

# **Lamar Consolidated Independent School District**

## **District Improvement Plan**

**2022-2023**



# Mission Statement

To educate all students by ensuring access to a superior education through inspired leadership among parents, teachers, administrators, and staff, allowing students to achieve their full potential to participate in future social, economic and educational opportunities in their community.

## Strategic Plan Goals

### **Goal 1: Evolve the Student Learning Experience**

As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

### **Goal 2: Equip Students with Knowledge and Skills to Succeed in a Changing World**

Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

### **Goal 3: Promote a Safe and Healthy Environment**

The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high-quality mental health supports.

### **Goal 4: Plan for Rapid Growth While Preserving District Culture**

The District should work to maintain the “small-town feel” of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

### **Goal 5: Focus on Talent**

The District should ensure they’re attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

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# Goals

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 1:** Identified GT students will increase at the Masters level of STAAR in the four core areas by 5% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> GT Facilitator for grades 6-8 will collaborate with content specialists and campus teams to add GT strategies to lessons in the four core areas.</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR scores in four core areas increase by 5%; Logs of GT Facilitator</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Elementary GT Facilitators will create a curriculum unit in measurement (identified low performing objectives) for grades 3 &amp; 4</p> <p><b>Strategy's Expected Result/Impact:</b> STAAR scores in math for grades 3 &amp; 4 increase by 5%; Notes from nine-weeks planning meeting</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Elementary GT Facilitators will create a curriculum unit in Virtual Reality for grades 4 &amp; 5, to incorporate problem solving and higher order questioning connected to the four core content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Notes from nine-weeks planning meeting; Information from Learning Walks</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 2:** Install and upgrade wireless capability and access points and switches to allow more devices to access district network by July 2023.

**Evaluation Data Sources:** LCISD Network Services complete project by July 2023.

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 3:** The CTE department will equip students for postsecondary success by providing real world experiences that teach students employability skills for the purpose of increasing CTE completer status by 10% by June 2023.





**HB3 Goal**

**Evaluation Data Sources:** TAPR Report

EduThings Data on industry-based certifications

EduThings Data on CTE completer status

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> A career fair that includes mock interviews with industry stakeholders in the community will be scheduled for the Spring of 2022 for all juniors and seniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Assist students with postsecondary success</p> <p><b>Staff Responsible for Monitoring:</b> Teachers &amp; CTE District Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> CTE teachers will participate in a book study (Ready for the Workforce: Engaging Strategies for Teaching Secondary Learners Employability Skills) to learn engaging strategies to embed employability skills into their classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> improved CTE teacher instruction</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Teachers will meet in their content area PLC's once a six weeks with a focus on integrating industry-based certification objectives into their content.</p> <p><b>Strategy's Expected Result/Impact:</b> improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> CTE district staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> CTE teachers will meet as a campus department PLC once a month. Campus department PLC meetings will be focused on employability skills.</p> <p><b>Strategy's Expected Result/Impact:</b> improved student achievement and postsecondary readiness</p> <p><b>Staff Responsible for Monitoring:</b> CTE district staff and CTE supervising campus administrator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> The CTE department will partner closely with the CTE Advisory Committee to provide industry perspective to all CTE programs of study offered in Lamar CISD.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 4:** Access to engaging and rigorous learning opportunities, through increased participation/enrollment in Advanced Academics courses, will increase by 8% each year through the 2022-2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** Course Requests/Enrollment reports

Skyward Course Masters

Dual Credit Core Curriculum Course Approvals

+18 Scholarship Documentation



Dual Credit Credentialing Report








Human Resources Dual Credit Posting/Hiring Data

Scholarship Applications

Student tuition and textbook purchasing records

Summer Camp enrollment and feedback, for first-time AP students and underrepresented groups

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Expansion of Advanced Academics enrollments through advisement, advertisement, and eligibility awareness.</p> <p><b>Strategy's Expected Result/Impact:</b> Awareness of Advanced Academics courses, opportunities, and eligibility will increase enrollment by 15%.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness Campus Associate Dual Credit Counselors</p> <p><b>Funding Sources:</b> - 289 - Title IV, Part A-SSAEP - \$18,183</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Expansion of Advanced Academics course offerings.</p> <p><b>Strategy's Expected Result/Impact:</b> Awareness of the Dual Credit Credentialing requirements, and posted Dual Credit positions, will increase the course and pathway offerings at each campus.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness</p> <p><b>Funding Sources:</b> - 289 - Title IV, Part A-SSAEP - \$17,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Expansion of technology available to students enrolled in Advanced Academics courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Availability of technology will provide additional opportunities for students and increase enrollment and completion of Advanced Academics courses.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness Campus Associate Dual Credit Counselors</p> <p><b>Funding Sources:</b> T Mobile Devices/Hotspots (THS and LHS) - 211 Title I, Part A - \$32,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Increasing the number, and attendance at, Advanced Academics engagement events.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased opportunity, visibility and attendance at engagement opportunities will increase awareness and enrollment/participation.</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness CCFs Dual Credit Counselors AP Coordinators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Utilizing student survey information to increase awareness and enrollment in advanced academics courses and provide supports (including summer camp programs) for first-time enrollments in Advanced Academics.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased enrollment across all student sub-pop areas and increase in first-time takers.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Associate and Advanced Academics teachers</p> <p><b>Equity Plan</b></p> <p><b>Funding Sources:</b> Polaris Program-extra duty costs, supplies/materials, field trip costs - 289 - Title IV, Part A-SSAEP - \$25,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.





**Performance Objective 5:** The percentage of 3rd - 5th grade students earning Meets Grade Level on the 2022 Math STAAR will increase by more than 8% each year through the 2022 - 2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide Grades 3-5 Math Teachers and Campus Math Coaches with resources to help in the implementation of each component of Guided Math. These resources along with several resources created during the Summer of 2021 will be available in each 3-5 Math Curriculum Canvas course.</p> <p><b>Strategy's Expected Result/Impact:</b> Daily implementation of Guided Math</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Principal Campus Math Coach</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coaches (2) - 211 Title I, Part A - \$87,420.80</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide planning support for 3-5 Math Teachers and Campus Math Coaches using the Learning Progressions as seen in the Math Roadmaps.</p> <p><b>Strategy's Expected Result/Impact:</b> In order to improve math achievement, it is necessary to improve our teachers' and coaches' understanding of the math TEKS during planning sessions.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches Campus Principal</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coaches (2) - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide assistance with the creation of campus assessments for Grades 3-5 Math Teachers using the Unit Assessments created in the Summer of 2021.</p> <p><b>Strategy's Expected Result/Impact:</b> The goal is to help teachers begin their planning sessions by creating quality campus assessments that address all aspects of the Math TEKS (Backward design - What does student success look like?).</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coaches (2) - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide professional development focused on the Learning Progressions and Math TEKS during the "Coaches' Corner" segment at each monthly Math Coach meeting.</p> <p><b>Strategy's Expected Result/Impact:</b> The intention is to build capacity with the Campus Math Coaches. Their improved understanding of the Math TEKS and Learning Progressions will help teachers and students.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coaches (2) - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide professional development to support implementation of District Math Practices: Guided Math, Fluency, Number Talks, Learning Progressions and CRA.</p> <ul style="list-style-type: none"> <li>- Three Purposeful Math Unit Planning Sessions with District Math Coaches (K-5)</li> <li>- Six Guided Math Training sessions with Pam Polk (K-5)</li> <li>- Five Number Talks/Fluency sessions with Pam Polk (K-5)</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> The topics and content of these professional development sessions are important parts of elementary math instruction. In order to have effective math instruction, it is important to develop the teachers' and coaches' expertise with each of these.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches Campus Principals</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coaches (2) - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide professional development to support math teachers and campus math coaches in weak areas as seen in data: fractions, geometry and measurement.</p> <ul style="list-style-type: none"> <li>- Developing Fraction Concepts (3-5) with HCDE</li> <li>- The Power of Progressions: Untangling the Knotty Areas of Teaching and Learning Fractions with Graham Fletcher (3-5)</li> <li>- The Progression of Geometry and Measurement with Alba Consulting (3-5)</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> The content covered in these sessions are weak in our data from year to year. In order to prepare our teachers for these upcoming concepts, it is important to develop the teachers' and coaches' expertise with each of these.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator, District Math Coaches Campus Math Coaches</p> <p><b>Funding Sources:</b> PD Funds to pay consultant for Fraction Sessions - 255 - Title II, Part A - \$6,300, Personnel-Math Instructional Coaches (2) - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Campus Math Coaches will continue using the Instructional Coaching protocols from the Impact Cycle training and will be provided with support and practice at monthly meetings during the year.</p> <p><b>Strategy's Expected Result/Impact:</b> In order to improve Tier I instruction, it is important for the Campus Math Coaches to provide teachers with the appropriate coaching needed to be effective.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$5,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 6:** Usage of the tools Nearpod and Bulb ePortfolios will increase by 5% and student "strongly disagree and disagree" feedback regarding how lessons relate to life outside of school will decrease by 3% on the end year campus climate survey each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** Nearpod Usage Reports  
 Bulb Usage Reports  
 Campus Climate Survey Data

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Digital Learning Team will provide quarterly Nearpod training. <b>Strategy's Expected Result/Impact:</b> Teachers will integrate Nearpod into classroom lessons. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning Digital Learning Coaches	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Digital Learning Team will provide quarterly Bulb training. <b>Strategy's Expected Result/Impact:</b> Teachers will integrate Bulb into classroom lessons. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning; Digital Learning Coaches	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Digital Learning Team will monitor and encourage usage of Typing Club. <b>Strategy's Expected Result/Impact:</b> Typing Club usage will increase. Student typing proficiency will increase. <b>Staff Responsible for Monitoring:</b> Director of Digital Learning Digital Learning Coaches	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 7:** Student performance on the Biology STAAR EOC in Reporting Category 2: Mechanisms of Genetics will improve by 3% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide professional development for Biology teachers at priority campuses focused on improving STAAR review practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Priority campuses were all at least 5% below the district average in RC2, and 7 to 9% below average in total percent score, in 2020. This targeted professional development will provide the teachers at those campuses with high-yield strategies and resources to help prepare their students for the rigor of the EOC.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultant - 255 - Title II, Part A - \$3,000, Personnel-Science Instructional Coach - 211 Title I, Part A - \$41,769.66</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide a targeted review plan for Reporting Category 2 for campuses to use in review for STAAR.</p> <p><b>Strategy's Expected Result/Impact:</b> Our goal is to guide campuses in making a data-centered plan that fits the needs of their students when it comes to this Reporting Category (as well as the others of course). Hopefully we can focus our review time and maximize the short amount of time students will have to prepare.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Identify and provide for campuses 2-3 essential labs/investigations that address readiness TEKS in Reporting Category 2.</p> <p><b>Strategy's Expected Result/Impact:</b> The addition of high-quality investigations, or experiences, for RC2 specifically will strengthen Tier 1 instruction for all students.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p> <p><b>Funding Sources:</b> Personnel-Science Instructional Coach - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide campuses with resources designed for deep-practice and spiraled review throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> This strategy will contribute to the appropriate scaffolding of student learning which has an effect size of 0.53 (Hattie). When used to specifically target this RC, we hope to see an impact when teachers review for the EOC in April.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Create a blended learning model lesson for Learning Standard B.6E (R) to share with Biology teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> The integration of technology, student choice, and differentiated learning paths will meet the needs of all learners. The B.6E Learning Standard was the lowest performing Readiness standard in Reporting Category 2. Hopefully this will maximize the potential growth in this RC.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p> <p><b>Funding Sources:</b> Personnel-Science Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 8:** The percentage of 8th grade students performing at the Meets level will see an increase of 5% each year as measured by the yearly STAAR Social Studies and United States History EOC by June 2023.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Department chairs, administrators, and facilitators will attend high quality social studies professional development monthly to receive information and guidance on up-to-date instructional strategies and resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Department chairs, administrators, and facilitators will share instructional strategies with campus teachers to improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p> <p><b>Funding Sources:</b> Personnel-Social Studies Instructional Coach - 211 Title I, Part A - \$42,357.76</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Teachers will be taught intervention strategies to strengthen Tier 1 and 2 to improve student performance.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers are expected to implement Tier 1 and Tier 2 intervention strategies to improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p> <p><b>Funding Sources:</b> Professional development consultant - 255 - Title II, Part A - \$5,000, Personnel-Social Studies Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue to support teachers in rigorous high quality questioning strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will improve on their questioning skills translating into deeper student conversations.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

District Social Studies Instructional Coach

**Funding Sources:** Professional Development Consultants - 255 - Title II, Part A - \$4,000, Personnel-Social Studies Instructional Coach - 211 Title I, Part A



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.





