Above	38%	22%	31%	45%	36%	56%	0%	38%	25%	24%	25%	16%	40%	39%
% at Masters GL Standard	11%	4%	8%	14%	0%	32%	0%	11%	6%	6%	5%	3%	12%	11%
Science														
Percent of Tests														
% at Approaches GL Standard or Above	75%	56%	72%	82%	67%	88%		71%	64%	62%	65%	45%	71%	76%
% at Meets GL Standard or Above	46%	30%	38%	57%	33%	55%		45%	32%	23%	32%	22%	54%	48%
% at Masters GL Standard	14%	6%	10%	17%	0%	36%		18%	8%	7%	8%	6%	13%	14%
Social Studies														
Percent of Tests														
% at Approaches GL Standard or Above	79%	72%	75%	82%	75%	88%		81%	69%	61%	69%	58%	89%	81%
% at Meets GL Standard or Above	56%	40%	49%	62%	50%	79%		58%	40%	29%	41%	31%	61%	58%
% at Masters GL Standard	33%	17%	26%	38%	25%	54%		47%	20%	16%	21%	10%	44%	33%

75% of our students achieved Approaches Grade Level or higher. Our reading scores slightly decreased from 79% to 78%. The math scores for all students approaching grade level and higher was 70%. 36% of our emergent bilingual students showed progress on the TELPAS assessment.

80% of our high school students are enrolled in CTE courses. The College, Career, Military Readiness indicator score for the district was 48% (lagging indicator from 2022-2023).

TELPAS Composite Rating	Grade	Number of Students	No Rating Available (Absent or Withdrew)	Beginning : Students are in the beginning stages of learning English.	Intermediate : Students use common, basic academic English, & need considerable support.	Advanced : Students understand and use academic English with some support.	Advanced High: Students use academic English with little support.	Advanced High Total Students Grades 1st-12th (Reclassification Criteria)
State	K	101360	1%	50%	29%	13%	7%	
Region	K	9668	0%	43%	32%	15%	9%	
District	K	49	0%	35%	41%	14%	10%	
State	1st	106742	1%	30%	35%	20%	15%	
Region	1st	9925	0%	24%	36%	24%	16%	
District	1st	42	0%	7%	40%	21%	31%	
State	2nd	104848	0%	21%	54%	22%	3%	
Region	2nd	9490	0%	20%	53%	24%	3%	
District	2nd	30	0%	13%	73%	13%	0%	0
State	3rd	105429	0%	14%	44%	33%	10%	
Region	3rd	9333	0%	15%	42%	34%	9%	
District	3rd	32	0%	9%	38%	38%	16%	
State	4th	105675	0%	13%	36%	37%	14%	
Region	4th	9633	0%	12%	36%	38%	13%	
District	4th	47	0%	19%	32%	38%	11%	
State	5th	106316	0%	10%	28%	38%	23%	
Region	5th	9890	0%	10%	27%	40%	24%	
District	5th	43	2%	5%	19%	56%	19%	
State	6th	105398	0%	8%	34%	44%	14%	
Region	6th	9511	0%	7%	32%	45%	15%	
District/Campus	6th	34	0%	3%	47%	44%	6%	2
State	7th	104816	1%	7%	32%	43%	16%	
Region	7th	9323	0%	7%	32%	44%	17%	
District/Campus	7th	40	0%	5%	38%	50%	8%	3
State	8th	101509	1%	5%	36%	44%	14%	
Region	8th	9331	0%	6%	34%	45%	15%	
District/Campus	8th	43	0%	5%	26%	42%	28%	12
State	9th	110052	2%	12%	38%	35%	13%	
Region	9th	10939	1%	12%	37%	37%	14%	
District/Campus	9th	50	0%	6%	22%	56%	16%	8
State	10th	86961	2%	12%	37%	33%	16%	
Region	10th	8984	1%	11%	39%	34%	15%	
District/Campus	10th	40	0%	3%	28%	55%	15%	6
State	11th	69481	3%	10%	37%	34%	17%	
Region	11th	7201	1%	8%	36%	37%	17%	
District/Campus	11th	37	3%	5%	16%	51%	24%	9
State	12th	52276	4%	10%	41%	33%	13%	
Region	12th	5287	1%	7%	42%	36%	13%	
District/Campus	12th	26	0%	0%	38%	42%	19%	5
Total Students		513						76

76(16%) Bilingual/ESL students scored Advanced High on TELPAS, assessed in areas of Reading, Writing, Speaking and Listening.

