Lake Travis Independent School District

Hudson Bend Middle School

2026-2027 Formative Reviews with Notes

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

Mission Statement

Hudson Bend Middle School is a school community where all learners are known by name and need.

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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: Align the campus activity budget and instructional department budgets to provide high-quality instructional materials (HQIM), math/RLA interventions, and professional learning resources that target specific needs of special populations (Econ Dis, EB, SPED). **Strategy's Expected Result/Impact:** Improved STAAR component score from 63 to 66, RLA Meets standard from 72% to 75%, and Math Meets standard from 63% to 66%. **Staff Responsible for Monitoring:** Principal Josh Hughes, Admin Assistant Madison Morris, and Core Department Chairs: Hailey Wylie (ELA), Dan Grey (Math), Ruben Soliz (Science), Craig Holden (Social Studies), Eryn Brocx (Electives), Laura Truett (Fine Arts), and Laura Becker (Special Ed). **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Achievement 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 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: Communication Implement a multi-channel campus communication plan (Monthly newsletters, weekly Hughes Huddle videos, campus website updates, parent surveys, and direct parent outreach, and improved social media presence) to enhance community engagement and emphasize the impact of attendance and parental involvement on learning. **Strategy's Expected Result/Impact:** Raise the overall campus attendance rate from 94.8% to 96.5%. Increase positive parent satisfaction on the annual communication survey from 85% to 92%. **Staff Responsible for Monitoring:** Principal Josh Hughes (Newsletter/Social Media Lead) and Counselors April Loeb & Angela Carey. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Problem Statements:** School Culture and Climate 1 - Family and Community Engagement 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: Safety and Security Establish and enforce standard operating procedures for campus safety, including structured arrival/ dismissal, proactive security monitoring, and regular practice of emergency operations plan (EOP) drills. **Strategy's Expected Result/Impact:** 100% compliance with standard safety drill timelines (monthly fire drills, semester lockdown/evacuation drills) and 100% positive feedback on staff/student safety surveys **Staff Responsible for Monitoring:** Assistant Principal Donald Roeder (Safety & Security Lead / Drill Coordinator) and School Resource Officer (SRO) Off. Steven Krippner. **ESF Levers:** Lever 1: Strong School Leadership and Planning **Problem Statements:** School Organization 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: Discipline Management System Integrate Tier I behavioral support systems (e.g., Positive Behavioral Interventions and Supports - PBIS) and restorative discipline practices to reduce discretionary DAEP placements and promote high standards of citizenship. **Strategy's Expected Result/Impact:** Reduce total DAEP placements by 10% and discretionary suspensions by 15% compared to the previous year. **Staff Responsible for Monitoring:** Principal Josh Hughes (Campus Behavior Coordinator) and Grade-Level Assistant Principals: Tatiana Chavez (6th Grade), Donald Roeder (7th Grade), and Brian Gill (8th Grade). **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Problem Statements:** School Culture and Climate 1 - School Organization 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: Encourage Parental Involvement Partner with the HBMS Parent Teacher Organization (PTO) and host structured family engagement nights (e.g., Math and Science Nights, ESL parent workshops) to directly involve parents in their child's academic progress. Use effective communication to increase parental engagement and participation in school events. **Strategy's Expected Result/Impact:** Host a minimum of 4 academic/wellness parental involvement events during the school year, achieving 25% or higher representation from parents of high-focus student populations. **Staff Responsible for Monitoring:** Principal Josh Hughes (PTO Liaison), Assistant Principal Donald Roeder (LPAC Admin), Tatiana Chavez (ESL Admin), and ESL Teacher Cecelia Fierro. **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Problem Statements:** Family and Community Engagement 1	**Oct**	**October Evidence of Progress**
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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: Recruitment Partner with regional universities, attend teacher recruitment fairs, and leverage the Teacher Incentive Allotment (TIA) to recruit certified, high-quality SPED, ESL, and advanced mathematics educators. **Strategy's Expected Result/Impact:** 100% of open instructional positions are filled with fully certified, high-quality teachers prior to the start of the 2026-2027 school year, with a focus on ESL/ SPED dual certification. **Staff Responsible for Monitoring:** Principal Josh Hughes and Instructional Coach Tana Wheeler, District HR **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 2: Strategic Staffing, Lever 5: Effective Instruction **Problem Statements:** Staff Quality, Recruitment, and Retention 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: Retention Provide a structured new-teacher mentoring program, implement a peer-coaching cycle, and recognize educator excellence through campus-based appreciation initiatives. **Strategy's Expected Result/Impact:** Maintain a teacher retention rate of 95% or higher for the 2026-2027 school year, particularly among core subject areas. **Staff Responsible for Monitoring:** Principal, Mentor Teachers, Instructional Coach **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 2: Strategic Staffing **Problem Statements:** Staff Quality, Recruitment, and Retention 1	**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: State Assessment -- Meets/Masters **Strategy's Expected Result/Impact:** Raise