

# Lumberton Independent School District



## Lumberton High School

## 2025-2026 Campus Improvement Plan

# Mission Statement

Challenge & inspire all students to develop their talents, becoming the best version of themselves

## Vision

To be a premier school district with an inclusive culture for excellence in learning & leading

## Value Statement

### **Activate each individual's full potential by:**

- Promoting innovation
- Encouraging lifelong learning
- Creating opportunities
- Having high expectations for all

### **Exemplify character traits based on:**

- Honesty & integrity
- Inclusiveness
- Compassion
- Work ethic
- Perseverance & Confidence

### **Continue a tradition of excellence through:**

- Demonstrating Raider Pride
- Exemplifying energetic leadership
- Exuding positivity
- Promoting a family atmosphere


### **Provide a positive environment with:**

- Opportunities to grow
- Safe & nurturing conditions
- Individuals who are team players
- Strong relationships
- High levels of community support
- Transparent & timely communication
- Family-oriented values

**Motto:** *"Raiders Today, Leaders Tomorrow"*

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# Priority Problem Statements

## Problem Statement

## Root Cause

1  
★

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

2  
★

Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.

Lack of certified applicants

3  
★

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

4  
★

Our campus has many Chromebooks and devices, but not enough to make sure every student has access when they need one. This causes problems during lessons that require technology, slows down classroom activities, and makes it harder to use digital tools for learning. Teachers often have to share devices between classes or adjust lessons based on what's available.

One to one technology would allow LHS to more effectively implement a No Cell Phone policy.

★ = Priority



# Data Documentation for CNA

# Data Documentation for CNA

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Accountability Distinction Designations
- Federal Report Card and accountability 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
- 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
- PSAT
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data
- Pregnancy and related services data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data

- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

## **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

## Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Action research results



# Goals

# Goal 1 Ensure organizational improvement, strong school leadership, and effective planning. (B.G. #2)

## Performance Objective 1 ✔ High Priority

Communicate District's Core Values, Vision, and Mission across the high school campus as tools for strategic decision making, planning, and organizational improvement.

**Evaluation Data Source:** Observation of the mission, vision, and core values posted on campus and district documents

Observable actions by staff practicing and using them within classrooms, PLCs, and campus events

### Strategy 1

Utilize email, parent square, staff meetings, and department head meetings as opportunities to funnel ideas into the campus culture base on our vision, mission, and core values..

**Strategy's Expected Result/Impact:** A common direction in relation to vision and mission.

**Staff Responsible for Monitoring:** Principal, assistant principals, department heads

**Problem Statements:** School Organization 1

#### Formative Reviews

Considerable Progress

November

March

June

### Strategy 2

Ensure visual presence of the District's Core Values, Vision, and Mission across the campus, on website, and on social media.

**Strategy's Expected Result/Impact:** Daily practices become aligned with the District's Core Values, Vision, and Mission across the District.

**Staff Responsible for Monitoring:** Campus administrators

**Problem Statements:** School Organization 1

#### Formative Reviews

Considerable Progress

November

March

June

**Performance Objective 1 Problem Statements Identifying School Organization**

Problem Statement	Root Cause
<p><b>1</b> Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.</p>	<p>Contentment</p>

**Performance Objective 2**  **High Priority**  **HB3 Goal**

Lumberton High School will establish and/or evaluate their tightly held and loosely held systems and expectations and ensure program and department alignment.

**Evaluation Data Source:** Documentation of the expectations through staff meeting notes and campus notifications  
Lesson Plans  
PLCs

**Strategy 1**

High school administration will collaboratively generate the list of tightly held and loosely held systems and expectations and communicate those expectations to all the staff

**Strategy's Expected Result/Impact:** Clearly communicated expectations for campus operations will ensure alignment compliance with campus-level, district-level, and state-level programs, requirements, and mandates.

**Staff Responsible for Monitoring:** Principal and assistant principals

**Problem Statements:** School Organization 1

**Formative Reviews**

Considerable Progress

**November**

**March**

**June**

**Performance Objective 2 Problem Statements Identifying School Organization**

Problem Statement	Root Cause
<p><b>1</b> Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.</p>	<p>Contentment</p>

### Performance Objective 3 High Priority HB3 Goal

Build leadership and improvement capacity throughout the campus organization by providing training opportunities and resources to teachers, administrators, and other staff.