Student Learning Strengths

Lake Dallas ISD saw an increase in students meeting growth expectations. 4th grade Reading increased from 75% to 79% and 3rd grade Math increased from 70% to 73%. 6th grade Reading increased from Overall Math scores remained consistent at 70% for all students. 290 students made accelerated growth, meaning they had scores of Did Not Meet Grade Level on STAAR the previous year, but made Approaches, Meets or Masters for 2023-24. 73% of students made expected growth in Reading and 70% of students made expected growth in Math. For 2023- 2024 accountability, based on a lagging indicator from 2022-2023, 48% of students met the CCMR (College, Career, Military Readiness), 36 students scored a 3 or higher on AP exams, 21 students obtained an Industry-Based Certification and 44 students obtained the required number of Dual Credit hours. Our graduation rate remains high at 99.3%

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): 16% of our emergent bilingual students scored Advanced High on TELPAS. **Root Cause:** Our emergent bilingual population has continuing to increase over the last few years. Continued training and coaching in Language Aquisition is needed. Recruiting certified bilingual and ESL teachers is a challenge.

Problem Statement 2 (Prioritized): Math scores have not indicated expected growth at the elementary and middle school grade levels. **Root Cause:** Students are demonstrating gaps in their learning that need to be filled. Teacher retention, curriculum variances between campuses and classrooms, and training have contibuted to the problem.

District Processes & Programs

District Processes & Programs Summary

Lake Dallas ISD has an organizational structure centered around the Board of Trustees and the Superintendent. Lake Dallas ISD has developed and trained appropriate personnel in the areas of instruction, identifying and serving special populations, as well as instructional leadership to guide and support. Digital learning tools enhance learning opportunities for all students and are specific to content, skill and need. Extra-curricular activities are offered through fine arts, athletics/PE, languages other English, CTE, and subject-related electives.

District Processes & Programs Strengths

RtI Process for addressing student needs and identifying candidates for 504, special education or dyslexia services

Identification and services of GT students

Identification and services of LEP students

Use of periodic benchmarks to identify student progress and improve instruction in all core subjects at the secondary level and math, ELA and science at the elementary schools.

PLCs and coaching/feedback cycles facilitated by the principal and instructional coaches to improve instruction at all campuses

District Leadership Team meetings monthly to train and calibrate on district initiatives and best practices

Priority Problem Statements

Problem Statement 1: Highly qualified teacher recruitment and retention is a challenge.

Root Cause 1: Colleges and teacher certification programs have communicated there are fewer participants in the programs and fewer majoring in education.

Problem Statement 1 Areas: Staff Quality, Recruitment, and Retention - Demographics

Problem Statement 2: 16% of our emergent bilingual students scored Advanced High on TELPAS.

Root Cause 2: Our emergent bilingual population has continuing to increase over the last few years. Continued training and coaching in Language Aquisition is needed. Recruiting certified bilingual and ESL teachers is a challenge.

Problem Statement 2 Areas: Student Achievement - Student Learning

Problem Statement 3: Math scores have not indicated expected growth at the elementary and middle school grade levels.

Root Cause 3: Students are demonstrating gaps in their learning that need to be filled. Teacher retention, curriculum variances between campuses and classrooms, and training have contibuted to the problem.

