

# LAMAR CISD

## **District Improvement Plan**

2011/2012

# LAMAR CISD

## **Mission**

*To educate all students by ensuring access to a superior education through inspired leadership among parents, teachers, administrators, and staff, allowing students to achieve their full potential to participate in future social, economic and educational opportunities in their community.*

### Nondiscrimination Notice

LAMAR CISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

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## Vision

*We at Lamar CISD believe in Total Respect Uniting Students and Teachers or TRUST. The Trust Initiative has seven components. These components are traits considered to be the most important to be modeled by LCISD staff and students. They were determined by LCISD teachers and administrators through the District-wide Student Improvement Council. Believing that we must model these traits before we can ask students to demonstrate them, the administrators, teachers, and support staff received TRUST training prior to the 2004-2005 school year. The components are:*

- 1. Respect*
- 2. Responsibility*
- 3. Positive Attitude*
- 4. High Expectations*
- 5. Discipline*
- 6. Integrity*
- 7. Honesty*
- 8. Life-long Learning*

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# District Comprehensive Needs Assessment 11-12

Lamar Consolidated ISD  
Comprehensive Needs Assessment 11-12

Lamar CISD is a District that serves students in grades (s) PK- 12.

Total staff in the District is 3129 with 1864 of them being professional staff. Total minority staff for the District is 1369 or 44%. The 1532 teachers are 81% female and 19% male. Ethnicity for the teaching staff is 11% African American, 15% Hispanic, 72% White, 1% Native American, and 1% Asian. The average years of experience for teachers is 11 years.

The student population is 5% Asian, 18% African American, 46% Hispanic and 30% White, 1% Two or More Races, with a total of 24,637 students. 48% of the students are considered Economically Disadvantage, 14% are Limited English Proficient, 45% are At-Risk and 9% qualify for Special Education.

The District Board of Trustees reviewed needs and various types of data to determine the priority needs of the District.

The priority needs identified for the next school year include:

1. Continue to make improvements and advancements in the instructional program.
2. Continue planning for expected growth within the current economic climate.
3. Continue improvements in Career and Technical Education.
4. Continue improvements to the safety and security of the District's schools.
5. Continue improvements to efficiencies in District operations.

These needs will be addressed by the following strategies:

1. Continue improvements toward all schools receiving distinction designations at the exemplary level.
2. Increase general education interventions and supports so fewer students need special education services and thereby address AYP.
3. Continue to increase the number of students taking dual credit and AP courses and increase the number of students taking AP tests and receiving a 3 or higher.
4. Educate the Board and the community about the new state assessment program, STAAR.
5. Carry out the timeline for the 2011 Bond election.
6. Continue work in Career and Technical Education to increase the number of courses that provide college credit.
7. Continue to work on Career and Technical Education curriculum documents.
8. Continue to expand the implementation of Project Lead The Way
9. Continue to monitor consistent implementation of the District's procedures regarding school safety and security.
10. Continue implementation of the instructional management system for curriculum, professional development, gradebook, assessment and the parent portal.
11. Provide reports to the Board on the implementation of the recommendations from the Technology audit.
12. Make a recommendation to the Board regarding the student management system, Discovery, regarding replacement or upgrade.
13. Explore the use of process analysis and process improvement as a strategy to improve efficiency and reduce costs.

## DATA RESOURCES FOR DISTRICT NEEDS ASSESSMENT

Listed below are sources of data that were reviewed as part of the District Needs Assessment.

### AEIS

Disaggregated TAKS data

Commended

Dropout and School Leaver data—disaggregated

Teacher Attendance/Teacher Retention data/Highly Qualified Certification data

### At Risk Identifiers

G/T Identification Data

Federal Accountability data for AYP

TELPAS data

PBMAS Reports

PEIMS Reports

Discipline Referral Data

Student Attendance Data

Benchmark Testing Data

Special Education-Referral Data

TPRI Data (Elementary)

PSAT/SAT/ACT/AP Data (High School)

Truancy Data

### Surveys

Drug/Safety

Employee

Graduate

Technology



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**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

- Objective 1.** Implement a comprehensive curriculum management system to assure appropriate curriculum for all students.
- Objective 2.** A comprehensive program evaluation system will be implemented to improve academic programs and insure academic excellence.
- Objective 3.** A comprehensive student assessment and accountability program will be refined and continued to ensure high expectations for all students, to effectively monitor student progress in mastering the district curriculum, and to ensure that standards for district accountability are established and followed.
- Objective 4.** Curriculum objectives will be measured and student performance analyzed to insure that district curriculum is being learned by students and that, in turn, students are being prepared adequately for the state assessments.
- Objective 5.** Career and technical education will encourage students to achieve excellence by preparing them for secondary and postsecondary opportunities, career preparation and advancement, meaningful work, and active citizenship.
- Objective 6.** Specific actions will be taken yearly to address students at risk of dropping out of school and thereby lower the dropout rate while improving attendance and completion rates for all students and for English Language Learners.
- Objective 7.** Provide services to address the needs of the academically advanced student and improve equity of access to such services.
- Objective 8.** Meet the learning needs of students in grades two and under with a particular emphasis on the development of reading skills.
- Objective 9.** Provide accelerated opportunities for educating At Risk, Title I, and LEP students.
- Objective 10.** Provide quality services for students qualifying for Special Education and 504 including dyslexic students.
- Objective 11.** Automate and integrate administrative tasks to provide more real time access to multiple sources of student, teacher, administrator, and staff information for data driven decision making purposes.
- Objective 12.** Provide quality hardware/software and just in time, campus-based instruction and technical support; provide quality hardware, software and on-line teaching and learning resources that support TEKS, TAKS/STAAR and the District Curriculum.
- Objective 13.** Initiate high school programs and practices which will result in student's increased preparation for postsecondary success.

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

- Objective 1.** Research, initiate, and continue recruiting and hiring practices that result in hiring and maintaining highly qualified teachers and other staff members.