overall RLA Meets standard performance to 75% and Masters performance to 52%. Raise overall Mathematics Meets standard performance to 66% and Masters performance to 31%. **Staff Responsible for Monitoring:** Assistant Principals Tatiana Chavez (ELA) and Brian Gill (Math), Instructional Coach Tana Wheeler, ELA Chair Hailey Wylie, and Math Chair Dan Grey. **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 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: CCMR Increase student participation and performance in advanced middle school mathematics, focusing on expanding enrollment and ensuring high mastery rates in Grade 8 Algebra I. **Strategy's Expected Result/Impact:** Increase Algebra I by Grade 8 participation to 56% (moving the campus to the Top Quartile, Q1) and Meets performance to 54.5%. **Staff Responsible for Monitoring:** Assistant Principal Brian Gill (Math AP), Math Dept Chair Dan Grey, and Algebra I Teacher Jill Elizondo (listed as Jill Crecelius in trackers). **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Student Achievement 1 - Curriculum, Instruction, and Assessment 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: Dropout Implement a robust academic early-warning system and counseling mentorship program for highly mobile, at-risk, and chronically absent students to prevent course failures and ensure successful transitions. **Strategy's Expected Result/Impact:** Maintain a 0% dropout rate and ensure a core course passing rate of 98% or higher for all at-risk and mobile student populations. **Staff Responsible for Monitoring:** Grade-Level Assistant Principals (Chavez, Roeder, Gill), Counselors April Loeb and Angela Carey, and Social Worker Joelle Nagel. **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Demographics 1 - School Culture and Climate 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: Closing the Gaps -- SPED / EB / ECO DIS Execute targeted, data-driven daily intervention blocks utilizing co-teaching inclusion models, bilingual paraprofessional push-in support, and structured ESL curriculum frameworks. **Strategy's Expected Result/Impact:** Raise SPED and EB Mathematics Academic Growth Scores from 59% to 62%. Raise the EB TELPAS Progress Rate from 26% to 30%. Raise Economically Disadvantaged Meets standard in Math from 33% to 35%. **Staff Responsible for Monitoring:** Principal Josh Hughes, Assistant Principal Donald Roeder (LPAC/SPED supervisor), and SPED Dept Chair Laura Becker. **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Curriculum, Instruction, and Assessment 1	**Oct**	**October 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 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 Deliver monthly classroom guidance lessons focusing on mental health, safety, and academic planning, while integrating the on-campus "Zen Den" as a sensory space for self-regulation. **Strategy's Expected Result/Impact:** 100% of students receive core guidance curriculum lessons, and student surveys show a 5% increase in campus connectedness and safety scores **Staff Responsible for Monitoring:** Counselors April Loeb and Angela Carey, and Social Worker Joelle Nagel. **TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Demographics 1 - School Culture and Climate 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: Violence Prevention and Intervention Enforce school-wide Standard Response Protocols (SRP), conduct mandatory monthly 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. **Staff Responsible for Monitoring:** Assistant Principal Donald Roeder (Safety & Security/Drill Lead), Principal Josh Hughes (Campus Behavior Coordinator), and Off. Steven Krippner. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Problem Statements:** School Culture and Climate 1 - School Organization 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: School Health Program Implement the LTISD Local Wellness Policy, coordinates student medical plans, trains emergency responders, and integrates active fitness blocks across physical education and athletics curricula. **Strategy's Expected Result/Impact:** 100% completion of state-mandated health screenings and a 95% student compliance rate on the yearly FitnessGram. **Staff Responsible for Monitoring:** Nurse Wendy Everett and Athletic Coordinator Megan Kuehler. **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Staff Quality, Recruitment, and Retention 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: Overall Attendance Form an attendance committee, implement parent-contact guidelines for unexcused absences, and coordinate attendance recovery contracts with neighboring LTISD middle schools. **Strategy's Expected Result/Impact:** Raise the overall campus attendance rate to 96.5%, meeting or exceeding the Q1 comparison minimum of 96.2%. **Staff Responsible for Monitoring:** Principal Josh Hughes, Attendance Clerk Carmen Cruz, and Grade-Level APs. **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** School Culture and Climate 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: Chronic Absenteeism Deploy early-intervention MTSS tracking and counseling/social worker support for any student whose attendance drops below 90%. **Strategy's Expected Result/Impact:** Reduce the chronic absenteeism rate to 6.0% or lower. **Staff Responsible for Monitoring:** Grade-Level Assistant Principals (Chavez, Roeder, Gill), Counselors (Loeb, Carey), and Social Worker Joelle Nagel. **TEA Priorities:** Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** School Culture and Climate 1 - Family and Community Engagement 1	**Oct**	**October Evidence of Progress**
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Strategy 6 Details	Reviews	
Strategy 6: Student Participation in Campus Activities 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 Josh Hughes, Counselors (Loeb, Carey), and Fine Arts and Athletics Chairs. **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction **Problem Statements:** School Culture and Climate 1	**Oct**	**October Evidence of Progress**
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 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