Problem Statement 3 Areas: Student Achievement - Student Learning

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data
- RDA data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data

Priorities





Revised/Approved: July 16, 2024

Priority 1: Priority 1: Student Success

Goal 1: By May 2025, Lake Dallas ISD students will increase achievement in Math and Reading by 5%.

Evaluation Data Sources: STAAR score, MAP, CLI, TPRI, SAT, AP, IBC





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Progress monitor student academic achievement through aligned assessments and data meetings throughout the year.</p> <p>Strategy's Expected Result/Impact: Teachers will use the data from assessments to intervene in a timely manner to student needs. The result will be increased student achievement and growth.</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction Team and Campus Administration</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide effective and timely interventions based on data.</p> <p>Strategy's Expected Result/Impact: Teachers will use the data from assessments to intervene in a timely manner to student needs, resulting in increased student achievement and growth.</p> <p>Staff Responsible for Monitoring: RTI Specialists and Campus Administration</p>	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: LDISD classroom expectations are clearly defined.</p> <p>Strategy's Expected Result/Impact: Classroom instruction will center around the LDISD Classroom Expectations which are research based best practices. The result will be increased student achievement and growth.</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	Formative		
	Nov	Jan	Mar
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Teachers have access to vetted and aligned curriculum resources.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Director of Curriculum and Instruction and Principals</p>	Formative		
	Nov	Jan	Mar

Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Professional Learning Community (PLC) on each campus will collaborate to plan lessons and instructional practices, analyze data and monitor progress.</p> <p>Strategy's Expected Result/Impact: An indepth understanding of the curriculum which will lead to consistency among classrooms and increased student achievement.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent and Director of Curriculum and Instruction</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Priority 1: Priority 1: Student Success

Goal 2: By May 2025, the percentage of Emergent Bilingual students who advance at least one proficiency level, as measured by 2024 TELPAS, will increase by 5%.





Evaluation Data Sources: TELPAS, Common Formative Assessment

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: EB students will utilize a specialized learning program twice weekly to build their English language proficiency. Strategy's Expected Result/Impact: EB students will improve their proficiency in English. Staff Responsible for Monitoring: Deputy Superintendent, Director of Curriculum & Instruction, Coordinator of Bilingual and Student Services, Principals, Assistant Principals, Classroom Teachers, and ESL Specialists</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Professional development for language acquisition strategies will be provided with coaching for implementation and progress monitoring. Strategy's Expected Result/Impact: Increased instructional knowledge of Bil/ESL strategies and increased student achievement. Staff Responsible for Monitoring: C & I team, Principals and ESL specialists</p>	Formative		
	Nov	Jan	Mar
<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>			

Priority 1: Priority 1: Student Success

Goal 3: By May 2025, LDISD will increase the student attendance rate to 95%.


Evaluation Data Sources: Student attendance rate.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Student attendance will be monitored at least every 9 weeks and incentives will be implemented if needed.</p> <p>Strategy's Expected Result/Impact: Increase in student attendance</p> <p>Staff Responsible for Monitoring: Central administration and campus principals</p>	Formative		
	Nov	Jan	Mar
<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>			

Priority 1: Priority 1: Student Success





Goal 5: By May 2025, at least 75% of student culture surveys will receive favorable responses.

Evaluation Data Sources: Campus Engagement and Culture survey

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Survey will be given to all students to determine the level of student engagement and campus culture.</p> <p>Strategy's Expected Result/Impact: District will be able to determine the level of culture and engagement throughout the district. The result will be the ability to maintain or make changes as needed based on data. The result will be an increase in student achievement and engagement.</p> <p>Staff Responsible for Monitoring: Campus administration, Executive Director of Administrative Services</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement LDISD classroom expectation district-wide.</p> <p>Strategy's Expected Result/Impact: Classroom activities will be engaging and rigorous. The result will be students excited about coming to school, therefore, an increase in attendance rate as well as an increase in student achievement.</p> <p>Staff Responsible for Monitoring: Curriculum & Instruction team, Campus Administration</p>	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Utilize positive behavior reinforcement system.</p> <p>Strategy's Expected Result/Impact: Increase in attendance and engagement resulting in increased student achievement.</p> <p>Staff Responsible for Monitoring: Campus Administration</p>	Formative		
	Nov	Jan	Mar
			