**Performance Objective 9:** The percentage of students reading on or above grade level will increase 5% in grades K-2 each year through the 2022 - 2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** Guided Reading Assessment (GRA) Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide The Next Step Forward in Guided Reading book to all new K-2 teachers</p> <p><b>Strategy's Expected Result/Impact:</b> With the use of the data resources and planning documents in the book, teachers will be able to plan and implement effective guided reading lessons, increasing students' reading proficiency</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p> <p><b>Funding Sources:</b> Personnel-ELAR Instructional Coach - 211 Title I, Part A - \$46,004</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Offer a self-paced Guided Reading book study on The Next Step Forward in Guided Reading through Canvas for teachers, literacy coaches, and administrators with K-1 and 2-3 grade bands</p> <p><b>Strategy's Expected Result/Impact:</b> Deepen teachers' understanding of guided reading and improve their practices with using data to group students and plan effective, differentiated lessons</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide Guided Reading training with a Jan Richardson consultant during three after-school sessions to demonstrate how to use GRA data to group students and plan effective, differentiated lessons using the Pre-A, Emergent, Early, Transitional, and Fluent lesson routines</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teachers' planning of guided reading lessons using the specific forms for the four routines to meet the specific needs of students based on GRA and observational data</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultant - Jan Richardson - 255 - Title II, Part A - \$833</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide three full days of Guided Reading training from a Jan Richardson consultant for Literacy Coaches to equip them with skills to assist teachers with analyzing data, creating groups, and planning lessons. The consultant will also model the lessons with students and provide opportunities for the coaches to debrief and discuss their learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase literacy coaches' knowledge of the guided reading routines so they can provide modeling and implementation coaching for teachers, resulting in improvement of their guided reading lessons</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p> <p><b>Funding Sources:</b> Professional Development Consultant - Jan Richardson - 255 - Title II, Part A - \$4,950, Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> The Elementary ELAR Department will conduct learning walks with a specific focus on observing implementation of guided reading at our highest priority campuses, providing feedback to the administrators and literacy coaches on areas of strength and areas that need improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify specific areas of need for our highest priority campuses to focus on as a way to improve students' reading accuracy, word knowledge, fluency and comprehension</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p> <p><b>Funding Sources:</b> Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> The Elementary ELAR Coordinator and Instructional Coaches will highlight and celebrate improvement with GRA scores by visiting and presenting certificates and small treats to three teacher teams that demonstrate the most growth in GRA from the 1st to the 2nd nine weeks in grades 1 and 2</p> <p><b>Strategy's Expected Result/Impact:</b> Increase administrators', literacy coaches' and teachers' awareness of student growth; Motivate campuses to monitor their data and implement best practices around guided reading to improve students' scores</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p> <p><b>Funding Sources:</b> Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide models for campus Literacy Coaches on how to analyze GRA data and how to assist teachers with PLC discussions and instructional planning</p> <p><b>Strategy's Expected Result/Impact:</b> Improve literacy coaches' understanding of how to conduct data meetings so they can facilitate impactful discussions with teachers, leading to better instructional practices in reading</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p> <p><b>Funding Sources:</b> Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide ongoing guided reading training during Summer 2022 that addresses new teacher learning (Level 1) and deeper learning for returning teachers (Level 2).</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teachers' understanding of guided reading instruction which will lead to growth in students' literacy development.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$12,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 10:** In grades 6-8, student performance in the STAAR Reporting Category: Understanding/Analysis of Informational Texts on the STAAR will increase by 5% each year through the 2022 - 2023 school year.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide professional development opportunities focusing on understanding and planning to the rigor of the standards in Reporting Category 3, and the use of the Gradual Release model will be offered and presented in various formats.</p> <p><b>Strategy's Expected Result/Impact:</b> Understanding and unpacking the TEKS that comprise Reporting Category 3 is imperative to increase the scores in this reporting category. Also, lessons that follow the Gradual Release protocol (I do, we do, you do together, you do) will be highly effective when teaching these standards.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants and Resources - 255 - Title II, Part A - \$10,000, Personnel-ELAR Instructional Coach - 211 Title I, Part A - \$43,504.57</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> In order to increase teacher capacity of teaching informational texts, professional development opportunities, model lessons, and strategies and activities will be provided.</p> <p><b>Strategy's Expected Result/Impact:</b> Focused professional development, model lessons, strategies, and activities will increase teachers' knowledge and also provide new, targeted materials.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants and Resources - 255 - Title II, Part A - \$5,000, Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> In the summer of 2021, common assessments for grades 6-English IV were developed. This project will continue throughout the school year, with TEK aligned assessments added to each Canvas Curriculum course every six weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> TEK aligned common assessments will help teams and campuses collect accurate data on the objectives within RC3.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p> <p><b>Funding Sources:</b> Personnel-ELAR Instructional Coach - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.





**Performance Objective 11:** The percentage of Emergent Bilingual students performing at the Meets level on the STAAR Reading, Math, Science and EOC assessments will increase by 4% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Teachers working with Emergent Bilingual students will be provided with a series of professional development training courses that focus on developing academic vocabulary, implementation of sheltered instruction strategies to make content comprehensible and increase linguistic proficiency. Supplemental resources and technology will be purchased to support campus goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher planning and delivering lessons that provide multiple opportunities for student increase academic discourse and content made comprehensible with the use of sheltered instructional strategies with the goal of increasing academic and linguistic proficiency in the content areas assessed on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principal</p> <p><b>Funding Sources:</b> Salaries and supplemental resources - 263 Title III, LEP - \$250,073</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> District facilitators will collaborate with campus teams and coaches on the identified problem of practice based on data and provide ongoing training and coaching for identified teachers participating in cohort.</p> <p><b>Strategy's Expected Result/Impact:</b> Campuses will be able to provide training and teacher support based on Emergent Bilingual instructional gaps as multiple data sources are analyzed. Coaching cycle will be used for ongoing teacher support. Student tutorials and intervention plans will also be developed and implemented based on data.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principal</p> <p><b>Funding Sources:</b> Supplemental technology, resources and supplies - 263 Title III, LEP - \$76,500</p>	Formative		
	Nov	Feb	June



Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide Dual Language training in in collaboration with Dual Language consultant in Spanish Guided Reading and Foundational Skills in coordination with ELAR Next Step in Guided Reading trainings based on campus EDL data.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be consistent when planning and implementing Spanish guided reading using the district provided Spanish Guided Reading templates (lesson plans) resulting in an increase in students reading on grade level in Spanish.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principal</p> <p><b>Funding Sources:</b> PD Consultant, Substitutes, and Supplemental Resources - 263 Title III, LEP - \$26,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> The ALP Department in collaboration with Dual Language consultant will conduct learning walks with a specific focus on observing implementation Dual Language at bilingual campuses, providing feedback to the administrators and bilingual coaches on areas of strength and areas that need improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify specific areas of need for our bilingual campuses to focus on ways to improve student biliteracy and content area instruction.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principals Campus Bilingual Coaches</p> <p><b>Funding Sources:</b> Professional Development Consultants - 263 Title III, LEP - \$10,833</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Dual language consultant in collaboration with ALP facilitators will provide training and modeling on biliteracy strategies of Preview/View/Review, supplemental resources will be purchased to support strategy in content area.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase dual language teachers' knowledge of how to plan lessons within the Preview/View/Review structure in order to develop academic vocabulary and content in both languages.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principals Campus Bilingual Coach</p> <p><b>Funding Sources:</b> PD Consultant, supplemental resources and technology, and substitutes - 263 Title III, LEP - \$43,083</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Dual language consultant in collaboration with ALP facilitators will provide professional development training and modeling on Crosslinguistic connections, supplemental resources will be purchased to support strategy in content area.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase dual language teacher's knowledge of how to plan lessons that in order for students to make crosslinguistic connections during instruction to develop strong biliteracy proficiency skills.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principals Campus Bilingual Coach</p> <p><b>Funding Sources:</b> PD Consultant, supplemental resources and technology, and substitutes - 263 Title III, LEP - \$38,083</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide SLAR specific training on Foundational Skills and differences between Spanish and English TEKS to support teachers in planning lessons that intentionally address SLAR standards. Coaches and Facilitators work together during PLC's.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will plan SLAR foundational skills whole and small group lessons with intentionality to support Spanish SLAR TEKS.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators Campus Principals Campus Bilingual Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			





**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 12:** Student performance on STAAR math grades 6 - Algebra I will increase by 4% each year in Approaches, Meets and Master performance through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Professional Development opportunities and strategies will be provided on Backwards Lesson Design and Assessment Development</p> <p><b>Strategy's Expected Result/Impact:</b> Rigor of assessments will increase and will align to TEKS. Instruction will also improve in quality, resulting in an increase in student success. In grades 6-Algebra I, the Approaches category of STAAR will have a 3-5% increase.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Curriculum Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Professional development opportunities and strategies will be provided on Student Discourse and Engagement</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement strategies learned in professional development sessions, which will result in increased student engagement and increased student success. In grades 6-Algebra I, the Meets category of STAAR will have a 3-5% increase.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Curriculum Coordinator District Secondary Math Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$15,000, Personnel-Math Instructional Coach - 211 Title I, Part A - \$42,945.87</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> In the summer of 2021, model lessons were developed for 7th grade math. This project will continue through the school year and the summer of 2022 to develop model lessons for grades 6, 8, and Algebra I</p> <p><b>Strategy's Expected Result/Impact:</b> 7th grade teachers will utilize model lessons, resulting in TEKS aligned instruction, which better prepares students to be successful on local and state assessments. Student progress for grade 7 math will show an increase of 5%.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Curriculum Coordinator District Secondary Math Instructional Coach</p> <p><b>Funding Sources:</b> Personnel-Math Instructional Coach - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> TI Nspire Calculator and Navigator Professional Development on how to use and implement the calculator and Navigator tools</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will utilize Navigators to engage students, as well as to check for understanding. The instruction will increase in quality because of the engagements and feedback the Navigators will provide to teachers. As a result, 8th grade math and Algebra I STAAR scores will increase 3-5% at the Meets level.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Curriculum Coordinator District Secondary Math Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$10,000, Personnel-Math Instructional Coach - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 13:** All secondary choral music programs will increase enrollment by 5% each year through the 2022-2023 school year.

**Evaluation Data Sources:** Course Requests/Enrollment reports, Skyward Course Masters, Instructional Resource purchasing records





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide monthly access to choir teacher coaching to promote the use of best practices in the choir classrooms.  <b>Strategy's Expected Result/Impact:</b> Increased retention in choral music programs through high-level engaged teaching, focus on strong fundamental pedagogy, and selection of appropriate repertoire.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Offer innovative public performance opportunities for choral students such as a Tenor-Bass Choir Festival, and a Treble Choir Festival.  <b>Strategy's Expected Result/Impact:</b> Increased retention and recruiting by promoting the choral music program through innovative and unique experiences.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide choir teachers with professional development on Engaging Students in Critical Thinking through choral music.  <b>Strategy's Expected Result/Impact:</b> Increased student engagement through the use of critical thinking concepts such as analysis, application, evaluation, dialectical thought, metacognition in the context of choral music rehearsal and performance.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 14:** Visual Arts student participation in VASE, JrVASE and TEAM will increase by 5% per year through the 2022-2023 school year.

**Evaluation Data Sources:** TAEA Competition entry data, Awards results





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide teacher memberships to the Texas Art Educators Association to promote participation in student contests.  <b>Strategy's Expected Result/Impact:</b> Provides an additional resource for professional development. This also remove barriers to student participation by providing teacher professional memberships.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Lead visual arts teachers will facilitate monthly meetings to allow art teachers to work on peer learning, develop and share best practices, exhibit student work, and pilot new student projects.  <b>Strategy's Expected Result/Impact:</b> Increased art teacher dialogue and professional learning.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Fund a minimum allotment of paid entries for campuses to encourage contest participation.  <b>Strategy's Expected Result/Impact:</b> Provides resources for all campuses to have a minimum number of contest entries. Removes financial barrier for student participation.  <b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers.

Objective 1: Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.

**Performance Objective 15:** Secondary Orchestra program enrollment will increase by 5% per year through the 2022-2023 school year on each campus.






**Evaluation Data Sources:** Course Requests/Enrollment reports, Skyward Course Masters, Instructional Resource purchasing records, Musical Instrument purchasing records

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Collaboration with Mercury Chamber Orchestra of Houston to provide student coaching and masterclasses, as well as teacher professional development.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased musical achievement at UIL Concert &amp; Sightreading Evaluations, and UIL Solo &amp; Ensemble Contests.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p> <p><b>Funding Sources:</b> - 289 - Title IV, Part A-SSAEP - \$12,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide monthly access to choir teacher coaching to promote the use of best practices in the orchestra classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased retention in orchestral music programs through high-level engaged teaching, focus on strong fundamental pedagogy, and selection of appropriate repertoire.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Offer innovative public performance opportunities for orchestra students - Spring String Fling orchestra festival for all beginner orchestra students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased recruiting through a high-visibility performance event.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Performing &amp; Visual Arts</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers  
**Objective 2:** Equip all parents and guardians with the tools to support student learning and growth.

**Performance Objective 1:** Title I Campuses will see a 10% increase in participation in parent and family engagement opportunities each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** Documentation of Parent & Family Engagement Opportunities from 2020-2021 & 2021-2022

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Title I campus contacts will provide opportunities for increased parental involvement by offering multiple family engagement sessions utilizing a variety of platforms (virtual &amp; in-person).</p> <p><b>Strategy's Expected Result/Impact:</b> Monitor family participation (attendance rosters) and spring 2022 Title I survey results</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs            Director of Federal Programs            Title I Campus Contacts            Campus Administrators</p> <p><b>Title I:</b>            4.1, 4.2</p> <p><b>Funding Sources:</b> Title I Campus Contact Stipends, Title I Crate - 211 Title I, Part A - \$64,925.21, Personnel-Director of Federal Programs - 211 Title I, Part A - \$66,063.54</p>	Formative		
	Nov	Feb	June
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 2: Strategic Plan - Priority 1: Evolve the Student Learning Experience** As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 2: Equip all parents and guardians with the tools to support student learning and growth.

**Performance Objective 2:** The Digital Learning team will empower parents and guardians to engage with their students' educational experience by providing 3 Family Connect experiences during Summer 2022 and Summer 2023 resulting in a 5% increase in attendance when compared to the previous summer.

**Evaluation Data Sources:** Registration data  
Parent Survey

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Host "Summer Kickoff" Family Connect event - provide summer resources to guardians to support summer learning.  <b>Strategy's Expected Result/Impact:</b> Guardians will receive strategies and resources for supporting learning over the summer.  <b>Staff Responsible for Monitoring:</b> Director of Digital Learning                      Title I Special Projects Coordinator</p> <p><b>Funding Sources:</b> Extra Duty Pay and Supplies - 289 - Title IV, Part A-SSAEP - \$4,000, Personnel Cost- Title I Special Coordinator - 211 Title I, Part A - \$97,494.03</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Host "Discover STEM" Family Connect event - provide STEM focused activities for parents and students to complete together.  <b>Strategy's Expected Result/Impact:</b> Guardians will experience activities they can do with their student to support learning at home.  <b>Staff Responsible for Monitoring:</b> Director of Digital Learning                      Title I Special Projects Coordinator</p> <p><b>Funding Sources:</b> Extra Duty Pay and Supplies - 289 - Title IV, Part A-SSAEP - \$3,000, Personnel Cost- Title I Special Coordinator - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Host "Back to School Community Celebration" Family Connect event - focused on back to school resources and supports for the school year.  <b>Strategy's Expected Result/Impact:</b> Guardians will receive information regarding supports for the school year and strategies they can</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

implement to support their child during the school year.