**Evaluation Data Source:** Data of Professional Development hours  
Artifacts and campus development of programs and processes from PD (implementation of the learning)  
Feedback from staff

#### Strategy 1

Empower teacher leaders, counselors, and assistant principals to manage their systems they are responsible for with limited guidance from principal.

**Strategy's Expected Result/Impact:** Increased capacity in instructional leadership.

**Staff Responsible for Monitoring:** Principal

**Problem Statements:** School Organization 1

#### Formative Reviews

Some Progress

November

March

June

#### Strategy 2

Implement Wake-up Wednesdays to provide professional time without student distractions for staff.

**Strategy's Expected Result/Impact:** PLC implementation, completed AWARE documents, updated grades, lesson planning with internalization

**Staff Responsible for Monitoring:** Administrators

**Problem Statements:** School Culture and Climate 1

#### Formative Reviews

Some Progress

November

March

June

#### Strategy 3

Implement Texas Instructional Leadership strategies.

**Strategy's Expected Result/Impact:** Increase instructional leadership capacity among leadership team.

**Staff Responsible for Monitoring:** Principal

### Formative Reviews

Some Progress

November

March

June

### Performance Objective 3 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

### Performance Objective 3 Problem Statements Identifying Staff Quality, Recruitment, and Retention

Problem Statement

Root Cause

1

Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.

Lack of certified applicants

### Performance Objective 3 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

### Performance Objective 4 High Priority HB3 Goal

Concentrate campus improvement efforts by targeting the Focus Areas at the campus level: 1) Counseling; 2) Student attendance; 3) Student discipline; and 4) Professional Learning Communities (PLC), and 5) Student Academic Growth.

**Evaluation Data Source:** Monthly principals meeting reports, increased student daily attendance, staff reports/surveys about student discipline, PLC agendas, PLC schedules, increased student achievement.

### Strategy 1

Conduct regular campus staff and department head meetings to ensure strong communication across the campus.

**Strategy's Expected Result/Impact:** Increased campus-wide communication. Professional growth of the participants in the areas of instructional leadership.

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Conduct regular PLC and data meetings with the Teaching and Learning team among all subjects. All administrators will participate in the district PLC processes.

**Strategy's Expected Result/Impact:** Increased data awareness. Collaborative analysis and decision-making to improve instruction.

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 3

Utilize the District Curriculum Management Plan to guide the district instructional improvement efforts.

**Strategy's Expected Result/Impact:** Improve intra-district processes. Establish and communicate district expectations for curriculum development, managements and delivery.

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Organization 1

### Formative Reviews

No Progress

**November**

**March**

**June**

### Strategy 4

Establish appropriate systems in each focus area, and ensure their implementation by means of written expectations for counselors, assistant principals, department leaders, and other staff members in accordance with their areas responsibility.

**Strategy's Expected Result/Impact:** Improved student mental health, increased ADA, staff reports on consistent discipline implementation, increased teacher collaboration and efficiency.

**Staff Responsible for Monitoring:** Principal

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

**November**

**March**

**June**

### Performance Objective 4 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

# Goal 2

Recruit, select, assign, retain, develop, and support a full staff of highly qualified and effective educators. (B.G. #2)

## Performance Objective 1 High Priority HB3 Goal

Aim to ensure that 100% of the high school teachers are certified and effective.

Evaluation Data Source: SBEC, TTESS

### Strategy 1

Recruit high quality educators through attending and job fairs as well as collaborating with teacher preparation institutions.

**Strategy's Expected Result/Impact:** Increased collective teacher efficacy.

**Staff Responsible for Monitoring:** campus administration

**Problem Statements:** Staff Quality, Recruitment, and Retention 1

#### Formative Reviews

Considerable Progress

November

March

June

### Strategy 2

Promote staff attendance incentive program.

**Strategy's Expected Result/Impact:** Better utilization of instructional time and improved instructional continuity.

**Staff Responsible for Monitoring:** Administration

**Problem Statements:** Staff Quality, Recruitment, and Retention 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 3

Implement New and Novice Teachers Mentoring Program.

**Strategy's Expected Result/Impact:** Increased retention of teachers and well informed staff for campus processes and procedures.

**Staff Responsible for Monitoring:** Instructional Coach  
Teaching and Learning Department  
Principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1

### Formative Reviews

Some Progress

November

March

June

## Strategy 4

Recognize and celebrate teachers and staff for their achievement and effort on a regular basis.

