Lake Travis Independent School District

District Improvement Plan

2026-2027 Formative Reviews with Notes

Board Approval Date: September 16, 2026
Public Presentation Date: September 16, 2026

Mission Statement

The mission of the Lake Travis ISD is to educate all students by teaching a comprehensive curriculum which emphasizes scholastic excellence. The District will serve as a model of educational excellence by making use of the combined skills of students, teachers, support staff, involved parents and citizens through the efficient use of resources. Our graduates will have lifelong problem-solving skills. They will understand that responsibilities accompany the privileges of citizenship and will have the foundation to be successful in their chosen endeavors.

Value Statement

Learner-Centric Model

Pillar 1: Learning is Social *#LearningTogether*

Learning engages community.

Outcome: Learners intentionally develop meaningful, healthy relationships and partnerships with the larger learning community by connecting, collaborating, and communicating. Lake Travis learn

Essential Conditions: LTISD creates and continuously improves structures supporting reciprocal partnerships among school, family, and community. Educators provide real-world opportunities thro

Pillar 2: Learning is Inspiring *#DesignThinking*

Learning sparks authentic solutions.

Outcome: Learners embrace a positive outlook toward learning, view challenges and failures as opportunities to improve,and share their love of learning. Lake Travis learners engage in the continue

Essential Conditions: LTISD provides personal connections and challenges for all learners to apply a deeper understanding of relevant and authentic problems. Learning is deepened and reinforced t

Pillar 3: Learning is Dynamic *#Twenty4Seven*

Learning continues anytime and anywhere.

Outcome: Learners strategically manipulate time, space and resources to optimize learning.

Essential Conditions: LTISD supports the design of flexible learning resources for personalized learning through leveraging time, space, and instructional strategies that are flexible based on the nee

Pillar 4: Learning is Empowering *#LifeReady*

Learning fosters a growth mindset and socio-emotional independence.

Outcome: Learners capitalize on multiple opportunities, choosing both how they learn and how they demonstrate mastery. Lake Travis learners are self-aware, self-directed, and respectful of themse

Essential Conditions: LTISD equips all learners to view challenges as opportunities and mistakes as learning. Learners develop habits of persistence, resilience, and grit as they take risks to make co

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Goal 3: 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. 33

Goals

Goal 1: 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.

Evaluation Data Sources: 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.

Strategy 1 Details	Reviews	
Strategy 1: Strengthen long-range financial planning through ongoing analysis of multi-year forecasts, budget performance, fund balance projections, enrollment and revenue trends, and audit results to support fiscal sustainability and strategic resource allocation. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 fiscal year, complete 100% of scheduled financial reviews and maintain an updated multi-year financial forecast incorporating budget variances, fund balance projections, enrollment and revenue trends, audit results, and monthly financial performance to inform budget development and resource allocation. **Staff Responsible for Monitoring:** Chief Finance Officer	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Strengthen the annual budget development process through collaborative planning, data-informed analysis, and strategic resource allocation to align financial resources with district priorities and operational needs. **Strategy's Expected Result/Impact:** By the completion of the 2028 budget development cycle, achieve 100% campus and department participation and review budget requests, staffing allocations, and expenditure trends to ensure proposed resources are aligned with district priorities and identified needs. **Staff Responsible for Monitoring:** Chief Finance Officer	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Enhance financial transparency and accountability by providing timely, accurate, and accessible financial information that communicates the district's fiscal health, resource allocation, and financial priorities to the Board and community. **Strategy's Expected Result/Impact:** Maintain an up-to-date Financial Transparency website and provide 100% of scheduled monthly and quarterly financial reports to the Board. **Staff Responsible for Monitoring:** Chief Finance Officer	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Implement a comprehensive technology lifecycle and asset management framework to strengthen inventory accuracy, standardize replacement cycles, optimize resource allocation, and support sustainable long-term technology and infrastructure planning aligned with district priorities. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, complete 100% of the district technology asset inventory, establish standardized replacement schedules for all major technology asset categories, and develop an annual technology lifecycle and replacement plan to inform budget development and long-term capital planning. **Staff Responsible for Monitoring:** Director of Technology	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Strengthen technology governance through standardized processes for technology purchasing, software lifecycle management, licensing, contract renewals, and data-informed investment decisions to improve accountability, optimize resources, and support strategic budget planning. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, implement standardized technology governance procedures and complete 100% of scheduled quarterly governance reports addressing software utilization, licensing compliance, contract renewals, and technology expenditures to identify cost-saving opportunities and inform annual budget planning. **Staff Responsible for Monitoring:** Director of Technology	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Implement strategic financial and operational practices within the Food Services program to maximize revenue, manage expenditures, improve operational efficiency, and maintain a financially sustainable program while continuing to provide high-quality meal services to students. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, Food Services will maintain average operating expenses at or below 45% of total program revenue, supporting long-term financial sustainability while maintaining quality and access to student meal services. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Establish a continuous improvement process across all campus nutrition programs that uses operational reviews, performance data, and stakeholder feedback to strengthen service quality, operational consistency, efficiency, and the overall student dining experience. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of campuses will complete a comprehensive Nutrition Services operational review, with identified areas of strength and opportunities for improvement used to develop and monitor campus-specific action steps. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Enhance the districtwide Energy Management Program by using benchmarking data to identify conservation opportunities, establish measurable energy-reduction and cost-savings targets, and increase awareness and accountability for responsible energy use across district facilities. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, the district will establish baseline energy consumption and cost data for district facilities, set measurable energy and cost-savings targets, and routinely communicate progress toward those targets, including documented energy reductions and estimated dollar savings. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 9 Details	Reviews	
Strategy 9: Implement Year One of the Effective Advising Framework (EAF) Grant during the 2026-2027 school year to strengthen academic, college, and career advising and improve student postsecondary readiness. Monitor implementation and outcomes while preparing and submitting the 2027-2028 EAF grant application to secure funding for Implementation Year Two. **Strategy's Expected Result/Impact:** Increase the percentage of students who are on track to meet at least one CCMR indicator through targeted academic, college, and career advising, while completing 100% of EAF Year One implementation requirements and securing continued implementation through submission of the Year Two grant application. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 10 Details	Reviews	
Strategy 10: Increase the financial sustainability of the Child Development Center by reducing the annual net operating loss through increased enrollment, operational efficiencies, and strategic cost management. **Strategy's Expected Result/Impact:** Improve the financial sustainability of the Child Development Center (CDC) by reducing the annual net operating loss by 10% by the end of the 2026-2027 fiscal year through increased enrollment, improved operational efficiencies, and strategic management of revenues and expenditures. **Staff Responsible for Monitoring:** Assistant Director of Community Programs	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 11 Details	Reviews	
Strategy 11: Develop and implement a comprehensive districtwide sponsorship and revenue generation strategy that expands naming rights, advertising, athletic sponsorships, video board opportunities, and other district assets to maximize non-traditional revenue. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, develop and publish a comprehensive portfolio of district sponsorship, advertising, naming rights, and athletic revenue opportunities and secure at least three new or expanded revenue-generating partnerships. **Staff Responsible for Monitoring:** Director of Corporate Relations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 12 Details	Reviews	
Strategy 12: Develop a strategic districtwide sponsorship framework that integrates digital and on-site assets into scalable, high-value sponsorship levels designed to enhance existing partnerships, attract new sponsors, and maximize the value of district resources. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, implement a standardized districtwide sponsorship structure with defined levels, pricing, benefits, and digital promotional opportunities, and secure at least three new or upgraded sponsorship agreements using the new framework. digital and on-site assets into scalable, high-value sponsorships. **Staff Responsible for Monitoring:** Director of Corporate Relations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 13 Details	Reviews	
Strategy 13: Develop high-value strategic corporate partnerships that generate significant revenue, expand opportunities and resources for students and the district, and provide enhanced recognition and engagement opportunities for top-tier partners. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, secure at least two new or renewed corporate partnerships valued at $50,000 or more annually that provide financial and/or programmatic benefits to the district and students, with appropriate recognition through district digital communication channels. **Staff Responsible for Monitoring:** Director of Corporate Relations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Build and maintain strong, reliable systems that support student success, empower staff, and ensure responsible use of district resources over time.

