



McCONNELL & JONES LLP

November 16, 2017

Mr. James Steenbergen  
Board of Trustees, President  
Lamar Consolidated Independent School District  
3911 Avenue I  
Rosenberg, TX 77471

Dear Mr. Steenbergen:

McConnell & Jones LLP is pleased to present the final report for the Districtwide Department Review of Lamar Consolidated Independent School District (LCISD).

The objectives of the review were to assess the school district's departments and to analyze current services to ensure that LCISD is ready to meet the needs and demands of a fast growth district. We also assessed what added services, processes, and functions will be required to accommodate future growth.

Accordingly, we reviewed background information to obtain an overall perspective of the school district's organizational structure, educational programs, and operations. We also conducted interviews, performed process walk-throughs and observations, analyzed data, deployed and tabulated surveys, and conducted a search for best practices against which we assessed the school district's overall operations.

Our review identified a wealth of accomplishments and 105 recommendations to improve operations and school management practices. In addition, we identified a net investment requirement of \$(20,706,798) over five years from 2016-2017 through 2020-2021.

We are grateful for the cooperation of the Board of Trustees, executive leadership team, departmental personnel, principals, teachers, and support staff who assisted us throughout the project. Without their cooperation and support, it would not have been possible to complete the project successfully. We are especially grateful for the leadership demonstrated throughout this engagement by the Board of Trustees Audit Committee and Dr. Thomas Randle, Superintendent for this effort.

McConnell & Jones LLP genuinely appreciates the opportunity to have served Lamar Consolidated Independent School District.

Sincerely,

Sharon E. Murphy