**Strategy's Expected Result/Impact:** Increased morale and teacher retention.

**Staff Responsible for Monitoring:** Principals  
Fine arts, athletics, CTE Directors

**Problem Statements:** Staff Quality, Recruitment, and Retention 1

### Formative Reviews

Some Progress

November

March

June

## Performance Objective 1 Problem Statements Identifying Staff Quality, Recruitment, and Retention

Problem Statement

Root Cause

1

Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.

Lack of certified applicants

## Performance Objective 2 High Priority HB3 Goal

Provide job-specific training and professional learning to all staff members tailored to their individual professional needs.

### Strategy 1

Provide individualized teacher support from administrative instructional leaders.

**Strategy's Expected Result/Impact:** Retention of successful teachers.

**Staff Responsible for Monitoring:** Campus directors and administration

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Increase employee capacity and collective teacher efficacy through observation and feedback cycles, including informal walkthroughs, T-TESS observations, Pre- and Post-Conferences.

**Strategy's Expected Result/Impact:** Effective communication and well developed teachers that remain in the district.

**Staff Responsible for Monitoring:** Instructional Coaches  
Principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

#### Formative Reviews

Moderate Progress

November

March

June

### Strategy 3

Encourage and support instructional staff in seeking content-specific professional development opportunities, including optional professional learning opportunities on the district workdays.

**Strategy's Expected Result/Impact:** Knowledgeable staff that implements the new learning in the classroom to increase student achievement.

**Staff Responsible for Monitoring:** campus administration, instructional coach, campus directors

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

## Formative Reviews

Some Progress

November

March

June

## Strategy 4

Through TIL processes, implement materials internalization and alignment for all subjects in the planning stages of lessons, as well as the PLC process. Administrative team will provide training during BOY Round Robin, and provide ongoing support and training.

**Strategy's Expected Result/Impact:** Enhanced learning, student engagement

**Staff Responsible for Monitoring:** Administrative team

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

## Formative Reviews

Some Progress

November

March

June

## Performance Objective 2 Problem Statements Identifying Staff Quality, Recruitment, and Retention

Problem Statement

Root Cause

1

Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.

Lack of certified applicants

## Performance Objective 2 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

# Goal 3

Encourage and promote positive culture among students and staff, and ensure positive community engagement. (B.G. #2,#3,#4)

## Performance Objective 1 High Priority HB3 Goal

Ensure that campus practices and policies demonstrate high expectations and shared ownership for student success, with a drive towards college and career readiness and postsecondary success.

**Evaluation Data Source:** Review of student handbooks

Course Selection Guide

Campus posts of expectations

District meetings of administrators

Connections with higher learning institutions

### Strategy 1

The Life Ready Center is set up and operating. Utilize this space and resources to educate and promote CCMR.

**Strategy's Expected Result/Impact:** Increased CCMR among students.

**Staff Responsible for Monitoring:** Vicki Mouton, counselors

**Problem Statements:** School Culture and Climate 1 - School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Schedule SAT day, ASVAB, and TSI day.

**Strategy's Expected Result/Impact:** Increased student participation to increase student success and CCMR accountability.

**Staff Responsible for Monitoring:** Principal, counselors

**Problem Statements:** School Culture and Climate 1 - School Organization 1

#### Formative Reviews

Moderate Progress

November

March

June

### Strategy 3

Increase opportunities for college preparation by enrolling seniors without a CCMR point into Texas College Bridge for their release period until completed.

**Strategy's Expected Result/Impact:** Increase numbers of college ready students. Increased CCMR percentages.

**Staff Responsible for Monitoring:** Principal, CTE director

**Problem Statements:** School Organization 1

**TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college

**ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

#### Formative Reviews

Moderate Progress

November

March

June

### Performance Objective 1 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

### Performance Objective 1 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

### Performance Objective 2 High Priority

Provide explicit behavioral expectations and management systems for students and staff.

**Evaluation Data Source:** Data from office referrals, DAEP, ISS etc...  
Posts of student expectations on campuses and classrooms  
Student Code of Conduct review and feedback  
Staff Development  
Frontline reports

### Strategy 1

Communicate expectations from Staff Handbook and Student Handbook to all staff and students respectively.

**Strategy's Expected Result/Impact:** Improved campus and district operations.

**Staff Responsible for Monitoring:** All campus staff

**Problem Statements:** School Culture and Climate 1 - School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Put systems in place to increase student attendance.