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.

Evaluation Data Sources: 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.

Strategy 1 Details	Reviews	
Strategy 1: Strengthen strategic procurement practices to improve operational efficiency, maximize purchasing value, and ensure effective vendor management through cooperative purchasing, streamlined processes, and ongoing vendor review. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, complete the annual approved vendor review, maintain current vendor documentation, utilize cooperative purchasing opportunities when advantageous, and implement at least one process improvement to increase warehouse requisition efficiency. **Staff Responsible for Monitoring:** Chief Finance Officer	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Implement and standardize ARUX as the districtwide platform for registration and fee collection across Community Programs, Pre-K, technology device replacement and insurance, Advanced Placement (AP) and OnRamps testing, Off Campus Physical Education (OCPE), and other student services to streamline processes, strengthen financial accuracy and accountability, and provide families with a consistent and efficient experience. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, achieve 100% implementation of established ARUX registration and payment procedures across identified district programs and services, with consistent processes for registration, fee collection, reconciliation, and reporting. **Staff Responsible for Monitoring:** Assistant Superintendent of Organizational Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Strengthen the efficiency, reliability, and effectiveness of district technology services through standardized performance monitoring, data-informed operational management, and continuous service improvement. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, implement a recurring monthly technology services dashboard that monitors Help Desk volume, response and resolution times, recurring issue trends, customer satisfaction, and critical system availability; complete 100% of scheduled monthly reports; and establish baseline performance metrics to guide future service improvements. **Staff Responsible for Monitoring:** Director of Technology	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Strengthen the security, reliability, and resilience of district technology systems through proactive cybersecurity practices, infrastructure monitoring, risk management, and business continuity planning. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, complete 100% of scheduled quarterly cybersecurity and infrastructure health reviews, validate district backup and disaster recovery procedures, and complete recurring reports documenting identified risks, mitigation activities, system reliability, and operational readiness. **Staff Responsible for Monitoring:** Director of Technology	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Strengthen vertical alignment between high school and middle school athletic programs and horizontal alignment across middle schools through coordinated HS and MS athletic leadership, consistent administrative processes, collection and analysis of student participation data, aligned resource allocation, equipment planning, financial stewardship, and identification of operational efficiencies. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of middle school coaches will demonstrate an understanding of district athletic programs, processes, procedures, and expectations to support increased student participation and improved performance across middle school athletic programs. **Staff Responsible for Monitoring:** Assistant Director of Athletics	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Establish consistent communication and collaborative planning between Facilities/Construction and Maintenance to improve project coordination, ensure operational needs are addressed, and support effective transitions from construction to ongoing maintenance. **Strategy's Expected Result/Impact:** Throughout the 2026-2027 school year, Facilities/Construction and Maintenance will conduct bi-weekly coordination meetings, with documented action items and follow-up, to improve communication, project alignment, and operational readiness. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Develop and implement a comprehensive preventive maintenance program for district HVAC systems that establishes consistent maintenance schedules, tracks equipment performance and service history, identifies potential issues before failure, and prioritizes preventive over reactive maintenance. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of identified HVAC equipment will be incorporated into a scheduled preventive maintenance program, resulting in a 10% reduction in HVAC repair and maintenance costs compared to the 2025-2026 baseline. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Strengthen work order management processes through consistent monitoring, prioritization, scheduling, and timely completion of maintenance requests to reduce backlog and improve responsiveness to campus operational needs. **Strategy's Expected Result/Impact:** Throughout the 2026-2027 school year, Maintenance & Operations will maintain the work order backlog at or below established benchmarks of 150 pending work orders and 100 scheduled work orders, demonstrating consistent workflow management and timely response to district maintenance needs. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 9 Details	Reviews	
Strategy 9: Establish a consistent process for monitoring, documenting, and communicating the progress of all current Bond construction projects to ensure projects remain aligned with approved scope, timelines, and district commitments. **Strategy's Expected Result/Impact:** Throughout the 2026-2027 school year, 100% of active Bond construction projects will be routinely monitored for progress, with current percentage-of-completion information published and regularly updated on the district website to provide transparent and timely information to the community. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 10 Details	Reviews	
Strategy 10: Develop and implement a seasonal preventive maintenance schedule for bus HVAC systems to proactively address heating and cooling needs before significant seasonal temperature changes, reduce unexpected equipment failures, and improve fleet readiness and reliability. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, Transportation will implement a seasonal HVAC preventive maintenance schedule for 100% of applicable buses and reduce HVAC-related scheduling delays and bus substitutions by at least 10% compared to the 2025-2026 baseline. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 11 Details	Reviews	