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- Objective 2.** Review recruitment, selection, and development processes to assure that creative, innovative district and building administrators with the ability to facilitate and manage change are hired and retained.
  - Objective 3.** Provide incentives, recognition, rewards, and other structures that help to build staff morale and motivation and retain excellent teachers.
  - Objective 4.** Initiate processes and structures which will result in certifications and/or skills for advancement
  - Objective 5.** Provide opportunities to promote new teachers' professional competence and growth
  - Objective 6.** Work with campuses to provide structures that allow staff members to learn from one another through peer observation, feedback, and other collegial learning processes.
  - Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.
- Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.
- Objective 1.** Provide training and support for campus, district, and department planning and decision making to promote continuous improvement efforts and to assure consistency in planning.
  - Objective 2.** Monitor implementation of administration regulations and best practices on individual campuses, providing advice, clarification, technical feedback, and support.
  - Objective 3.** Support systematic processes that improve and ease data management to result in more accurate data for decision-making.
  - Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.
  - Objective 5.** Review, update, and monitor schedules and procedures governing construction, remodeling, and maintenance of school facilities and transportation to ensure that an optimal environment is provided for teaching and learning.
  - Objective 6.** Improve system wide efficiency, productivity, planning, and allocation of resources by aligning, prioritizing, integrating and automating the core functions of departmental, business, and support processes. (3.2)
- Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

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- Objective 1.** Effectively integrate technology into the LCISD curriculum as a learning and productivity tool.
  - Objective 2.** Provide students, educators, and staff system-wide equitable access to technology that is current, secure, complex, and powerful enough to meet learning, teaching, and management needs(4.1).
  - Objective 3.** Invest and employ strategies for effective and efficient technology use, curriculum integration, community access, support and financial accountability (4.2)
  - Objective 4.** Increase campus and district technology communications, data-driven decision making, and quality of internal and external communications both during the day and outside the regular school day (4.5).
- Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.
- Objective 1.** Develop and continue image-building activities at both the district and campus level.
  - Objective 2.** Provide opportunities for 2-way communication to occur between communitymembers and the district in order to receive input from and provide information to all stakeholders. Include special activities that address communication between the district and parents
  - Objective 3.** Establish reciprocal channels of communication between campuses and central administration to assure support for student achievement.
  - Objective 4.** Utilize technology to increase communication with community, among schools, and between schools and the district office.
  - Objective 5.** Provide school/business partnerships and other structures which result in community support of student learning.
  - Objective 6.** Develop practices and programs for parents and families to meet needs and support academic success and high school completion for all students.
- Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.
- Objective 1.** Empower students to develop positive internal and external assets so that they are strong and successful learners and are safe and drug-free.
  - Objective 2.** Empower all LCISD staff members to work together to create a safe and drug free school environment.
  - Objective 3.** Empower parents and community agencies as well as community members to takeactions to ensure that children in LCISD are safe and drug free.

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**Objective 4.** Evaluate effectiveness of student, staff, parent, and community initiatives in establishing strong, drug-free, disciplined schools.

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**Objective 1.** Implement a comprehensive curriculum management system to assure appropriate curriculum for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Support new curriculum implementation through subject area staff development. (Title I SW: 4) (Target Group: All) (NCLB: 1,5)	Curriculum & Instructional Specialists, Director of Staff Development	All Year	(S)Local Funds	TAKS Cumulative Pass Rate AYP Ratings STAAR Performance 80% of participants attending curriculum staff development will rate overall effectiveness as 4 or 5 on a 5 point scale.
2. Edit New Curriculum; align K-12 resources and research-based instructional strategies. (Title I SW: 7) (Target Group: All, ECD, AtRisk) (NCLB: 1,5)	Accelerated Language Programs Administrator, Curriculum & Instructional Specialists, Director of Fine Arts	All Year	(S)Local Funds	TPRI Tejas Lee TAKS Cumulative Pass Rate STAAR Performance
3. Continue to formalize and sequence elective objectives and establish suggested time ranges for new curriculum. (Target Group: All) (NCLB: 5)	Curriculum & Instructional Specialists, Director of Fine Arts	All Year	(S)Local Funds	Student attendance rates Completion rates
4. Revise novel list. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	March	(S)Local Funds	TAKS Cumulative Pass Rate STAAR Performance
5. Initiate, develop, and carry out textbook selection process, pending state guidelines. (Target Group: All) (NCLB: 5)	Curriculum & Instructional Specialists, Executive Director Curriculum	All Year	(S)Local Funds	Textbook Inventory
6. Survey 2011 graduates to determine level of satisfaction with high school curriculum, classes, and experiences. (Target Group: All) (NCLB: 2)	Director of Research and Accountability	May	(S)Local Funds	Completion Rate Graduation Rate Graduates who are problem solvers Graduates prepared for future education
7. Continue work with School Health Advisory Council and wellness audit. (Target Group: All) (NCLB: 4)	Athletic Director	Sep-May	(S)Local Funds	SHAC meetings 4 times a year CATCH program Wellness Survey Fitness Gram Texas Fitness Now Grant

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8. Review summer school curriculum and revise as needed, pending state guidelines. (Target Group: All) (NCLB: 1,5)	Curriculum & Instructional Specialists	All Year	(S)State Compensatory, (S)Student Success Initiative	Completion Rate TAKS/STAAR Performance
9. Meet regularly with elementary science facilitators, department heads. (Target Group: All) (NCLB: 5)	Science Curriculum Specialist	Sep,Nov, Feb, Apr	(S)Local Funds	STAAR Performance
10. Deliver training to Elementary and Junior High summer school teachers, pending state funding. (Target Group: All) (NCLB: 1)	Curriculum & Instructional Specialists, ELA Curriculum Specialist, Math Curriculum Specialist	May-Jun	(S)Local Funds, (S)State Compensatory, (S)Student Success Initiative	Assessment Performance
11. Deliver 10-day Dyslexia Intervention Program training to teachers who will work with identified dyslexic students and do dyslexia testing and provide updates to current Dyslexia Specialist. (Target Group: All) (NCLB: 1)	Dyslexia Specialist	Sep-Dec	(S)Local Funds	STAAR Performance
12. Provide Language Arts/Reading related training sessions for teachers and Reading Facilitators. Sessions include: DRA, TPRI, Balanced Literacy and other topics as requested. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	All Year	(S)Local Funds	TPRI STAAR Performance
13. Provide training sessions for grades 6- 12 ELAR topics. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	Jun-Aug	(S)Local Funds	STAAR Performance
14. Continue to implement and support the integrated district-wide Instructional Management System. (Target Group: All) (NCLB: 5)	Director of Technology, Executive Director Curriculum	Sep-Dec	(S)Local Funds	User reports from D2SC
15. Provide History Alive Training and follow-up for teachers. (Target Group: All) (NCLB: 5)	Social Studies Curriculum Specialist	Jun-Aug	(S)Local Funds	STAAR Performance Commended Students
16. Coordinate District Science Olympiad for elementary grades. (Target Group: All) (NCLB: 5)	Science Curriculum Specialist	All Year	(S)Local Funds	STAAR Performance