**Strategy's Expected Result/Impact:** Increased student achievement, consistent funding.

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Culture and Climate 1 - School Organization 1

#### Formative Reviews

Some Progress

November

March

June

### Strategy 3

Implement behavioral systems of support and social-emotional learning across campuses, and research-based classroom management strategies through CHAMPS. Provide training prior to 2025-26 school year, and monitor implementation and compliance in classrooms.

**Strategy's Expected Result/Impact:** Increased student attendance and positive school culture

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Organization 1

## Formative Reviews

Some Progress

November

March

June

### Performance Objective 2 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

### Performance Objective 2 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

### Performance Objective 3 High Priority

Engage families and the community on a regular basis and ensure consistent, transparent, and timely communication with all the stakeholders.

**Evaluation Data Source:** Feedback in DEIC  
Community Board Meetings  
Communication in multiple forms  
Data of attendance to campus family nights

#### Strategy 1

Schedule Just for Juniors, Senior Summit, FAFSA Night in the Fall.

**Strategy's Expected Result/Impact:** Increase parent and student knowledge on all aspects of the graduation and higher learning process.

**Staff Responsible for Monitoring:** Principal, counselors

**Problem Statements:** School Culture and Climate 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Utilize different means of public communication, including, but not limited to Parent Square and Facebook.

**Strategy's Expected Result/Impact:** Well-informed stakeholders

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Culture and Climate 1

### Formative Reviews

Moderate Progress

November

March

June

## Performance Objective 3 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

## Performance Objective 4 High Priority

Ensure physical safety and security of all staff, students, and campus visitors in compliance with the House Bill 3, Intruder Audits, and other TEA safety requirements.

**Evaluation Data Source:** Safety Committee meetings feedback

Documentation of safety practices

Follow-up meetings and feedback after an incident

## Strategy 1

Enforce consistent system of staff and student parking tags.

**Strategy's Expected Result/Impact:** Increased campus safety by monitoring vehicles on campus.

**Staff Responsible for Monitoring:** LHS administrative team.

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 2

Increase parking lot monitoring.

**Strategy's Expected Result/Impact:** Less vehicle and pedestrian traffic

**Staff Responsible for Monitoring:** All staff

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 3

Ensure ongoing staff training on safety and security, including, but not limited to required drills and tabletop exercises.

**Strategy's Expected Result/Impact:** Better preparedness

**Staff Responsible for Monitoring:** Campus administration

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 4

Implement vaping prevention program (e.g. Catch My Breath Program or others). Assign vaping modules to all students that receive discipline for vaping.

**Strategy's Expected Result/Impact:** Improved student health, decreased disciplinary placements.

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 5

Use the Raptor Alert app to ensure efficient implementation of the Standard Response Protocol (SRP).

**Strategy's Expected Result/Impact:** Efficient implementation of SRP, accounted for students and staff during emergencies, improved communication during emergencies.

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

March

June

## Strategy 6

Install and monitor vape detectors to deter students smoking or vaping on campus.

**Strategy's Expected Result/Impact:** Students will stop smoking/vaping

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 7

Conduct weekly door sweeps and document operational status of all 90 exterior doors at LHS.

**Strategy's Expected Result/Impact:** Enhanced security  
Quick response times to maintenance needs

**Staff Responsible for Monitoring:** A-Team

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Performance Objective 4 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

## Performance Objective 5 HB3 Goal

Improve staff morale and productivity by eliminating inefficiencies, redundancies, and excessive paperwork for all staff when possible.

**Evaluation Data Source:** Amount of paperwork required from teachers and staff.

### Strategy 1

Use teacher-created unit-based assessments data to make instructional decisions.

**Strategy's Expected Result/Impact:** Increased instructional time, decreased amount of testing.

**Staff Responsible for Monitoring:** PLC's within EOC tested subjects.

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Continue re-assessing systems to eliminate inefficiencies when possible.

**Strategy's Expected Result/Impact:** Decrease redundant processes.

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

**November**

**March**

**June**

## Performance Objective 5 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

## Performance Objective 6

Engage stakeholders in understanding and practicing the District's Core Values, Mission, and Vision and ensuring a shared understanding of the Core Values, Mission, and Vision in practice.

