

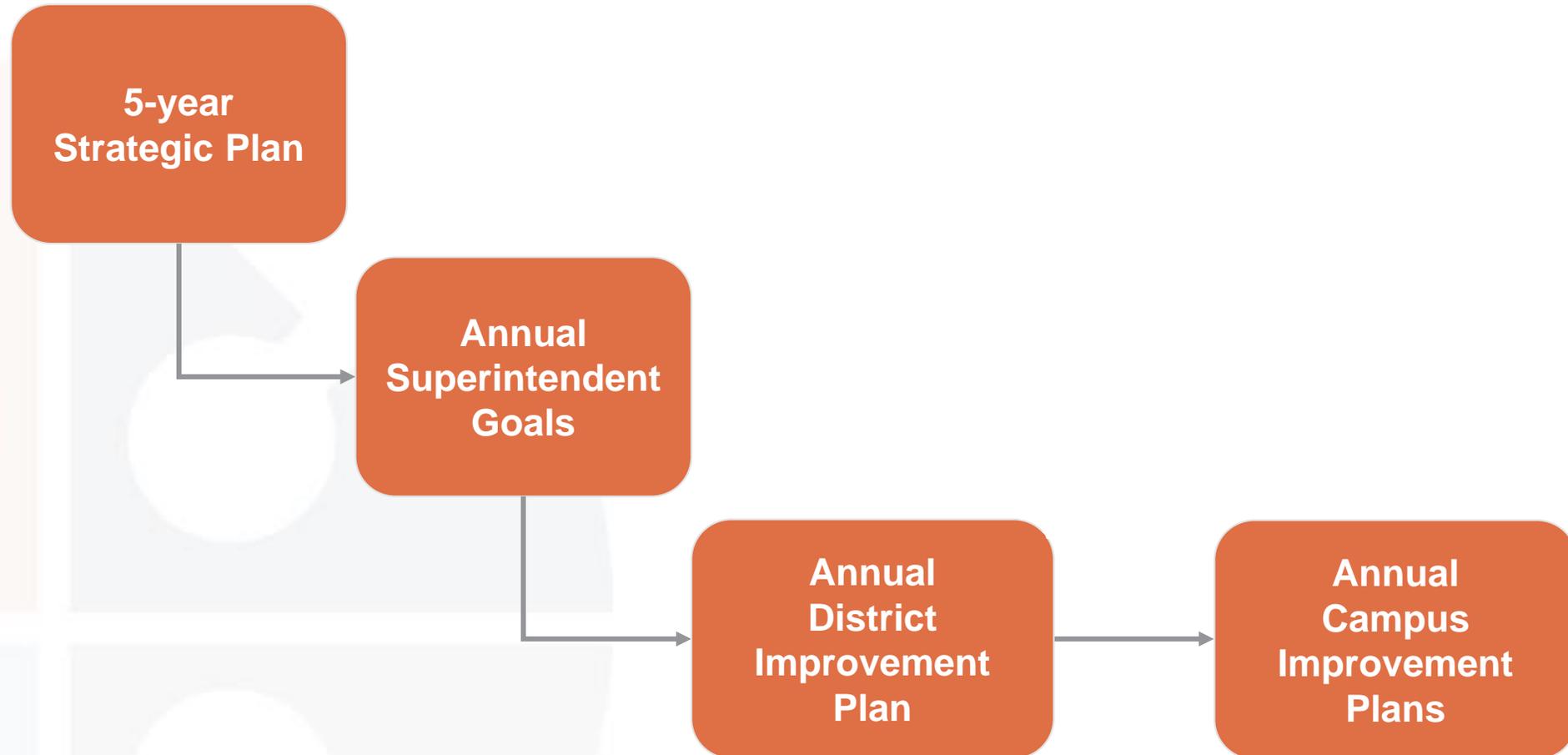
District Improvement

LAMARCISD
A PROUD TRADITION | A BRIGHT FUTURE

2020-2021

Submitted for Board Approval October 2020

A District Improvement Plan (DIP) is part of a school district's planning & goal-setting system



District Improvement Plan

- Under provisions of the Texas Education Code (TEC), every district is required to develop a district plan to improve student performance.
- District and campus plans are developed annually to be mutually supportive of the state goals and objectives under TEC, Chapter 4.
- These plans are living documents that are utilized and adjusted throughout the school year.
- District and Campus Improvement Plans are aligned to the Board-approved Lamar CISD Strategic Plan.

The Lamar CISD Strategic Plan includes five strategic priorities



Evolve the Student Learning Experience



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



Promote a Safe and Healthy Environment



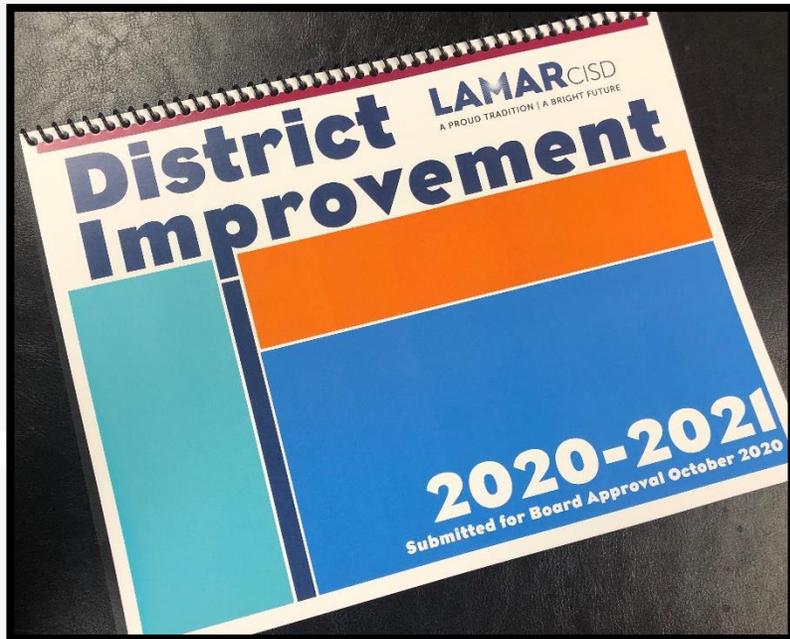
Plan for Rapid Growth While Preserving District Culture