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
17. Coordinate teachers attending the Conference for the Advancement of Science Teaching (CAST). (Target Group: All) (NCLB: 5)	Science Curriculum Specialist	Aug - Nov	(S)Local Funds	STAAR Performance
18. Coordinate professional development brought back from CAST and presented on the February District Staff Development Day. (Target Group: All) (NCLB: 5)	Science Curriculum Specialist	Nov - Feb	(S)Local Funds	STAAR Performance
19. Purchase and implement curriculum for delivery through D2SC. (Target Group: All) (NCLB: 5)	Director of Staff Development, Director of Technology, Executive Director Curriculum	Sept - Aug	(S)Local Funds	Employee Survey 80 % of participants attending the "Curriculum 101" training will rate the overall effectiveness as a 4 or 5 on a 5-point scale. 100% of the core content area teachers will attend the "Curriculum 101" training by December 2011.
20. Monitor the implementation of the District Curriculum delivered through the Data Driven Software Corporation(D2SC)System. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	Sept - May	(S)Local Funds	Monday D2 Meeting reports Response to surveys Feedback from Principals and Department Heads
21. Meet regularly with Elementary Math Facilitators (1/2 day monthly). (Target Group: All) (NCLB: 1,5)	Math Curriculum Specialist	Sept- May	(S)Local Funds	STAAR Performance
22. Meet regularly with Secondary Math Department Chairman (1/2 day bi-monthly). (Target Group: All) (NCLB: 1,5)	Math Curriculum Specialist	Setp, Nov, Jan, Mar, May	(S)Local Funds	STAAR Performance
23. Support implementation of Advanced Quantitative Reasoning (AQR). (Target Group: All) (NCLB: 1,5)	Math Curriculum Specialist	All Year	(S)Local Funds	Course enrollment and completion rate.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
24. Develop and deliver a Science Academy that provides strategies for improving teaching and learning that will raise state assessment scores. (Pending funding) (Target Group: All) (NCLB: 1)	Science Curriculum Specialist	Jul - Jun	(S)Local Funds	STAAR Performance
25. Continue to revise and deliver an iMath Academy that provides strategies for improving teaching and learning that will raise state assessment scores. (Pending Funding) (NCLB: 1)	Math Curriculum Specialist	Jul-Jun	(S)Local Funds	STAAR Performance
26. Provide support for READ 180 (grades 6-8) program targeting struggling readers. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	Aug- Jun	(S)Local Funds	Performance on State Assessment
27. Provide support for writing K-12 through 6+1 Traits Writing program. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	All Year	(S)Local Funds	Performance on State Assessment
28. Work with fine arts teachers to organize, implement, and or participate in competitions and performances including UIL and other TEKS-based competitive competitions such as VASE, Jr. VASE, and TEAM. (Target Group: All) (NCLB: 4)	Director of Fine Arts	All Year	(S)Local Funds	Contest ratings and critiques from adjudicators
29. Deliver and post updates on applicable TEA and UIL rules changes to principals and teachers of band, choir, dance, secondary art, debate, theatre, and cheerleading sponsors. (Target Group: All) (NCLB: 4)	Director of Fine Arts	Aug - Sept	(S)Local Funds	UIL performance ratings, contest & tournament results

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
30. Host District-wide fine arts meetings to facilitate the development of instructional strategies which support and create connections to the core subject areas in order to achieve the academic goals of the school district. (Target Group: All) (NCLB: 4)	Director of Fine Arts	Aug - May	(S)Local Funds	UIL performance ratings, contest & tournament results, and Alignment between Elementary and Secondary programs
31. Provide annual feedback on the effectiveness of the fine arts instructional programs to teachers and administrators. (Target Group: All) (NCLB: 4)	Director of Fine Arts	All Year	(S)Local Funds	UIL performance ratings, contest & tournament results, and Alignment between Elementary and Secondary programs
32. Provide annual feedback on teacher-generated needs assessment to teachers and administrators. (Target Group: All) (NCLB: 4)	Director of Fine Arts	All Year	(S)Local Funds	UIL performance ratings, contest & tournament results, and Alignment between Elementary and Secondary programs
33. Streamline the disbursement of funds budgeted for fine arts instructional inventory improvement, materials, supplies, uniform selection and maintenance equipment repair, student awards, UIL and other TEKS-based competition costs. (Target Group: All) (NCLB: 4)	Director of Fine Arts	All Year	(S)Local Funds	Needs Assessment Survey results from teachers
34. Coordinate the elementary UIL academic contest; oversee expenditures of contest and disseminate information to elementary principals and the UIL district director. (Target Group: All) (NCLB: 4)	Director of Fine Arts	Apr - Jan	(S)Local Funds	UIL ratings

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**Objective 2.** A comprehensive program evaluation system will be implemented to improve academic programs and insure academic excellence.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Perform program evaluation annually. (Target Group: All) (NCLB: 4)	Executive Director Curriculum	Oct-May	(S)Local Funds	Reports to Board
2. Form committees to follow up on previous year program evaluations when appropriate. (Target Group: All) (NCLB: 4)	Executive Director Curriculum	Apr-Sep	(S)Local Funds	Student achievement data
3. Monitor implementation of District RTI process. (Target Group: All) (NCLB: 1)	Executive Director Curriculum, Executive Director Elementary, Executive Director Secondary	Aug - May	(S)Local Funds	Periodic reports at Principal meetings

