Lake Travis Independent School District

Serene Hills Elementary

2026-2027 Formative Reviews with Notes

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

Mission Statement

The Serene Hills Elementary community commits to engaging every student in innovative, collaborative learning focused on growth and to igniting a passion for learning in which everyone is valued.

Vision

Serene Hills Elementary is committed to inspiring a love of learning while providing a safe and welcoming space to encourage all to take risks, build meaningful relationships, and embrace resiliency.

Value Statement

All students in our school will be treated with dignity and respect at all times.

All students deserve engaging and rigorous learning opportunities aligned to the appropriate curriculum, coursework, grade level, and education plan.

As a teacher, it is my responsibility to figure out how to reach each student.

Correcting student behavior is a teaching opportunity and not just a series of punishments and consequences.

As an employee, I am committed to being a team player in this school. I value collaboration, and I know that my contribution to the team is important.

Every student is somebody's "Gerber baby". I will communicate with family members and work with them, together helping every student achieve their potential.

It is everyone's job to make sure this building is a clean, safe learning environment for students.

All teachers (classroom and special education teachers) should collaborate to analyze data and decide on next steps to remediate or accelerate based on student needs. They are all "our kids," so I am committed to helping my team address the needs of students who might not even be on my roster.

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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: Serene Hills Elementary leadership teams will collectively develop, approve and monitor the budget for each department to ensure that 95% of the allocated funds are used appropriately to support student learning throughout the course of the school year. **Strategy's Expected Result/Impact:** By June 2027, at least 95% of allocated campus/department funds will be appropriately utilized and documented as aligned to an identified campus priority. At each formative review, 100% of major instructional expenditures will be traceable to a CIP strategy, and leadership will document any needed reallocation based on implementation or student-outcome data. **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor Instructional Coach Campus Leadership Team Department/Grade-Level Budget Managers (as applicable) Campus Administrative Assistant/Bookkeeper (budget reconciliation and expenditure tracking)	**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: To strengthen collaboration and stakeholder engagement, Serene Hills Elementary will implement a well-rounded communication strategy that delivers consistent, transparent, and timely updates to staff, families, and community members across multiple channels. **Strategy's Expected Result/Impact:** By June 2027, SHE will meet or exceed a campus-established communication satisfaction target based on the fall family/staff survey baseline, and at least 90% of scheduled campus wide communications on the communication calendar will be delivered on time. **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor Campus Leadership Team Campus Website Manager Administrative Assistant PTO leadership	**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: Serene Hills Elementary will maintain a safe and secure learning environment by completing 100% of required safety drills, routine door and perimeter checks, emergency preparedness activities, and staff safety trainings in accordance with district and state requirements. **Strategy's Expected Result/Impact:** 100% of required safety drills, checks, and trainings will be completed within required timelines, and 100% of identified campus safety action items will be documented and corrected or escalated within district-established timelines. **Staff Responsible for Monitoring:** Principal Assistant Principals Campus Safety & Security Committee School Resource Officer All 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: To guarantee uniform implementation of Tier I, Tier II, and Tier III behavior interventions in every classroom, Serene Hills Elementary will systematically implement the Emergent Tree discipline management model through continuous professional development, instructional coaching, and regular monitoring of progress. **Strategy's Expected Result/Impact:** By the first formative review, SHE will establish the 2025-26 office-referral and repeat-referral baselines. By June 2027, repeat office referrals will decrease by at least 10% from baseline, and walkthrough/behavior-team evidence will show at least 90% implementation of identified Tier I Emergent Tree practices. **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor MTSS/Behavior Support Team Instructional Coach Classroom 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: To build stronger family partnerships, Serene Hills Elementary will implement a well-rounded family engagement strategy centered on meaningful two-way communication, volunteer involvement, family learning initiatives, and collaborative campus decision-making. **Strategy's Expected Result/Impact:** By June 2027, participation in identified family learning/ engagement events will increase at least 10% over the fall-established baseline. 