**Evaluation Data Source:** DEIC meetings and feedback  
Community surveys  
District surveys  
Periodic district training to the community (i.e., LEARN)

### Strategy 1

Refer to the district's mission, vision, and core values during parent nights, other community engagement events, and district-level committees.

**Strategy's Expected Result/Impact:** The public becomes aware of the District goals.

**Staff Responsible for Monitoring:** A-team

**Problem Statements:** School Culture and Climate 1 - School Organization 1

### Formative Reviews

No Progress

**November**

**March**

**June**

### Strategy 2

Increase the use of the campus Facebook page to tell a positive story concerning LHS' core

values, mission, and vision.

**Strategy's Expected Result/Impact:** Increase the positive perception of LHS with our stakeholders.

**Staff Responsible for Monitoring:** Assistant Principal, principal

**Problem Statements:** School Culture and Climate 1

**ESF Levers:** Lever 3: Positive School Culture

### Formative Reviews

Moderate Progress

November

March

June

## Performance Objective 6 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

1

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

## Performance Objective 6 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

## Performance Objective 7

Create and maintain a positive climate among students and staff at LHS.

**Evaluation Data Source:** teacher feedback  
observations  
student feedback

### Strategy 1

Provide a cookout for teaches each semester to provide lunch.

**Strategy's Expected Result/Impact:** morale booster

**Staff Responsible for Monitoring:** Administrators

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

March

June

## Strategy 2

Dough Day. Provide donuts to staff every payday.

**Strategy's Expected Result/Impact:** boost morale

**Staff Responsible for Monitoring:** Admin team

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

## Strategy 3

Provide a door prize at each monthly staff meeting.

**Strategy's Expected Result/Impact:** morale boost

**Staff Responsible for Monitoring:** admin team

**Problem Statements:** School Organization 1

### Formative Reviews

No Progress

November

March

June

## Strategy 4

Reward students with Raider Bucks for positive reinforcement.

**Strategy's Expected Result/Impact:** improved behaviors and morale with students

**Staff Responsible for Monitoring:** admin team

**Problem Statements:** School Organization 1

### Formative Reviews

Moderate Progress

November

March

June

### Performance Objective 7 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

# Goal 4

Provide high quality curriculum, instruction, and assessments with the focus on student learning and post-secondary preparedness. (B.G. #1,#3)

## Performance Objective 1 HB3 Goal

Ensure alignment of the written, taught, and tested curriculum in content, context, and cognition in order to increase Student Achievement and Student Growth on STAAR EOC.

**Evaluation Data Source:** PLC meetings and aligned planning and TEKS breakdown observations  
District Nine Weeks' Assessment (align the learning)  
Campus Common Assessments (content alignment and pacing)  
Feedback from district planning days of priority standards and content  
Utilize Eduphoria Aware for assessments and student tracking of progress

### Strategy 1

Utilize Professional Learning Communities (PLC) model, Backwards Design, unpacking the Texas Essential Knowledge and Skills (TEKS), and Rigor / Relevance / Learner Engagement rubrics to plan instructional activities and interventions tailored to individual student needs.

**Strategy's Expected Result/Impact:** Provide high quality instruction, ensure student growth in each EOC exam results.

**Staff Responsible for Monitoring:** Teachers  
Principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 2

Identify and utilize Priority Standards at each grade level in Reading Language Arts, Mathematics, Social Studies, and Science to focus instructional practices on most impactful standards.

**Strategy's Expected Result/Impact:** Evaluate student performance and areas of academic deficiency that may have long-term effect on student success; provide focused interventions; and ensure student growth in all core subjects and grade levels.

**Staff Responsible for Monitoring:** Teachers (All)  
Special Programs  
Principal  
assistant principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1

### Formative Reviews

Some Progress

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### Strategy 3

Administer district common formative assessments are administered at least once every nine weeks in Reading Language Arts, Mathematics, Social Studies, and Science.

**Strategy's Expected Result/Impact:** Data analysis of the common assessments will inform teachers' decisions on how to best adjust instruction to meet the needs of all students.

**Staff Responsible for Monitoring:** Teachers  
Principal  
Teaching and Learning Team

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 4

Provide regular data reviews for ALL subjects and grade levels during the campus-level teacher PLC.

**Strategy's Expected Result/Impact:** Improved quality of classroom instruction.

**Staff Responsible for Monitoring:** Administration team

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

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### Strategy 5

Require lesson planning using MIA protocols to maximize tier 1 instruction.