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**Objective 3.** A comprehensive student assessment and accountability program will be refined and continued to ensure high expectations for all students, to effectively monitor student progress in mastering the district curriculum, and to ensure that standards for district accountability are established and followed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training and materials for state and district testing to ensure consistency in scoring, and reliable test administration and thus, improve reliability and validity of results. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Sep-Jul	(S)Local Funds	STAAR Performance
2. Facilitate the use of D2 to gather PK and Kindergarten checklist data to help identify at risk students and provide summary data for principals and administrators. (Target Group: All) (NCLB: 1)	Curriculum & Instructional Specialists, Director of Research and Accountability	Jul-Aug and Feb-Mar	(S)Local Funds	PK Student Growth Grade 1 Retention Rate
3. Utilize D2SC to house Texas Primary/TEJAS IEE Reading Inventory (TPRI) performance data of students in grades K, 1, and 2. Make data available to principals and testing coordinators; teach principals how to read data. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Oct,Jan,Feb, May	(S)Local Funds	TPRI Performance Grade 1 Retention Rate Tejas LEE STAAR Performance
4. Plan for and administer district standardized testing program - CogAT, Iowa Algebra Aptitude, GRADE, and ITBS; score all tests in District house. Provide training on interpretation and use of standardized test results. Generate parent letters to notify parents of results and student labels for cumulative folders. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Nov-May	(S)Local Funds	STAAR Performance Commended Students Students enrolled in Advanced Courses
5. Establish annual district testing calendar, using input from the state, administration, principals, and site-based teams. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Apr-Aug	(S)Local Funds	STAAR Performance National Merit Scholars

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. Work with instructional technology to provide update training for administrators, counselors, and special education personnel in the use of D2SC software. Include TELPAS training. Keep files up-to-date and readily available. (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Director of Research and Accountability	Aug-Jun	(S)Local Funds	STAAR Performance AEIS Ratings AYP Ratings AMAOS User Reports Sign-in sheets
7. Work with instructional technology to assist as needed with training for campus coordinators in D2SC (at least 1 per campus). (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Director of Research and Accountability	Aug-Oct	(S)Local Funds	Achievement Objectives TELPAS STAAR Performance
8. Work with network administrator to make student performance data via D2SC available to both the administrator's and the teacher's network computer. (Target Group: All) (NCLB: 1)	Director of Research and Accountability, Network Administrator	Aug-Oct	(L)Bond Funds	Achievement Objectives TELPAS User reports Decrease in help desk calls Increase in student performance
9. Serve as a help desk and individual tutor to administrators and testing coordinators to answer questions about use of D2SC. (Target Group: All) (NCLB: 1)	Assessment Data Specialist, Director of Research and Accountability	Jul-Jun	(S)Local Funds	Achievement Objectives TELPAS
10. Analyze results of district standardized tests including college tests and provide analysis to principals, administration, and Board. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-May	(S)Local Funds	SAT Scores ACT Scores AP Scores
11. Provide required analysis of state tests results to Board, administration, and principals. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Sep, Dec-Jan, Apr-Jun	(S)Local Funds	STAAR Performance AEIS Ratings AYP Ratings

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Work with GT facilitators to make testing and teacher recommendation data available in a format that assists them in decision making. Provide any needed training to assist them in securing and synthesizing data. (Target Group: All, GT) (NCLB: 1)	Director of Advanced Studies, Director of Research and Accountability	Feb-Dec	(S)Local Funds	% Students enrolled in Advanced Courses
13. Insure that principals receive data needed for Grade Placement Committees in a timely manner. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Oct-Feb	(S)Local Funds	STAAR Performance GPC Minutes
14. Continue to refine methodology for collecting student performance data that meets the needs of all entities - grants, initiatives, state, etc. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Nov, Feb-Jun	(S)Local Funds	Increase in grants and other initiatives
15. Oversee testing of LEP students for dismissal from program. (Target Group: ESL) (NCLB: 2)	Accelerated Language Programs Administrator, Director of Research and Accountability	Aug-Oct, Jan-Feb	(S)Local Funds	TELPAS STAAR Performance OLPT
16. Provide testing to students throughout the district for advanced placement without prior instruction during summer months when schools are not in session. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Aug, Jun	(S)Local Funds	Records of tests taken and scores received
17. Keep principals and district administrators informed about all matters of accountability including AEIS ,AYP, and AMAOS. Provide training as needed. (Target Group: All) (NCLB: 1,2)	Director of Research and Accountability	Sep-Jun	(S)Local Funds	STAAR Performance AEIS Ratings AYP Ratings AMAOS
18. Prepare the annual district accountability report; lead required public hearing. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Nov-Dec	(S)Local Funds	AEIS Ratings AYP Ratings

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
19. Prepare and submit to TEA appeals for AEIS and AYP as needed. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Aug-Sep, Nov-Dec	(S)Local Funds	AEIS Ratings AYP Ratings
20. Help prepare and present workshops for the Board on Accountability Systems, state tests results, and progress toward Exemplary. (Target Group: All) (NCLB: 1)	Director of Research and Accountability, Executive Director Curriculum	Sep, Dec, Mar, Jun	(S)Local Funds	STAAR Performance AEIS Ratings AYP Ratings
21. Maintain records throughout the year and respond to TEA required early reading report. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Sep-May	(S)Local Funds	TPRI Performance Grade 1 Retention Rate Tejas LEE
22. Work with Superintendent, Cabinet, and Administration to continue to improve tools principals have to analyze student performance data so that strategies for ensuring student success can be established and modified. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Jun	(S)Local Funds	STAAR Performance Commended Students AEIS Ratings AYP Ratings
23. Assist principals and other staff members in the use of INOVA Plus. (Target Group: All) (NCLB: 1)	Director of Research and Accountability, Director of Staff Development	Aug-Jun	(S)Local Funds	STAAR Performance Commended Students AEIS Ratings AYP Ratings
24. Provide Title I support to district data analysis initiative. (Title I SW: 1,8,9) (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Jul-Jun	(S)Local Funds	Data analysis utilized at all levels and listed in campus plans
25. Prepare and provide JDC evaluation and documentation to TEA. (Target Group: All) (NCLB: 1,2,5)	Director of Research and Accountability, State/Federal Programs Supervisor	Nov-Dec, May-Jun	(O)No funds needed	Completed reports
26. Provide training in accommodations allowed for state testing. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Sept	(S)Local Funds	STAAR Performance