**Staff Responsible for Monitoring:** Director of Digital Learning,  
Title I Special Projects Coordinator

**Funding Sources:** Extra Duty Pay and Supplies - 289 - Title IV, Part A-SSAEP - \$3,000, Personnel Cost- Title I Special Coordinator -  
211 Title I, Part A



No Progress



Accomplished



Continue/Modify



Discontinue





**Goal 2:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 2: Equip all parents and guardians with the tools to support student learning and growth.

**Performance Objective 3:** Project Learn will increase bilingual family engagement participation by 10% each year on district and campus events through the 2022 - 2023 school year.

**Evaluation Data Sources:** Registration and participation data




Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase parent outreach efforts by collaborating with campus leadership and coaches to communicate and share information regarding Parent Engagement opportunities. Tools such as district and campus social media platforms will be used to share information in both Spanish and English.</p> <p><b>Strategy's Expected Result/Impact:</b> More families will participate in the Bilingual events that will enable them to have additional resources and instructional strategies to build a strong home and school connection that increases literacy and language proficiencies.</p> <p><b>Staff Responsible for Monitoring:</b> Project Learn Facilitator ALP Director Early Childhood Family Engagement Specialist</p> <p><b>Funding Sources:</b> Salaries and Supplemental Resources - 263 Title III, LEP - \$70,672, Extra Duty Pay, Supplies, Materials, Training Cost - 211 Title I, Part A - \$36,300</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Project Learn will continue to build strategic partnerships with campuses and community partners that include Houston Children's Museum, Houston Food Bank, Memorial Hermann, WCJC to provide ESL, health/parenting, technology, financial literacy classes and referrals to support families during the school year and for summer programming.</p> <p><b>Strategy's Expected Result/Impact:</b> Project Learn will provide resources to help facilitate collaboration between community partners, schools, and families of English learners to positively impact academic success and build parent capacity.</p> <p><b>Staff Responsible for Monitoring:</b> Project Learn Facilitator ALP Director Early Childhood Family Engagement Specialist</p> <p><b>Funding Sources:</b> Extra Duty pay, supplemental literacy and technology resources - 263 Title III, LEP - \$39,000, Extra Duty Pay, Supplies, Materials, Training Cost - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June






Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Early Childhood Family Engagement Facilitator and Project Learn will offer districtwide virtual family engagement events during the fall, spring, and summer to support and strengthen the family and school partnership. Participating families will receive supplemental bilingual literacy materials that align to the early literacy strategies shared during parent events.</p> <p><b>Strategy's Expected Result/Impact:</b> Families will participate in the district events that will enable them to have additional resources and instructional strategies to build a strong home and school connection that increases literacy, STEM and oral language proficiencies.</p> <p><b>Staff Responsible for Monitoring:</b> Project Learn Facilitator ALP Director Early Childhood Family Engagement Specialist</p> <p><b>Funding Sources:</b> Supplemental literacy resources, supplies and extra duty cost - 263 Title III, LEP - \$25,000, Extra Duty Pay, Supplies, Materials, Training Cost - 211 Title I, Part A</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers  
**Objective 3:** Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 1:** The overall percentage of students scoring at Approaches, Meets and Masters Grade Level will increase by 5% each year on each STAAR tested grade and subject through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> NWEA MAP will be implemented as the new local assessment program to measure individual student performance and growth.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in student scores at Approaches, Meets, &amp; Masters GL</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director - Student Programs            Executive Director - Teaching &amp; Learning            Director of RA&amp;A            Coord of Student Assessment</p> <p><b>Funding Sources:</b> NWEA MAP Software and Training - 282 - CARES/ESSER III - \$478,670</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Campuses will be supported in the creation of reports to measure individual student success on the MAP assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> 5% increase in student scores at Approaches, Meets, &amp; Masters GL</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs            Director of RA&amp;A, Coord of Student Assessment</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> McKinney-Vento Specialist will counsel with students showing a pattern of absences to determine and remove barriers to attending school such as lack of transportation.</p> <p><b>Strategy's Expected Result/Impact:</b> Executive Director of Student Programs            Director of Federal Programs            McKinney-Vento Support Specialist</p> <p><b>Staff Responsible for Monitoring:</b> Attendance reports will show a discrepancy of less than 3% between homeless and non-homeless students</p> <p><b>Funding Sources:</b> Personnel-McKinney Vento Support Specialist - 206Texas Education Homeless Children/Youth Grant, Personnel-Director of Federal Programs - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			





Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> McKinney-Vento Specialist will create a system for data tracking to communicate effectively, engage with, and develop interventions to support McKinney-Vento eligible students with decreased attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> Attendance reports will show a discrepancy of less than 3% between homeless and non-homeless students</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Federal Programs McKinney-Vento Support Specialist</p> <p><b>Funding Sources:</b> Personnel-McKinney Vento Specialist - 206Texas Education Homeless Children/Youth Grant - \$59,070, Personnel-Director of Federal Programs - 211 Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> The Edgenuity MyPath online intervention program for both reading and math will be deployed at each high school to deliver targeted, age-appropriate learning paths using NWEA MAP data to differentiate instruction for each learner.</p> <p><b>Strategy's Expected Result/Impact:</b> Student MAP Growth middle of year and end of year assessment data will reflect instructional gaps being filled and students meeting their expected growth measures.</p> <p><b>Funding Sources:</b> Edgenuity MyPath software and professional development - 282 - CARES/ESSER III - \$75,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 2:** All campuses will increase to or maintain a 5% identified Gifted & Talented population through the 2022-2023 school year.

**Evaluation Data Sources:** MAP  
CoGAT

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue with the Summer Challenge Program, while increasing the length of time to meet more student interests, from two weeks to three weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent and family advertising three- week program; student sign in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 3:** All campuses will increase their level of CTE completers by 5% each year through the 2022-2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** Eduthings  
Skyward course enrollment

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Create a CTE program of study roadmap with aligned questions for counselors to use when conducting on-on-one conversations with students during the scheduling process in order to place students in the correct program of study aligned with the student's goals and interests in preparation for career pathway completion. <b>Strategy's Expected Result/Impact:</b> Students will complete a CTE program of study of their interest <b>Staff Responsible for Monitoring:</b> CTE district staff, CTE teachers, and school counselors	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Have all 7th graders complete the career interest survey in SchoolLinks. <b>Strategy's Expected Result/Impact:</b> Students will know which program of study they want to be on in high school <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> CTE teachers will look at their pathway enrollment data to determine trends in course enrollment for pathway completion. <b>Strategy's Expected Result/Impact:</b> More CTE completers <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 4:** Advanced Academics course offerings [DC core curriculum courses, OnRamps, and AP] will increase by adding 2 additional classes each year by June 2023.

**HB3 Goal**

**Evaluation Data Sources:** Advanced Academics Pathways Documents

Approved Course List

DC Core Curriculum Planning Documents

Skyward Course Master





Course Requests/Enrollment reports

Resource Audit

Funding Sources Documentation

EOS Portal and Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Strategic Advanced Academics Pathways planning with campus Administration.</p> <p><b>Strategy's Expected Result/Impact:</b> Awareness of pathway expansion priorities and advisement/advertisement of Advanced Academics opportunities will increase Advanced Academics participation/enrollment and Dual Credit Core Curriculum Areas.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness Campus Associate Dual Credit Counselors</p> <p><b>Funding Sources:</b> - 289 - Title IV, Part A-SSAEP - \$18,183</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Expansion of the availability of technology, textbooks, and tuition, and resources will expand to support students enrolled in Advanced Academics courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Availability of technology and resources will provide additional opportunities for students and increase enrollment, participation, and completion of Advanced Academics courses.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness Campus Associate Dual Credit Counselors</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Credentialing of Dual Credit Teachers, through the +18 program and strategic hiring will increase DC Course offerings.</p> <p><b>Strategy's Expected Result/Impact:</b> Credentialing additional teachers for eligibility to teach DC will increase the opportunity for expanded Advanced Academics courses.</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness</p> <p><b>Funding Sources:</b> - 289 - Title IV, Part A-SSAEP - \$17,000</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 5:** Special education teachers will assist general education teachers in differentiating instruction to meet the needs of all students with disabilities in the general education setting. As a result, a 5% reduction of students receiving special education services each year to a more restrictive environment will be achieved through the 2022 - 2023 school year.

**Evaluation Data Sources:** Campus Instructional Arrangement Report





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Professional development on inclusive practices</p> <p><b>Strategy's Expected Result/Impact:</b> General and special education teachers will utilize instructional strategies that increase the amount of time students with disabilities remain in the general education setting to the maximum extent possible</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Special Education Special Education Directors Special Education Compliance Coordinators</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Professional development on differentiated instruction and reading and math interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> General and special education teachers will utilize instructional strategies that increase the amount of time students with disabilities remain in the general education setting to the maximum extent possible</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Special Education Director of Special Education Programs and Related Services Special Education Instructional Facilitator</p> <p><b>Results Driven Accountability</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 6:** Increased professional development and student tracking will be utilized to examine school, classroom, and individual student progress. As a result, students receiving special education will show a decrease in failing grades by 7% each year over the next two years at the secondary level and 5% each year at the elementary level through the 2022 - 2023 school year.

**Evaluation Data Sources:** Professional development  
Student tracking sheets

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Professional development on inclusive practices. <b>Strategy's Expected Result/Impact:</b> Reduction of failing grades for students with disabilities at the elementary and secondary levels. <b>Staff Responsible for Monitoring:</b> Executive Director of Special Education Director of Special Education Compliance Coordinators	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			





**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 7:** Math intervention and enrichment will be more targeted and personalized resulting in a 7% increase each year in the number of 4th and 7th grade students achieving Meets Grade Level on the Math STAAR through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Purchase an adaptive math program such as DreamBox Math for all K-8 students to reinforce math skills and to inform intervention and enrichment needs.</p> <p><b>Strategy's Expected Result/Impact:</b> DreamBox personalizes instruction, captures any math gaps in student understanding and helps support students with these gaps. This program will be essential as math teachers work to recover from the COVID slide.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Teaching and Learning Elementary &amp; Secondary Math Coordinators Campus Principals</p> <p><b>Funding Sources:</b> Dreambox Licenses - 282 - CARES/ESSER III - \$452,544</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide resources needed for intervention and enrichment during small group instruction and workstations in the Guided Math Block.</p> <p><b>Strategy's Expected Result/Impact:</b> These resources will help the math teachers effectively plan their small group intervention and enrichment</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches Campus Principals</p>	Formative		
	Nov	Feb	June

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide targeted coaching and support to the eight P-16 Math campuses so that intervention is structured based on the components of the program.</p> <p><b>Strategy's Expected Result/Impact:</b> An intervention plan is one component of the P-16 program. This plan will help ensure students are receiving timely support and help on challenging areas in math.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches P-16 Facilitator Campus Principals</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Implement model lessons, activities, and Reporting Category 2 Spiral Review resources for Grade 7 math to support targeted, TEKS aligned instruction, intervention, and enrichment</p> <p><b>Strategy's Expected Result/Impact:</b> 7th grade teachers will utilize model lessons, resulting in TEKS aligned instruction, which better prepares students to be successful on local and state assessments. Student progress for grade 7 math will show an increase of 5%.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Curriculum Coordinator District Secondary Math Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			





**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 8:** Student performance on the Science STAAR in Reporting Category 2: Force, Motion and Energy will improve by 8% each year in grade 5 and grade 8 through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide campuses with resources designed for deep-practice and spiraled review throughout the year.</p> <p><b>Strategy's Expected Result/Impact:</b> This strategy will contribute to the appropriate scaffolding of student learning which has an effect size of 0.53 (Hattie). When used to specifically target this RC, we hope to see an impact when teachers review for STAAR in April.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide a targeted review plan for Reporting Category 2 for campuses to use in review for STAAR.</p> <p><b>Strategy's Expected Result/Impact:</b> This will help guide campuses in making a data-centered plan that fits the needs of their students when it comes to this Reporting Category (as well as the others of course). Hopefully we can focus our review time and maximize the short amount of time students will have to prepare.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Identify and provide 2-3 essential labs/investigations aligned to readiness TEKS in Category 2 for campuses to use as a means to improve Tier 1 instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> The addition of high-quality investigations, or experiences, for RC2 specifically will strengthen Tier 1 instruction for all students.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator District Science Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide professional development to 5th grade teachers at our 10 lowest performing elementary campuses focused on improving STAAR review practices.</p> <p><b>Strategy's Expected Result/Impact:</b> This will provide the teachers at those campuses with high-yield strategies and resources to help prepare their students for the rigor of the STAAR test.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$3,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide professional development to 8th grade teachers at priority campuses focused on improving STAAR review practices</p> <p><b>Strategy's Expected Result/Impact:</b> This will provide the teachers at those campuses with high-yield strategies and resources to help prepare their students for the rigor of the STAAR test.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$3,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			







**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 9:** The percentage of 8th grade special education students performing at the Meets level on the STAAR Social Studies test will increase by 5% each year through the 2022 - 2023 school year.