Strategy 11: Establish a systematic process for reviewing bus stops, routes, and student ridership data throughout the school year to identify underutilized stops, eliminate unnecessary service, and optimize routes to improve transportation efficiency while maintaining appropriate student access and service. **Strategy's Expected Result/Impact:** Complete 100% of scheduled ridership and route reviews during the 2026-2027 school year and implement identified route and stop adjustments to reduce unnecessary stops, mileage, and student ride time. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 12 Details	Reviews	
Strategy 12: Build and reinforce a proactive culture of safety and security through consistent training, clearly defined response protocols, ongoing assessment, and scenario-based preparedness activities that ensure staff and campuses are equipped to respond effectively to emergencies and security concerns. **Strategy's Expected Result/Impact:** Throughout the 2026-2027 school year, the district will demonstrate increased safety and emergency response readiness through 100% successful Intruder Detection Audit (IDA) performance and completion of required safety and security drills, with results reviewed to identify opportunities for continuous improvement and strengthen campus preparedness. **Staff Responsible for Monitoring:** Chief of Police	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 13 Details	Reviews	
Strategy 13: Implement a comprehensive, ongoing safety training program that equips all staff with the knowledge, skills, and confidence to recognize, respond to, and manage critical incidents using consistent districtwide emergency protocols and response expectations. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of campuses and departments will demonstrate a consistent standard of critical-incident preparedness and response through completion of required training, drills, and readiness assessments, with identified gaps addressed through targeted follow-up and continuous improvement. **Staff Responsible for Monitoring:** Chief of Police	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 14 Details	Reviews	
Strategy 14: Support school counselors in maintaining alignment with the 80/20 requirement outlined in SB 179 by ensuring at least 80% of their time is dedicated to direct and indirect services that support students' academic, career, and social-emotional development. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of school counselors will demonstrate alignment with the 80/20 requirement, with documented time-allocation data showing that at least 80% of counselor time is dedicated to direct and indirect student services. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 15 Details	Reviews	
Strategy 15: Strengthen district-community engagement through strategic, timely, and responsive communication that increases stakeholder awareness, participation, and connection with LTISD. **Strategy's Expected Result/Impact:** Increase identified community engagement measures by at least 10% over the 2025-2026 baseline and achieve at least 80% positive stakeholder feedback regarding the clarity, timeliness, and usefulness of district communications. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 16 Details	Reviews	
Strategy 16: Expand strategic digital storytelling across district platforms to highlight student and staff achievements, programs, opportunities, and district priorities while increasing community awareness and engagement. **Strategy's Expected Result/Impact:** Using 2025-2026 digital engagement metrics as the baseline, increase digital reach and engagement by at least 10% during the 2026-2027 school year and publish a minimum of four original digital stories or multimedia features each month across district communication platforms. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 17 Details	Reviews	
Strategy 17: Strengthen district visual communications through consistent branding and high-quality coverage of district programs, events, and initiatives. **Strategy's Expected Result/Impact:** Achieve 95% compliance with district brand and visual communication standards and provide visual coverage of 100% of identified major district events and initiatives by the end of the 2026-2027 school year. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 18 Details	Reviews	
Strategy 18: Strengthen communication capacity across campuses and departments through professional learning, collaboration, and increased participation in districtwide communications. **Strategy's Expected Result/Impact:** Provide at least two communication-focused professional learning opportunities annually, achieve participation from at least 75% of campuses and departments, and increase campus- and department-generated content by 10% over the 2025-2026 baseline. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 19 Details	Reviews	
Strategy 19: Use communication analytics and stakeholder feedback to continuously evaluate and improve the effectiveness of district communications. **Strategy's Expected Result/Impact:** Conduct quarterly communication data reviews and at least one annual stakeholder survey, implementing a minimum of three documented improvements based on identified trends and feedback. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 20 Details	Reviews	
Strategy 20: Strengthen community partnerships and engagement opportunities that expand volunteerism, mentoring, recognition, fundraising, and support for district programs and students. **Strategy's Expected Result/Impact:** Increase active community partnerships and participation in district engagement programs by at least 10% over the 2025-2026 baseline while maintaining 100% compliance with district policies and procedures. **Staff Responsible for Monitoring:** Executive Director of Communications	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Build and maintain strong, reliable systems that support student success, empower staff, and ensure responsible use of district resources over time.

Performance Objective 3: Strong Workforce: We will recruit, support, and retain high-quality staff across the district.

Evaluation Data Sources: 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.

