

# From **L**egacy to **T**rajectory: A Commitment to Excellence

## Strategic Plan Pillar: All-In Stewardship for Student Success

Lake Travis ISD is committed to making thoughtful, responsible decisions that support every student. We will align how we use our time, people, and resources so that every action clearly supports student success, staff growth, and the long-term strength of our district.

### Goal

Build and maintain strong, reliable systems that support student success, empower staff, and ensure responsible use of district resources over time.

### Performance Objective 1: Financial Responsibility and Sustainability

We will ensure long-term fiscal health through disciplined financial management, strategic resource alignment, and transparent monitoring systems that maximize efficiency and ensure resources are aligned to meet identified priorities and student needs.

By 2031, Lake Travis ISD will:

- Meet or exceed all Board-approved financial standards each year.
- Ensure at least 92.5% of district spending directly supports student learning, long-range planning, and long-term sustainability.
- Maintain strong financial health, as shown by clean annual audits, healthy fund balances, and responsible per-student spending.

### Performance Objective 2: Operational Alignment and Efficiency

We will ensure district operations are reliable, efficient, and responsive by implementing consistent processes, maintaining systems proactively, and regularly monitoring performance to support high-quality service.

By 2031, Lake Travis ISD will:

- Achieve and maintain high-performing operations across all departments by meeting or exceeding annual gains in efficiency, as measured by reduced processing time, cost savings, or reallocation of resources to higher-priority needs.
- Ensure 100% of facilities meet or exceed established safety compliance standards, as measured through routine inspections and audits.
- Conduct reviews across all departments, documenting findings, action steps, measurable improvements, and evidence of impact through defined performance metrics aligned to student needs and district priorities.

### **Performance Objective 3: Strong Workforce**

We will recruit, support, and retain high-quality staff across the district.

By 2031, Lake Travis ISD will:

- Position compensation for each department to align with or exceed market competitiveness relative to surrounding districts.
- Meet or exceed at least 85% staff retention.
- Optimize workforce staffing model to maintain job vacancy rates at or below 3% across all positions.
- Ensure at least 90% of staff meet or exceed performance expectations.
- Provide leadership pathways that strengthen and grow a high-performing workforce through aligned professional learning, coaching, and capacity-building supports, driving retention across all departments.

## **Strategic Plan Pillar: Future-Ready Students**

Lake Travis ISD will prepare every student for life after graduation, whether that path leads to college, a career, the military, or beyond. We will support students from early learning through graduation with clear pathways, strong support systems, and meaningful partnerships with families and the community. Our goal is for every student to graduate confident, capable, and ready to succeed.

### **Goal**

Prepare all students for future success by building strong foundations and providing clear pathways that support lifelong readiness, empowering them to reach their full potential.

### **Performance Objective 1: Student Readiness (PK–12)**

We will ensure all students develop the knowledge, skills, and competencies needed at each stage of their PK–12 experience through strong academic foundations and aligned learning experiences.

By 2031, Lake Travis ISD will:

- Achieve 90% or higher performance on key readiness indicators, including:
  - Early literacy (K–3 reading proficiency)
  - Early numeracy (K–3 math proficiency)
  - State assessment performance (meets or exceeds grade level)
  - College, Career, and Military Readiness (CCMR) indicators
- Reduce achievement gaps between student groups by at least 50%.

## **Performance Objective 2: Student Wellness, Resilience, and Engagement**

We will support the whole child by fostering safe, connected, and engaging learning environments that promote wellness, resilience, and a strong sense of belonging.

By 2031, Lake Travis ISD will:

- Increase positive response rates on student surveys measuring safety, belonging, and engagement by at least 30%.
- Reduce chronic absenteeism by 50% from baseline across all student groups.
- Increase student participation in extracurricular, co-curricular, leadership, and service opportunities to at least 90% of students annually as measured by number of students participating in fine arts, CTE, student leadership groups, athletics, academic organizations, and events such as science fair, Destination Imagination, and others.
- Ensure 100% of campuses implement and monitor social-emotional learning aligned to the learner profile.

## **Performance Objective 3: Postsecondary Pathways and Outcomes**

We will ensure all students have access to aligned pathways and graduate with the knowledge, skills, and experiences needed to successfully pursue their postsecondary goals.

By 2031, Lake Travis ISD will:

- Achieve 90% or higher CCMR attainment across all student groups.
- Increase participation in advanced academics and CTE by 25% for all secondary students.
- Ensure 100% of students develop and annually update a personalized graduation and postsecondary plan.

## **Strategic Plan Pillar: Excellence in Teaching, Learning, and Innovation**

Lake Travis ISD will deliver high-quality teaching and innovative learning experiences that prepare students to thrive in a rapidly changing world. We will empower educators to provide engaging instruction that builds critical thinking, problem-solving skills, and adaptability, equipping students to lead, navigate complex challenges, and contribute meaningfully to their communities.

### **Goal**

Ensure every student experiences high-quality, engaging, and innovative teaching and learning that builds critical thinking, creativity, problem-solving, and real-world application, preparing them for success in a complex, evolving world.

## **Performance Objective 1: Strong and Aligned Curriculum**

We will deliver a high-quality, standards-aligned curriculum that ensures consistency and rigor across all grade levels and content areas.

By 2031, Lake Travis ISD will:

- Maintain a high-quality, standards-aligned curriculum through annual review and updates to ensure continued alignment with TEKS and other applicable standards across all grade levels and content areas.

- Ensure all classrooms are aligned to state standards, guidelines, and instructional expectations supported by district curriculum, as evidenced by walkthrough data and instructional artifacts.

### **Performance Objective 2: Teacher Support and Professional Learning**

We will provide teachers with high-quality professional learning and ongoing support that improves classroom instruction and positively impacts student outcomes.

By 2031, Lake Travis ISD will:

- Strengthen instructional practice through targeted professional learning, ongoing coaching, and actionable feedback aligned to district priorities, as evidenced by student assessment data, observation data, and educator feedback, so that at least 50% of eligible teachers earn a Teacher Incentive Allotment (TIA) designation.

### **Performance Objective 3: Student Achievement and Engagement**

We will advance student achievement through engaging, relevant learning experiences that promote critical thinking and real-world application.

By 2031, Lake Travis ISD will:

- Ensure all classrooms provide engaging, relevant learning experiences that require students to apply critical thinking and demonstrate real-world application. Student learning will be evidenced through performance-based assessments, student artifacts, state assessments, district curricular assessments, and ongoing progress monitoring. All campuses will earn an A rating in relative performance, with each campus earning multiple distinctions.