**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Support teachers, administrators and facilitators in the PLC process by providing high yield instructional strategies to include the Frayer Model for vocabulary development.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement the Frayer model to help improve special education students' performance on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Support teachers, administrators and facilitators in the PLC process by providing high yield instructional strategies to include the ESPN model to make deep connections in the content.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement the ESPN model to help improve special education students' performance on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Support teachers in developing highly engaging lessons to help students interact and understand the content.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will develop highly engaging lessons to help improve special education students' performance on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$5,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 10:** Grades 6-8 campuses will see an increase of 5% each year of students achieving the Meets Grade Level on the ELAR STAAR through the 2022 - 2023 school year.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Support campus administrators, facilitators, and teachers with the PLC process by monitoring data and providing resources, instructional strategies, and activities based on campus data.</p> <p><b>Strategy's Expected Result/Impact:</b> Coordinator and coach will encourage teachers to analyze data for each student, and to use that information to group students for reteaching as part of Tier 1 instruction and for enrichment. Strategies and activities that are ready to use in small groups or rotations will help teachers plan and implement lessons and activities for each student.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide additional training and support for use of the newly created learning progressions, which help teachers and students recognize the steps in the skill learning process for these essential, highly tested skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Skill based learning progressions indicate the level of learning for each student. When used correctly, students will be aware of their progress in learning a skill and will know what is needed to continue progressing on that skill.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide professional development with HMH trainer that focuses on textbook provided materials and strategies for differentiation and reteaching skills</p> <p><b>Strategy's Expected Result/Impact:</b> HMH offers a plethora of resources for grouping students, and differentiating, remediating, and enriching instruction. Most teachers do not use these important resources, so it is important to repeat the trainings.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary ELAR Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 11:** By Spring 2023, District PK-3 grade teachers will engage in systemic planning and training in Reading and Mathematics that will increase the number of Grade 3 students earning Meets Grade Level or higher on the third grade STAAR to 69% in Reading and 78% in Mathematics. (HB 3 Early Literacy and Math Goal)

**HB3 Goal**





**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The Elementary ELAR Department will oversee implementation of the Texas Reading Academies with 12 campuses and new teachers from the four campuses that participated previously</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will increase their understanding of The Science of Teaching Reading, leading to implementation of literacy practices that meet the diverse needs of their students; Fulfill the requirement outlined in HB 3</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator Reading Academy Cohort Leaders</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide new K-2 classroom teachers with Units of Study Phonics kits and offer training during after-school sessions for all K-2 teachers</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement systematic phonics instruction, leading to improvement in students' word knowledge and decoding skills; Fulfill the requirement of HB 3</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide new K-2 classroom teachers with Units of Study in Writing kits and offer training during after-school sessions for all K-2 teachers</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement effective writing instruction that aligns with reading and phonics, leading to improvement in students' ability to encode and write continuous text.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide K-2 classroom teachers with Heggerty for phonemic awareness instruction</p> <p><b>Strategy's Expected Result/Impact:</b> The Heggerty phonemic awareness lessons will provide a resource to assist with foundational literacy skills instruction including isolating, blending, segmenting and manipulating sounds, which will lead to higher achievement in reading.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide new K-2 classroom teachers with Units of Study in Reading kits and offer training during after-school sessions for all K-2 teachers</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement effective reading instruction that aligns with phonics and writing, leading to improvement in students' ability to decode and read continuous text.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide 3rd grade classroom teachers with Units of Study Reading and Writing kits</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will implement effective reading and writing instruction that vertically aligns with previous grade levels, providing consistency and improved scores on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> The ALP Department will oversee implementation of the Biliteracy Cohort of the Texas Reading Academies with 7 bilingual campuses participating.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will increase their understanding of The Science of Teaching Reading, leading to implementation of biliteracy practices that meet the specific needs of bilingual students; Fulfill the requirement outlined in HB 3</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director Reading Academy Cohort Leaders</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide K-2 grade bilingual classrooms with Heggerty Phonological Awareness kits and training. Provide ongoing support at the campus level.</p> <p><b>Strategy's Expected Result/Impact:</b> Dual Language teachers will implement Spanish specific phonological awareness daily lessons in order to address Spanish specific TEKS by grade level. Students will have a strong foundation in SLAR phonological awareness skills.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Professional Development Specialist</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 9 Details	Formative Reviews		
<p><b>Strategy 9:</b> Provide K-3 grade bilingual classrooms with Spanish phonics lessons aligned to state adopted resource HMH. Provide ongoing support at the campus level.</p> <p><b>Strategy's Expected Result/Impact:</b> Dual Language teachers will implement Spanish specific phonics daily lessons in order to in address Spanish specific TEKS by grade level. Students will have a strong foundation in SLAR phonics skills.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Professional Development Specialist</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 10 Details	Formative Reviews		
<p><b>Strategy 10:</b> PreK: Monthly professional development will be offered in the areas of math operations and phonological awareness that is aligned to the PreK Guidelines and new state adopted curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will work together to implement new state adopted material lessons that address math operations and phonological awareness-both areas of growth.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director PreK Specialist PreK Facilitators</p> <p><b>Funding Sources:</b> Supplemental Resources - 263 Title III, LEP - \$5,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 11 Details	Formative Reviews		
<p><b>Strategy 11:</b> PreK Instructional coaches will guide teams in identifying patterns of student needs by reviewing CLI data to effectively address instructional areas of growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will plan for small group instruction based on classroom data in the areas of growth.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director PreK Specialist PreK Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 12 Details	Formative Reviews		
<p><b>Strategy 12:</b> PreK Instructional coaches utilize district curriculum order to support teachers when planning and implementing small group lessons that address phonological awareness and math.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will plan using research based lessons in both whole and small group to address areas of growth in phonological awareness and math operations.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director PreK Specialist PreK Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 13 Details	Formative Reviews		
<p><b>Strategy 13:</b> PreK Instructional coaches will train teachers how to use formative assessments to monitor student growth and adjust instruction based on collected data.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will work on anecdotal records, observations and one on one conferencing in order to address individual student needs in a timely manner and offer feedback and reteaching for students needing additional support.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director PreK Specialist PreK Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 14 Details	Formative Reviews		
<p><b>Strategy 14:</b> Provide planning support for K-2 Math Teachers and Campus Math Coaches using the Learning Progressions as seen in the Math Roadmaps.</p> <p><b>Strategy's Expected Result/Impact:</b> In order to improve math achievement, it is necessary to improve our teachers' and coaches' understanding of the math TEKS during planning sessions.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 15 Details	Formative Reviews		
<p><b>Strategy 15:</b> Provide K-3 Math Teachers and Campus Math Coaches with Guided Math resources to help with implementing each component. These resources along with several resources created during the Summer of 2021 will be available in each K-3 Canvas course.</p> <p><b>Strategy's Expected Result/Impact:</b> Support teachers with the implementation of Guided Math and provide them with the necessary resources to effectively implement these components in their daily math block.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 16 Details	Formative Reviews		
<p><b>Strategy 16:</b> Provide K-3 Math Teachers with professional development to support implementation of Guided Math and Number Talks.</p> <ul style="list-style-type: none"> <li>- Six Guided Math Training sessions with Pam Polk</li> <li>- Five Guided Math Training sessions with Pam Polk</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> The topics and content of these professional development sessions are important parts of elementary math instruction. In order to have effective math instruction, it is important to develop the teachers' and coaches' expertise with each of these.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>







Strategy 17 Details	Formative Reviews		
<p><b>Strategy 17:</b> Guided Math Cadres will be created to provide 6 campuses with training and support as their K-3 Math Teachers implement each component of Guided Math. These Guided Math Cadres will consist of training with and in-class modeling and coaching with Donna Boucher.</p> <p><b>Strategy's Expected Result/Impact:</b> Support teachers with the implementation of Guided Math and provide them with the necessary resources to effectively implement these components in their daily math block.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 3:** Strategic Plan - Priority 1: Evolve the Student Learning Experience As the needs of employers continue to evolve, it is critical that our educators are equipped with the best possible tools, technology and resources to prepare Lamar CISD students for their future life and careers

Objective 3: Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.

**Performance Objective 12:** MTSS Campus Coordinators and designated campus staff members will utilize the SuccessEd data tracking system for the purpose of student academic and behavioral data implementation and progress monitoring of skill area(s) of concern. By June of 2022, educators will have the capability to track the compliance and services of all students receiving TIER II and TIER III interventions.

**Evaluation Data Sources:** MTSS Data in SuccessEd

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure that all MTSS Campus Coordinators and designated staff members have access to RTI in Success Ed.</p> <p><b>Strategy's Expected Result/Impact:</b> Access to RTI in SuccessEd is granted to all designated campus staff members for student data implementation.</p> <p><b>Staff Responsible for Monitoring:</b> District MTSS Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide campus training on SuccessEd and need-based coaching for campus MTSS Coordinators on data entry and tracking student progress through the MTSS tiers.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus Coordinators and designated staff members will ensure data in SuccessEd is current and will track student progress with fidelity.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
**Objective 1:** Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 1:** By 2024, the District will increase the percentage of students meeting one or more criteria in the TEA College, Career, & Military Readiness (CCMR) standard to 82% (HB 3 CCMR Goal)

**HB3 Goal**


**Evaluation Data Sources:** Industry Based Certifications






ACT/SAT

AP Exam Performance

Dual Credit Completion

TSIA 2

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> CCMR status reports will be produced three weeks before each TSIA 2 administration to assist campuses in preparing students for the assessment and keep track of CCMR outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> CCMR rates for the class of 2022 will be 5% higher than the class of 2021</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs            Director of RA&amp;A, Director of CCMR,            Campus Administration and Support Staff</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increase the number of Counselor notes in SchoolLinks by 10% in grades 6-8.</p> <p><b>Strategy's Expected Result/Impact:</b> Counselor notes increases by 10% from 2020-2021</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs            Director of Student Services            College &amp; Career Facilitators            Director of CCMR            Campus Counselors</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Instructional Walks will be conducted based on rigorous instructional strategies: close observations &amp; analysis, evidence-based writing, higher-order questioning, and academic conversations.</p> <p><b>Strategy's Expected Result/Impact:</b> A report on the documentation developed from each walk providing reflection and instructional practices at the Tier I level to guide staff growth and district PD.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12 Campus Administrators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Weekend SAT and ACT dates and available district and non-district locations will be published on the district website and promoted by College and Career Facilitators.</p> <p><b>Strategy's Expected Result/Impact:</b> CCMR rates for the class of 2022 will be 5% higher than the class of 2021</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of RA&amp;A, Director of CCMR, College and Career Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Each program of study will end with an industry based certification, and all students enrolled in these specific courses will take the IBC.</p> <p><b>Strategy's Expected Result/Impact:</b> More students graduating with IBC</p> <p><b>Staff Responsible for Monitoring:</b> Director of CTE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> CTE PLCs will work together to align their scope-and-sequence with IBC objectives.</p> <p><b>Strategy's Expected Result/Impact:</b> More students passing IBCs</p> <p><b>Staff Responsible for Monitoring:</b> Director of CTE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			





**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 2:** The CTE department will provide relevant professional development opportunities for teachers that focuses on Tier 1 instruction and teaching strategies that yield higher order thinking and academic conversation for the purpose of improving the CCMR indicators of CTE industry-based certifications and CTE completer status by June of 2022.

**HB3 Goal**

**Evaluation Data Sources:** EduThings  
SchoolLinks  
TAPR Report

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> All CTE teachers will receive the book Ready for the Workforce and will implement at least one strategy introducing different employability skills each six weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Students learn and understand the importance of employability skills.</p> <p><b>Staff Responsible for Monitoring:</b> CTE teachers, administrators, and CTE district staff.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Instructional walks will occur once every six weeks.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student achievement</p> <p><b>Staff Responsible for Monitoring:</b> CTE Director</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 3:** Students will meeting the AP Exam Score Indicator [3,4, or 5] will increase by 5% per year through the 2022 - 2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** SchoolLinks Counselor Student Meeting Notes in SchoolLinks

Teacher Expectation (advertisement)

AP Course Completion Records To AP Exam Scores Summary

College Board Score Reports for Educators

PD

AP Classroom Progress Monitoring

AP PLC Agendas and Documentation





Formative Assessments

Lesson Plans

Khan Academy linkage reports

Student Practice Reports

Growth Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase student exam participation through advisement, support, and awareness of benefits.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased exam participation will increase the number of students completing AP Exams and improve exam score criteria.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness AP Coordinator Campus Associate</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> AP PLCs utilize the 4 corollary questions to monitor and adjust instruction and utilize instructional reports and AP Classroom to provide remediation/extensions as needed, to improve student outcomes on AP Exams [3,4,5] by 5%.</p> <p><b>Strategy's Expected Result/Impact:</b> AP PLCs use of data and progress monitoring, within the PLC process, will allow for collaboration and instructional adjustments to promote student success.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness Campus Associates</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 4:** The number of students meeting CCR Benchmarks, on the SAT, will increase by 5% per year through the 2022 - 2023 school year.

**HB3 Goal**

**Evaluation Data Sources:** SAT score reports for educators





Department Meeting Agendas

PD

PLC Agendas/Minutes

Growth Reports

PSAT Suite of Assessments prediction data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Supports provided to campus departments on interpreting score reports, data analysis, and instructional resources, will increase meeting CCR Benchmarks on the SAT.</p> <p><b>Strategy's Expected Result/Impact:</b> Supporting teacher and students in accessing and interpreting areas of growth, within PSAT data, will allow for increased performance on the SAT.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increased awareness and utilization of Khan Academy, including linking College Board and Khan Academy accounts.</p> <p><b>Strategy's Expected Result/Impact:</b> Research shows that 20 hours of practice, in the Official SAT Practice in Khan Academy, leads to an average of a 115 point increase on the SAT.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness College and Career Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 5:** Increasing the functionality of Schoolinks (CCMR Platform) to include a forward-facing CCMR Dashboard for students/ stakeholders, to increase awareness of CCMR indicator criteria completion by June 2023.

**HB3 Goal**





**Evaluation Data Sources:** Schoolinks Analytics

PD

Implementation Plan

Engagement events

Attendance lists

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Incorporation of multiple data sources to provide a robust CCMR dashboard for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Single-platform accessibility to data [by student/stakeholder/guardian] will increase awareness and access to resources and tools, proactively.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 6:** Utilizing highly effective professional development, campus staff will create quality post-secondary goals for students with disabilities, resulting in a collective 5% increase in enrollment in higher education, military enlistment, or employment each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** Professional Development on Transition and Project Discovery materials.  
Student Tracking Sheets

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships





Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 7:** By June 2022, 100% of the K-2 Math teachers will have participated in Number Talks Training and more than 80% of K-2 Math Teachers will have implemented Number Talks into their daily math block as measured through anecdotal coaching logs, learning walks and visits with Campus Math Coaches.