Priority 1: Priority 1: Student Success





Goal 6: By May 2025, 88% of LDISD seniors will meet CCMR criteria.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide resources for multiple and varied pathways for students to earn CCMR indicator. Strategy's Expected Result/Impact: Increase percentage of students meeting CCMR criteria. Staff Responsible for Monitoring: C & I team, Principal, Asst Principal, Academic Advisor	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Monitor CCMR progress during the 2024-25 school year. Strategy's Expected Result/Impact: Increase in CCMR indicators earned. Staff Responsible for Monitoring: C & I team, Principal, Assistant Principal, Academic Advisor	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 2: Priority 2: Faculty and Staff Engagement

Goal 1: LDISD will continue to present a competitive comprehensive benefits package to the Board of Trustees for consideration for the 2024-2025 school year.


Evaluation Data Sources: Established salary scales, staffing rations, total number of exited employees, hiring data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Collaborate with the Business Department to create a competitive, comprehensive benefits package.</p> <p>Strategy's Expected Result/Impact: In the Spring of 2025, present a competitive, comprehensive benefits package to the Board for consideration.</p> <p>Staff Responsible for Monitoring: Executive Director of HR and Chief Financial Officer</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: LDISD will continue to use the TASB salary study in compensation planning.</p> <p>Strategy's Expected Result/Impact: LDISD will be able to post salary scales for all positions in the Spring of 2024.</p> <p>Staff Responsible for Monitoring: Executive Director of HR and Chief Financial Officer</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Priority 2: Priority 2: Faculty and Staff Engagement


Goal 2: LDISD will actively recruit qualified and passionate individuals to serve students in the District to fill 2024 -2025 vacancies.

Evaluation Data Sources: Number of unfilled positions

Strategy 1 Details	Formative Reviews		
Strategy 1: Strengthen relationships with Teach North Texas, University Educator programs and alternative certification programs. Strategy's Expected Result/Impact: Increased recruitment Staff Responsible for Monitoring: Executive Director of HR	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Provide cohort meeting space for UNT student teachers and professors to introduce campus facilities to potential employees Strategy's Expected Result/Impact: Recruit new to the profession teachers Staff Responsible for Monitoring: Executive Director of HR and Principals	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Encourage participation in education and training classes (RST) at LDHS Strategy's Expected Result/Impact: Increase number of "homegrown" teachers Staff Responsible for Monitoring: Campus Administration	Formative		
	Nov	Jan	Mar
			

Priority 2: Priority 2: Faculty and Staff Engagement





Goal 3: LDISD will increase the percent of staff retained for the 2024-2025 school year by 10%.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide mentorship, ongoing training, and support to all new teachers. Strategy's Expected Result/Impact: Increased retention of highly qualified staff. Staff Responsible for Monitoring: HR, Curriculum & Instruction Team and Campus Leadership	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Implement a district plan for professional development for all staff, based on district and campus goals. Staff Responsible for Monitoring: Curriculum and Instruction Team	Formative		
	Nov	Jan	Mar
			

Priority 2: Priority 2: Faculty and Staff Engagement





Goal 4: LDISD faculty and staff will have the opportunity to contribute to the continuous improvement process through surveys, committees, PLCs and professional development from August 2024-May 2025.