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 3.** A comprehensive student assessment and accountability program will be refined and continued to ensure high expectations for all students, to effectively monitor student progress in mastering the district curriculum, and to ensure that standards for district accountability are established and followed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
27. Work with Technology department to ensure that campuses have support for online testing. (Target Group: All) (NCLB: 1,2)	Director of Research and Accountability	Jul, Oct, Feb-May	(S)Local Funds	STAAR Performance AMAOS English Language Learner Progress Measure TELPAS

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 4.** Curriculum objectives will be measured and student performance analyzed to insure that district curriculum is being learned by students and that, in turn, students are being prepared adequately for the state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist administrators in the interpretation of state testing reports so that they can address strengths and weaknesses across the district and on their campus. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Oct, Mar-Jun	(S)Local Funds	STARR Performance AEIS Ratings AYP Ratings
2. Assist with instructional technology to provide training for new administrators and testing coordinators on using D2SC to interpret state, proficiency and benchmark test results. (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Director of Research and Accountability	Aug-Sep	(S)Local Funds	STAAR Performance AEIS Ratings AYP Ratings
3. Create and implement a set of Progress Monitoring Assessments and Benchmarks aligned to the District Curriculum and the STAAR blueprints per the Elementary and Secondary Assessment plans utilizing the WebcCAT Assessment Management tool. (Target Group: All) (NCLB: 1,5)	Curriculum & Instructional Specialists, Director of Research and Accountability	Sept - Feb	(S)Local Funds	STAAR Performance Commended Students
4. Provide staff development on preparation for STAAR utilizing student performance data. (Target Group: All) (NCLB: 1)	Curriculum & Instructional Specialists, Director of Research and Accountability, Director of Staff Development, Social Studies Curriculum Specialist	Aug-Oct	(S)Local Funds	STAAR Performance Commended Students
5. Provide SSI tutors for struggling students during the school year and summer school. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist, Math Curriculum Specialist	Oct-Jun	(S)Local Funds, (S)Student Success Initiative	STAAR Performance
6. Provide training, resources and support to SSI tutors who work with students who struggle in reading and math. (pending funding) (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist, Math Curriculum Specialist	Aug-Jun	(S)Student Success Initiative	STAAR Performance
7. Provide training and support for teachers in the implementation of enVisionMath program for Grades K-5 (Target Group: All) (NCLB: 1)	Math Curriculum Specialist	Aug - June	(S)Local Funds	STAAR Performance Commended Students

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 4.** Curriculum objectives will be measured and student performance analyzed to insure that district curriculum is being learned by students and that, in turn, students are being prepared adequately for the state assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue iMath Academy, pending state funding. (Target Group: All) (NCLB: 2)	Math Curriculum Specialist	Sept- Aug	(S)Local Funds	STAAR Math Performance
9. Continue Vertical Team plan to reach exemplary status (Target Group: All) (NCLB: 5)	Director of Research and Accountability, Executive Director Curriculum, Executive Director Elementary, Executive Director Secondary	Sept - May	(S)Local Funds	STAAR Performance
10. Support and monitor the implementation of enVisionMath. (Target Group: All) (NCLB: 1)	Executive Director Curriculum, Math Curriculum Specialist	Sept - May	(S)Local Funds	STAAR Math Performance
11. Continue the implementation of a more rigorous curriculum by eliminating Honors level courses. (Target Group: All) (NCLB: 1)	Executive Director Curriculum, Executive Director Secondary	Sept - May	(S)Local Funds	STAAR Performance
12. Implement Progress Monitoring Assessments and Benchmark Tests. (Target Group: All) (NCLB: 1)	Director of Research and Accountability, Executive Director Curriculum, Math Curriculum Specialist, Science Curriculum Specialist	Sept - May	(S)Local Funds	STAAR Performance
13. Support instruction based on Kilgo model. (Target Group: All) (NCLB: 1,5)	Curriculum & Instructional Specialists	All Year	(S)Local Funds	State Assessment Performance
14. Increase general education interventions and supports so that fewer students need special education services. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	All Year	(S)Local Funds	Reduction in Special Ed. Students.
15. Increase the rigor and relevance of the curriculum so that more special education students are able to take and pass regular state assessments. (Target Group: SPED) (NCLB: 5)	Executive Director Curriculum	All Year	(S)Local Funds	Special Ed. Assessment Performance increase
16. Work with campuses so that fewer special education students need alternative or modified assessments. (Target Group: SPED) (NCLB: 5)	Executive Director Curriculum	All Year	(S)Local Funds	40% reduction in modified assessments.

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 5.** Career and technical education will encourage students to achieve excellence by preparing them for secondary and postsecondary opportunities, career preparation and advancement, meaningful work, and active citizenship.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Distribute programs of study to counselors and students in grades 8-11. Inform JH and HS counselors and librarians about career investigation software to aid in course selection of career/post secondary training/education. (Target Group: All) (NCLB: 1,2,5)	Director of Career and Technical Education	Dec - May	(O)No funds needed	Administrative report regarding use of materials and software
2. Develop and continue articulation and tech prep agreements as necessary. Train appropriate teachers in statewide articulation. (Target Group: All) (NCLB: 1,2,5)	Director of Career and Technical Education	August - July	(O)No funds needed	Signed agreements in place and documentation of applicable teachers trained.
3. Work with the CTE Advisory Councils to solicit industry input for program improvement. (Target Group: All)	Director of Career and Technical Education	Sep - May	(O)No funds needed	Meeting agendas and minutes.
4. STAAR performance of CTE students, as summarized in PBMAS, reviewed and shared with campuses. (Target Group: All, CTE) (NCLB: 1)	Director of Career and Technical Education, Director of Research and Accountability	Sept - Nov	(O)No funds needed	STAAR Performance CTE Students PBMAS report