**Evaluation Data Sources:** Anecdotal coaching logs, documentation from learning walks and visits with Campus Math Coaches

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide K-5 math teachers with professional development to support implementation of the District Fluency Plan and Number Talks. - Five Number Talks/Fluency sessions with Pam Polk</p> <p><b>Strategy's Expected Result/Impact:</b> By providing Number Talks training, teachers will be able to develop the students' ability to think critically, problem-solve and communicate their thinking.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide Campus Math Coaches with Math Running Records training with Dr. Nicki Newton to support their work with improving fact fluency.</p> <p><b>Strategy's Expected Result/Impact:</b> This training session will provide support to Campus Math Coaches as they help math teachers implement the District Fluency Plan. The content in the Fluency Plan is used for daily Number Talks.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches</p> <p><b>Funding Sources:</b> Professional Development Consultant Dr. Nicki Newton - 255 - Title II, Part A - \$2,400</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>







Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide professional development to support K-5 math teachers and campus math coaches with student discourse and building mathematical comprehension.</p> <ul style="list-style-type: none"> <li>- Building Mathematical Comprehension with Pam Polk (K-5)</li> <li>- Teaching Students to Communicate Mathematically with Pam Polk (K-5)</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> By providing these training sessions, teachers will be able to use new strategies to develop the students' ability to think critically, problem-solve and communicate their thinking.</p> <p><b>Staff Responsible for Monitoring:</b> Elementary Math Coordinator District Math Coaches Campus Math Coaches</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 8:** 8th grade STAAR Social Studies student performance will increase by 5% each year on questions dual coded with a stimulus through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Use the Think Along Plan when planning with teachers, provide teachers with professional development on the importance and implementation, and provide model Think Along Plans to use in classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers are expected to use the Think Along Plan and high-quality questioning strategies to improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to support teachers in rigorous high quality questioning strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will improve on their questioning skills translating into deeper student conversations.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue to support teachers in the implementation of DBQs.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will utilize the DBQ training and resources to improve student performance.</p> <p><b>Staff Responsible for Monitoring:</b> District Social Studies Coordinator District Social Studies Instructional Coach</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$6,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 9:** The percentage of 5th grade students reaching Meets Grade Level on STAAR Reading will improve 5% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide Roadmap Roundup sessions before the beginning of each nine weeks to support 5th grade teachers with understanding the upcoming units, how to calendar out their instruction and assessments, and how to use the curriculum resources available in Canvas to support effective planning and lesson implementation</p> <p><b>Strategy's Expected Result/Impact:</b> Improved lesson planning practices and alignment of instruction and assessment in reading and writing</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide a Writing Training Series consisting of four after-school sessions to assist 5th grade teachers with understanding and planning upcoming writing units</p> <p><b>Strategy's Expected Result/Impact:</b> Increase teachers' feeling of competence and confidence in teaching the upcoming writing units, resulting in more targeted instructional planning and improved implementation of lessons</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Include Clarifying Documents in the 5th grade ELAR Curriculum Canvas courses to assist teachers with identifying eight vertically aligned priority standards. The documents will consist of key components, how students demonstrate proficiency, learning progressions, instructional implications, and resources for teaching the identified TEKS. Training on how to use the documents will be provided during a Literacy Coach Meeting and during Roadmap Roundups.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers' lessons will meet the state expectations for the priority standards, resulting in a higher level of student performance with the objectives</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide training on the redesigned STAAR Reading assessment to update 5th grade teachers on the changes expected during Spring 2022 and 2023</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will provide explicit instruction and practice with the new item types to prepare students for the changes on STAAR, leading to better performance</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide models for campus Literacy Coaches on how to analyze PMA and STAAR data and assist with PLC discussions and instructional planning, with an emphasis on 5th grade</p> <p><b>Strategy's Expected Result/Impact:</b> Improve literacy coaches' understanding of how to conduct data meetings so they can facilitate impactful discussions with 5th grade teachers, leading to better instructional practices in reading</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide "SOS: Save Our Scores" STAAR training for 5th grade teachers to provide resources and instructional tips for preparing students for STAAR Reading</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will provide students with review and practice on key objectives through engaging station rotations, resulting in increased scores on STAAR</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator District ELAR Instructional Coaches</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Provide training on Instructional Coaching for new literacy coaches and administrators.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve Tier I instruction in 5th grade classrooms, resulting in an increase in student performance in reading.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$5,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			





**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

**Objective 1:** Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 10:** The percentage of students achieving reaching Meets Grade Level on the ELAR STAAR will increase by 5% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide Roadmap overviews and opportunities to connect and plan horizontally before the beginning of each six weeks to support teachers' understanding and planning for the next unit, as well as provide an overview of the resources available.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased understanding of curriculum focus, and more thoughtful lesson plans will be the result of these planned activities.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to add clarifying documents in the Canvas Curriculum courses to assist teachers with understanding priority standards and the vertical alignment of standards. Documents incorporate academic vocabulary, prerequisite skills and knowledge, description of mastery, predicted misconceptions, and scaffolding strategies and ideas. An overview of this document will be provided during a Department Chair meeting and a video will be posted to the Canvas Curriculum Course.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be more knowledgeable about standards and student learning the skills from the standards, which will result in highly effective lesson plans, activities, skills, and assessments.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide ready to use instructional resources and training on implementing small group rotations to differentiate learning, increase student discourse, and reteach skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Targeted professional development will increase teacher knowledge and lead to higher skill development for students.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary Instructional Coach</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide "Ten Days of Review" resources targeting specific essential TEKS to support teachers in preparing students for the grades 6-8 STAAR exams.</p> <p><b>Strategy's Expected Result/Impact:</b> Highly engaging, interactive lessons that focus on highly tested skills will increase student learning and overall scores.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Curriculum Coordinator District Secondary Instructional Coach</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			





**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 11:** The percentage of students identified as Emergent Bilingual in Grades 1-12 showing TELPAS growth of at least one proficiency level (or maintain Advanced High) on the yearly progress measure will increase by at least 10% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** TELPAS Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> ELPS/PLDs Training aligned to TELPAS assessment will be provided for campus teachers. This information will be used to support teachers in planning linguistically accommodated and commensurate with the student's levels of English language proficiency to ensure that the student learns the knowledge and skills in the required curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will plan lesson plans the embed content and language objectives aligned to TEKS and ELPS. Delivery of instruction will embed strategies linguistic proficiencies in all 4 domains for a focus on increasing opportunities for student discourse, writing and use academic vocabulary within the content areas.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> TELPAS student data will be analyzed during campus PLCs in collaboration between ALP Facilitators and campus teams to create an action plan to address linguistic and academic needs for Emergent Bilinguals for a focus on listening and speaking.</p> <p><b>Strategy's Expected Result/Impact:</b> Specific linguistic accommodations will be selected and implemented by LPAC based on student need. Intervention plans to address students who did not meet TELPAS yearly progress will be developed and monitored.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Supplemental resources such as SummitK12 licenses to support content and academic language acquisition.</p> <p><b>Strategy's Expected Result/Impact:</b> Fidelity of program implementation will be monitored to consistency and increase in student proficiencies in 4 TELPAS domains.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Campus and team training on consistent implementation of LPAC designated linguistic accommodations will be provided for teachers to make content comprehensible and increase student's English proficiency levels.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will plan whole and/or small group lessons that embed the selected linguistic accommodations by LPAC committee. Students will make progress in content and academic language goals as measured by local and state assessments.</p> <p><b>Staff Responsible for Monitoring:</b> ALP Director ALP Facilitators</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			







**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

Objective 1: Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 12:** Increase enrollment in Spanish for Spanish Speakers courses at all junior high and high school campuses by 5% each year through the 2022 - 2023 school year. As a result, more students will achieve high levels of bilingualism and obtain the Seal of Biliteracy.

**Evaluation Data Sources:** Course enrollment data





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Collect names of eligible students through skyward, the bilingual program, and teacher recommendations.</p> <p>Spanish teachers at all junior high and high school campuses will test each eligible student in the spring of 2022 and send names of students who pass to their counselors for enrollment.</p> <p><b>Strategy's Expected Result/Impact:</b> Recruit additional students to enroll in the courses.</p> <p><b>Staff Responsible for Monitoring:</b> District LOTE Facilitator Campus LOTE Team Leaders</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Increase efforts to contact children and parents and explain to them the benefits of taking this course. Counselors at each campus will contact each student and encourage them to enroll during course selection.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in enrollment and increase passing rate on course at the end of the year.</p> <p><b>Staff Responsible for Monitoring:</b> District LOTE Facilitator Campus LOTE Team Leaders</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 4:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

**Objective 1:** Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.

**Performance Objective 13:** Student performance on the Math STAAR assessments will improve by at least 5% in the Approaches category each year through the 2022 - 2023 school year.





**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The Thinkalong plan will be provided to teachers with questions stems and a recording sheet to guide their students through the problem-solving process.</p> <p><b>Strategy's Expected Result/Impact:</b> As a result, student performance on the 2021-2022 Math STAAR assessments will improve 5% in the Approaches category:</p> <ul style="list-style-type: none"> <li>* from 80.96% to 85.96% in 6th grade,</li> <li>* from 56.85% to 61.85% in 7th grade,</li> <li>* from 73.38% to 78.38% in 8th grade,</li> <li>* from 81.99% to 86.99% in Algebra I.</li> </ul> <p><b>Staff Responsible for Monitoring:</b> District Secondary Math Instructional Coordinator District Secondary Math Instructional Coach</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> The updated problem-solving model and strategies to support it will be provided in each grade level Canvas course for teachers to access.</p> <p><b>Strategy's Expected Result/Impact:</b> As a result, student performance on the 2021-2022 Math STAAR assessments will improve 5% in the Approaches category:</p> <ul style="list-style-type: none"> <li>* from 80.96% to 85.96% in 6th grade,</li> <li>* from 56.85% to 61.85% in 7th grade,</li> <li>* from 73.38% to 78.38% in 8th grade,</li> <li>* from 81.99% to 86.99% in Algebra I.</li> </ul>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 5:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
**Objective 2:** Ensure the curriculum equitably prepares students to achieve their preferred career aspirations by enhancing both rigorous Career and Technical Education (CTE) and college preparatory programs.

**Performance Objective 1:** The percentage of students meeting Career Readiness standards will increase by 5% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** Industry Based Certification Exams





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Add a computer coding class in Python language using TechSmart for 3rd grade GT students. <b>Strategy's Expected Result/Impact:</b> 100% of GTFs and 3rd Graders complete the TechSmart Course by end of May. <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide professional development for GT Facilitators in a computer coding class (Python language) for 3rd grade GT students. <b>Strategy's Expected Result/Impact:</b> 100% of GTFs and 3rd Graders complete the TechSmart Course by end of May. <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of GT K-12	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships

**Objective 2:** Ensure the curriculum equitably prepares students to achieve their preferred career aspirations by enhancing both rigorous Career and Technical Education (CTE) and college preparatory programs.

**Performance Objective 2:** By June of 2023, all students enrolled in a CTE program of study ending in certification will have taken a certification exam, and at least 80% of those students will pass.

**Evaluation Data Sources:** Eduthings





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Work with industry stakeholders to identify relevant certification exams for specific CTE programs of study. <b>Strategy's Expected Result/Impact:</b> Prepare students for specific industries and help them with postsecondary success. <b>Staff Responsible for Monitoring:</b> Director of CTE and CTE Teachers	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Align curriculum with certification objectives <b>Strategy's Expected Result/Impact:</b> Students will pass the certifications <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> CTE teachers will take the certification exam(s) they are giving to students. <b>Strategy's Expected Result/Impact:</b> Teachers are better able to teach the content. <b>Staff Responsible for Monitoring:</b> CTE District Staff	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
**Objective 2:** Ensure the curriculum equitably prepares students to achieve their preferred career aspirations by enhancing both rigorous Career and Technical Education (CTE) and college preparatory programs.

**Performance Objective 3:** Dual Credit/Enrollment PLCs courses will average a completion success rate of 95% through the 2022-2023 school year.

**HB3 Goal**





- Evaluation Data Sources:** Lamar CISD Dual Credit Completion Success Report  
 Weekly student performance engagement reports (online students)  
 6-week C or below reports for all DC courses  
 DC Faculty and LSP meeting agendas and job-aides  
 PLC minutes  
 Walkthroughs  
 UT OnRamps District Portal Reports  
 OnRamps instructor Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Weekly student engagement reports and every 6 week below "C" reports are compiled, with notes on students struggles and teacher actions, to make timely adjustments/supports to average a successful completion rate of 95% or higher.</p> <p><b>Strategy's Expected Result/Impact:</b> Monitoring and adjusting instruction/supports, in a timely manner, will increase student successful completion of Dual Enrollment and Dual Credit courses.</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness            Associates            DC Counselors</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Feedback and support provided to Dual Credit and Dual Enrollment in monthly campus check-ins.</p> <p><b>Strategy's Expected Result/Impact:</b> Prioritized time for Dual Credit faculty questions, supports, PD, and progress monitoring will increase the average successful completion rate in DC of 95% or higher.</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness            Associates</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 6:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
**Objective 3:** Increase students', families', and community members' awareness of and access to all available academic programs.

**Performance Objective 1:** By June of 2022, all LCISD stakeholders will know what CTE is, what courses we offer, and how these courses benefit students.

**Evaluation Data Sources:** Documentation of outreach and course enrollment numbers





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> By June of 2022, all LCISD stakeholders will know what CTE is, what courses we offer, and how these courses benefit students. <b>Strategy's Expected Result/Impact:</b> Inform the community of CTE options for students. <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> A CCMR night will be held in the Fall of 2021 where each program of study will be represented and a presentation will be given to attendees on CTE in LCISD. <b>Strategy's Expected Result/Impact:</b> Inform the students and parents of CTE options for students. <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> CTE signing day will occur in the Spring of 2022 where students who completed a pathway and gained an industry-based certification will be recognized. <b>Strategy's Expected Result/Impact:</b> Recognition of CTE and the connection to post-secondary readiness <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> CTE social media platforms (i.e., Twitter and Facebook) will be utilized to advertise the programs of study that LCSD offers in CTE. <b>Strategy's Expected Result/Impact:</b> Inform the community and stakeholders of CTE in LCISD <b>Staff Responsible for Monitoring:</b> CTE Director	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 6:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
**Objective 3:** Increase students', families', and community members' awareness of and access to all available academic programs.

**Performance Objective 2:** Increase to National Merit Recognized, Commended, Semifinalist, and Finalist recipients by 5% per year through the 2022-2023 school year.

