Lake Travis Independent School District

Bee Cave Middle School

2026-2027 Formative Reviews with Notes

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

Mission Statement

Our mission is to create an innovative and inclusive learning community empowering every student to reach their full potential through fostering a dynamic educational environment that recognizes and values the unique strengths, talents, and needs of each individual.

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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: The principal and campus leadership team will conduct quarterly reviews of campus discretionary expenditures to verify alignment with CIP priorities, including mathematics achievement and growth, targeted intervention, student engagement, advanced-course readiness, and staff development. **Strategy's Expected Result/Impact:** 100% of significant discretionary expenditures will be reviewed quarterly and documented as aligned to an identified campus priority. **Staff Responsible for Monitoring:** Principal; Campus Bookkeeper; Campus Leadership Team	**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: Implement a predictable campus communication structure for students, staff, and families, including scheduled principal communication, timely academic/program updates, and coordinated communication of campus events and expectations. **Strategy's Expected Result/Impact:** At least 90% of scheduled campus communications will occur according to the established communication calendar.	**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: Conduct required safety drills and routine campus safety reviews, with identified deficiencies assigned, documented, and followed through to resolution. **Strategy's Expected Result/Impact:** 100% of required drills will be completed, and 100% of identified campus safety deficiencies will be assigned for corrective action.	**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: Campus administrators will review discipline data each grading period by location, offense, student group, and repeat occurrence to identify patterns and implement targeted supervision, restorative, behavioral, or administrative responses. **Strategy's Expected Result/Impact:** Repeat disciplinary referrals will decrease at least 10% from the first-semester baseline during the second semester.	**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 structured opportunities for families to understand academic supports, advanced coursework, student wellness resources, transition planning, and campus programs. **Strategy's Expected Result/Impact:** At least four targeted family-engagement opportunities will be conducted, with participation and feedback reviewed by campus leadership.	**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: Use early staffing projections and targeted recruitment for anticipated shortage/high-need teaching areas, with particular attention to mathematics, science, special education, and other difficult-to-fill certifications. **Strategy's Expected Result/Impact:** 100% of identified vacancies will be actively recruited and screened promptly. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs	**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 structured new-teacher/teacher-new-to-BCMS support and conduct midyear staff feedback to identify campus conditions requiring leadership response. **Strategy's Expected Result/Impact:** 100% of new-to-BCMS teachers will receive assigned support and documented first-semester check-ins.	**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 (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: Mathematics PLCs will identify priority TEKS and students below projected performance after each common assessment and implement a documented reteach/reassess or enrichment cycle, with particular attention to movement from Approaches to Meets and Meets to Masters. **Strategy's Expected Result/Impact:** Mathematics Meets will increase from 77% to at least 82% and Masters from 43% to at least 50%; Grade 6, 7, and 8 mathematics Masters will improve from 27%, 5%, and 42% respectively. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Math Department Chair; Instructional Coach; Math Teams	**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: Content teams will track growth watchlists for all students and assign a next-performance-band goal, priority skill, and instructional response. **Strategy's Expected Result/Impact:** Academic Growth will increase from 81 to at least 85, and Accelerated Learning will increase from 44 to at least 55. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs; Instructional Coach	**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: Content and AI teams will specifically monitor Economically Disadvantaged students by content and TEKS, with targeted instructional response for students below Meets trajectory. **Strategy's Expected Result/Impact:** Economically Disadvantaged mathematics Meets will increase from 55% to at least 63%, with measurable improvement from the 68% RLA Meets and 61% all-subject Meets baselines. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs; Instructional Coach; AI Teachers	**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: Teachers serving EB students will integrate language supports into grade-level instruction and review individual content/language performance during PLC intervention cycles **Strategy's Expected Result/Impact:** EB Current & Monitored mathematics Meets will increase from 58% to at least 65%, with measurable improvement from the 64% RLA Meets and 56% all-subject Meets baselines. **Staff Responsible for Monitoring:** Principal; Assistant Principals; EB/LPAC Staff; Department Chairs; Instructional Coach	**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: General and special education teachers will collaboratively review accommodations, student work, common assessments, and IEP progress for students below grade-level expectations and adjust instructional supports before the next assessment cycle. **Strategy's Expected Result/Impact:** Special Education mathematics Meets will increase from 25% to at least 35%, with measurable improvement from the 36% RLA Meets and 32% all-subject Meets baselines. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Special Education Staff; Department Chairs; Instructional Coach	**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, 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: Implement a comprehensive counseling program with grade-level academic, social-emotional, transition, and postsecondary supports. **Strategy's Expected Result/Impact:** Counseling services and planned grade-level supports will be implemented according to the campus counseling calendar and reviewed each formative period. **Staff Responsible for Monitoring:** Counseling Team; Campus Administration	**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 student/staff prevention education, threat-assessment procedures, reporting systems, and intervention follow-up. **Strategy's Expected Result/Impact:** 100% of required threat-assessment and prevention procedures will be completed and documented according to district protocols. **Staff Responsible for Monitoring:** Campus Administration; Counselors; Campus Officer; District Safety Staff	**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: Coordinate campus health services, prevention education, emergency response, and student wellness supports. **Strategy's Expected Result/Impact:** Coordinate campus health services, prevention education, emergency response, and student wellness supports. **Staff Responsible for Monitoring:** Campus Nurse; Administration; Counselors	**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: Monitor attendance weekly and initiate rapid outreach and intervention for students demonstrating emerging attendance concerns. **Strategy's Expected Result/Impact:** Campus attendance will increase from 95.9% to at least 96.5%. **Staff Responsible for Monitoring:** Attendance Administrator; Attendance Staff; Counselors; Assistant Principals	**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: Identify students who are chronically absent or on track to become chronically absent at least every three weeks and implement tiered attendance intervention. **Strategy's Expected Result/Impact:** Chronic absenteeism will decrease from 8% to 5%. **Staff Responsible for Monitoring:** Attendance Administrator; Attendance Staff; Counselors; Assistant Principals	**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 a baseline for participation in athletics, fine arts, clubs, CTE organizations, and other extracurricular/co-curricular activities and use the campus student survey to measure belonging and connection. **Strategy's Expected Result/Impact:** Student participation and belonging will improve from the fall campus baseline. **Staff Responsible for Monitoring:** Principal; Activity Sponsors/Directors; Counselors; Campus Leadership	**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