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: College Ready -- Advanced Coursework Implement open-enrollment honors courses and utilize specialized "Grow Time" blocks to provide scaffolded support for high-focus students in advanced classes. **Strategy's Expected Result/Impact:** Increase honors course enrollment by 10% overall, maintaining a 95% or higher passing rate. **Staff Responsible for Monitoring:** Principal Josh Hughes, Counselors (Loeb, Carey), and GT Teacher Evan Lear. **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 1 - School Organization 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: Career Ready -- CTE Participation 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 overall 7th and 8th-grade CTE elective participation to 50% or higher. **Staff Responsible for Monitoring:** Electives Chair Eryn Brocx, CTE Teachers (Ryan Dann, Keenya Grayson, Tiffanie Roberts), and Counselors (Loeb, Carey) **TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Technology 1	**Oct**	**October 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: Feedback to Teachers Establish a rigorous, non-evaluative instructional walkthrough cycle focused on active Tier I lesson delivery, student-to-teacher interactive coaching, and the alignment of "flipped classroom" math models with direct teacher-led instruction to address learning gaps. **Strategy's Expected Result/Impact:** 100% of core content teachers will receive a minimum of one documented walkthrough per week (minimum of 5 walkthroughs per administrator per week submitted immediately in Eduphoria), with 100% of walkthroughs containing actionable feedback on student engagement and Tier I instructional scaffolds. **Staff Responsible for Monitoring:** Principal Josh Hughes, Assistant Principals Tatiana Chavez, Donald Roeder, and Brian Gill, and Instructional Coach Tana Wheeler. **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments **Problem Statements:** Student Achievement 1 - Curriculum, Instruction, and Assessment 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: Discipline Goal Standardize and implement the campus-wide Tier I Behavior Spreadsheet (HBMS Student Behaviors and Interventions) to require documented teacher-led parent contact and classroom-level interventions prior to office discipline referrals **Strategy's Expected Result/Impact:** Reduce core classroom discipline referrals by 20% compared to the 2025-2026 school year, and ensure 100% of core teachers utilize the Tier I behavior tracking spreadsheet prior to discretionary administrative referrals. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Problem Statements:** School Culture and Climate 1 - School Organization 1	**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 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: Student Growth **Strategy's Expected Result/Impact:** Leverage weekly core PLCs to conduct student-by-student growth analysis, mapping performance to state-standard growth targets and adjusting daily "Grow Time" intervention rosters dynamically. **Staff Responsible for Monitoring:** Achieve an Academic Growth Raw Score of 81 or higher on the 2027 TEA Accountability Report to secure the Top 25% Comparative Academic Growth Distinction Designation. **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Achievement 1 - Curriculum, Instruction, and Assessment 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: TIA Designation Utilize the Texas Teacher Incentive Allotment (TIA) framework to recognize, incentivize, and retain high-performing core educators by establishing transparent, data-driven student growth portfolios. **Strategy's Expected Result/Impact:** 100% of eligible core RLA and Math teachers are oriented on TIA appraisal rubrics and systematically track student-level growth portfolios across the 2026-2027 school year. **Staff Responsible for Monitoring:** Principal Josh Hughes and Senior Executive Director of C&I Lyndsae Benton, Ed.D.. **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Staff Quality, Recruitment, and Retention 1	**Oct**	**October Evidence of Progress**
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Strategy 3 Details	Reviews	
Strategy 3: Staff Development Second Language Acquisition Theory, Sheltered Instruction (ELPS), and SPED co-teaching strategies. **Strategy's Expected Result/Impact:** 100% of core instructional staff will complete sheltering/ESL strategy professional development modules, raising the EB TELPAS Progress Rate from 26% to 30% or higher on the 2027 state evaluation. **Staff Responsible for Monitoring:** Principal Josh Hughes, LPAC Lead Donald Roeder, ESL Lead Tatiana Chavez, and ESL Teacher Cecelia Fierro. **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1	**Oct**	**October 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: Distinctions Elevate 8th-grade Social Studies and 8th-grade Science performance to the top quartile by aligning curriculum rigor to the Masters Grade Level standard and utilizing specialized extension lessons. **Strategy's Expected Result/Impact:** Maintain Science Masters performance at or above 57.0% (Quartile 1) and increase 8th-grade Social Studies Masters performance from 38.0% to 40.0% or higher to enter Quartile 1 and secure the Social Studies Distinction. **Staff Responsible for Monitoring:** Assistant Principal Brian Gill (Science/8th Grade AP), Social Studies Chair Craig Holden, and Science Chair Ruben Soliz. **TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 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: Relative Performance Utilize targeted, data-driven daily intervention blocks ("Grow Time") to accelerate student performance among Economically Disadvantaged and high-focus student groups in RLA and Mathematics. **Strategy's Expected Result/Impact:** Raise the overall STAAR Performance Component Score from 63 to 66 or higher, thereby elevating the Relative Performance Scaled Score from 77 to 80 or higher (Grade B) on the TEA accountability report. **Staff Responsible for Monitoring:** Principal Josh Hughes, core department chairs, and grade-level counselors. **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Demographics 1 - Student Achievement 1 - Technology 1	**Oct**	**October Evidence of Progress**
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