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 6.** Specific actions will be taken yearly to address students at risk of dropping out of school and thereby lower the dropout rate while improving attendance and completion rates for all students and for English Language Learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Analyze district and campus dropout and completion data to provide a full and accurate picture and recommend areas of focus that may result in a reduced dropout rate and an improved completion rate. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Administrator of Student Accounting, Director of Research and Accountability, Manager of Mainframe Technology	Jul-Oct	(S)Local Funds	AEIS Ratings AYP Ratings Completion Rates Dropout Rates 95% or greater completion rate for all students and all sub-groups
2. Review completion and leaver records with campus principals and district administrators to insure that data is appropriately collected and to provide information for the recovery process. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Administrator of Student Accounting	Aug-May	(S)Local Funds	Documentation showing training and meeting took place
3. Work with campuses to improve data collection to ensure that accurate data is reported to TEA. Provide additional training as needed on leaver codes and documentation. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Administrator of Student Accounting	Aug-May	(S)Local Funds	95% or greater completion rate for all students and all sub-groups.
4. Refine school completion initiatives based on data analysis provided. Provide campuses with early indicators of potential dropouts. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Aug-May	(S)Local Funds	95% or greater completion rate for all students and all sub-groups
5. Research and implement initiatives and processes that focus on high school completion for all students and all populations. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Special Sites Administrator	Aug-Jun	(S)Local Funds	95% or greater completion rate for all students and all sub-groups
6. Implement written procedures to correlate campus and district efforts to recover dropouts and to report dropouts accurately. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Aug-Jun	(S)Local Funds	Completed procedures manual

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 6.** Specific actions will be taken yearly to address students at risk of dropping out of school and thereby lower the dropout rate while improving attendance and completion rates for all students and for English Language Learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide programs at District & Campus level to meet the needs of At Risk students and evaluate the effectiveness of programs. (Target Group: AtRisk) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Aug-Jun	(S)Local Funds	Programs listed and evaluated
8. Continue to refine the LCISD Truancy Project to include more campus participation and decrease the dropout rate and increase the completion rate for all student groups. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Jul-Jun	(S)Local Funds	95% or greater completion rate for all students and all sub-groups.
9. Continue using the "Check and Connect" program for monitoring and keeping kids in school. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Aug-Jun	(S)Local Funds	95% or greater completion rate for all students and all sub-groups.
10. Report dropout/attendance data to community members to ensure their role in high school completion. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Aug-May	(S)Local Funds	Documentation of community events addressing high school completion.
11. Collaborate with agencies throughout the area to improve attendance through county-wide initiatives, (i. e. curfew, Dropout Walks, etc.) (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Executive Director Secondary	Aug-Jun	(S)Local Funds	Documentation of collaborative efforts throughout the county.
12. Continue cooperation with law-enforcement agencies to improve attendance. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Jul-Jun	(S)Local Funds	Documentation of collaborative efforts to prevent dropouts.
13. Provide instruction at non-district sites to prevent dropping out: Juvenile Detention Center, Ft. Bend County Alternative School. (Target Group: All) (NCLB: 5)	Special Sites Administrator	Aug-Jun	(S)Local Funds	Completion Rate Graduation Rate Documentation of collaborative efforts to prevent dropouts
14. Support and monitor programs to recover dropouts and credit restoration programs for overage and At Risk students. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention, Executive Director Secondary, Special Sites Administrator	Aug-Jun	(S)Local Funds	95% or greater attendance rate for all student and sub-groups.

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 6.** Specific actions will be taken yearly to address students at risk of dropping out of school and thereby lower the dropout rate while improving attendance and completion rates for all students and for English Language Learners.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Implement and fund supplementary Title I programs to increase student achievement. (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Aug-Jun	(S)Local Funds	Completion rate 95%
16. Use Title I funds to support Dropout and Truancy Initiatives. (Target Group: All, AtRisk) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Jul-Jun	(S)Local Funds	Completion rate 95%
17. Support initiatives at the four high schools that help to transition grade 9 students. (Target Group: All) (NCLB: 1,2,5)	Executive Director Secondary	Jul-Dec	(S)Local Funds	Monitor student's success in 9th grade w/TAKS scores and grades
18. Investigate the possibility of enhancing instruction at non-district sites by using computer assisted instruction. (Target Group: All) (NCLB: 5)	Special Sites Administrator	Jul-Jun	(S)Local Funds	Implementation of the connection of the fiber optic line into the facility

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 7.** Provide services to address the needs of the academically advanced student and improve equity of access to such services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide GT testing for students new to the district. (Target Group: All) (NCLB: 1)	Director of Advanced Studies	Aug-Sep	(S)Local Funds	G/T Enrollment
2. Solicit nominations for non-identified elementary students for GT services. (Target Group: All) (NCLB: 1)	Director of Advanced Studies	Sep-Feb	(S)Local Funds	G/T Enrollment
3. Solicit nominations and screen for secondary GT specific subject services each school year. (Target Group: All) (NCLB: 5)	Director of Advanced Studies	Oct-Mar	(S)Local Funds	G/T Enrollment
4. Identify and begin serving GT kindergartners by March 1st. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Nov-Jan	(S)Local Funds	G/T Enrollment
5. Provide SAT/ACT training for high school students and Duke Talent Search grade 7 nominees. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Nov-Jan, Apr	(S)Local Funds	Duke SAT Test Prep course enrollment Duke Talent Search Identification
6. Disseminate to GT parents and make available to all parents the guidelines for GT program identification and the overview of the program. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Aug-Nov, May-Jun	(S)Local Funds	G/T Enrollment
7. Work with GT facilitators and counselors to encourage eligible students to participate in Duke Talent Search Program. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Sep-Nov	(S)Local Funds	Duke Talent Search Identification
8. Test all grade 10 students on PSAT test. (College Board Early Participation Agreement). (Target Group: All) (NCLB: 1)	Director of Advanced Studies	Aug-Oct	(S)Local Funds	National Merit Finalists
9. Examine results of the PSAT and ReadStep to assist in looking at student and curricular needs for increasing number of National Merit Scholars. (College Board Participation Agreement) (Target Group: All) (NCLB: 1)	Director of Advanced Studies, Director of Research and Accountability, Executive Director Curriculum	Jul-Aug, Jun	(S)Local Funds	PSAT Scores National Merit Finalists ReadiStep Scores

