

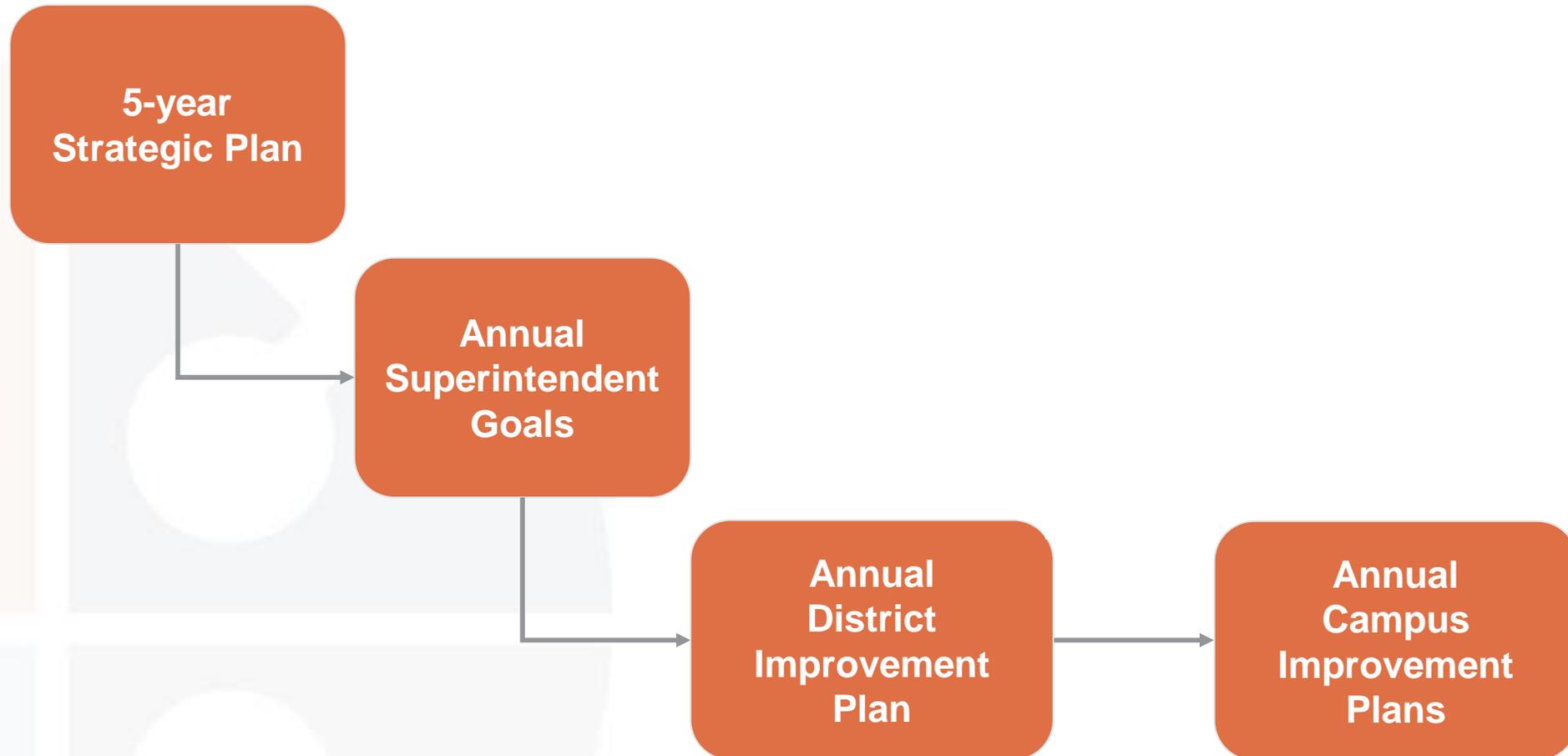
# District Improvement

**LAMAR**CISD  
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



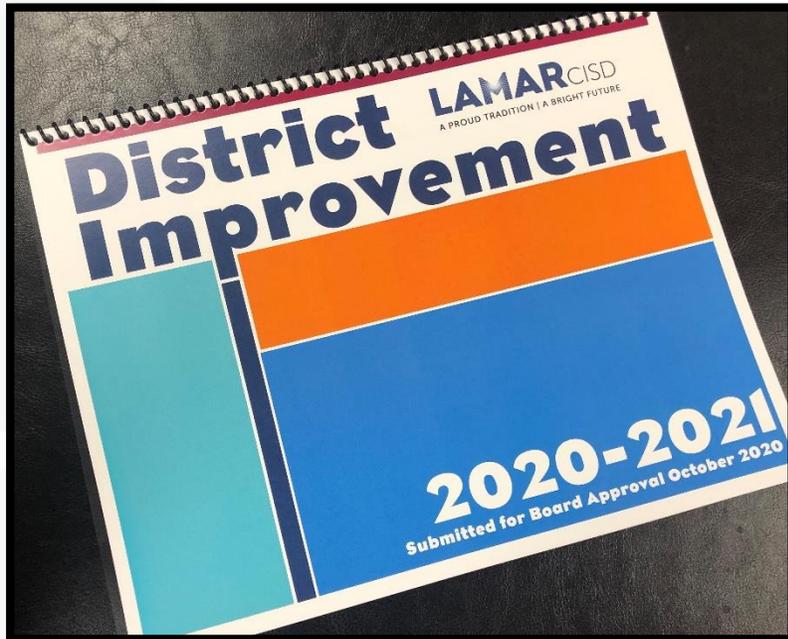
Plan for Rapid Growth While Preserving  
District Culture



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 at Tier I level.	Campus Administrators, Exec. Dir. of Teaching and Learning Programs, Exec. Dir. of Teaching and Learning, Content Coordinators	September 2020 - June 2021	Utilize existing staff and resources	A report on the documentation developed from each walk providing reflection and instructional practices at the 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 questions of PLCs based on rigorous instruction and College Board strategies and curricula/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/rigor.

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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

## Update: Special Note

### Instructional Coaching

Secondary instructional coaches, facilitators and administrators participated in introductory professional development on the coaching cycle from the Jim Knight Instructional Coaching Group on January 28 and 29.

### Digital Learning

229 staff members participated in Nearpod Assessments and Reporting, Nearpod in Action, Student Engagement Tools, Collaboration Tools

# Evolve the Student Learning Experience

## Professional Development Offerings

All PD sessions from beginning of 20-21 school year

- District content PD sessions
- DC meetings
- Campus meetings/trainings that count as PD

	Fall 2020	Spring 2021	Summer 2021
Total Classes Offered	437	577	387
Total Participants	11,715	12,618	3,180 <small>(Registration opened in April)</small>
Total Hours Earned	53,276	18,334	TBD

# 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

## Update: Special Note

Activities	Participants
Community Partner Opportunities	416
Project LEARN	232
Early Childhood Events (Winter Festival)	200
<b>Total</b>	<b>848</b>

# 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

## Update:

- Based on the beginning of the year universal screener results, campuses are successfully implementing the tiered systems of support.