- Evaluation Data Sources:** NMSQT Score Reports  
 PSAT Scholar Data  
 Attendance Lists  
 Engagements  
 Agendas  
 Khan Academy Linkage Reports  
 Campus PSAT Academy Agendas  
 PSAT/SAT Resources and DC Agendas  
 District Website

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Awareness of the National Merit Scholarship Programs, PSAT/NMSQT, resources, requirements, and process will increase National Merit Recipients.  <b>Strategy's Expected Result/Impact:</b> Parent and Student engagement in awareness of the programming and available supports will increase recipients by 10%.  <b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness            CCFs</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> PSAT Academies, Advisory Programs, Super Saturdays, and instructional supports to increase student performance on the NMSQT and SAT.  <b>Strategy's Expected Result/Impact:</b> Through intentional preparation, practice, and resources/supports students will increase their Selection Index scores to meet entry requirements for the National Merit Scholarship Program, by 10%.  <b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness            Associates            Scholar Program/Advisory Facilitators            PSAT Academy/Advisory Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Professional Development for content teachers supporting students in achievement on the PSAT/NMSQT and SAT will increase student eligibility for National Merit Recognitions by 10%.</p> <p><b>Strategy's Expected Result/Impact:</b> Awareness of the exam requirements, student performance reports, strategies and expectations, as well as resources to promote growth for students will increase National Merit Recognitions by 10%.</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of College and Career Readiness Supervising Admin</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			



**Goal 6:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
Objective 3: Increase students', families', and community members' awareness of and access to all available academic programs.

**Performance Objective 3:** In partnership with Student Services, Communications will create and implement communications campaigns to build awareness of the PSAT and National Merit Scholarship programs, Gifted & Talented program and Career and Technical Education offerings starting October 2021 and continuing until May 2022.

**HB3 Goal**

**Evaluation Data Sources:** Flyers, social media posts and engagement, participation numbers

**Goal 6:** Strategic Plan - Priority 2: Equip Students with Knowledge and Skills to Succeed in a Changing World Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships  
Objective 3: Increase students', families', and community members' awareness of and access to all available academic programs.

**Performance Objective 4:** To increase awareness and access to all available academic programs, the District will redesign the Lamar CISD external website and all department/campus webpages by June of 2023.


**Evaluation Data Sources:** Website is updated







**Goal 7: Strategic Plan - Priority 3: Promote a Safe and Healthy Environment** The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 1: Increase mental and emotional health supports and resources to improve social and emotional well-being among students and staff.

**Performance Objective 1:** The number of students needing Tier III social-emotional interventions will reduce by 5 % each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** Fragile Student Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Beginning of the Year (BOY) Social-Emotional (S/E) screener will be completed by 80% of students in grades 3-12 within the first 45 days of school for identification of student emotional health supports and document resources utilized, which includes access to HGI therapists.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of campuses complete the BOY screener at required levels and semester report generated on utilization of resource supports for students</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services Campus Administration Campus Counselor</p> <p><b>Funding Sources:</b> HGI Therapists - 289 - Title IV, Part A-SSAEP - \$113,431</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Counselors facilitate at least (1) group a semester based on BOY S/E screener data and or campus referral and document the number of participating students.</p> <p><b>Strategy's Expected Result/Impact:</b> 80% of campus counselors conduct a group each semester</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services Campus Counselor</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Campus Counselors conduct 25-minute classroom guidance lessons one time a month that consistently support Tier I social and emotional health. Guidance calendars will be shared monthly with the Director of Student Services, Area Superintendents, and Campus Administration.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of campuses provide monthly classroom guidance</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services Campus Counselor</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> The District Employee Assistance Program resource information is visible and accessible in every campus workroom.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of campuses have the resource posted</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services Campus Administration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide professional development opportunities for staff, including Youth Mental Health First Aid, Grief Recovery, Trust-Based Relational Interventions, Solution Focused, and Character Counts.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff members will be better equipped to support students at the Tier I level.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services</p> <p><b>Funding Sources:</b> Solution Focused, YMHFA, Greif Recover, and other PD Sessions - 289 - Title IV, Part A-SSAEP - \$42,300, Personnel Cost-Family Support Specialist(2) Student Services Counselor - 211 Title I, Part A - \$206,705.75</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Provide summer supports for students, including access to basic needs via Common Threads and student guidance.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are able to continue having success outside of the regular school year.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services</p> <p><b>Funding Sources:</b> Extra Duty Pay - 289 - Title IV, Part A-SSAEP - \$7,500, Personnel Cost-Common Threads Worker - 211 Title I, Part A - \$10,813.74</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

**Goal 7:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 1: Increase mental and emotional health supports and resources to improve social and emotional well-being among students and staff.

**Performance Objective 2:** Provide required Behavioral Threat Assessment Training for all School Resource Officers within the first two years of employment by June 2023.

**Evaluation Data Sources:** Reporting and documentation (certifications) of individual school resource officers training records.



Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Promote communication and identification of risk factors between school staff, faculty and students, so that the Behavioral Threat Assessment Team can take action when notified of a student who may be at risk of committing violence before it occurs.</p> <p><b>Strategy's Expected Result/Impact:</b> Strategy's Expected Result 1 - Newly hired School Resource Officers complete the basic Behavioral Threat Assessment training online 100% in year one.                      Strategy's Expected Result 2 - Newly hired School Resource complete full course of School Behavioral Threat Assessment Training, by year two.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Police Sergeants, Lieutenant and Chief of Police.</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>			





**Goal 8: Strategic Plan - Priority 3: Promote a Safe and Healthy Environment** The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

**Objective 2:** Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.

**Performance Objective 1:** The number of serious disciplinary incidents reported through PEIMS will decline by 5% each year through the 2022-2023 school year when compared to the 2018-2019 school year.

**Evaluation Data Sources:** PEIMS Discipline Reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Weekly discipline reports will be produced and shared with the Area Superintendents based on what is reported to PEIMS via Skyward</p> <p><b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Administrator for Student Discipline Director of RA&amp;A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Quarterly year-over-year comparison reports of the number of students sent to ISS and OSS will be produced and sent to Area Superintendents</p> <p><b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Administrator for Student Discipline Director of RA&amp;A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
			
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Training for all new Administrators during the 2021-2022 school year and prior to the 2022-2023 school year on the LCISD Bullying App and investigation process to ensure accuracy of data</p> <p><b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Director of Student Services Area Superintendents Administrator of Student Discipline Director of Leadership Development</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Conduct training with Director of Federal Programs to LCISD Foster Care Champions on Highly Mobile Student Forms <b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy/Dropout Prevention Administrator Director of State & Federal Programs Campus Foster Care Champions	Formative		
	Nov	Feb	June
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Schedule quarterly virtual meetings with Group Home Representatives and Campus Administrators to discuss enrollment and support procedures for students <b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy/Dropout Prevention Administrator Director of State & Federal Programs	Formative		
	Nov	Feb	June
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Monitor campus Foster Care Champions filings of Highly Mobile Student Forms <b>Strategy's Expected Result/Impact:</b> 5% decline in serious disciplinary incidents <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy/Dropout Prevention Administrator Director of State & Federal Programs Foster Care Champions Homeless Campus Contacts	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 8:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 2: Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.

**Performance Objective 2:** The number of students needing multiple referrals for Special Sites will be reduced by 5% each year through the end of the 2022 - 2023 school year.

**Evaluation Data Sources:** PIEMS Discipline Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Run weekly discipline reports identifying students with multiple discipline referrals and share with campus principals, of high need schools, to create an action plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce students with multiple referrals to Special Sites by 5%.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Administrator for Student Discipline</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Review Multi-Tiered System of Supports (MTSS) processes with campuses with students with multiple referrals</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce students with multiple referrals to Special Sites by 5%.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Administrator for Student Discipline Director of Student Services</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Support campus principals in holding staff accountable for implementing MTSS strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce students with multiple referrals to Special Sites by 5%.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Administrator for Student Discipline</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			







**Goal 8:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 2: Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.

**Performance Objective 3:** The number of truancy filings will reduced by 10% each year through the 2022 - 2023 school year when compared to 2018 - 2019 data.

**Evaluation Data Sources:** Truancy Data





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement virtual campus parent nights to include information on state and local school district requirement regarding student attendance to school <b>Strategy's Expected Result/Impact:</b> Reduction in the number of annual filings <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy Officer Campus Administrators	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Present proactive strategies to limit or prevent truancy to campus administrators <b>Strategy's Expected Result/Impact:</b> Reduction in monthly truancy submissions, increase in Attendance Review Committee meetings <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy Officer, Campus Administrators	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Plan and collaborate with Fort Bend County Juvenile Probation and Fort Bend County Precinct Court with providing services/ resources to parents and students that will eliminate truancy recidivism <b>Strategy's Expected Result/Impact:</b> Reduction in repeat truancy cases, increase in student attendance <b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs Truancy Officer Probation Officer Pct. 1 Judge	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 8:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 2: Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.

**Performance Objective 4:** LCISD will increase the number of dropout recovery students by 5% each year through the 2022 - 2022 school year when compared to the 2020-2021 school year.

**Evaluation Data Sources:** Drop Out Data





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Assist secondary campus registers with locating students on the TEA Preliminary Dropout list in Spring 2022 and create a plan of action for each student to successfully complete the necessary high school courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in Students Identified as Dropouts by 5%.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Student Programs High School Registrars Truancy/Dropout Prevention Administrator</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 8:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 2: Ensure that disciplinary interventions consistently address the root causes of behavioral issues and staff understand how to implement disciplinary practices in a clear and equitable way for the well-being of all students.

**Performance Objective 5:** Secondary campuses will reduce the number of special education student discretionary placements at the DAEP by 5% each year through the 2022 - 2023 school year.

**Evaluation Data Sources:** PEIMS Data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Professional Development on Manifestation Determination Review ARDs</p> <p><b>Strategy's Expected Result/Impact:</b> Campus administrators will have an increased knowledge of special education discipline, which will result in alternative discipline options.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Special Education Director of Special Education SPED Director of Behavior Supports and Services</p> <p><b>Results Driven Accountability</b></p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 9:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 3: Ensure facility safety remains a priority through up-to-date technology and that all facilities provide a safe, inclusive and effective learning environment for all.

**Performance Objective 1:** 100% of facilities will have camera systems that meet the district standard for appropriate coverage by June 2023.





**Evaluation Data Sources:** District Network Services personnel verify that all facilities are at new district standard by July, 2023.

**Goal 9:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 3: Ensure facility safety remains a priority through up-to-date technology and that all facilities provide a safe, inclusive and effective learning environment for all.

**Performance Objective 2:** To enhance the LCISD Standard Response and Standard Reunification Protocols by adding, training, and implementing the Emergency Management Module for Raptor by March 2022.

**Evaluation Data Sources:** Raptor platform and Campus End Users





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> School Safety Coordinator will collaborate with Raptor implementation team, Help Desk, campus emergency response teams, PD response teams, and TSSC SRP and SRM standards/protocols</p> <p><b>Strategy's Expected Result/Impact:</b> Functional and accessible phone and/or tablet App that provides emergency incident initiation, response, standard reunification accessible by Students and Staff.</p> <p><b>Staff Responsible for Monitoring:</b> School Safety Coordinator and Chief of Police</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Enhance capabilities of our current visitor management and SRP Drill management platform Raptor will be enhanced by the addition of the emergency management module.</p> <p><b>Strategy's Expected Result/Impact:</b> Functional and accessible phone and/or tablet App that provides emergency incident initiation, response, standard reunification accessible by Students and Staff.</p> <p><b>Staff Responsible for Monitoring:</b> School Safety Coordinator and Chief of Police</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 9:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 3: Ensure facility safety remains a priority through up-to-date technology and that all facilities provide a safe, inclusive and effective learning environment for all.

**Performance Objective 3:** Each campus will complete 100% of campus SRP monthly/semester drill compliance through May 2023.

**Evaluation Data Sources:** Raptor platform





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Ensure best practices, optimum efficiency and effectiveness in execution of SRP protocols. School Safety Coordinator will partner with campus emergency liaisons and administration to ensure execution and documentation of monthly and semester SRP drills in Raptor.</p> <p><b>Strategy's Expected Result/Impact:</b> Consistent best practices, increased efficiency, effective muscle memory of execution of SRP protocols.</p> <p><b>Staff Responsible for Monitoring:</b> School Safety Coordinator, Campus Administration, and Area Superintendents</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 9:** Strategic Plan - Priority 3: Promote a Safe and Healthy Environment The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high quality mental health supports.

Objective 3: Ensure facility safety remains a priority through up-to-date technology and that all facilities provide a safe, inclusive and effective learning environment for all.

**Performance Objective 4:** The 2020-2021 evacuation time benchmark will be determined and reduced by 10 percent each year on the Elementary, Middle, Junior High, and High School campuses through the 2022 - 2023 school year.

**Evaluation Data Sources:** Raptor platform and LCISD Campus SRP Drill Reporting Form

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Decrease emergency evacuation times while ensuring safety, efficiency, and effective execution of our evacuate protocols. School Safety Coordinator will partner with campus emergency liaisons and administration to ensure appropriate evacuation routes, efficient, safe, and effective emergency campus evacuation.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify opportunities for safe and more efficient campus evacuation. Implementation of corrective actions or measures decreasing overall evacuation times.</p> <p><b>Staff Responsible for Monitoring:</b> School Safety Coordinator, Campus Administration, and Area Superintendents</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 10:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 1: Maintain neighborhood school structure and a unified community feeling during rapid growth and expansion.

**Performance Objective 1:** 3 new elementary schools and one new middle school will be built that are aligned with the neighborhood school concept by June 2023.

**Evaluation Data Sources:** PASA Demographic Consultants verify locations of schools in critical needs areas. Facilities and Planning staff purchase and build schools in recommended areas to complete 2020 Bond projects.



**Goal 10:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 1: Maintain neighborhood school structure and a unified community feeling during rapid growth and expansion.

**Performance Objective 2:** Using the Lamar CISD Zoning Process and the Lamar CISD Master Plan Principles, the District will make all attendance boundary/zoning changes associated with Phelan Elementary by March of 2022, and attendance boundary/zoning changes associated with Terrell Elementary, Elementary #32 and Elementary #33 by March of 2023.

**Goal 10:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 1: Maintain neighborhood school structure and a unified community feeling during rapid growth and expansion.

**Performance Objective 3:** To maintain a unified community feeling during rapid growth and expansion, the District will create brand standards and a written campus logo/slogan process that involves input from the school staff, students and community when opening a new school by June of 2022.

**Evaluation Data Sources:** Community surveys, completed brand standards, completed branding items

**Goal 11:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 2: Actively seek to engage and involve all stakeholder groups as community partners in the District's growth.

**Performance Objective 1:** Beginning in the 2021-2022 school year, the District will hold two meetings a year with the city managers and mayors of the 15 municipalities within Lamar CISD boundaries. These meetings will serve to actively engage and involve our local cities/municipalities and help the District plan for growth and expansion.