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 7.** Provide services to address the needs of the academically advanced student and improve equity of access to such services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Increase nominations of African-Americans, Hispanics, LEP students, Economically disadvantaged students for GT screening. (Target Group: All) (NCLB: 2)	Director of Advanced Studies	Jan-Apr	(S)Local Funds	G/T Enrollment
11. Continue 4th grade and Junior High GT Performance Standards Project (PSP) through 4th grade pullout program and through 8th grade GT classes. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies, G/T Facilitators	Oct-May	(S)Local Funds	Commended performance rate
12. Screen for mathematically precocious youth (mpy) in grade 6. These students will be in Algebra as 7th graders. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies, Director of Research and Accountability	Apr-May	(S)Local Funds	Algebra enrollment
13. Monitor criteria and curricular standards for Pre-AP in Social Studies, ELA, Science, and Math for secondary. (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	Sep-Jun	(S)Local Funds	Commended performance rate
14. Research methods to increase number of students who take and pass AP exams. (College Board Early Participation Agreement) (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	Jul-Aug, May-Jun	(S)Local Funds	Advanced Placement Exam Scores
15. Expand Challenge Program to additional schools and grades. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Aug-Jun	(S)Local Funds	G/T Enrollment
16. Evaluate ability tests to determine validation for LCISD populations. (Target Group: GT) (NCLB: 2)	Director of Advanced Studies	Aug-Jun	(S)Local Funds	G/T Enrollment
17. Invite parents who appeal GT placement decisions to personally present additional information to the placement committee during the appeals process. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Sep, Apr-Jun	(S)Local Funds	G/T Enrollment

# LAMAR CISD

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**Objective 7.** Provide services to address the needs of the academically advanced student and improve equity of access to such services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. Conduct both elementary and secondary G/T parent meetings in English and Spanish to increase identification of Hispanic G/T students. (Target Group: GT) (NCLB: 2)	Director of Advanced Studies	Sep, Nov	(S)Local Funds	G/T Enrollment
19. Offer free PSAT Test Prep in the fall and summer to identified Juniors to increase National Merit Finalists. (Target Group: All) (NCLB: 1)	Director of Advanced Studies	Aug-Jun	(S)Local Funds	National Merit Finalists
20. Offer free SAT Online Test Prep to all 10th and 11th grade students to increase National Merit Finalists. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Aug-Jun	(S)Local Funds	National Merit Finalists
21. Send letters to prospective AP students using AP Potential by College Board to increase participation in all AP courses. (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	Dec-Jun	(S)Local Funds	National Merit Finalists
22. Letter sent home to top 200 juniors from Dr. Randle offering free prep course and free PSAT. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Aug-Sept	(S)Local Funds	National Merit Finalists
23. Offer SAT and ACT Online Test Prep courses to all students. (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	Aug-May	(S)Local Funds	SAT and ACT Scores
24. Beginning with class of 2010-2011, classes will be taught at Advanced Academic, Pre-AP and AP levels with increased expectations of student performance, instructional delivery and rigorous academic content. (Target Group: GT) (NCLB: 4)	Director of Advanced Studies	Aug-June	(S)Local Funds	Commended Student Performance Advanced Placement Course enrollment

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 7.** Provide services to address the needs of the academically advanced student and improve equity of access to such services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
25. Core classes in grades 6-8 are taught using Pre-AP strategies to ensure students are being challenged, can perform at rigorous academic levels and are prepared for higher intellectual engagement. (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	Aug-Sept	(S)Local Funds	Commended Student Performance
26. All Pre-AP secondary teachers of core classes will receive 30 hours of training in Pre-AP strategies. (Target Group: GT) (NCLB: 3)	Director of Advanced Studies	June-Aug	(S)Local Funds	Commended Student Performance Advanced Placement enrollment and scores
27. AP scores will be disaggregated by course and teacher and distributed to all High School Principals to review the percentage of students taking the exam and the percentage of students passing the exam as compared to the district minimum criteria of 50%-50% for teaching AP courses. (Target Group: GT) (NCLB: 1)	Director of Advanced Studies	Aug-Dec	(S)Local Funds	Advanced Placement Scores
28. All AP teachers must complete the College Board AP Summer Institute (APSI). (Target Group: All, GT) (NCLB: 3)	Director of Advanced Studies	June-Aug	(S)Local Funds	Advanced Placement Scores
29. Implement AP Vertical Team Staff Development Initiative with Rice University for secondary ELA. (Target Group: All) (NCLB: 1)	Director of Advanced Studies	Aug - July	(S)Local Funds	Advanced Placement Scores

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 8.** Meet the learning needs of students in grades two and under with a particular emphasis on the development of reading skills.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate agency to public school transition of young children and refine plan for transition from Project Grow to PPCD. (Target Group: All) (NCLB: 1)	Assessment Coordinator, Speech Supervisor	Aug-May	(S)Local Funds	95% or better on timely evaluation of students referred for special education services.
2. Continue to provide training on dyslexia intervention to teachers on an ongoing basis. Include on-site and group training with follow-up sessions available. (Target Group: All) (NCLB: 1)	Dyslexia Specialist, ELA Curriculum Specialist	Aug-Jun	(S)Local Funds	STAAR Performance
3. Examine data available for young students' performance and develop a profile of LCISD students; identify students whose assessment data suggest that the student is experiencing difficulty by using TPRI, Tejas LEE, Pre-K and K checklists, CogAT, and grades. (Target Group: All) (NCLB: 2)	Director of Research and Accountability	Oct, May-Jun	(S)Local Funds	Grade 1 Retention Rate TPRI Performance Tejas LEE CoGAT Report Card grades PK and KG Checklist
4. Provide training for TPRI administration to campus Reading Facilitators. (Target Group: All) (NCLB: 1)	ELA Curriculum Specialist	Aug- Oct	(S)Local Funds	STAAR Performance AEIS
5. Continue to develop and initiate strategies that will emphasize the importance of attendance to parents of Pre-K-12 students. (Target Group: All) (NCLB: 5)	Administrator for Truancy/Dropout Prevention	Aug-Jun	(S)Local Funds	98% or greater attendance rate for all student and sub-groups.
6. Use D2SC for TPRI and Tejas LEE to assist teachers in summarizing data and in targeting students with special needs and to reduce paperwork for teachers. (Target Group: All) (NCLB: 2)	Director of Research and Accountability	Oct-Nov, Jan-Feb, Apr-Jun	(S)Local Funds	TPRI Performance Tejas LEE