- 2,132 students receiving Tier 2 skill building intervention
- 913 Tier 3 intensive intervention supports across campuses
- Ongoing feedback on SST collaborative team processes, intervention practices, and Success Ed data implementation through on-site trainings and monthly Power Hour Zoom sessions.
- SPED completed training on “Addressing the Needs of the Borderline or Low Functioning Student” and “Special Education Program Monitoring: How to Use Your Checklists for Critical Elements.” – ES AP’s January and February and Sec AP’s February
- SPED failures have decreased by 59.52% collectively across campuses when compared to the 2019-2020 school year

# 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

## Update:

<b>Close Observation &amp; Analysis &amp; Evidenced Based Writing</b>	STAAR Reading and Writing Training, Units of Study for Writing, Bulb training on electronic writing portfolios, calibration of writing samples, Social Studies Weekly Training
<b>Higher Order Questioning</b>	A Lead4ward Think Along Plan to focus on higher level questioning, virtual sheltered instruction coaching cycle with teachers
<b>Academic Conversations</b>	Number Talks, Number Sense Learning Progression, Lead4ward Think Along Plan focusing on student conversation, sheltered instruction training

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

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**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

## Update:

- Instructional walks were completed for multiple CTE, AP, and GT classrooms by March 12, 2021.
- Beginning April 14, AP, GT and CTE teachers who demonstrate quality rigor in classroom will be recorded to demonstrate high quality instructional techniques to share with others.
- PD was delivered to CTE teachers on developing strong PLCs in the month of February. Summer PD is planned to continue this work.
- Advanced Placement PLCs took place on January 18th, 19th and 21st. Spring dates in May 2021 will be scheduled to review data and plan for the 2021-2022 school year.

