Lake Travis Independent School District

Lake Travis Middle School

2026-2027 Formative Reviews with Notes



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

Mission Statement

LTMS...Ensuring students thrive by challenging minds and connecting hearts!

Vision

LTMS...IgKnighting compassion, confidence and creativity in every learner!

Value Statement

The mission of the Lake Travis Independent School District is to educate all students by teaching a comprehensive curriculum that 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 life-long 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.

Table of Contents

Goals 4
Goal 1: Build and maintain strong, reliable systems that support student success, empower staff, and ensure responsible use of district resources over time. 4
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. 9
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. 16

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: LTMS will increase the use of district provided materials and hands on, engaging activities to reduce the cost spent on paper copies. **Strategy's Expected Result/Impact:** The use of these highly effective instructional strategies will decrease the campus copy budget by 10% from the 25-26 school year. **ESF Levers:** Lever 1: Strong School Leadership and Planning	**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: LTMS will implement a weekly parent and staff newsletter to improve communication with stakeholders. **Strategy's Expected Result/Impact:** Improved communication will increase parent involvement in campus activities and lead to 65% of families responding Agree or Strongly Agree in the area of LTISD is making efforts to create a sense of belonging for all families.	**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: LTMS staff will implement Emergent Tree Strategies with improved fidelity. **Strategy's Expected Result/Impact:** Indicators on the Emergent Tree Acknowledgement and Feedback Component will increase from 8% to 20%.	**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: LTMS staff, with additional Professional Development, will implement Emergent Tree strategies of specific Corrective Feedback and Skill Building for students. **Strategy's Expected Result/Impact:** Implementing Emergent Tree Corrective Feedback strategies and Skill Building will lead to a decrease in ISS placement by 10%.	**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: LTMS will increase the amount of opportunities LTMS families have to participate in school community events. **Strategy's Expected Result/Impact:** Implementation year data will show at least 50 unique families will engage with at least one school-wide event.	**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: LTMS will improve campus culture and climate by providing specific feedback to teachers on performance and opportunities for staff to grow professionally. **Strategy's Expected Result/Impact:** Baseline data will show that 20% of eligible teachers will meet the criteria for TIA designation for year one.	**Oct**	**October Evidence of Progress**
	Dec	**December Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 2 Details	Reviews	
Strategy 2: LTMS will implement targeted campus-level interventions--including celebrations for growth, achievement, and hard work, targeted professional learning in lieu of faculty meetings, and specific support for all campus intitiatives--to reduce teacher burnout and increase workplace support. **Strategy's Expected Result/Impact:** LTMS will achieve a staff retention rate of at least 85% (meeting the district-wide standard) and reduce voluntary staff turnover by at least 5% compared to the prior school year. Success will also be measured by a 10% increase in positive responses on the annual LTMS Staff Survey regarding "receiving the support and resources needed to grow" and "feeling valued as an employee". **Staff Responsible for Monitoring:** Campus Sunshine Team, Administration, Instructional Coach, Counselors **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