Strategy 1 Details	Reviews	
Strategy 1: Develop and implement a comprehensive talent acquisition and workforce planning framework that attracts highly qualified candidates, anticipates staffing needs, and ensures every campus and department is staffed with exceptional employees. **Strategy's Expected Result/Impact:** Increase presence at college/university career fairs by 15% annually. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Strengthen partnerships and recruitment pathways with colleges, universities, and educator preparation programs to expand student teaching, residency, internship, and practicum opportunities within LTISD. **Strategy's Expected Result/Impact:** Increase the number of student teachers, resident teachers, interns, and practicum placements in LTISD by at least 10% over the prior-year baseline by the end of the 2026-2027 school year. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Strengthen onboarding, mentoring, professional learning, and ongoing support systems for first-year teachers to promote professional growth, job satisfaction, and retention. **Strategy's Expected Result/Impact:** Increase the percentage of first-year teachers who return to LTISD for a second year by at least 5 percentage points over the prior-year baseline by the end of the 2026-2027 school year. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Strengthen support, guidance, and progress monitoring for teachers serving under District of Innovation certification to promote timely completion of state certification requirements. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, at least 75% of first-year teachers serving under District of Innovation certification will successfully obtain state certification. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Develop a comprehensive employee engagement and retention plan framework that strengthens workplace culture, supports employee well-being, recognizes excellence, and fosters long-term commitment to Lake Travis ISD. **Strategy's Expected Result/Impact:** Increase the districtwide teacher retention rate by at least 3 percentage points over the prior-year baseline by the end of the 2026-2027 school year, with continued annual progress toward an 85% retention rate by 2031. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Strengthen and standardize the districtwide onboarding process to ensure all new employees receive timely information, resources, training, and support necessary for a successful transition into LTISD. **Strategy's Expected Result/Impact:** Maintain a 100% completion rate for required onboarding activities for all new employees throughout the 2026-2027 school year. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Implement a consistent feedback process to evaluate and continuously improve the new employee onboarding experience, ensuring new employees feel welcomed, prepared, supported, and connected to LTISD. **Strategy's Expected Result/Impact:** Achieve at least a 90% satisfaction rate among new employees participating in the onboarding feedback process by the end of the 2026-2027 school year. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Develop and implement a comprehensive compensation and total rewards strategy informed by market analysis, the Teacher Incentive Allotment, employee recognition, and innovative compensation practices to strengthen the district's ability to attract, reward, and retain high-performing employees. **Strategy's Expected Result/Impact:** Complete annual compensation market analyses using 100% of identified peer districts and maintain LTISD compensation at or above the 75th percentile among comparable districts. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 9 Details	Reviews	
Strategy 9: Implement a comprehensive TIA communication and training framework to ensure eligible teachers have timely, consistent, and accurate information regarding eligibility, requirements, timelines, and designation opportunities. **Strategy's Expected Result/Impact:** Ensure 100% of eligible teachers receive annual TIA communication and training regarding eligibility, requirements, timelines, and designation opportunities during the 2026-2027 school year. **Staff Responsible for Monitoring:** Assistant Superintendent of Human Resources	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 10 Details	Reviews	
Strategy 10: Strengthen professional practice, capacity, and retention of school counselors, social workers, and school nurses by providing targeted, high-quality professional learning through the Region 13 Co-Op aligned with identified student, staff, and program needs. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of school counselors, social workers, and school nurses will participate in a minimum of two relevant professional learning opportunities per semester through the Region 13 Co-Op, as documented through participation records. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 11 Details	Reviews	
Strategy 11: Strengthen campus-level outreach to recruit district staff to lead afterschool and summer enrichment opportunities, expand program offerings, and increase student participation. **Strategy's Expected Result/Impact:** Increase staff participation and student enrollment in Community Programs enrichment and camp offerings by 10% over the 2025-2026 baseline by the end of the 2026-2027 school year through targeted campus-level outreach and engagement. **Staff Responsible for Monitoring:** Assistant Director of Community Programs	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 12 Details	Reviews	
Strategy 12: Strengthen recruitment, onboarding, and ongoing support for Fine Arts staff through proactive talent recruitment, intentional new-hire support, professional learning, and engagement opportunities that promote long-term retention. **Strategy's Expected Result/Impact:** Achieve and maintain an annual retention rate of at least 90% among Fine Arts instructional staff during the 2026-2027 school year. **Staff Responsible for Monitoring:** Director of Fine Arts	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 13 Details	Reviews	
Strategy 13: Strengthen the recruitment, support, and retention of high-quality coaches across the district, with a targeted focus on middle school programs, through intentional onboarding, mentoring, and ongoing professional support for new coaches. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of newly hired coaches will participate in a documented onboarding and support conference with athletic administration and be provided access to mentoring and ongoing support opportunities. **Staff Responsible for Monitoring:** Assistant Director of Athletics	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 14 Details	Reviews	
Strategy 14: Strengthen recruitment, development, and advancement practices that build employee capacity, promote internal growth, increase job satisfaction, and retain high-quality Maintenance & Operations staff. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, Maintenance & Operations will maintain an annual employee retention rate of at least 90%, while increasing opportunities for employee development and internal advancement. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 15 Details	Reviews	
Strategy 15: Develop and implement a structured onboarding process for new employees that clearly communicates departmental expectations, provides consistent training and support, and builds early connection and confidence within the team. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of new employees will complete the structured departmental onboarding process, contributing to increased employee readiness, connection, and an annual department retention rate of at least 90%. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 16 Details	Reviews	
Strategy 16: Strengthen recruitment, onboarding, professional learning, recognition, and internal growth opportunities to build employee capacity, increase engagement, and create a supportive workplace culture that attracts and retains high-quality Food & Nutrition Services employees. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, Food & Nutrition Services will maintain an annual employee retention rate of at least 90%, while increasing employee development and internal growth opportunities that strengthen workforce stability and service quality. **Staff Responsible for Monitoring:** Executive Director of Operations	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 17 Details	Reviews	
Strategy 17: Recruit highly qualified officers who align with district values, provide structured onboarding that supports successful integration into the school environment, and invest in continued professional growth, recognition, communication, and advancement opportunities to strengthen engagement and long-term retention. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, the District Police Department will strengthen workforce stability by successfully filling identified officer vacancies and maintaining an annual officer retention rate of at least 90%, while providing consistent onboarding and professional development for all newly hired officers. **Staff Responsible for Monitoring:** Chief of Police	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

No Progress Accomplished Continue/Modify Discontinue

Goal 2: 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 (PreK-12): We will ensure all students develop the knowledge, skills, and competencies needed at each stage of their PreK-12 experience through strong academic foundations and aligned learning experiences.

HB3 Goal

Evaluation Data Sources: 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%.

