

SUPERINTENDENT SMART GOALS 2020-2021

Strategic Priority: Evolve the Student Learning Experience

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

Superintendent Smart Goal: *The District will cultivate expertise in teaching and learning as a means for improving student achievement through high-quality professional development, therefore teaching will become strengthened and more students will learn in deeper ways. In August of 2021, all campuses in Lamar CISD will receive an “A” or “B” overall performance rating from TEA.*

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

Superintendent Smart Goal: *Full implementation of all-day Pre-K is being implemented in the 2020-2021 school year and the District will seek a 10% increase in participation in parent and family engagement opportunities including Project Learn, Pre-K and EL Family Engagement Events and Summer Connect.*

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

Superintendent Smart Goal: *Highly effective professional learning communities will be utilized as a vehicle for examining school, classroom and individual student progress. As a result, intervention opportunities for students receiving special education will be targeted in more focused ways, resulting in a 5% decrease in failures in special education at the elementary and secondary levels.*

Strategic Priority: Equip Students with Knowledge and Skills to Succeed in a Changing World

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

Superintendent Smart Goal: *The District will provide professional development opportunities to support implementation of high yield teaching strategies such as close observation and analysis, evidence-based writing, higher order questioning and academic conversations at the Tier I level. Consequently, more students will learn in deeper ways resulting in all campuses in Lamar CISD receiving an "A" or "B" overall performance rating from TEA in August of 2021.*

Objective: 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.

Superintendent Smart Goal: *The District will cultivate expertise in teaching and learning as a means for improving student achievement, so teaching will become strengthened and more students will learn in deeper ways resulting in a 5% increase in the number of students receiving college credit in dual credit and dual enrollment programs, AP Scholar and NMSQT honors and CTE passing performance by August of 2021.*

Objective: Increase students', families', and community members' awareness of and access to all available academic programs.

Superintendent Smart Goal: *Secondary campuses will inform parents and guardians about the SchoolLink program through parent and guardian training opportunities. Participation in these trainings will increase by 10% when compared to Naviance and Xello parent/guardian events in the 2019-2020 school year.*

Strategic Priority: Promote a Safe and Healthy Environment

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

Superintendent Smart Goal: *Professional school counselors will provide two faculty and two assistant principal Solution Focused skill-building trainings and monthly Character Counts classroom guidance lessons for each pillar (trustworthiness, respect, responsibility, fairness, caring and citizenship) by June of 2021.*

Objective: 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.

Superintendent Smart Goal: *Highly Effective MTSS (formerly RTI) processes will be utilized as a vehicle to determine high-quality disciplinary interventions at each campus resulting in a 5% decrease in placements at the Alternative Learning Center (ALC) for persistent misbehavior.*

Objective: 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.

Superintendent Smart Goal: *Campuses will maintain 100% monthly compliance with the updated pandemic safety drill guidance by June of 2021.*

Strategic Priority: Plan for Rapid Growth While Preserving District Culture

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

Superintendent Smart Goal: *The District will provide a comprehensive review of the Lamar CISD Master Plan Principles by June of 2021.*

Objective: Actively seek to engage and involve all stakeholder groups as community partners as the District grows.

Superintendent Smart Goal: *The District will create a webpage with information specifically for realtors/developers in the area by June of 2021. This will include information pertinent to realtors such as enrollment information, District statistics, new student information, a District map, attendance zones and more.*

Objective: Continue to build and maintain equitable campus buildings and shared District support facilities commensurate with the District's growth.

Superintendent Smart Goal: *The District will create a voter information campaign that will result in the successful passage of all four propositions that comprise the \$792.5 million bond referendum on November 3, 2020.*

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

Superintendent Smart Goal: *This District will partner with TASB to conduct a Staffing Review study during the 2020–2021 school year. The study will compare Lamar CISD staffing with a group of peer districts.*

Strategic Priority: Focus on Talent

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

Superintendent Smart Goal: *As recruitment and retention of top talent becomes more challenging and competitive, Lamar CISD will conduct two surveys by June 2021 to obtain insight from current and prospective teaching candidates to enhance the way top talent is incentivized to teach and lead in the District.*

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

Superintendent Smart Goal: *The District will continue the implementation of the New Teacher Support Network composed of campus mentors, District Mentors and campus administrators providing coaching on the qualities of effective teaching resulting in an 85% retention of first year teachers in the 2021-2022 school year.*

Objective: Provide career pathways and advancement opportunities throughout the organization in order to attract and retain talented professionals.

Superintendent Smart Goal: *Internal candidates who demonstrate strong competencies for leadership roles are highly sought after as they are well positioned to address specific District needs. Lamar CISD will provide opportunities through our Talent Identification Cohort to facilitate the transition of internal assistant principals into 75% of open principal roles for the 2021-2022 school year.*

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

Superintendent Smart Goal: *To increase awareness of Lamar CISD as a destination district, the District will increase community subscribers to the monthly external eNewsletter to 37,000 by June of 2021.*