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

## Update:

<b>Campus</b>	<b>Number of exam registrations/orders, for 2021 (individual exam orders)</b>	<b>Number of students who requested digital exams in 2021:</b>	<b>Number of total exams to be taken, at-home, digitally in 2021:</b>
<b>FOSTER</b>	<b>1,308</b> (908 in 19/20)	5 Students	9 Exams
<b>FULSHEAR</b>	<b>1,254</b> (703 in 19/20)	51 Students	82 Exams
<b>GEORGE RANCH</b>	<b>1,713</b> (1,657 in 19/20)	164 Students	209 Exams
<b>LAMAR</b>	<b>995</b> (901 in 19/20)	67 Students	96 Exams
<b>TERRY</b>	<b>951</b> (790 in 19/20)	81 Students	108 Exams

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

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**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

## Update:

- Monthly meetings with CCFs have included SchoolLinks PD—this will continue throughout the remainder of the school year
- Each campus CCF has met with students (individually and by class) to complete student onboarding, and grade-level tasks, in SchoolLinks
- 98% of student accounts have been activated by parent guardians
- 106 additional parents/guardians participated in training for SchoolLinks when compared to Naviance the previous year (shared at first update)

# 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

## Update:

- Continuation of training for the Solution Focused Approach took place in January and February with principals and assistant principals.
- Continuation of training for the Solution Focused Approach will take place with campus staff in spring 2021
- Character Counts guidance lessons continue throughout the district for on-campus and virtual students and are on track for 100% completion by end of school year

# 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

## Update:

- Assistant principals will be trained in how to appropriately implement a student's Behavior Intervention Plan (BIP) to ensure the use of positive behavioral strategies (October ES AP and January Sec AP)
- Campuses have documentation of At-Risk students with multiple discipline infractions and the progress of MTSS interventions is provided to each student. Campuses continue to receive on-going support on how to work with students needing additional interventions.
- 824 Students in ISS through 3rd quarter (decrease of 1196 or 59.2%)
- 632 Students in OSS through 3rd quarter (decrease of 473 or 42.8%)

# 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

## Update:

- Drill schedules and compliance are tracked in the Raptor system.
- All campuses completed their annual drill schedules and entered them into the Raptor system prior to the start of the 2020-2021 school year.
- All campuses achieved 100 percent compliance for their updated pandemic safety drills through March 2020.

# 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

## Update:

- The Board reviewed the District's Master Plan Principles during the October Board meeting and added a footnote to the Master Plan Principles.
- The Board Policy Committee discussed reviewing the Master Plan Principles again in detail, as we approach the next bond cycle, but before planning begins.

# 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

## Update:

- A webpage has been created for realtors and developers in the area. This page can be found under the Community tab on the homepage and houses information realtors can use to promote Lamar CISD to new and potential families.
- Information includes the latest Demographic Report, new student information, current enrollment, etc.

# 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

## Update:

- The District implemented print and digital information campaigns to ensure the Lamar CISD community was informed of the 2020 Bond and the four propositions on the November ballot.
- On November 3, the community passed the largest bond referendum in the District's history, approving Propositions A and D at \$666,810,864. The community passed 236 out of the 239 projects included in the 2020 Bond.

# 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

## Update:

- The TASB Staffing Review has been conducted and District staff are continuing to review the information.

# District Improvement

## **STRATEGIC PRIORITY 5**

**Focus on Talent**

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# Focus on Talent

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**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

## Update:

- The initial survey was sent out in January to 430 recent hires and 164 recent applicants.
- There was about a 50% response rate to the survey.
- Survey data shows the top three factors that attract new employees to Lamar CISD are:
  - Great work environment and culture
  - Compensation and Benefits
  - Meaningful work and making a difference.
- Next survey will go out in June

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# Focus on Talent

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**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

## Update:

- Staff Development sent a survey to first-year teachers in December looking for insight into their first-year experiences.
- First-year teachers rated their first semester favorably with an 82% positive feedback response.
- Survey data gives mentor teachers high marks with 93.4% positive feedback
- 92.8% would recommend Lamar CISD to a friend seeking employment as a first-year teacher.

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# Focus on Talent

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**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

## Update:

- After transferring principals to open new schools, Lamar CISD had two principal vacancies, which were filled by assistant principals in the District.

This represents a 100% internal staffing rate.

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# Focus on Talent

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**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.*

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# Focus on Talent

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## Update:

- There are currently 35,600 subscribers.
- Community Relations continues to promote The Link as an online newsletter for anyone interested in Lamar CISD.

# District Improvement

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A PROUD TRADITION | A BRIGHT FUTURE

**2020-2021**

Submitted for Board Approval October 2020