Strategy 1 Details	Reviews	
Strategy 1: Implement a district-wide literacy framework and professional development plan for elementary teachers that emphasizes the use of high-yield strategies within an instructional block that includes foundational skills, integrated writing, and small group differentiation. [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** Professional learning on high-yield strategies within the instructional block will increase teacher efficacy and lead to a 3% annual gain at Meets or Above on 3rd grade reading STAAR. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 5: Effective Instruction 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Provide professional development and High Quality Instructional Materials (HQIM) for reading that include decodable texts and foundational skills at grades K-3 and word study skills at grades 4-5. [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** The use of High Quality Instructional Materials (HQIM) will lead to a 2% gain in the number of students at or above grade level performance annually as measured by End of Year (EOY) mCLASS and an increase in the average State of Texas Assessments of Academic Readiness (STAAR) reading score of at least 4% annually for 4th and 5th grade. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 3	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Provide professional development and High Quality Instructional Materials (HQIM) for elementary math rooted in a district-wide math framework and Research Based Instructional Strategies (RBIS). [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** The use of High Quality Instructional Materials (HQIM) in math will lead to a 5% annual gain at Meets or Above on 3rd grade math State of Texas Assessments of Academic Readiness (STAAR). **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 4	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Implement a district-wide literacy framework and professional development plan for secondary teachers that emphasizes the use of high-yield strategies within an instructional block that include integrated writing, the use of grade-level texts, active student engagement, differentiation for skill development. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** Professional learning on high-yield strategies within the instructional block will increase teacher efficacy and lead to a 3% annual gain at Meets or Above on 6th grade reading State of Texas Assessments of Academic Readiness (STAAR), a 5% annual gain at Meets or Above for the Special Education student group on English I End of Course (EOC), and a 7% annual gain at Meets or Above for the Emergent Bilingual (EB) student group on English I End of Course (EOC). **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction; Executive Director of Special Services **Results Driven Accountability** **Problem Statements:** Lever 5: Effective Instruction 2	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Provide professional development and High Quality Instructional Materials (HQIM) for secondary math rooted in a district-wide math framework and Research Based Instructional Strategies (RBIS). [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** The use of High Quality Instructional Materials (HQIM) in math will lead to 5% annual gain at Meets or Above on 6th grade math State of Texas Assessments of Academic Readiness (STAAR), a 10% annual gain at Meets or Above on 7th grade math State of Texas Assessments of Academic Readiness (STAAR), and a 4% annual gain at Meets or Above on Algebra I End of Course (EOC). **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Implement the Scottish Rite program, "Bridges," and the Really Great Reading suite for dyslexia instruction to expand programming to better meet student needs. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] **Strategy's Expected Result/Impact:** Increase the Reading Growth score for Special Education students from 58 to 62 and reach Texas Education Agency's (TEA) long-term target of 75 by 2038 as measured in the Closing the Gaps domain. **Staff Responsible for Monitoring:** Executive Director of Special Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Provide engaging Tier 1 instruction and targeted Tier 1 interventions aligned with High Quality Instructional Materials (HQIM) for Reading Language Arts and robust curriculum documents supported by a comprehensive literacy framework. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(H)] **Strategy's Expected Result/Impact:** Increase the Reading Growth score for Emergent Bilingual (EB) (Current & Monitored) students from 57 to 60 to reach TEA's interim target as measured by the Closing the Gaps domain. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Results Driven Accountability** **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 2	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Provide engaging Tier 1 instruction and targeted Tier 1 interventions aligned with High Quality Instructional Materials (HQIM) in math and robust curriculum documents supported by a comprehensive math framework. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(H)] **Strategy's Expected Result/Impact:** Increase the Math Growth score for Emergent Bilingual (EB) (Current & Monitored) students from 67 to 77 to reach TEA's interim target as measured by the Closing the Gaps domain. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Results Driven Accountability** **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 2	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 9 Details	Reviews	
Strategy 9: Provide engaging Tier 1 instruction and targeted Tier 1 interventions aligned with High Quality Instructional Materials (HQIM) for Reading Language Arts and robust curriculum documents supported by a comprehensive literacy framework. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] [TEC 11.252(a)(3)(H)] **Strategy's Expected Result/Impact:** Increase the Reading Growth score for Economically Disadvantaged (EcoDis) students from 61 to 65 to reach TEA's interim target as measured by the Closing the Gaps domain. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 2 - Lever 5: Effective Instruction 3	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 10 Details	Reviews	
Strategy 10: Provide engaging Tier 1 instruction and targeted Tier 1 interventions aligned with High Quality Instructional Materials (HQIM) for math and robust curriculum documents supported by a comprehensive math framework. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)][TEC 11.252(a)(3)(H)] **Strategy's Expected Result/Impact:** Increase the Math Growth score for Economically Disadvantaged (EcoDis) students from 59 to 75 to reach TEA's interim target as measured by the Closing the Gaps domain. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 2 - Lever 5: Effective Instruction 3	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 11 Details	Reviews	
Strategy 11: Conduct a multi-level program review and strengthen pathways for students to earn College, Career, Military Readiness (CCMR) credit through Texas Success Initiative (TSI) criteria, Advance Placement (AP) examination, dual course credit, industry based credit, Level I or Level II certification, OnRamps, military enlistment, completed Individualized Education Program (IEP) and workforce readiness, or advanced degree plan (for Special Education students). **Strategy's Expected Result/Impact:** Increase the number of graduates who meet College, Career, Military Readiness (CCMR) criteria to 88%. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction; Executive Director of Special Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 12 Details	Reviews	
Strategy 12: Provide an individualized educational setting at Summit Academy and access to customizable learning materials designed to extend opportunities and an alternative pathway to students in need of credits for graduation. **Strategy's Expected Result/Impact:** Decrease the number of annual dropouts by 50%. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 13 Details	Reviews	
Strategy 13: Strengthen gifted and talented services by aligning identification practices to the Texas State Plan and implementing a universal screening for all second grade students while embedding depth, complexity, and acceleration within the district curriculum frameworks so identified students demonstrate annual growth. **Strategy's Expected Result/Impact:** Improved strategies for identification of Gifted and Talented (GT) students will result in an overall increase in identified students and decrease the gap between LTISD and state averages for all identified student groups. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 14 Details	Reviews	
Strategy 14: Increase access to and enrollment in advanced academic courses for Emergent Bilingual (EB) students by identifying and addressing barriers to participation, providing targeted academic advising and family outreach, and monitoring enrollment and participation data to promote equitable access to advanced coursework. **Strategy's Expected Result/Impact:** In 2026-2027, increase students identified as Emergent Bilingual (EB) in advanced academic courses by 5%. This will Improve college and career readiness outcomes for Emergent Bilingual (EB) students. **Staff Responsible for Monitoring:** Director of Counseling and Health Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 15 Details	Reviews	
Strategy 15: Support the development of future-ready learners by expanding equitable access to digital tools, promoting digital citizenship, and advancing Artificial Intelligence (AI) literacy and technology competencies across the district. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, establish a collaborative instructional technology integration framework with Curriculum and Instruction, complete 100% of scheduled semester progress reports, and document participation and access across professional learning, instructional technology, digital citizenship, and AI literacy initiatives to establish baseline measures and inform future planning. **Staff Responsible for Monitoring:** Director of Technology	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: 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 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.