**Strategy's Expected Result/Impact:** improved education outcomes

**Staff Responsible for Monitoring:** admin team

## Formative Reviews

Some Progress

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### Performance Objective 1 Problem Statements Identifying Staff Quality, Recruitment, and Retention

Problem Statement

Root Cause

1

Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.

Lack of certified applicants

### Performance Objective 1 Problem Statements Identifying School Organization

Problem Statement

Root Cause

1

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment

### Performance Objective 2 HB3 Goal

Provide high quality instructional materials, resources, and professional development opportunities to all instructional staff.

**Evaluation Data Source:** Textbook (resources) Committee feedback and process to ensure materials are provided

Feedback from the District Resource Evaluation Process

Data of attendance in district training for all instructional staff through Summer Learning, in house district PD Survey of PD needs

PLC meetings and aligned planning and TEKS breakdown observations

Feedback from district planning

### Strategy 1

Provide professional learning (PL) opportunities to teachers, paraprofessionals, and administrators on the latest research-based instructional strategies and practices

**Strategy's Expected Result/Impact:** Provide high quality instruction, ensure student growth in each subject at each grade level by at least 1% as evidenced by STAAR/EOC exams results.

**Staff Responsible for Monitoring:** Teachers  
Teaching and Learning Department  
Principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

### Formative Reviews



## Strategy 2

Conduct walkthroughs in all classrooms to ensure proper classroom management and delivery of approved curriculum. Provide feedback to teachers.

**Strategy's Expected Result/Impact:** teacher growth  
maximize instructional time

**Staff Responsible for Monitoring:** LHS administrative team.

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

### Formative Reviews



**Performance Objective 2 Problem Statements Identifying Staff Quality, Recruitment, and Retention**

Problem Statement	Root Cause	
1	Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.	Lack of certified applicants

**Performance Objective 2 Problem Statements Identifying School Organization**

Problem Statement	Root Cause	
1	Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.	Contentment

**Performance Objective 3**  **HB3 Goal**

Ensure all students have access to high quality instruction, materials, and services, including those in special programs (Special Education, English as a Second Language (ESL), Multi-Tiered System of Supports(MTSS), Dyslexia, and 504).

**Evaluation Data Source:** Textbook (resources) Process of classroom materials  
 Campus walk-throughs  
 Professional Development for all instructional staff and observations of implementation  
 Feedback from teachers and campus committees

**Strategy 1**

Adopt evidence-based practices focused on Positive Behavioral Interventions and Supports (PBIS) and RTI identification and intervention tools.

**Strategy's Expected Result/Impact:** Data showing less behavior issues, office referrals, and increased positive behavior of students for effective student engagement of learning.

**Staff Responsible for Monitoring:** Principals  
 Teachers  
 Special Programs Team

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

## Formative Reviews

Some Progress

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## Strategy 2

Provide targeted interventions to students with identified needs as well as meet HB1416 expectations for students in need of instruction to pass the future STAAR/EOC state assessments during EOC remediation courses and academic advisory time. Algebra I and English I and II will utilize the software program IXL. Biology will use StemScopes. US History will use APEX.

**Strategy's Expected Result/Impact:** Student increased performance in closing the gaps on STAAR and other district assessments, such as Nine Weeks Assessments.

**Staff Responsible for Monitoring:** Teachers

**Problem Statements:** School Organization 1

**ESF Levers:** Lever 5: Effective Instruction

## Formative Reviews

Some Progress

November

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## Strategy 3

Incorporate a daily 20 minute academic advisory period into the bell schedule to provide accelerated instruction to those in need. We will use IXL in English and Algebra, StemSCOPES in Biology, and APEX in US History.

**Strategy's Expected Result/Impact:** success of EOC retesters, meeting mandates of HB 4545

**Staff Responsible for Monitoring:** EOC teachers, administration

**Problem Statements:** Technology 1

## Formative Reviews

Some Progress

November

March

June

## Strategy 4

Provide educators who teach and support ESL students with training and resources to ensure student academic and social-emotional success.

**Strategy's Expected Result/Impact:** Increased scores on TELPAS and STAAR data in the EL student population.

**Staff Responsible for Monitoring:** ESL Coordinator  
Principals

**Problem Statements:** Staff Quality, Recruitment, and Retention 1 - School Organization 1

**Formative Reviews**

No Progress

**November**

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**June**

**Strategy 5**

Ensure smooth and effective campus transition of students serviced under Special Programs.