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: Use course-selection and assessment data to identify academically prepared students not yet participating in advanced coursework and conduct targeted student/family outreach, with particular attention to the Grade 6-8 mathematics pathway and Algebra I by Grade 8 **Strategy's Expected Result/Impact:** Algebra I by Grade 8 participation will increase from 59% to at least 62%, and Algebra I Meets performance will increase from 57% to at least 62%. **Staff Responsible for Monitoring:** Counselors; Math Department Chair; Advanced Academics Staff; Campus Administration	**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: Establish Grade 7-8 CTE participation overall and by student group, use student interest and course-selection data to identify access barriers, and conduct targeted outreach before scheduling is finalized. **Strategy's Expected Result/Impact:** CTE participation will increase from the 2026-27 fall campus baseline, with participation reviewed by student group each formative period. **Staff Responsible for Monitoring:** Counselors; CTE Staff; Campus Administration	**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 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: Administrators and instructional leaders will conduct frequent instructional walkthroughs focused on alignment, rigor, checks for understanding, student cognitive demand, and response to evidence of learning, followed by actionable teacher feedback **Strategy's Expected Result/Impact:** 100% of teachers will receive documented instructional feedback each semester, with campus walkthrough data demonstrating improvement in identified instructional look-fors. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs; Instructional Coach	**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 classroom referral and walkthrough data to identify classrooms or settings requiring support with engagement, routines, relationships, and classroom management. **Strategy's Expected Result/Impact:** Repeat classroom-managed behavior patterns will decrease and walkthrough evidence will show increased consistency in classroom expectations. **Staff Responsible for Monitoring:** Campus Administration	**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: Content teams will analyze common-assessment and student-work evidence to determine whether students are maintaining/improving performance levels and adjust upcoming instruction accordingly. **Strategy's Expected Result/Impact:** Academic Growth will increase from 81 to at least 85, with a decreasing percentage of monitored students projected to earn zero growth points at each review cycle. **Staff Responsible for Monitoring:** Campus Administration; Department Chairs; Instructional Coach	**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: Professional learning will be selected based on documented campus instructional needs, with follow-up walkthroughs and PLC evidence used to determine implementation. **Strategy's Expected Result/Impact:** Professional learning priorities will show evidence of implementation in walkthroughs, PLC artifacts, student work, and student outcomes. **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs; Instructional Coach	**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: Support eligible teachers in understanding student-growth measures, instructional expectations, and evidence associated with the district's TIA system. **Strategy's Expected Result/Impact:** Eligible teachers will receive required TIA information and support aligned with district timelines and processes. **Staff Responsible for Monitoring:** Principal; District TIA Staff; Campus Instructional Leadership	**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.

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: Department leadership will monitor comparison-group indicators with realistic opportunity for movement into Q1, prioritizing academic outcomes rather than pursuing distinctions as stand-alone activities. Mathematics, academic growth, and combined RLA/mathematics readiness indicators will receive particular attention while science and social studies strengths are sustained. **Strategy's Expected Result/Impact:** The number of Q1 indicators in mathematics, RLA, academic growth, and postsecondary readiness will increase from 2026 levels while current science and social studies distinctions are sustained **Staff Responsible for Monitoring:** Principal; Assistant Principals; Department Chairs; Instructional Coach	**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: Campus leadership will monitor STAAR, academic growth, and subgroup outcomes against both campus targets and comparable-campus performance. **Strategy's Expected Result/Impact:** The STAAR component will increase from 76 to at least 80 and Relative Performance will improve from the 2026 scaled score of 80 through stronger STAAR and subgroup outcomes. **Staff Responsible for Monitoring:** Principal; Campus Leadership; Department Chairs; Instructional Coach	**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