Evaluation Data Sources: 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, Career and Technology Education (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.

Strategy 1 Details	Reviews	
Strategy 1: Increase the student attendance rate to 96% or higher by: monitoring district attendance rates by quarter for all schools and all students; complete instruction in courses during home-bound periods and report attendance and grades to appropriate staff; ensure Public Education Information Management System (PEIMS) coding accurately reflects the period of home-bound service; develop and implement. **Strategy's Expected Result/Impact:** Regular monitoring and accurate coding will reduce chronic absenteeism and sustain a districtwide attendance rate of 96% or higher. **Staff Responsible for Monitoring:** Director of Quality Assurance	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Enhance student health and well-being through engaging physical education activities, integrated health services, and a comprehensive health-focused curriculum. **Strategy's Expected Result/Impact:** Enhancing student health and well-being through Physical Education (PE), health services, and curriculum will contribute to improving overall attendance by at least 0.7% annually. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Implement the Destination Imagination program at all district elementary schools. **Strategy's Expected Result/Impact:** By End of Year (EOY) 2026-27, each elementary campus will have an established Destination Imagination team with active participation across multiple grade levels and be represented in the regional Destination Imagination (DI) competition. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Provide a structured framework for science fair within the curriculum plan for 5th grade science and 7th grade Honors science. **Strategy's Expected Result/Impact:** Increase the number of students who qualify for the state-level science fair to at least 2% of the students who qualified for the regional Greater Austin Regional Science and Engineering Fair (GARSEF) competition annually. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Provide effective guidance and recruitment opportunities (to include the Career and Technology Education (CTE) Roadshow) to encourage student enrollment and engagement in Career and Technology Education (CTE) programs and Career and Technology Student Organizations (CTSO). **Strategy's Expected Result/Impact:** Increase the number of students enrolling in a Career and Technology Education (CTE) pathway by 5% annually as measured by Summer Public Education Information Management System (PEIMS) submission. **Staff Responsible for Monitoring:** Director of Counseling and Health Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Develop a Lake Travis ISD Comprehensive School Counseling Program aligned with the Texas Model for Comprehensive School Counseling Programs and the American School Counselor Association (ASCA) National Model. Present the program and framework to the LTISD school Health Advisory Council (SHAC) for review and, upon approval, to the LTISD Board of Trustees for consideration. [TEC 11.252(a)(3)(I) TEC 33.005] **Strategy's Expected Result/Impact:** The Lake Travis ISD Comprehensive School Counseling Program will be approved in the 26-27 school year and fully implemented in the 27-28 school year. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Refine a comprehensive attendance improvement framework that strengthens data monitoring, identifies barriers to regular attendance, and equips campuses with proactive, targeted strategies to improve student engagement and daily attendance. **Strategy's Expected Result/Impact:** Increase the districtwide student attendance rate by at least 0.5 percentage points over the prior-year baseline by the end of the 2026-2027 school year. **Staff Responsible for Monitoring:** Director of Quality Assurance	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Strengthen and expand Fine Arts learning and performance opportunities to increase student participation, engagement, and connection to Fine Arts programs. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, increase student participation in Fine Arts opportunities by at least 5% across identified student groups, as measured by district participation data. **Staff Responsible for Monitoring:** Director of Fine Arts	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 9 Details	Reviews	
Strategy 9: Expand awareness of and engagement in middle school athletics by creating intentional opportunities for 5th- and 6th-grade students to learn about, experience, and connect with district athletic programs prior to 7th-grade participation. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, middle school athletic programs will implement opportunities within the extracurricular schedule for 5th- and 6th-grade students to engage with and experience district athletic programs, establishing a foundation for increased 7th-grade athletic participation in 2027-2028. **Staff Responsible for Monitoring:** Assistant Director of Athletics	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 10 Details	Reviews	
Strategy 10: Strengthen student safety and well-being through ongoing, evidence-based professional learning that equips staff to recognize, prevent, and appropriately respond to suicide risk, bullying, conflict, dating violence, violence, child abuse and maltreatment, sex trafficking, mental health concerns, and crisis situations in accordance with state law and district policy. [TEC SSSS11.252(a)(3)(B), 21.451(d), 37.0831, 37.0832, 38.0041, and 38.351; Board Policies DMA(LEGAL/LOCAL) and FFG(LEGAL/LOCAL)] **Strategy's Expected Result/Impact:** 100% of staff who have direct contact with students will complete all required student safety and well-being professional learning modules through EduHero by the established district deadline, as verified through EduHero completion reports. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 11 Details	Reviews	
Strategy 11: Strengthen campus-based student support and intervention systems by integrating evidence-based grief-informed and trauma-informed practices that equip staff to recognize and respond to student needs and provide appropriate support to students and families. [TEC SS11.252(a)(3)(E); Board Policy FFBA(LEGAL/LOCAL)] **Strategy's Expected Result/Impact:** 100% of school counselors and social workers will participate in professional learning focused on grief-informed and trauma-informed practices to strengthen campus capacity to identify student needs, provide appropriate interventions, and connect students and families with support and resources. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 12 Details	Reviews	
Strategy 12: Strengthen family engagement through coordinated learning and outreach that provides families with timely resources to support students' academic success, social-emotional well-being, and postsecondary readiness, including academic standards and assessments, literacy and mathematics, college admissions and applications, the Free Application for Federal Student Aid (FAFSA), TEXAS Grant, Teach for Texas Grant, and other financial aid and college and career readiness opportunities, while fulfilling Title I family engagement requirements. [TEC SSSS11.252(a)(3)(G) and 11.252(c)(4)(A-D); ESSA SS1116; TEC Chapter 56] **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, provide at least two family engagement and learning opportunities at each campus level (elementary, middle, and high school) addressing academic success, social-emotional well-being, and/or postsecondary readiness, including FAFSA, financial aid, and college admissions, and document participation through attendance or engagement records. **Staff Responsible for Monitoring:** Director of Counseling and Health Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 13 Details	Reviews	
Strategy 13: Strengthen districtwide bullying prevention and response through ongoing training for students and staff on bullying identification, prevention, reporting procedures, documentation and tracking, and behavioral expectations. Maintain accessible reporting options, including the district's Anonymous Alerts system available through district and campus websites, to support timely reporting, investigation, intervention, and response. [TEC SSSS11.252(a)(3)(E), 37.083(a), and 37.0832] **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of campuses will provide required bullying prevention and reporting training to students and staff, maintain access to Anonymous Alerts, and document and track reported bullying incidents in accordance with district procedures and state requirements. **Staff Responsible for Monitoring:** Assistant Superintendent of Organizational Services	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