Evaluation Data Sources: T-TESS and T-PESS Goals
 PLC and Staff Meeting Agendas
 Professional Development Calendars

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: During the Fall and Spring of 2023-2024, campus staff will complete an Upbeat Survey in the Fall and Spring .</p> <p>Strategy's Expected Result/Impact: Feedback will be used to gauge the organizational health of each campus and work towards continuous improvement.</p> <p>Staff Responsible for Monitoring: Administrative Services, Campus Principals, Executive Director of HR</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate and encourage participation on district and campus committees.</p> <p>Strategy's Expected Result/Impact: Increase participation and engagement in the district.</p> <p>Staff Responsible for Monitoring: District and Campus leadership</p>	Formative		
	Nov	Jan	Mar
<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>			

Priority 2: Priority 2: Faculty and Staff Engagement





Goal 5: LDISD will hold celebrations monthly to recognize teachers and staff from August 2024-May 2025.

Strategy 1 Details	Formative Reviews		
Strategy 1: Falcon First moments will be shared at the start of all meetings. Strategy's Expected Result/Impact: Increase morale Staff Responsible for Monitoring: All district and campus leadership	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Dr. Brown will celebrate staff members birthdays with brownie deliveries. Strategy's Expected Result/Impact: Increase morale Staff Responsible for Monitoring: Superintendent's office and Communications	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Teacher and Employee of the Month and of the Year will be celebrated with staff and the community. Strategy's Expected Result/Impact: Increased positive culture and retention. Staff Responsible for Monitoring: Central Administration and Principals	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 2: Priority 2: Faculty and Staff Engagement

Goal 6: For the 2024-25 school year, LDISD will implement a district plan for professional development for all staff.





Evaluation Data Sources: PLC agendas, training schedules

Strategy 1 Details	Formative Reviews		
Strategy 1: Mentors will be assigned to all new LDISD teachers. Strategy's Expected Result/Impact: Professional growth and retention Staff Responsible for Monitoring: Campus Principal and Director of Curriculum and Instruction	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Professional development will be provided to all staff based on grade level, content area, and instructional focus. Strategy's Expected Result/Impact: Increased achievement, staff retention and professional growth Staff Responsible for Monitoring: Curriculum and Instruction Team and Campus Administrators	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 3: Priority 3: Parent, Family, and Community Support.

Goal 1: LDISD will engage in ongoing communication with parents and community during the 2024-2025 school year.

Evaluation Data Sources: Campus Newsletters
 ParentSquare Usage
 District Email via Communications Department
 Social Media Posts





Strategy 1 Details	Formative Reviews		
Strategy 1: Provide district communication in emergency situations. Strategy's Expected Result/Impact: Ensure reliable and transparent information is communicated to parents in a timely manner. Staff Responsible for Monitoring: Communications	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Communicate through newsletters, social media and district communication platform. Strategy's Expected Result/Impact: To build trust, relationships, and engagement with internal and external stakeholders, the communications team will provide district news and events through social media and a variety of communication tools. Staff Responsible for Monitoring: Communications	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Request monthly feedback from parents through dialogue and/or survey . Strategy's Expected Result/Impact: Inform stakeholders, build relationships, and continuously improve,	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 3: Priority 3: Parent, Family, and Community Support.

Goal 2: LDISD will increase engagement and learning opportunities for parents and community through campus and district events.

Evaluation Data Sources: List of Campus Events for Parents/Community
 Falcon Showcase
 Falcon Insider





Strategy 1 Details	Formative Reviews		
<p>Strategy 1: TCHATT counseling series will be provided online throughout the year to support and engage parents in topics related to students. Staff Responsible for Monitoring: Counseling department and Communications</p>	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Social media content and frequency intentionally focused on PTA, Parent/Booster Organizations, Community Organizations, etc Strategy's Expected Result/Impact: The district will help share the news, accolades, and events of our students and groups through a variety of channels like social media and the district website.</p>	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue strong partnership between the District and the Lake Cities Education Foundation (LCEF) Strategy's Expected Result/Impact: To showcase the different initiatives the Lake Cities Education Foundation provides for our district through photography and videography. Staff Responsible for Monitoring: LCEF Exec Dir and Communications</p>	Formative		
	Nov	Jan	Mar
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: The LDISD will hold a community breakfast where stakeholders and community leaders can learn more about the District and how we are contributing to the community. Strategy's Expected Result/Impact: Educating our students takes a village. Building relationships and partnering with community members is crucial for the success of our learners. Staff Responsible for Monitoring: Administrative Services</p>	Formative		
	Nov	Jan	Mar
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Increase involvement in rotary and Lake Cities Chamber of Commerce. Strategy's Expected Result/Impact: Building relationships and partnering with community members is crucial for the success of our learners. Staff Responsible for Monitoring: Superintendent</p>	Formative		
	Nov	Jan	Mar