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

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: Target growth for all students through consistent use RBIS (Researched Based Instructional Practices) for Math, Reading and writing instruction. **Strategy's Expected Result/Impact:** Raise overall RLA Meets standard performance to 80% and Masters performance to 55%. Raise overall Mathematics Meets standard performance to 80% and Masters performance to 50%.	**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: Use PLCs as the process for reviewing data and using the data to adjust instruction for all students. **Strategy's Expected Result/Impact:** Raise the Pct of Grade 3-8 Results at Meets Grade Level or Above in Both Reading and Mathematics from 61% to 70%. **Staff Responsible for Monitoring:** Principal, APs, Instructional Coach, Team Leaders, and Department Chairs **ESF Levers:** Lever 5: Effective 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 campus-wide plan for student absences to include teacher check-ins, counselor support, and Principal Attendance plans. **Strategy's Expected Result/Impact:** Decrease chronic absenteeism from 7.2% to 6.5%.	**Oct**	**October Evidence of Progress**
	Dec	**December Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 4 Details	Reviews	
Strategy 4: Implement the new math curriculum and curriculum documents with fidelity, including balancing the conceptual with the procedural. **Strategy's Expected Result/Impact:** Increase the Academic Growth Score for the "High Focus" group (EB, EcoDis, SpEd) from 58% to 68% in 2027.	**Oct**	**October Evidence of Progress**
	Dec	**December Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**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, 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: Implementation of School Counseling Program School Counselors will provide four guidance lessons per grade level, focused on just in time needs, i.e. bullying, gossip, respect for school property, goal setting. **Strategy's Expected Result/Impact:** Next year's student survey results will show 63% of students will indicate "Strongly Agree" or "Agree" to the prompt: My school promotes a positive and respectful learning environment. **Staff Responsible for Monitoring:** School counselors	**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: Violence prevention and intervention Enforce school-wide Standard Response Protocols (SRP), conduct mandatory safety drills, deliver Navigate 360 threat assessment training, and host anti-bullying educational workshops. **Strategy's Expected Result/Impact:** 100% compliance with safety drill timelines, and a 15% reduction in discipline referrals related to physical/verbal altercations.	**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: School Health Program The school will designate the cafeteria as a "tech-free cafeteria zone" and restrict computer usage at dining tables to promote sanitary habits and face-to-face peer socialization. **Strategy's Expected Result/Impact:** When asked on the annual student survey, "I have at least one friend at my school," 85% of students will indicate "Strongly Agree" or "Agree", up from 81.2%. **Staff Responsible for Monitoring:** APs, counselor, IC, and any additional cafeteria supervision	**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: Overall Attendance: A LTMS attendance committee will meet every 6 weeks to review attendance and implement progressive interventions accordingly. **Strategy's Expected Result/Impact:** Increase the overall ADA to 96%, an increase from 95.66% in the 25-26 school year. **Staff Responsible for Monitoring:** counselors, administrators, and the attendance clerk **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective 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: LTMS will hold quarterly Saturday School for students to make-up hours of missed instruction according to attendance records. This will both deter unnecessary absences and allow for time to provide missed instruction. **Strategy's Expected Result/Impact:** Chronic absenteeism will drop from 7.2% (25-26) to 6.0%. **Staff Responsible for Monitoring:** Attendance Committee **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**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: Host campus-wide club informational fairs, expand student elective opportunities, and utilize master schedule pathways to increase student engagement. Increase awareness of incoming 6th graders to the programs offered at the middle school level. School-wide digital "Connectedness Survey" administered in grow-time blocks. **Strategy's Expected Result/Impact:** Achieve 95% or higher student participation in campus activities. **Staff Responsible for Monitoring:** Principal, APs, Counselors, staff sponsors for student activities. **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

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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

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

Achieve 90% or higher CCMR attainment across all student groups.

Increase participation in advanced academics and CTE by 25% for all secondary students.

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

Strategy 1 Details	Reviews	
Strategy 1: Implement a specific Go Time Class for GT students with strategic staffing. Provide specific math instruction and enrichment to focus on on-level students during Go Time. **Strategy's Expected Result/Impact:** 6th Grade Math STAAR (Masters Grade Level): Increase from 29% to 38% 7th Grade Math STAAR (Masters Grade Level): Increase from 8% to 20% 8th Grade Math STAAR (Masters Grade Level): Increase from 39% to 49% **Staff Responsible for Monitoring:** Ms. Chen (7th & 8th grade GT Go Time teacher), Ms. Tennison (Campus GT Teacher), Instructional Coach: Will Davis, Math Teachers **ESF Levers:** Lever 2: Strategic Staffing, Lever 5: Effective 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: Drive middle school Career and Technical Education (CTE) elective enrollment, aligning courses with high school graduation pathways and using interest diagnostics. **Strategy's Expected Result/Impact:** Increase participation of 7th & 8th graders in CTE classer from 92% to 94%. **Staff Responsible for Monitoring:** CTE staff, counselors **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

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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.