No Progress Accomplished Continue/Modify Discontinue

Goal 2: 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 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

HB3 Goal

Evaluation Data Sources: By 2031, Lake Travis ISD will:

Achieve 90% or higher College, Career Military Readiness (CCMR) attainment across all student groups.

Increase participation in advanced academics and Career and Technical Education (CTE) by 25% for all secondary students.

Ensure 100% of students develop and annually update a personalized graduation and postsecondary plan.

Strategy 1 Details	Reviews	
Strategy 1: Conduct an annual program review and provide access to Dual Credit courses, articulated pathways, and individual advisement to increase the number of students completing advanced coursework. **Strategy's Expected Result/Impact:** Increase the Advanced/Dual Credit Completion scores to meet the Quartile 1 (Q1)1 minimum scores for Reading Language Arts (RLA), Math, Science, and Social Studies as measured on the Distinction Designation Summary. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction; Director of Counseling & Health Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Provide Level 3 and Level 4 Career and Technology Education (CTE) courses and rigorous learning activities within a complete pathway in order to prepare students to earn Industry Based Certification and Completer status in a specific program of study. [TEC 11.252(a)(3)(G)] **Strategy's Expected Result/Impact:** Increase the percentage of students who earn Industry Based Certification (IBC) plus Concentrator or Completer in aligned program of study from 30.2% to 37.7% as measured on the College, Career, and Military Readiness (CCMR) accountability report. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Provide access to rigorous coursework in secondary Reading Language Arts (RLA) and Math and Texas Success Initiative Assessment 2.0 (TSIA2) preparation activities/materials in order to increase the number of students meeting College, Career, Military Readiness (CCMR) criteria. [TEC 11.252(a)(3)(A)] **Strategy's Expected Result/Impact:** Increase the number of students who meet Texas Student Initiative (TSI) criteria in both Reading Language Arts (RLA) and Mathematics by 5% annually, as measured by the College, Career, and Military Readiness (CCMR) accountability report. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Provide access to rigorous Advanced Placement (AP) coursework and preparation activities across multiple subject areas in order to increase participation and performance on Advanced Placement (AP) examinations. **Strategy's Expected Result/Impact:** Increase the number of students who meet the criterion score on an Advanced Placement (AP) exam in any subject by 7% annually as measured by College, Career, and Military Readiness (CCMR) accountability report. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Ensure students identified as at risk have advised, supported access to Career and Technology Education (CTE) pathways by reducing barriers such as student fees, prioritizing scheduling, and regularly monitoring pathway progress. [TEC 11.252(a)(2)] [TEC 11.252(a)(3)(A)] **Strategy's Expected Result/Impact:** Advised, supported access to Career and Technology Education (CTE) pathways will increase the number of Former Special Education students meeting College, Career, and Military Readiness (CCMR) criteria by 14% annually, increase the number of Emergent Bilingual (EB) students meeting College, Career, and Military Readiness (CCMR) criteria by 10% annually, and increase the number of Highly Mobile students meeting College, Career, and Military Readiness (CCMR) criteria by 5% annually. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum & Instruction; Director of Counseling & Health Services; Executive Director of Special Services **Results Driven Accountability** **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 6 Details	Reviews	
Strategy 6: Provide an Scholastic Aptitude Test (SAT) school day for all juniors to take the Scholastic Aptitude Test (SAT) at no cost as well as access to High Quality Instructional Materials (HQIM) and rigorous coursework activities in mathematics for all students. [TEC 11.252(a)(3)(A)] **Strategy's Expected Result/Impact:** Increase the percentage of students who meet Texas Success Initiative (TSI) assessment criteria in Mathematics from 10.7% to 12%, increase the percentage of students who meet the Scholastic Aptitude Test (SAT) criteria in Mathematics from 57.1% to 60%. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 7 Details	Reviews	
Strategy 7: Implement college/career advisement through a targeted counselor position and provide proactive individual advisement on a regular basis. [TEC 11.252(a)(3)(G)] **Strategy's Expected Result/Impact:** 100% of students will develop and annually update a personalized graduation and postsecondary plan. **Staff Responsible for Monitoring:** Director of Counseling and Health Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 8 Details	Reviews	
Strategy 8: Beginning in 2026-2027 students in grades 5-12 will participate annually in the newly developed LTISD individualized academic and career planning/advising sessions with school counselors to support academic success through various academic pathways that include Career Technology Education (CTE) programs of study, career awareness, and postsecondary readiness. **Strategy's Expected Result/Impact:** First year goal in the 2026-2027 school year is for 88% of all students in grades 5-12 will participate in individualized academic and career advising sessions. Progress will be monitored through data pulled from Skyward, Naviance and counselor time trackers. **Staff Responsible for Monitoring:** Director of Counseling and Health Services **Problem Statements:** Lever 1: Strong District Leadership & Planning 1	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: 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.

Evaluation Data Sources: By 2031, Lake Travis ISD will:

Maintain a high-quality, standards-aligned curriculum through annual review and updates to ensure continued alignment with Texas Essential Knowledge and Skills (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.