100% of students receiving intensive academic intervention will have documented family communication at least once per intervention **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor Campus Leadership Team Teachers MTSS Coordinator Special Education Case Managers	**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: To guarantee the delivery of efficient, responsive, and high-quality services across campus, leadership at Serene Hills Elementary will build consistent operational structures by regularly reviewing performance metrics, supervising campus procedures, and conducting quarterly assessments of operational workflows. **Strategy's Expected Result/Impact:** 100% of quarterly operational review will formally log observations, required actions, designated owners, target deadlines, and resolution tracking. Furthermore, a minimum of 90% of identified action items will be successfully resolved prior to the subsequent review or rolled over with an explicit justification. **Staff Responsible for Monitoring:** Serene Hills Administration Team Teachers Support Staff	**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: To recruit and retain highly qualified, properly certified personnel, Serene Hills Elementary will utilize a collaborative hiring process involving teacher leaders, actively and expand partnerships through the intentional placement, mentorship, and recruitment of prospective educators. **Strategy's Expected Result/Impact:** 100% of campus vacancies will use the collaborative selection process. Serene Hills Elementary will secure and retain exceptional educators committed to the school's mission and core instructional goals. Involving teacher leaders in recruitment will refine decision-making and support shared leadership, while creating a reliable talent pipeline for the campus and district. **Staff Responsible for Monitoring:** Principal Assistant Principals Teacher Leadership Team Grade-Level Team Leaders Mentor Teachers Human Resources Representative (as applicable)	**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: By cultivating a supportive and collaborative professional atmosphere driven by continuous coaching, constructive feedback, structured mentorship, and tailored development for both incoming and veteran educators, Serene Hills Elementary aims to sustain high staff retention and increase overall job satisfaction. **Strategy's Expected Result/Impact:** Through consistent instructional feedback, ongoing coaching, and targeted professional development, both new and experienced staff members will feel fully supported. This intentional investment in teacher growth and well-being will foster higher staff engagement, elevate job satisfaction, and boost retention while cultivating a stable, high-performing team that drives continuous student achievement. SHE will meet or exceed 90% staff retention and 100% of new to campus teachers will be assigned a mentor/support structure. Staff survey measures related to support and feedback will improve from the fall-established baseline by June 2027. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Teacher Leadership Team Mentor Teachers Counselor Campus Leadership Team	**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 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: Serene Hills Elementary teachers will implement the district-adopted English Language Arts and Reading (ELAR) and curriculum with fidelity by utilizing approved instructional resources, delivering high-quality Tier I instruction, closely monitoring and responding to student assessment data, and providing targeted intervention and enrichment through collaborative PLC processes. **Strategy's Expected Result/Impact:** By spring 2027, the overall campus RLA Meets performance will increase from 78% to at least 85%, with progress toward Masters monitored during each of the three annual formative review. SHE will increase Grade 3-5 Reading Masters performance from 46% to at least 55%. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Interventionists Classroom Teachers PLC Facilitators	**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: Serene Hills Elementary teachers will implement the district-adopted mathematics curriculum with fidelity by utilizing approved instructional resources, delivering rigorous Tier I instruction, closely monitoring and responding to student assessment data, and providing targeted intervention and enrichment through collaborative PLC processes. **Strategy's Expected Result/Impact:** By spring 2027, the overall campus Math Meets performance will increase from 74% to at least 80%, with progress toward Masters monitored during each of the three annual formative review. SHE will increase Grade 3-5 Math Masters performance from 41% to at least 50%. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Classroom Teachers Interventionists PLC Facilitators	**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: To increase the proportion of students attaining Meets and Masters Grade Level standards on STAAR Reading and Mathematics, Serene Hills Elementary will leverage data-informed PLCs, instructional coaching, enrichment programs, and differentiated Tier I classroom instruction. **Strategy's Expected Result/Impact:** All-subject Meets will increase from 75% to at least 80% and Masters from 43% to at least 50%. Science Meets will increase from 68% to at least 75%. After each district assessment, PLCs will identify and monitor students within one performance band of Meets or Masters. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Classroom Teachers PLC Teams Interventionists	**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: To enhance academic performance for students receiving special education services, Serene Hills Elementary will refine instructional practices through joint general and special education planning, high-quality accommodations, specially designed instruction, special education PLCs, and continuous progress monitoring. **Strategy's Expected Result/Impact:** Meet or exceed 2027 Special Education targets: RLA Meets >=60%, RLA Masters >= 25% mathematics Meets >=75%, mathematics Masters >= 17%. Campus stretch goal: all-subject Meets increases from 45% to at least 55%. **Staff Responsible for Monitoring:** Principal Assistant Principals Special Education Team Instructional Coach Classroom Teachers ARD Facilitators Interventionists	**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: To boost achievement for Emergent Bilingual students, Serene Hills Elementary will deliver high-quality language acquisition practices by strengthening vocabulary instruction, academic language development, and team planning. **Strategy's Expected Result/Impact:** Meet or exceed 2027 Emergent Bilingual targets: RLA Meets >=75%, RLA Masters >= 45% mathematics Meets >=80%, mathematics Masters >= 40%. Campus stretch goal: all-subject Meets increases from 63% to at least 75%. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Interventionists Classroom Teachers PLC Teams	**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: Serene Hills Elementary will utilize MTSS processes, targeted intervention, extended learning opportunities, and data-driven instructional planning to ensure economically disadvantaged students receive timely academic support and equitable access to high-quality instruction. **Strategy's Expected Result/Impact:** Meet or exceed 2027 Economically Disadvantaged targets: RLA Meets >=75%, RLA Masters >= 45% mathematics Meets >=65%, mathematics Masters >= 35%. Campus stretch goal: all-subject Meets increases from 57% to at least 70%. **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor Instructional Coach Interventionists Classroom Teachers MTSS 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 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: To advance students' academic, social, emotional, and behavioral growth, Serene Hills Elementary will implement a well-rounded counseling initiative patterned after the Texas Model for Comprehensive School Counseling, delivering classroom guidance, individual and small-group support, responsive interventions, and school-wide social-emotional learning opportunities. **Strategy's Expected Result/Impact:** Achieve 100% implementation of all scheduled counseling components. Increase student agreement on the School Belonging and Connectedness survey from a baseline of 77% to 85%, meeting or exceeding the 2027 target. **Staff Responsible for Monitoring:** Principal Assistant Principals School Counselor Classroom Teachers Campus Leadership Team	**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: Serene Hills Elementary will implement proactive violence prevention and intervention practices by providing student and staff training on conflict resolution, bullying prevention, digital citizenship, threat reporting procedures, and restorative practices while utilizing district safety protocols and Emergent Tree intervention systems to address student behavioral concerns. **Strategy's Expected Result/Impact:** 100% completion of required prevention activities and documented response to reported concerns according to district procedures. **Staff Responsible for Monitoring:** Principal Assistant Principals School Counselor Campus Behavior Team School Resource Officer (as applicable) All 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: Serene Hills Elementary will promote student health and wellness by implementing a comprehensive school health program that provides health education, preventive services, mental health supports, and wellness initiatives in collaboration with campus and district health professionals. **Strategy's Expected Result/Impact:** 100% of required school health activities are implemented; the campus identifies and addresses recurring health-related barriers affecting attendance or participation. **Staff Responsible for Monitoring:** Principal Assistant Principals School Nurse School Counselor PE Teachers Classroom 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: Promote regular school attendance at Serene Hills Elementary by establishing a comprehensive monitoring framework focused on early concern identification, active family communication, student recognition initiatives, and targeted support interventions. **Strategy's Expected Result/Impact:** Increase student attendance rate to a minimum of 96.5% by the end of the school year, up from the baseline of 95.6%. **Staff Responsible for Monitoring:** Principal Assistant Principals Attendance Clerk/Registrar School Counselor Classroom Teachers	**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: Serene Hills Elementary will reduce chronic absenteeism through the implementation of targeted MTSS attendance interventions, individualized attendance improvement plans, family outreach, and collaboration with campus and district support services for students identified as chronically absent. **Strategy's Expected Result/Impact:** Lower the rate of chronic student absenteeism to 5%, down from the 2025-2026 rate of 7.3%. **Staff Responsible for Monitoring:** Principal Assistant Principals School Counselor Attendance Clerk/Registrar MTSS Team	**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: Serene Hills Elementary will increase student engagement and connectedness by expanding opportunities for participation in extracurricular activities, including Destination Imagination, student leadership organizations, fine arts, academic clubs, wellness activities, and other campus-sponsored enrichment programs while ensuring equitable access for all students. **Strategy's Expected Result/Impact:** The campus will determine a baseline for participation and expand it by 10% by June 2027. Additionally, it will elevate student-reported feelings of belonging and connectedness on the survey from 77% to 85%, achieving or surpassing the target for 2027. **Staff Responsible for Monitoring:** Principal Assistant Principals Counselor Club Sponsors Fine Arts Teachers PE Teachers Classroom Teachers	**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: Serene Hills Elementary will foster college and career awareness by implementing a comprehensive career exploration program that includes an annual campus-wide Career Fair, classroom career awareness activities aligned with the Texas Essential Knowledge and Skills (TEKS), community partnerships, and opportunities for students to explore a variety of career pathways and postsecondary options. **Strategy's Expected Result/Impact:** Every grade level will implement a minimum of one documented experience focused on future readiness. By June 2027, student reflection and survey data will indicate a 10% increase in awareness regarding future educational and career pathways relative to the baseline. **Staff Responsible for Monitoring:** Principal Assistant Principals School Counselor Parent Liaison Classroom Teachers Community Volunteers Campus Leadership Team	**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: Serene Hills Elementary will provide advanced learning opportunities by implementing the fifth-grade Advanced Mathematics program with fidelity, utilizing district curriculum and approved instructional resources to prepare students for advanced middle school mathematics pathways while monitoring student progress and providing differentiated instructional support. **Strategy's Expected Result/Impact:** To ensure students enrolled in the Advanced Mathematics program gain strong mastery of both grade-level and advanced mathematical principles student performance will increase in Grade 5 STAAR Mathematics Masters performance from 50% in 2025-2026 to a minimum of 65% by June 2027. **Staff Responsible for Monitoring:** Principal Assistant Principals Fifth Grade Teachers GT Coordinator Instructional Coach PLC Facilitators	**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: Campus leaders at Serene Hills Elementary will execute the Texas Instructional Leadership (TIL) framework through routine classroom visits to assess fidelity to the district's viable curriculum, approved instructional materials, and high-leverage teaching methods. Leaders will deliver actionable, timely, and specific feedback, partner with teachers to establish personalized action plans after debriefs, and track progress toward target outcomes. Furthermore, the leadership team will evaluate observation patterns across grade levels to determine school-wide strengths and focus areas, leveraging these insights to create and provide targeted professional learning that enhances rigor and instructional alignment across all content areas. **Strategy's Expected Result/Impact:** 100% of teachers will obtain routine, actionable feedback, and walk-through trends demonstrate growing consistency in utilizing targeted, high-leverage instructional methods. **Staff Responsible for Monitoring:** Principal Assistant Principals 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 at Serene Hills Elementary will provide continuous instructional coaching and structured follow-up support. Teachers will participate in three reflective coaching cycles annually, focus on targeted instructional goal-setting, examine student performance metrics, and engage in differentiated professional development designed to enhance curriculum implementation and raise student outcomes. **Strategy's Expected Result/Impact:** Achieving 100% classroom implementation fidelity of Tier I, II, and III behavioral protocols under the Emergent Tree framework will establish consistent, proactive support across all grade levels. This will lead to an 80% rate of delivered skills lessons associated with Office Discipline Referrals (ODRs) and a 15% reduction in total ODRs relative to the 2025-2026 baseline. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Grade-Level Team Leaders Campus Leadership Team	**Oct**	**October Evidence of Progress**
	Dec	**December Evidence of Progress**
	Mar	**March Evidence of Progress**
	June	**June Evidence of Progress**