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Partner with community organizations to support students.</p> <p>Strategy's Expected Result/Impact: Continue to partner with community organizations/resources to help students overcome the barriers that keep them from succeeding in school.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent, counselors and campus principals</p>	Formative		
	Nov	Jan	Mar
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Priority 4: Priority 4.1: Efficient Operations

Goal 1: LDISD will ensure a coherent 2024-2025 budget development process.





Evaluation Data Sources: Financial data and reports, Adopted Budget,

Strategy 1 Details	Formative Reviews		
Strategy 1: Develop timeline for annual budget process Strategy's Expected Result/Impact: Ensure adequate time for budget preparation and adoption Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Determine revenue projections based on anticipated student enrollment Strategy's Expected Result/Impact: Revenue projections reflect expected enrollment and attendance rate Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Provide budget allocations to campuses/departments. Strategy's Expected Result/Impact: Budget allocations based on projected enrollment and student populations Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 4: Priority 4.1: Efficient Operations





Goal 2: LDISD will respond within 48 hours for all maintenance, facility, and custodial requests .

Evaluation Data Sources: School Dude/Brightly CMMS and Master Facilities Improvement Plan

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish and monitor response times. Strategy's Expected Result/Impact: Provides a baseline and supports improvement goals. Staff Responsible for Monitoring: Director of Facilities and Operations & Chief Operations Officer	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Train staff annually on appropriate request procedures Strategy's Expected Result/Impact: Ensure all staff understand the basic functions and reasoning behind our Work Order Management System Staff Responsible for Monitoring: Director of Facilities and Operations	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Utilize a work order management system. Strategy's Expected Result/Impact: This allows the Facilities Department to analyze data more effectively and improve the decision making processes for efficient operations Staff Responsible for Monitoring: Director of Facilities and Operations & Chief Operations Officer	Formative		
	Nov	Jan	Mar
Strategy 4 Details	Formative Reviews		
Strategy 4: Maximize the use of PM DIRECT in School Dude/Brightly Programming Strategy's Expected Result/Impact: Reduction of work order requests and minimize downtime on equipment Staff Responsible for Monitoring: Director of Facilities and Operations	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 4: Priority 4.1: Efficient Operations





Goal 3: During 2024 -2025, LDISD will provide to the board an Annual Comprehensive Financial Report.

Strategy 1 Details	Formative Reviews		
Strategy 1: Present Annual Audit and results to the Board of Trustees for approval Strategy's Expected Result/Impact: To ensure financial statements fairly present the financial position of the District Staff Responsible for Monitoring: Chief Financial Officer	Formative		
	Nov	Jan	Mar
<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>			

Priority 4: Priority 4.1: Efficient Operations

Goal 4: LDISD will maintain safe and secure environments of all LDISD facilities during the 2024-2025 school year.





- Evaluation Data Sources:** SRO Contracts
 Camera List
 Inventory of Proximity Cards
 Door Audit Logs
 Sign Ins for Staff Security Training

Strategy 1 Details	Formative Reviews		
Strategy 1: Evaluate the effectiveness of security, surveillance equipment and signage on school district properties Strategy's Expected Result/Impact: Increased campus security Staff Responsible for Monitoring: Chief Administrator of Safety and Security and Director of Technology	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Weekly exterior door audits and logs Strategy's Expected Result/Impact: Increased campus security Staff Responsible for Monitoring: Chief Administrator of Safety and Security and Campus Principals	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Consistently evaluate and repair all exterior lighting Strategy's Expected Result/Impact: Increased campus security Staff Responsible for Monitoring: Director of Facilities and Operations & Chief Operations Officer	Formative		
	Nov	Jan	Mar
Strategy 4 Details	Formative Reviews		
Strategy 4: Maintain SRO contract with Lake Dallas and Corinth Police Departments Strategy's Expected Result/Impact: Increased campus security Staff Responsible for Monitoring: Chief Administrator of Safety and Security	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