Strategy 1 Details	Reviews	
Strategy 1: Deliver timely, actionable instructional feedback through Texas Teacher Evaluation and Support System (T-TESS) and aligned walkthroughs, using a new common walkthrough form calibrated to the high-yield strategies indentfied in the district literacy and mathematics frameworks. **Strategy's Expected Result/Impact:** Implementation year data for the Texas Teacher Evaluation and Support System (T-TESS)-aligned walkthrough form will show at least three walkthroughs for each teacher (1 in fall / 2 in spring) as well as an average score of 3 or higher for 75% of teachers, as measured by STRIVE analytic data. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Maintain a high-quality, TEKS-aligned curriculum through ongoing feedback, a documented annual review cycle, and teacher-identified Essential Standards updated annually. **Strategy's Expected Result/Impact:** 100% of campuses will implement strategies targeted at fidelity usage of the adopted curriculum, as measured by Campus Performance Reviews, Texas Teacher Evaluation and Support System (T-TESS)-aligned walkthroughs, curriculum- and High Quality Instructional Materials (HQIM)-based learning walk data, and Professional Learning Communities (PLC) agendas. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: By Spring 2027, implement high-quality, inclusive afterschool enrichment opportunities specifically designed to support the unique strengths, interests, and specialized needs of students receiving special education services. **Strategy's Expected Result/Impact:** Offer at least one high-quality enrichment class by Spring 2027 designed to support the unique strengths, interests, abilities, and specialized needs of students receiving special education services. **Staff Responsible for Monitoring:** Assistant Director of Community Programs	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: 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 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.

Evaluation Data Sources: 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.

Strategy 1 Details	Reviews	
Strategy 1: Provide job-embedded instructional coaching, targeted professional development for new teachers and student intervention, and a Professional Development (PD) framework centered around high-yield instructional strategies. [TEC 11.252(a)(3)(F)] **Strategy's Expected Result/Impact:** Campuses will achieve a Growth Score for School Progress: Reading Language Arts (RLA) and Math of at least 80 for elementary and middle schools and 70 for high school, as measured by the annual Academic Growth Report. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 4: High-Quality Instructional Materials and Assessments 2	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Provide a structured assessment plan that includes district-wide common assessments and a progress-monitoring framework in order to regularly track student mastery and inform campus intervention plans, so that TIA-eligible teachers have a regular measure of student growth. **Strategy's Expected Result/Impact:** Campus Performance Reviews and analysis of Learning Together Checkpoint data will indicate student growth from Beginning of the Year (BOY) to End of the Year (EOY) in Teacher Incentive Allotment (TIA)-eligible grade levels and subjects. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Implement a district-wide literacy framework and training for all K-12 English Language Arts and Reading (ELAR) teachers in Research Based Instructional Strategies for Reading/Language Arts. [TEC 11.252(a)(3)(A)] **Strategy's Expected Result/Impact:** Students in grades 4-10 will show growth on English Language Arts and Reading (ELAR) Learning Together Checkpoints from Beginning of the Year (BOY) to End of the Year (EOY) and 50% of Teacher Incentive Allotment (TIA)-eligible ELAR teachers will meet the requirements for student growth in reading. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Provide targeted professional development for Extended Care and Summer Squires site supervisors to strengthen leadership capacity, ensure consistent program implementation, and enhance program quality. **Strategy's Expected Result/Impact:** Provide at least one targeted professional development opportunity per semester for Extended Care and Summer Squires site supervisors to strengthen leadership capacity, promote consistent program implementation, and enhance overall program quality. **Staff Responsible for Monitoring:** Assistant Director of Community Programs	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: 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 3: Student Achievement and Engagement: We will advance student achievement through engaging, relevant learning experiences that promote critical thinking and real-world application.

HB3 Goal

Evaluation Data Sources: 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.

Strategy 1 Details	Reviews	
Strategy 1: Provide High Quality Instructional Materials (HQIM) aligned to the math and literacy frameworks and Research-Based Instructional Strategies (RBIS) for K-Algebra 2 math and elementary reading, implement a complete and viable curriculum for all core subjects K-12, and establish expectations and training in an engaging instructional block structure. **Strategy's Expected Result/Impact:** Increase distinctions for math and reading to match the growth in distinctions in science following implementation of the science curriculum, with the goal of at least 2 campuses earning a distinction in reading and at least 2 in math. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: Implement and train teachers on instructional block guidelines that include small-group instruction and intervention strategies for each core subject, and implement a complete and viable curriculum that includes differentiation strategies for each unit of instruction. [TEC 11.252(a)(3)(H)] **Strategy's Expected Result/Impact:** 100% of campuses will increase their Relative Performance score by at least 5 points as compared to their 2026 score. **Staff Responsible for Monitoring:** Senior Executive Director of Curriculum and Instruction **Problem Statements:** Lever 5: Effective Instruction 4	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Expand Summer Enrichment Camp offerings to include high-quality experiences that promote critical thinking, problem-solving, and authentic real-world learning. **Strategy's Expected Result/Impact:** Offer at least five additional Summer Enrichment Camps by Summer 2027 that promote critical thinking, problem-solving, and authentic real-world learning experiences. **Staff Responsible for Monitoring:** Assistant Director of Community Programs	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Expand opportunities for students to apply and demonstrate Fine Arts knowledge and skills through University Interscholastic League (UIL), competitions, performances, exhibitions, and other achievement-based experiences beyond the classroom. **Strategy's Expected Result/Impact:** By the end of the 2026-2027 school year, 100% of Fine Arts programs will provide students with at least one documented opportunity beyond the traditional classroom setting to demonstrate their learning through UIL, competition, performance, exhibition, or another achievement-based experience. **Staff Responsible for Monitoring:** Director of Fine Arts	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

Strategy 5 Details	Reviews	
Strategy 5: Strengthen the student-athlete experience by promoting high-quality coaching practices, positive coach-athlete relationships, teamwork, and a supportive program environment across all district athletic programs. **Strategy's Expected Result/Impact:** By the end of each athletic season, 100% of coaches will provide student-athletes an opportunity to share feedback on their experience through an end-of-season survey or exit interview, with results used to identify strengths and opportunities for program improvement. **Staff Responsible for Monitoring:** Assistant Director of Athletics	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

 No Progress  Accomplished  Continue/Modify  Discontinue