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 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: Each administrator and Instructional Coach will conduct 6 weekly walk-throughs of classrooms with a focus on quality Tier 1 instruction, complete with specific feedback, to be input immediately into Eduphoria Strive. **Strategy's Expected Result/Impact:** 100% of T-TESS Summatives will show Proficient or higher in both Domain 2 & 3. **Staff Responsible for Monitoring:** Principal, Asst. Principals, Instructional Coach **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective 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: LTMS will increase fidelity of Tier 1 Emergent Tree strategies: Building Connections, Consistent Expectations (Safe, Respectful, Responsible), and 3:1 Positive to Corrective Feedback, and common redirection strategies (Speak and spin, redo's, providing proximity, restate expectations). **Strategy's Expected Result/Impact:** LTMS will decrease discipline referrals by 20%. **Staff Responsible for Monitoring:** Principals, Asst. Principals **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	**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: The campus MTSS/Attendance Review Committee (comprising administrators, instructional coach, special education representatives, and teacher leaders) will meet to analyze diagnostic benchmarks and historical data. Every student identified as Tier 2 or Tier 3 will be mapped to a personalized academic or behavioral intervention plan. Academic interventions will align with designated support programs such as pre-teaching, reteach, or targeted department tutorials. **Strategy's Expected Result/Impact:** The High Focus group of students will improve from 70% At Approaches GL Standard or Above to 75% on all subjects. **Staff Responsible for Monitoring:** Campus administrators, including the MTSS Coor., teachers responsible for implementing appropriate intervention, and the Instructional Coach. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective 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: The campus will implement: bell to bell instruction (aligned with the block structure), Go Time structure, AI plans complete with individual student goal setting and tracking, and preteach of upcoming skills including vocabulary, previous, vertical skills, and skills instruction and practice prior to the core lessons. **Strategy's Expected Result/Impact:** 20% of TIA Eligible Teachers will qualify for TIA with a designation of Acknowledged or higher. **Staff Responsible for Monitoring:** Administrators and Instructional Coach **ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective 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: Train all teachers on how to systematically integrate and teach the "safe, respectful, and responsible" matrix within daily lesson routines. All classrooms should be equipped with and utilize standardized Core Value Visuals to establish consistent school-wide expectations. Classroom "Feedback Boards": Conduct hands-on workshops on how to implement classroom Feedback Boards. This will provide teachers with a practical tool to track, deliver, and celebrate positive behavioral acknowledgments, moving the campus toward the recommended 3:1 acknowledgment-to-correction ratio. The "RESPOND" Connection Routine: Train staff on how to implement a defined "RESPOND" greeting routine. This professional development will teach teachers how to assess students' emotional readiness to learn as they enter the classroom, helping them identify students who may need immediate support. **Strategy's Expected Result/Impact:** 100% of classrooms will have the campus's Core Values posted and referenced. Classroom audits will reveal 50% of classrooms will provide specific feedback to students in the areas of safe, respectful, & responsible. **Staff Responsible for Monitoring:** Campus administration, Instructional Coach, Emergent Tree reps. **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**

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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.

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.

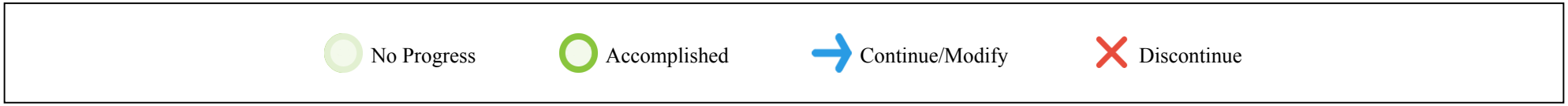
Evaluation Data Sources: By 2031, Lake Travis ISD will:

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: LTMS will implement targeted daily attendance tracking, teacher-student mentorships, and grade-level monthly challenges to raise the overall campus student daily attendance rate to cross into the state's Quartile 1 threshold. **Strategy's Expected Result/Impact:** The daily attendance rate will increase from the 2026 baseline of 95.5% to at least 96.5%. **Staff Responsible for Monitoring:** Attendance committee, selected mentors for chronically absent students. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective 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: LTMS will scale its twice-monthly "Math Jamboree" library tutorials. High-achieving math students--will be trained as peer tutors to work alongside teachers, providing relatable, student-to-student coaching for peers currently stuck in the "Approaches" or "Did Not Meet" categories. **Strategy's Expected Result/Impact:** LTMS will raise its Comparative Academic Growth Score from 78 to 85, placing it in competition for Q1. **Staff Responsible for Monitoring:** Administrators, Math department, Instructional Coach **ESF Levers:** Lever 2: Strategic Staffing, Lever 5: Effective Instruction	**Oct** **Dec** **Mar** **June**	**October Evidence of Progress** **December Evidence of Progress** **March Evidence of Progress** **June Evidence of Progress**


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