



# LAMAR CISD STRATEGIC PLAN



## Message from the Superintendent

Lamar CISD continues to be a destination district, adding as many as 2,000 students each year. As the fifth fastest growing school district in Texas, it's important that the District and community have a shared vision for the future.

In order to create that shared vision, Lamar CISD gathered feedback from more than 18,000 parents, students, staff and community members from across the District, and developed an inclusive strategic plan that builds on our strengths and helps identify areas of growth.

As the District processed the feedback, five clear strategic priorities emerged: **Evolve the Student Learning Experience, Equip Students with Knowledge and Skills to Succeed in a Changing World, Promote a Safe and Healthy Environment, Plan for Rapid Growth While Preserving District Culture and Focus on Talent.**

The Lamar CISD Strategic Plan provides a direction for the District and serves as a road map to guide our decision-making for the future. Annually, Lamar CISD will use the Superintendent's SMART Goals, the District Improvement Plan and Campus Improvement Plans to include specific tactics that align with these overarching strategic priorities.

Strong schools create strong communities, and I'm proud to serve a community that shares a common vision and values the importance of education.

In this document you'll find the full, five-year Strategic Plan. I look forward to working with our parents, staff, students and community to collectively make this strategic vision for Lamar CISD a reality.



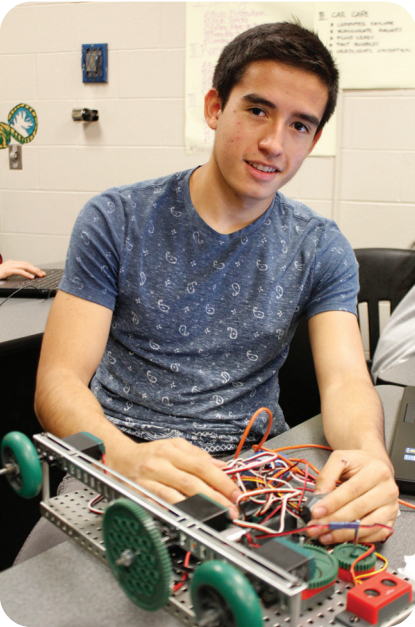
Dr. Roosevelt Nivens, Superintendent





# 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.



As we strive to create critical thinkers and leaders, the District must plan and prepare to lead the State of Texas in anticipating and implementing innovative changes in student learning. Namely, the District should ensure that learning encompasses real-life experiences and applications while growing the creativity and vision of Lamar CISD students.

In order to be successful, we must also provide Lamar CISD parents and guardians with the most up-to-date tools and resources to enable them to support their children as learning evolves.

Finally, the District must deepen its resolve to identify and eliminate gaps in achievement between student groups by leveraging personalized learning and other strategies that support individual student needs.

## Objectives:

- Ensure access to engaging, rigorous, real-world learning opportunities and up-to-date technology.
- Equip all parents and guardians with the tools to support student learning and growth.
- Expand available resources to provide learning that is personalized to each student's interests and abilities in order to eliminate gaps in achievement.



## Equip Students with Knowledge and Skills to Succeed in a Changing World

Given the rapid changes in the competitive, global labor market, students in Lamar CISD should be equipped with knowledge and skills that prepare them to be successful citizens. Upon graduating, Lamar CISD students will be able to communicate effectively, think critically and engage in problem solving methods, which are key skills that will be developed throughout their education.



For those students interested in directly entering a career or trade, Lamar CISD should focus on expanding options in Career and Technical Education (CTE). As college degrees are increasingly essential for many professions, Lamar CISD students will have equitable access to rigorous college preparation courses and resources.

Students should be able to seamlessly access either pathway – CTE or college prep – upon evolving interest, and these resources should

be available for students in all parts of the District, regardless of their high school feeder pattern or desired career path.

### Objectives:

- Ensure Lamar CISD graduates have effective critical thinking, problem solving and communications skills in order to be successful in professional and personal relationships.
- 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.
- Increase students', families', and community members' awareness of and access to all available academic programs.





# Promote a Safe and Healthy Environment

Given today's climate, health and safety must remain a priority for students and staff. Everyone at Lamar CISD must feel safe and supported both emotionally and physically in order to achieve at the highest levels.

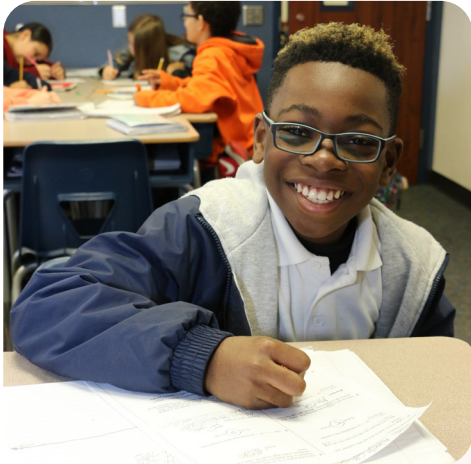


This refers to physical safety as well as mental and emotional well-being. The District should ensure that facilities are safe and up-to-date and that students and staff have access to an increased number of high-quality mental health supports (e.g., counselors, etc.).

In addition, the District should work to ensure that disciplinary interventions are equitable and address the root cause of students' behavior.

## Objectives:

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



## Plan for Rapid Growth While Preserving District Culture

The District's growth is one of its greatest challenges and opportunities. In the midst of this rapid growth, 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.



In addition, the District should ensure that consistent, proactive communication and engagement with stakeholders is a priority. The District should also consider expanding and maintaining campuses and shared, Districtwide, multi-use facilities to match the District's growth.

Finally, as the organization grows, it's critical that the District continues to prioritize budget and staffing allocations of support staff (from counselors and instructional specialists to groundskeepers and janitors) to ensure that students and staff continue to feel supported.

### Objectives:

- Maintain neighborhood school structure and a unified community feeling during rapid growth and expansion.
- Actively seek to engage and involve all stakeholder groups as community partners in the District's growth.
- Continue to build and maintain equitable campus buildings and shared District support facilities commensurate with the District's growth.
- Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.





# Focus on Talent

The faculty and staff in Lamar CISD are key to students' success—now and in the future. The District should ensure that they are attracting and retaining top talent by maintaining a regionally competitive salary and benefits package.



In addition, the District should invest in both professional learning experiences that allow staff to grow in their current positions as well as development pathways for staff to advance in their career. These pathways are critical to retain highly effective staff and to meet the staffing demands of Lamar CISD's growth.

Finally, the District should ensure that Lamar CISD continues to be an employer of choice: a great place to live, work and learn.

## Objectives:

- Prioritize competitive compensation and benefits for all employees using available resources.
- Expand access to differentiated professional development and coaching for all staff based on experience and need.
- Provide career pathways and advancement opportunities throughout the organization in order to attract and retain talented professionals.
- Increase awareness of Lamar CISD as a destination of choice to live, work and learn.



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