Priority 4: Priority 4.1: Efficient Operations

Goal 5: LDISD will train and implement security practices with all faculty and staff during the 2024-2025 school year.

Strategy 1 Details	Formative Reviews		
Strategy 1: Safety and Security Committee will meet in Fall 2024 and Spring 2025. Strategy's Expected Result/Impact: Increased campus security Staff Responsible for Monitoring: Chief Administrator of Safety and Security	Formative		
	Nov	Jan	Mar
Strategy 2 Details	Formative Reviews		
Strategy 2: Annual training with campus staff on location and use of AED (Automated External Defibrillator) machines and Stop the Bleed Kits on campus Strategy's Expected Result/Impact: Safe and healthy environment with trained personnel available in an emergency. Staff Responsible for Monitoring: Health Services Coordinator	Formative		
	Nov	Jan	Mar
Strategy 3 Details	Formative Reviews		
Strategy 3: Annual training with campus staff on Emergency Response Protocols and the Raptor Response System Strategy's Expected Result/Impact: Increased campus security and safety Staff Responsible for Monitoring: Chief Administrator of Safety and Security	Formative		
	Nov	Jan	Mar
Strategy 4 Details	Formative Reviews		
Strategy 4: Assure at each campus and at the district level there is an established and trained Behavioral Threat Assessment Team Strategy's Expected Result/Impact: Increased ability to assess and respond to threats Staff Responsible for Monitoring: Chief Administrator of Safety and Security and Principals	Formative		
	Nov	Jan	Mar
Strategy 5 Details	Formative Reviews		
Strategy 5: Train staff each year in Signs of Suicide and proper response protocols when evidence of mental health concerns are apparent Strategy's Expected Result/Impact: Ability to properly assess students and provide appropriate support for mental health needs. Staff Responsible for Monitoring: Counselors	Formative		
	Nov	Jan	Mar
Strategy 6 Details	Formative Reviews		
Strategy 6: Consistently evaluate and update the effectiveness of internet safety training and internet search/network filters established Strategy's Expected Result/Impact: Safe access for students using technology Staff Responsible for Monitoring: Director of Technology	Formative		
	Nov	Jan	Mar

Strategy 7 Details	Formative Reviews		
Strategy 7: Student Health Advisory Committee will meet periodically throughout the school year Strategy's Expected Result/Impact: Present recommendations on school health program to the superintendent and school board. Staff Responsible for Monitoring: Health Services Coordinator and Operations & Chief Operations Officer	Formative		
	Nov	Jan	Mar
Strategy 8 Details	Formative Reviews		
Strategy 8: Establish and maintain an anonymous reporting system to address safety concerns as well as a safety response team at each campus Strategy's Expected Result/Impact: Open line of communication to ensure a safe and secure school environment. Staff Responsible for Monitoring: Director of Technology and Campus Principals	Formative		
	Nov	Jan	Mar
 No Progress  Accomplished  Continue/Modify  Discontinue			

State Compensatory

Budget for District Improvement Plan

Total SCE Funds: \$1,853,699.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

Lake Dallas ISD utilizes SCE funds primarily to provide personnel who provide direct services to at-risk students. These funds may also be allocated for initiatives which may include but are not limited to: Professional development supporting the use of sheltered instructional strategies, tiered response classroom interventions, and Student/Teacher Assistance Teams, implementation of PBIS strategies at every campus, monitoring of all student performance, including special populations, on State assessment, graduation rates, attendance, retention rates, and withdrawals.