**Strategy's Expected Result/Impact:** Improved quality of services for students participating in special programs.

**Staff Responsible for Monitoring:** Campus administration, case managers, ARD facilitator, academic advisors, gen ed teachers

**Problem Statements:** School Organization 1

**Formative Reviews**

Some Progress

**November**

**March**

**June**

**Performance Objective 3 Problem Statements Identifying Staff Quality, Recruitment, and Retention**

Problem Statement	Root Cause	
1	Our school currently relies on the District of Innovation (DOI) designation to hire skilled educators who may not yet hold full certification but bring valuable experience to the classroom. If future legislative sessions remove the DOI option, we will face serious challenges in recruiting and retaining enough certified teachers to fill all positions.	Lack of certified applicants

**Performance Objective 3 Problem Statements Identifying School Organization**

Problem Statement	Root Cause	
1	Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.	Contentment

**Performance Objective 3 Problem Statements Identifying Technology**

Problem Statement	Root Cause	
1	Our campus has many Chromebooks and devices, but not enough to make sure every student has access when they need one. This causes problems during lessons that require technology, slows down classroom activities, and makes it harder to use digital tools for learning. Teachers often have to share devices between classes or adjust lessons based on what's available.	One to one technology would allow LHS to more effectively implement a No Cell Phone policy.

**Performance Objective 4  HB3 Goal**

Provide programs, systems, and supports to ensure students' college, career, and postsecondary readiness, and maintain the progress we've made in our CCMR graduation percentage (93%-2025).

- Evaluation Data Source:** CTE Director data  
State CCMR data  
HB3 Five Year Outcome Goals progress and data  
Use Texas College Bridge program to monitor students' college prep progress

## Strategy 1

Ensure efficiency of the Life Ready Center (LRC).

**Strategy's Expected Result/Impact:** Increased graduation rate and decreased drop out rates.

**Staff Responsible for Monitoring:** Principals  
Counselors  
Teachers  
CTE Director

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

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## Strategy 2

Provide and expand Dual Credit opportunities.

**Strategy's Expected Result/Impact:** Increase college ready students.

**Staff Responsible for Monitoring:** Principal  
Counselors  
CTE Director

**Problem Statements:** School Culture and Climate 1 - School Organization 1

### Formative Reviews

Some Progress

November

March

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## Strategy 3

Implement College Prep classes for English and Mathematics.

**Strategy's Expected Result/Impact:** Students prepared to transition to college, increased CCMR ratings for the District.

**Staff Responsible for Monitoring:** Principal  
Counselors  
CTE Director (CCMR)

**Problem Statements:** School Organization 1

## Formative Reviews

Moderate Progress

November

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### Strategy 4

Focus on communicating scholarship opportunities for the senior class through Senior Summit, The Life Ready Center, Counselor Connection, announcements, lunch duty conversations, among other avenues.

**Strategy's Expected Result/Impact:** Increase the amount of scholarship money awarded to the senior class for trade school and college.

**Staff Responsible for Monitoring:** LHS administrative team, counselors, senior level teachers.

**Problem Statements:** School Culture and Climate 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 5

Create a grade level competition (Raider Fast Food Games) that promotes student attendance effective transitions between classes.

**Strategy's Expected Result/Impact:** More time in class for instruction. Increase student responsibility.

**Staff Responsible for Monitoring:** All staff

**Problem Statements:** School Organization 1

### Formative Reviews

Some Progress

November

March

June

### Strategy 6

Foster an increase the amount of scholarship money offered to the class of 2026 over the class of 2025 (\$6.3 million).

**Strategy's Expected Result/Impact:** Expanded opportunities for graduates.

**Staff Responsible for Monitoring:** Administrators, counselors

### Formative Reviews

Some Progress

**November**

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### Performance Objective 4 Problem Statements Identifying School Culture and Climate

Problem Statement

Root Cause

**1**

In our school there's a lack of communication between teachers and parents, leaving many parents unaware of how their child is doing in school. This makes it difficult for parents to support their child's academic and emotional needs. Better communication is needed to help parents stay informed and work together with teachers to support students' success.

Alternative certification and DOI hires, generational values

### Performance Objective 4 Problem Statements Identifying School Organization

Problem Statement

Root Cause

**1**

Lumberton High School has the opportunity to grow in multiple areas despite being a high quality learning environment.

Contentment