**Evaluation Data Sources:** Meeting invitations, agendas and sign-in sheets

**Goal 11:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 2: Actively seek to engage and involve all stakeholder groups as community partners in the District's growth.





**Performance Objective 2:** To engage and involve Lamar CISD employees as the District grows, a staff recognition program will be developed by October of 2021. This program will include public recognition and a "Commitment Coin" aligned with the District's Leadership Definition

**Goal 12:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 4: Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.

**Performance Objective 1:** 4.4.1 Ensure that student:teacher and student:staff ratios do not vary more than 15% over a 3-year period, especially in years where student enrollment growth exceeds 5%.

**Evaluation Data Sources:** PEIMS data and School FIRST data





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Perform annual review of staffing guidelines for campuses. <b>Strategy's Expected Result/Impact:</b> Ensure that staffing guidelines remain relevant and effective.	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Perform annual review of enrollment projections. <b>Strategy's Expected Result/Impact:</b> Provides the ability to monitor growth/decline in enrollment and adjust staffing accordingly to maintain appropriate ratios. <b>Staff Responsible for Monitoring:</b> Principals; HR; Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Calculate student:teacher and student:staff ratios at least twice per year per campus and at the district level to ensure that they are within targeted range. <b>Strategy's Expected Result/Impact:</b> Ensure compliance with goal. <b>Staff Responsible for Monitoring:</b> HR; Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 12:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 4: Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.

**Performance Objective 2:** 4.4.2 Implement multi-year staffing allocation plan for central administrative staff to adequately support campuses and ensure student success by June 2022.

**Evaluation Data Sources:** Staffing guidelines





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Develop staffing guidelines for all non-campus departments <b>Strategy's Expected Result/Impact:</b> Staffing guidelines will provide the roadmap for adding/reducing staff to ensure adequacy of staff to perform necessary work as well as adjust for excesses. <b>Staff Responsible for Monitoring:</b> HR/Finance	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement 3-year rotation plan for central administrative staffing. <b>Strategy's Expected Result/Impact:</b> This will assist in planning and budgeting; Chiefs will know the year in which new positions will be added; financial impact can be planned for in advance.	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 12:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 4: Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.

**Performance Objective 3:** 4.4.3 Maintain a total fund balance in the General Fund within the range of 12.5-25% of budgeted current year expenditures through the 2022 - 2023 school year.

**Evaluation Data Sources:** Annual financial report and documented change in fund balance

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Adopt a balanced budget and carefully monitor spending.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintaining a balanced budget or having excess revenues will ensure a level or growing fund balance.</p> <p><b>Funding Sources:</b> Personnel-Budget Analyst-State and Federal Programs - 211 Title I, Part A - \$47,399.33</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Consider impact of legislation and mandates on funding and operations.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that there are no unforeseen expenditures or adverse impact on operations.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 12:** Strategic Plan - Priority 4: Plan for Rapid Growth While Preserving District Culture The District should work to maintain the "small-town feel" of Lamar CISD that is valued in the community by maintaining neighborhood schools and feeder pattern alignment. The District should also ensure consistent, proactive communication with stakeholders.

Objective 4: Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.

**Performance Objective 4:** Develop a staffing plan for the Lamar CISD Police Department to ensure adequate staffing levels that meet the needs of the School Districts rapid growth by June 2022.

**Evaluation Data Sources:** This can be gauged by student population, demographic reports presented to the school district and campus staffing. (Ex: campus hires another Assistant Principal due to student population; another SRO should be hired if a high school campus reaches 2100 enrolled students).

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> With the addition of any new secondary track, three officers would need to be hired, and in place when the campuses open, to provide adequate safety and security measures for all campuses in that track.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide adequate police presence, safety and security for each campus new to the district.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Police Administration/LCISD District Administration</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Supervisors would also increase due to the growth of the district to mimic the organizational chart of area superintendents, at the sergeant level.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide proper supervision to campus and track officers.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Chief of Police and LCISD Lieutenant</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Courier officer to solely transport monies from campuses to keep from utilizing campus officers, which would leave campus vulnerable.</p> <p><b>Strategy's Expected Result/Impact:</b> Adding a courier position would keep campus/track officers on their respective campuses instead of pulling them to pick up money from campuses in their tracks.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Police Sergeants.</p>	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Administrative positions would also need to be added to accommodate the growth of the police department. A Lieutenant position and possibly a Captain/Assistant Chief.</p> <p><b>Strategy's Expected Result/Impact:</b> This would assist in reducing the number of employees assigned to one person and help evenly</p>	Formative		
	Nov	Feb	June



spread the workload of administrative functions.

**Staff Responsible for Monitoring:** LCISD Chief of Police



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 13:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 1: Prioritize competitive compensation and benefits for all employees using available resources.

**Performance Objective 1:** Assess current stipends paid to staff to ensure LCISD is administering a competitive compensation plan as compared to Region 4 surrounding districts through the 2022-2023 school year.

**Evaluation Data Sources:** Peer district compensation plan data; historical trend data for Lamar CISD; TASB stipend study results

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Review TASB stipend study results and peer district data to determine needs for revision of current stipend amounts contingent upon available funding.</p> <p><b>Strategy's Expected Result/Impact:</b> Study results are based on objective market data and assist in maintaining a competitive compensation plan.</p> <p><b>Staff Responsible for Monitoring:</b> HR &amp; Finance</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Monitor appropriate market data to ensure competitive rates of pay.</p> <p><b>Strategy's Expected Result/Impact:</b> To attract and maintain top-tier talent.</p> <p><b>Staff Responsible for Monitoring:</b> HR</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 13:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 1: Prioritize competitive compensation and benefits for all employees using available resources.

**Performance Objective 2:** Evaluate employee benefits plan elections and the financial monitoring report (FMR) to determine the need for plan redesign. This evaluation in collaboration with the medical and voluntary benefit consultants, along with the district's insurance benefits committee, will determine the need for plan redesign and enhanced benefits wellness and communications plans prior to open enrollment for the 2022 year.

**Evaluation Data Sources:** Health Plan planning documents; meeting minutes; annual financial data relating to plan operations; annual financial report for Lamar CISD; voluntary benefit summaries for Lamar CISD; FMR provided by Gallagher





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Perform annual review of plan operations with third party claims administrator. <b>Strategy's Expected Result/Impact:</b> Understand the entire plan operation including cost drivers; use information to adjust plan benefits. <b>Staff Responsible for Monitoring:</b> HR; Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Perform monthly review of financial status of health plan. <b>Strategy's Expected Result/Impact:</b> Use results in planning future-year offerings, funding requirements, and premium adjustments. <b>Staff Responsible for Monitoring:</b> HR/Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Work with third party plan consultant to adjust benefit coverage and offerings to reduce plan costs. <b>Strategy's Expected Result/Impact:</b> Improve financial stability of health plan overall. <b>Staff Responsible for Monitoring:</b> HR; Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Consider dependent, claims, and/or plan design audits to improve costs and financial stability of the health plan. <b>Strategy's Expected Result/Impact:</b> Continued viability of the self-funded health plan. <b>Staff Responsible for Monitoring:</b> HR; Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Discuss wellness initiatives to lower plan costs. <b>Strategy's Expected Result/Impact:</b> Lower plan costs for the District and employees. <b>Staff Responsible for Monitoring:</b> HR/Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

 No Progress	 Accomplished	 Continue/Modify	 Discontinue

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.





**Performance Objective 1:** All first year and new to the district campus administrators will attend a total of 5 leadership development sessions focused on the Principal Standards and our Leadership Definition beginning in August, 2021 and continuing through June, 2022.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Facilitate Assistant Principal Induction 1.0 and Principal Induction 2.0 for all 1st year administrators as well as administrators that our new to our district. <b>Staff Responsible for Monitoring:</b> Director of Leadership Development	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Identify and secure high potential Principals and Assistant Principals to present topics during Induction sessions that directly correlate to Texas Principal Standards and our Leadership Definition. <b>Staff Responsible for Monitoring:</b> Director of Leadership Development	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Assign first year administrators and administrators who are new to our district with mentors and provide guidance as well as opportunities for focused coaching sessions. <b>Staff Responsible for Monitoring:</b> Director of Leadership Development	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 2:** Create and launch a leadership academy for aspiring Assistant Principals candidates which focus on Texas Principal Standards as well as our district's Leadership Definition by June 2023.





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Identify candidates using current Assistant Principal pool data and campus administrators' input. <b>Staff Responsible for Monitoring:</b> Director of Leadership Development	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Identify and secure campus and central office leaders to present topics that directly correlate to Texas Principal Standards and our Leadership Definition. <b>Staff Responsible for Monitoring:</b> Director of Leadership Development	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 3:** Provide industry leading, results-oriented professional development opportunities for all district leaders resulting in a 5% increase each year on the Staff Engagement Survey in the area of professional growth needs met through the 2022 - 2023 school year.

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Schedule nine monthly General Staff meetings and provide engagement opportunities for Central Office Leaders to discuss vital personal and organizational accountability strategies as outlined in the book The Oz Principle.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional growth and strengthen leadership capacity to retain top leadership talent</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Development</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Contract with David LaRose to engage in coaching and support for campus leaders as they work refine their campus PLC processes focused on high quality Tier 1 instruction, intervention and enrichment.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional growth and strengthen leadership capacity to retain top leadership talent</p> <p><b>Staff Responsible for Monitoring:</b> Chief Learning Officer Area Superintendents Executive Director of Teaching and Learning Director of Staff Development</p> <p><b>Funding Sources:</b> Professional Development Consultant - David LaRose - 255 - Title II, Part A - \$84,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide Lead4Ward's STAAR4ward Leading Learning Webinar Series and resources to campus leadership teams to assist and support with finding focus in the data, planning for rigorous instruction, rethinking intervention, aligning thinking to STAAR 2.0 and making connections to supplemental instruction (HB4545.)</p> <p><b>Strategy's Expected Result/Impact:</b> Professional growth and retention of top talent; support for students with instructional learning gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Academic Learning Officer Area Superintendents Executive Director of Teaching and Learning Director of Staff Development</p> <p><b>Funding Sources:</b> Professional Development Resources - 255 - Title II, Part A - \$52,474</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> A select group of high potential campus administrators will participate in the Rice University Executive Education Leadership Academy to engage in strengthening leadership culture and address specific organizational and management opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional growth and strengthen leadership capacity to retain top leadership talent</p> <p><b>Staff Responsible for Monitoring:</b> Chief Academic Learning Officer Area Superintendents Executive Director of Teaching and Learning Director of Leadership Development</p> <p><b>Funding Sources:</b> Professional Development Registration Fees - 255 - Title II, Part A - \$30,000</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			







**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 4:** The District will continue to expand the implementation of the New Teacher Support Network composed of campus mentors and District mentors providing coaching on the qualities of effective teaching and support for certification requirements resulting in an 85% first year teacher retention rate in September 2022 and September 2023.

**Evaluation Data Sources:** End of Year First-Year-Teacher program evaluation survey  
Beginning of the Year 2022 new teacher retention rates

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Maintain weekly contact between each first year teacher (FYT) with both his/her campus and District mentor utilizing a guided support calendar and resources to focus the mentor support.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher growth in T-TESS Domain III Learning environment as measured by weekly observations and coaching.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Staff Development</p> <p><b>Funding Sources:</b> Salary cost for 2 part-time district mentors - 255 - Title II, Part A - \$44,915</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Support FYT in preparedness and success for alternative certification programs (ACP) as our ACP teacher rate has increased to more than 50% of FYT, including active monitoring of ACP and certification status, collaboration with programs and certification test prep support.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% certification completion or eligibility of all highly qualified ACP teachers by the end of SY 2022.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Staff Development</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Transition the 2021 New Teacher Induction to a blended event to maximize effectiveness of delivery.</p> <p><b>Strategy's Expected Result/Impact:</b> EOY survey indicates that 85% of new teachers agree that the sessions of NTI were beneficial, timely and relevant to their new teaching experience.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Staff Development</p>	Formative		
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 5:** The District will continue to offer industry-leading, results-oriented and highly engaging professional development opportunities for all instructional staff resulting in 85% of returning and eligible teachers to meet their annual staff development requirement prior to the end of July 2022 and July 2023.

**Evaluation Data Sources:** Registration and participation data from summer staff development  
Summer PD evaluation tools

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> The Teaching and Learning team participates in state and national conferences and activities to seek out industry experts in core content instruction and achievement, translating this learning to LCISD hosted professional development activities</p> <p><b>Strategy's Expected Result/Impact:</b> A differentiated menu of professional development opportunities will be offered to all LCISD teachers to encourage excellence in teaching and high participation in PD.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Staff Development Executive Director of Teaching &amp; Learning Content Coordinators</p>	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Offer multiple opportunities of diverse staff development modalities to meet the experience and skill level of instructional staff members.</p> <p><b>Strategy's Expected Result/Impact:</b> Differentiated PD will be offered to meet the needs of teachers in skill and platform modality. Ex: beginner/experienced sessions with options of in-person, virtual and blended</p> <p><b>Staff Responsible for Monitoring:</b> Director of Staff Development Executive Director of Teaching &amp; Learning Content Coordinators</p>	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Professional development will be provided for teachers and literacy coaches during the summer of 2022 to promote literacy development in the areas of decoding, encoding and comprehension</p> <p><b>Strategy's Expected Result/Impact:</b> Increase teacher proficiency in planning and delivering reading and writing lessons, resulting in improved student performance.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary ELAR Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultant - 255 - Title II, Part A - \$12,217</p>	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> K-5 math teachers and coaches will participate in professional development to support implementation of best practices in Guided Math, Fluency &amp; Number Talks.</p> <p><b>Strategy's Expected Result/Impact:</b> These foundational math instructional skills will provide a foundation to support higher order thinking and processes.</p> <p><b>Staff Responsible for Monitoring:</b> District Elementary Math Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$16,300</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> K-12 science teachers will participate in staff development events to gain real-world, hands-on instructional strategies to engage students in both theory and application of science.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase teacher engagement and application of hands-on learning experiences in the science classroom.</p> <p><b>Staff Responsible for Monitoring:</b> District Science Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants - 255 - Title II, Part A - \$6,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Professional development focused on writing instruction in Grades 6-12 will be provided for teachers and support team members during the summer of 2022.</p> <p><b>Strategy's Expected Result/Impact:</b> Writing will be a focus in all ELAR classrooms and students will be better prepared for the redesigned ELAR STAAR that includes writing at all levels.</p> <p><b>Staff Responsible for Monitoring:</b> District Secondary ELAR Coordinator</p> <p><b>Funding Sources:</b> Professional Development Consultants and Resources - 255 - Title II, Part A - \$15,000</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>





 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 6:** Develop a professional career development plan to define how officers are hired, promoted within and retained by June 2022.