Strategy 3 Details	Reviews	
Strategy 3: Through continuous professional development, coaching, and uniform Tier I, II, and III interventions, Serene Hills Elementary will implement the Emergent Tree behavioral framework with fidelity. Additionally, a campus Behavior Team will collaborate each quarter to review behavioral data, assess implementation progress, and design targeted support measures that reinforce positive behavior and safeguard instructional time. **Strategy's Expected Result/Impact:** Achieving 100% classroom implementation fidelity of Tier I, II, and III behavioral protocols under the Emergent Tree framework will establish consistent, proactive support across all grade levels. This will lead to an 80% rate of delivered skills lessons associated with Office Discipline Referrals (ODRs) and a 15% reduction in total ODRs relative to the 2025-2026 baseline. **Staff Responsible for Monitoring:** Principal Assistant Principal(s) School Counselor Campus Behavior Team Instructional Coach Classroom Teachers	**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 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: Through quarterly PLC data meetings structured around the Texas Instructional Leadership (TIL) Data-Driven Instruction framework, Serene Hills Elementary leadership will guide teachers in evaluating LTC student performance trends, examining exemplar student work, and building as well as tracking high-leverage action plans to ensure impactful re-teaching. **Strategy's Expected Result/Impact:** Sustain or surpass an overall campus Academic Growth score of 92 while driving higher student achievement, specifically raising total growth for Economically Disadvantaged students from 75% to 82%. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach PLC Facilitators Classroom Teachers	**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: To enhance teaching effectiveness and elevate student achievement, campus leadership at Serene Hills Elementary will systematically monitor the development and impact of PLC instructional action plans. This will be accomplished through continuous classroom walk-throughs, evaluations of student performance, and joint progress-tracking sessions. Leaders will analyze implementation metrics alongside student learning data to deliver tailored coaching, refine instructional supports, and design targeted professional learning opportunities. **Strategy's Expected Result/Impact:** To ensure high-quality instruction across grades K-5, instructional action plans will be utilized by 100% of grade-level Professional Learning Community (PLC) teams. Following each district assessment cycle, 100% of teams will continually adjust these plans using real-time data on student understanding and individual standards mastery progress. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Intervention Team PLC Facilitators Classroom Teachers Campus Leadership Team	**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: Serene Hills Elementary will support eligible teachers in earning a Teacher Incentive Allotment (TIA) designation by providing ongoing professional learning, individualized coaching, goal setting, and timely feedback aligned to the district's TIA system and Texas Teacher Evaluation and Support System (T-TESS). Campus leadership will utilize observation data, student growth measures, and coaching cycles to support teachers in meeting designation criteria while strengthening instructional effectiveness **Strategy's Expected Result/Impact:** Through targeted coaching, goal setting, and aligned T-TESS support, 100% of eligible educators will participate in aligned professional coaching cycles to continuously refine their instructional practices and meet TIA designation criteria. **Staff Responsible for Monitoring:** Principal Assistant Principal Instructional Coach 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: Serene Hills Elementary will hold three monthly professional learning sessions for all grade-level teachers outside of scheduled PLCs. This allows PLC time to be dedicated to monitoring student data, planning differentiated lessons and flexible small groups, writing common assessments, and holding MTSS meetings. **Strategy's Expected Result/Impact:** Evidence from PLC activities and classroom walkthroughs will demonstrate at least 90% fidelity in target instructional practices, accompanied by measurable growth on common and interim assessment metrics. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach Teachers Counselor Support Staff	**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: Serene Hills Elementary teachers will identify students performing near the Meets and Masters Grade Level standards after each district assessment cycle and implement targeted intervention and enrichment plans to increase the number of students achieving higher levels of academic performance on STAAR. Students will engage in hands-on, experiential learning (Science labs, GT courses, multi-sensory academic vocabulary development, differentiated Power Hour activities) resulting in deeper understanding of content and increase in academic performance. **Strategy's Expected Result/Impact:** Move at least one eligible distinction indicator into Q1 comparison-group performance or to the published Q1 threshold where available. Specific reference points include Grade 3 Math Masters 37% toward 45%, Grade 4 Math Masters 34% toward 55% **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach PLC Teams Classroom Teachers	**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: Serene Hills Elementary teachers will utilize district assessment data, classroom formative assessments, mClass assessments,, and IXL data to identify the academic needs of economically disadvantaged students and implement differentiated instruction, targeted intervention, and progress monitoring through the PLC process. Instructional action plans will be reviewed after each assessment cycle to evaluate student growth, adjust interventions, and ensure equitable access to grade-level learning. **Strategy's Expected Result/Impact:** Increase STAAR Relative Performance from 2025-2026 baseline of 75 to 83 by June 2027. **Staff Responsible for Monitoring:** Principal Assistant Principals Instructional Coach PLC Facilitators MTSS Team Interventionists Classroom Teachers	**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