Focus on Talent

District Improvement Plan

- Strategic Priorities
- Strategic Objectives
- Superintendent SMART Goals
- DIP Activities/Strategies



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

Objective 2.1: 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.

Activity / Strategy	Staff Responsible	Timeline	Resources	Evaluation
Instructional Walks will be conducted based on rigorous instructional strategies: close observation and analysis, evidence-based writing, higher order questioning and academic conversations. Provide professional development opportunities to support implementation of close observation and analysis, evidence-based writing, higher order questioning and academic conversations in Tier I instruction.	Campus Administrators, Exec. Dir. of Teaching and Learning Programs, Exec. Dir. of Teaching and Learning Content Coordinators	September 2020 - June 2021 September 2020 - August 2021	Utilize existing staff and resources Title II funds, Local funds	A report on the documentation developed from each walk providing reflection and Tier I level to guide staff growth and PD. Monitor survey results after each PD opportunity.
Provide professional development opportunities and collaboration (in-person and virtually) for AP and Pre-AP teachers, utilizing the four corollary strategies and College Board standards/Curriculum/resources (including AP mentorships and College Board Workshops).	Dir. of College and Career Readiness, Advanced Academics	October 2020 - August 2021	Title IV funds, Local funds	AP classroom progress checks, monitoring survey results after each PD opportunity, and AP scores/trend data, lessons and assessment that utilize instructional strategies to increase student engagement/igor.

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District Improvement

STRATEGIC PRIORITY 1

Evolve the Student Learning Experience

Evolve the Student Learning Experience

Objective 1.1: 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.*

Evolve the Student Learning Experience

Objective 1.2: 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.*

Evolve the Student Learning Experience

Objective 1.3: 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.*

Evolve the Student Learning Experience

Activities/Strategies

- Provide professional development and self-paced modules in Canvas for individual teacher or team/department use
- Project Learn, Pre-K & EL virtual family engagement events, Summer Connect
- Campus coaches, facilitators and administrators will be trained in instructional coaching protocols
- Instructional Rounds Training for all campus administrators

District Improvement

STRATEGIC PRIORITY 2

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

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

Objective 2.1: 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.*

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

Objective 2.2: 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.

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 industry certification passing performance by August of 2021.*

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

Objective 2.3: 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.*

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

Activities/Strategies

- Virtual sheltered instruction coaching cycle will be offered to teachers working with ELs in collaboration with campus principals
- Video AP, GT and CTE teachers who demonstrate rigor and share their instructional techniques
- SchoolLinks training for school counselors, college and career facilitators and registrars
- Provide information to parents/guardians on student tasks, financial planning information and other resources available in SchoolLinks via secondary parent nights

District Improvement

STRATEGIC PRIORITY 3

Promote a Safe and Healthy Environment

Promote a Safe and Healthy Environment

Objective 3.1: 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.*

Promote a Safe and Healthy Environment

Objective 3.2: 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.

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.*

Promote a Safe and Healthy Environment

Objective 3.3: 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.

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

Promote a Safe and Healthy Environment

Activities/Strategies

- Implementation of a Socio-Emotional inventory to gauge the emotional health of students and assist counselors in identifying students in need of assistance
- Provide two Solution-Focused Approach trainings for administrators and faculty
- Software training and support to ensure pandemic safety drill compliance during the 2020-2021 school year

District Improvement

STRATEGIC PRIORITY 4

**Plan for Rapid Growth While
Preserving District Culture**

Plan for Rapid Growth While Preserving District Culture

Objective 4.1: 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.*

Plan for Rapid Growth While Preserving District Culture

Objective 4.2: 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.*

Plan for Rapid Growth While Preserving District Culture

Objective 4.3: 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.*

Plan for Rapid Growth While Preserving District Culture

Objective 4.4: Ensure that budget and staffing plans equitably meet the changing student and staff needs as the District grows.

Superintendent SMART Goal: *The 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.*

Plan for Rapid Growth While Preserving District Culture

Activities/Strategies

- Provide a Board information item outlining the historical context of the master plan principles
- Community Relations will implement a Bond 2020 strategic action plan that includes informational videos, signage, print materials, social media posts, etc.
- TASB staffing review to compare Lamar CISD staffing with peer districts

District Improvement

STRATEGIC PRIORITY 5

Focus on Talent

Focus on Talent

Objective 5.1: 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 of 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.*

Focus on Talent

Objective 5.2: Expand access to differentiated professional development and coaching for all staff based on experience and need.

Superintendent SMART Goal: *The District will continue and expand 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.*

Focus on Talent

Objective 5.3: 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.*

Focus on Talent

Objective 5.4: 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.*

Focus on Talent

Activities/Strategies

- Create and conduct two polls to identify incentives for current and prospective employees
- Establish the New Teacher Support Network Canvas course to serve as the hub for new teacher support, resources, discussions and information
- Human Resources will create series of social media and eNewsletter ads targeting prospective applicants in the Fort Bend/Katy community

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