**Evaluation Data Sources:** Professional career development plans





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide detailed and specific training that will benefit the Department, and provide non-supervisory employees that seek promotion with mentorship, by supervisors, in order to prepare them for supervisory roles that may open in the future.</p> <p><b>Strategy's Expected Result/Impact:</b> Retention of qualified school resource officers.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Police Administration.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 7:** Outline Police training access and budget for continuing employee education by June 2022.

**Evaluation Data Sources:** Reporting and documentation (certifications) of individual school resource officers training records.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Evaluate current budget for training and outline access procedures for employees to attend training that will continue their professional education.</p> <p><b>Strategy's Expected Result/Impact:</b> Retain highly qualified school resource officers and provide training to expand knowledge and keep up with any legal updates.</p> <p><b>Staff Responsible for Monitoring:</b> LCISD Police Administration.</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 8:** To establish a standardized training, growth, and development plan for Security personnel by January 2022

**Evaluation Data Sources:** Certificate of Completion





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Identify essential job function training needs, requirements, and growth/development opportunities.  <b>Strategy's Expected Result/Impact:</b> Increase personal and professional skillsets, job knowledge, and increase individual and team morale while creating a more holistic employee.  <b>Staff Responsible for Monitoring:</b> School Safety Coordinator, Human Resources, and Security Personnel</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> School Safety Coordinator will partner with Human Resources and Security personnel to identify, solicit, and solidify facilitation of training needs, requirements, requests, and advancement opportunities.  <b>Strategy's Expected Result/Impact:</b> Increase personal and professional skillsets, job knowledge, and increase individual and team morale while creating a more holistic employee.  <b>Staff Responsible for Monitoring:</b> School Safety Coordinator, Human Resources, and Security Personnel</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 9:** Actively recruit qualified staff to bring a high level of knowledge and skill to the District.

**Evaluation Data Sources:** Hiring enough staff members to meet District needs.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Utilize two recruiters to seek out high quality applicants for the District.</p> <p><b>Strategy's Expected Result/Impact:</b> Hiring qualified staff to meet District needs.</p> <p><b>Funding Sources:</b> 2 Recruiters - 255 - Title II, Part A - \$201,000</p>	Formative		
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 14:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

**Performance Objective 10:** Examine innovative ways to increase substitute pool resulting in a 5% increase in daily fill rate by

**Evaluation Data Sources:** Substitute fill rate; Peer district fill rates; TASB survey data results; sub survey data

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Survey exiting substitutes to gain insight into why they are leaving starting fall 2021 through June 2022. <b>Strategy's Expected Result/Impact:</b> Obtain information to retain and recruit additional substitutes. <b>Staff Responsible for Monitoring:</b> Human Resources	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Conduct fall 2021 substitute job fair to recruit additional substitutes to the District. <b>Strategy's Expected Result/Impact:</b> Increase in substitutes to meet District needs. <b>Staff Responsible for Monitoring:</b> Human Resources	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Review current substitute compensation in comparison with peer districts by spring 2022. <b>Strategy's Expected Result/Impact:</b> Increase substitute pool. <b>Staff Responsible for Monitoring:</b> HR/Finance	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 15:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 4: Increase awareness of Lamar CISD as a destination of choice to live, work and learn.

**Performance Objective 1:** To increase awareness of Lamar CISD as a destination of choice, the District will update the external website by June of 2023.

**Evaluation Data Sources:** Completed Web site

**Goal 15:** Strategic Plan - Priority 5: Focus on Talent The District should ensure they're attracting and retaining top talent by maintaining competitive salary and benefits, as well as investing in professional learning opportunities for staff.

Objective 4: Increase awareness of Lamar CISD as a destination of choice to live, work and learn.

**Performance Objective 2:** The District will create a multimedia marketing and promotional campaign to increase awareness of Lamar CISD as a destination district by March of 2022.

**Evaluation Data Sources:** multimedia marketing and promotional campaign

# State Compensatory

## Budget for District Improvement Plan

**Total SCE Funds:** \$0.00

**Total FTEs Funded by SCE:** 3.31

### Brief Description of SCE Services and/or Programs

The goal of the State Compensatory Education (SCE) program is to provide funding to reduce disparity in performance on assessment instruments or disparity in the rates of high school completion between educationally disadvantaged students, at-risk students, and all other students. The purpose of the SCE program is to increase academic achievement and reduce the dropout rate for these students by providing supplemental programs and services. Lamar CISD utilizes SCE funds on the following programs and services: Tutorials; Class size reduction (including Excess Cost teachers); Computer-assisted instruction; Specialized staff development to train personnel who are working with students at risk of dropping out of school; Specialized reading and math materials; Specialized reading and math programs; STAAR and End Of Course exam remediation; Individualized instruction; Accelerated instruction; and Extended day, week, or year programming.

## Personnel for District Improvement Plan

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Amy Holik	State/Fed Budget Analyst	0.25
Dr. Michael Milstead	Admin Truancy/Dropout	0.56
Elida Castillo	Common Threads (Manager)	1
Maria Garza	Common Threads(Worker)	0.5
Stacy Perez	Early Childhood Specialist	1

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alisa Gabbard	Instructional Coach	Title I	.50
Amy Holik	State and Federal Budget Analyst	Title I	.50
Anita Garcia	Project Learn-Administrative Assistant	Title I	1.00
Dana Maresh	Instructional Coach	Title I	.50
Dr. Marva O'Neal	Director of Federal Programs	Title I	.50
Giselle Andujar	Family Support Specialist (Red Track)	Title I	1.00
Jane Devine	Title I Special Projects Coordinator	Title I	1.00
Jennifer Johnson	Instructional Coach	Title I	.50
Jill Davis	Family Support Specialist-Blue Track	Title I	1.00
Kelle Kipping	Student Services Couns.-Preg./Homeless	Title I	.50
Lisa Koel	Instructional Coach	Title I	.50
Maria Garza	Common Threads (Worker)	Title I	.50
Rebecca Pustejovsky	Instructional Coach	Title I	.50
Shanna Bryson	Instructional Coach	Title I	.50

# District Funding Summary

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	3	T Mobile Devices/Hotspots (THS and LHS)		\$32,000.00
1	5	1	Personnel-Math Instructional Coaches (2)		\$87,420.80
1	5	2	Personnel-Math Instructional Coaches (2)		\$0.00
1	5	3	Personnel-Math Instructional Coaches (2)		\$0.00
1	5	4	Personnel-Math Instructional Coaches (2)		\$0.00
1	5	5	Personnel-Math Instructional Coaches (2)		\$0.00
1	5	6	Personnel-Math Instructional Coaches (2)		\$0.00
1	7	1	Personnel-Science Instructional Coach		\$41,769.66
1	7	3	Personnel-Science Instructional Coach		\$0.00
1	7	5	Personnel-Science Instructional Coach		\$0.00
1	8	1	Personnel-Social Studies Instructional Coach		\$42,357.76
1	8	2	Personnel-Social Studies Instructional Coach		\$0.00
1	8	3	Personnel-Social Studies Instructional Coach		\$0.00
1	9	1	Personnel-ELAR Instructional Coach		\$46,004.00
1	9	4	Personnel-ELAR Instructional Coach		\$0.00
1	9	5	Personnel-ELAR Instructional Coach		\$0.00
1	9	6	Personnel-ELAR Instructional Coach		\$0.00
1	9	7	Personnel-ELAR Instructional Coach		\$0.00
1	10	1	Personnel-ELAR Instructional Coach		\$43,504.57
1	10	2	Personnel-ELAR Instructional Coach		\$0.00
1	10	3	Personnel-ELAR Instructional Coach		\$0.00
1	12	2	Personnel-Math Instructional Coach		\$42,945.87
1	12	3	Personnel-Math Instructional Coach		\$0.00
1	12	4	Personnel-Math Instructional Coach		\$0.00
2	1	1	Personnel-Director of Federal Programs		\$66,063.54
2	1	1	Title I Campus Contact Stipends, Title I Crate		\$64,925.21
2	2	1	Personnel Cost- Title I Special Coordinator		\$97,494.03

211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	2	Personnel Cost- Title I Special Coordinator		\$0.00
2	2	3	Personnel Cost- Title I Special Coordinator		\$0.00
2	3	1	Extra Duty Pay, Supplies, Materials, Training Cost		\$36,300.00
2	3	2	Extra Duty Pay, Supplies, Materials, Training Cost		\$0.00
2	3	3	Extra Duty Pay, Supplies, Materials, Training Cost		\$0.00
3	1	3	Personnel-Director of Federal Programs		\$0.00
3	1	4	Personnel-Director of Federal Programs		\$0.00
7	1	5	Personnel Cost-Family Support Specialist(2) Student Services Counselor		\$206,705.75
7	1	6	Personnel Cost-Common Threads Worker		\$10,813.74
12	3	1	Personnel-Budget Analyst-State and Federal Programs		\$47,399.33
<b>Sub-Total</b>					\$865,704.26
<b>Budgeted Fund Source Amount</b>					\$865,704.26
<b>+/- Difference</b>					\$0.00
263 Title III, LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	11	1	Salaries and supplemental resources		\$250,073.00
1	11	2	Supplemental technology, resources and supplies		\$76,500.00
1	11	3	PD Consultant, Substitutes, and Supplemental Resources		\$26,000.00
1	11	4	Professional Development Consultants		\$10,833.00
1	11	5	PD Consultant, supplemental resources and technology, and substitutes		\$43,083.00
1	11	6	PD Consultant, supplemental resources and technology, and substitutes		\$38,083.00
2	3	1	Salaries and Supplemental Resources		\$70,672.00
2	3	2	Extra Duty pay, supplemental literacy and technology resources		\$39,000.00
2	3	3	Supplemental literacy resources, supplies and extra duty cost		\$25,000.00
3	11	10	Supplemental Resources		\$5,000.00
<b>Sub-Total</b>					\$584,244.00
<b>Budgeted Fund Source Amount</b>					\$584,244.00
<b>+/- Difference</b>					\$0.00

**255 - Title II, Part A**

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	5	6	PD Funds to pay consultant for Fraction Sessions		\$6,300.00
1	5	7	Professional Development Consultants		\$5,000.00
1	7	1	Professional Development Consultant		\$3,000.00
1	8	2	Professional development consultant		\$5,000.00
1	8	3	Professional Development Consultants		\$4,000.00
1	9	3	Professional Development Consultant - Jan Richardson		\$833.00
1	9	4	Professional Development Consultant - Jan Richardson		\$4,950.00
1	9	8	Professional Development Consultants		\$12,000.00
1	10	1	Professional Development Consultants and Resources		\$10,000.00
1	10	2	Professional Development Consultants and Resources		\$5,000.00
1	12	2	Professional Development Consultants		\$15,000.00
1	12	4	Professional Development Consultants		\$10,000.00
3	8	4	Professional Development Consultants		\$3,000.00
3	8	5	Professional Development Consultants		\$3,000.00
3	9	3	Professional Development Consultants		\$5,000.00
4	7	2	Professional Development Consultant Dr. Nicki Newton		\$2,400.00
4	8	3	Professional Development Consultants		\$6,000.00
4	9	7	Professional Development Consultants		\$5,000.00
14	3	2	Professional Development Consultant - David LaRose		\$84,000.00
14	3	3	Professional Development Resources		\$52,474.00
14	3	4	Professional Development Registration Fees		\$30,000.00
14	4	1	Salary cost for 2 part-time district mentors		\$44,915.00
14	5	3	Professional Development Consultant		\$12,217.00
14	5	4	Professional Development Consultants		\$16,300.00
14	5	5	Professional Development Consultants		\$6,000.00
14	5	6	Professional Development Consultants and Resources		\$15,000.00
14	9	1	2 Recruiters		\$201,000.00
<b>Sub-Total</b>					\$567,389.00
<b>Budgeted Fund Source Amount</b>					\$567,389.00
<b>+/- Difference</b>					\$0.00

289 - Title IV, Part A-SSAEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1			\$18,183.00
1	4	2			\$17,000.00
1	4	5	Polaris Program-extra duty costs, supplies/materials, field trip costs		\$25,000.00
1	15	1			\$12,000.00
2	2	1	Extra Duty Pay and Supplies		\$4,000.00
2	2	2	Extra Duty Pay and Supplies		\$3,000.00
2	2	3	Extra Duty Pay and Supplies		\$3,000.00
3	4	1			\$18,183.00
3	4	3			\$17,000.00
7	1	1	HGI Therapists		\$113,431.00
7	1	5	Solution Focused, YMHFA, Greif Recover, and other PD Sessions		\$42,300.00
7	1	6	Extra Duty Pay		\$7,500.00
<b>Sub-Total</b>					\$280,597.00
<b>Budgeted Fund Source Amount</b>					\$314,597.00
<b>+/- Difference</b>					\$34,000.00
282 - CARES/ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	1	NWEA MAP Software and Training		\$478,670.00
3	1	5	Edgenuity MyPath software and professional development		\$75,000.00
3	7	1	Dreambox Licenses		\$452,544.00
<b>Sub-Total</b>					\$1,006,214.00
<b>Budgeted Fund Source Amount</b>					\$21,772,671.00
<b>+/- Difference</b>					\$20,766,457.00
206Texas Education Homeless Children/Youth Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	3	Personnel-McKinney Vento Support Specialist		\$0.00
3	1	4	Personnel-McKinney Vento Specialist		\$59,070.00
<b>Sub-Total</b>					\$59,070.00
<b>Budgeted Fund Source Amount</b>					\$59,070.00
<b>+/- Difference</b>					\$0.00



**206Texas Education Homeless Children/Youth Grant**

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
				<b>Grand Total Budgeted</b>	\$24,163,675.26
				<b>Grand Total Spent</b>	\$3,363,218.26
				<b>+/- Difference</b>	\$20,800,457.00