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 8.** Meet the learning needs of students in grades two and under with a particular emphasis on the development of reading skills.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Coordinate professional development days and coaching days for Elementary Reading Facilitators on Balanced Literacy. Training provided by HCDE. (Target Group: All) (NCLB: 1)	Executive Director Curriculum	Setp - May	(S)Local Funds	STAAR Performance State Assessment AEIS
8. Continue to revise and deliver an iMath Academy (pending state funding)that provides strategies for improving teaching and learning that will raise STARR scores. (Target Group: All) (NCLB: 1)	Math Curriculum Specialist	Jul-Jun	(S)Local Funds	STAAR Performance
9. Develop and deliver a Science Academy that provides strategies for improving teaching and learning that will raise STAAR scores. (Target Group: All) (NCLB: 5)	Science Curriculum Specialist	Jul-Jun	(S)Local Funds	STAAR Cumulative Pass Rate
10. Develop and present a parent education program for parents/guardians of dyslexic students. (Target Group: All) (NCLB: 1)	Dyslexia Specialist	Aug - Jun	(S)Local Funds	Performance on State Assessment AEIS
11. Coordinate the support and implementation of grade placement initiative as required by state mandates.(pending funding and revised requirements) (Target Group: All) (NCLB: 1)	Director of Research and Accountability, ELA Curriculum Specialist, Executive Director Curriculum, Executive Director Elementary, Math Curriculum Specialist	Jul-Jun	(S)Student Success Initiative	STAAR Performance

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 9.** Provide accelerated opportunities for educating At Risk, Title I, and LEP students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide district-wide information to Board on TELPAS test results and AMAOS. (Target Group: ESL, LEP) (NCLB: 2)	Director of Research and Accountability	Jul-Sep	(S)Local Funds	AMAOS
2. Increase the performance on TAKS of ELL secondary students through sheltered instruction on all campuses. (Target Group: ESL, LEP) (NCLB: 1,2)	Accelerated Language Programs Administrator, Accelerated Language Specialist	Jul-Jun		TAKS AT RISK English Language Learner Progress Measure
3. Work toward placement of a teacher with an ESL endorsement in every core content area at each campus. (Target Group: ESL, LEP) (NCLB: 2)	Accelerated Language Programs Administrator, Accelerated Language Specialist	Aug-Sep, Jan, Mar, Jun		TAKS AT RISK English Language Learner Progress Measure
4. Evaluate effectiveness of district at risk programs and oversee evaluation of campus at risk programs. (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Sep-Jun	(S)Local Funds	Annual evaluation completed
5. Implement state-mandated increased intensity requirements for Even Start Students. Utilize orientation process to optimize student success. (Target Group: All) (NCLB: 2)	Project LEARN Coordinator	Jul-Jun	(S)Local Funds	Even Start Indicators of Performance (IPQ)
6. Continue pregnant and related services for student parents through ASAP. (Target Group: All) (NCLB: 5)	ASAP Coordinator	Aug-May	(S)Local Funds	Annual Dropout Rate Completion Rate
7. Provide extended year opportunities for students in need of remediation. (Target Group: All) (NCLB: 1,2,5)	Executive Director Elementary, Executive Director Secondary	Jun - Jul	(S)Local Funds	Retention Rates Passing Rates on 3rd Administration of TAKS
8. Provide training to campus administrators, counselors and instructional staff to accelerate the achievement of At Risk students. (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Jul-Jun	(S)Local Funds	Agendas

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 9.** Provide accelerated opportunities for educating At Risk, Title I, and LEP students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Expand training of core content area teachers in sheltered English instructional strategies and methods to accelerate learning for all at risk students. (Target Group: ESL, LEP) (NCLB: 5)	Accelerated Language Programs Administrator, Accelerated Language Specialist	Oct-Apr		Grade 9 Retention Rates
10. Provide opportunities through specialized counselors and social workers to link parents to internal and external services to decrease academic achievement barriers. (Target Group: AtRisk) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Jul-Jun		Increased attendance; students completing school
11. Utilize 18% of State Compensatory Allotment to provide services to students placed in the Discipline Alternative Education Program. (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Sep-May		Decrease in campus discipline
12. Continue alternative education programs in non-traditional settings for At Risk students (1621,BTTC, JDC, etc.). (Target Group: AtRisk) (NCLB: 5)	Special Sites Administrator	Aug-Jun	(S)Local Funds	Completion Rate Graduation rate Drop Out Rate
13. Provide training and develop an on-going list of effective programs to meet the needs of At Risk students. (Target Group: AtRisk) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Aug-May	(S)Local Funds	At-Risk students pass TAKS at same rate as non At Risk

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 9.** Provide accelerated opportunities for educating At Risk, Title I, and LEP students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>14. Provide Accelerated Language Programs Facilitators as well as professional development, translation, and parent liaison staff to:</p> <p>a) Reduce the number of parent denials through increased direct parent contact regarding services</p> <p>b) Research and implement new methods to accelerate achievement of ELL and reduce ELL parent denials</p> <p>c) Increase the academic performance of ELLs through research based curriculum, extended day and extended year programs including state required summer school</p> <p>d) Refine and implement framework for dual language, ESL, and transitional bilingual programs</p> <p>e) Monitor implementation of programs; provide instructional support through resources and best practice guidance to improve program effectiveness</p> <p>(Target Group: All, ESL, LEP) (NCLB: 2)</p>	Accelerated Language Specialist	July - June	(F)Title III Bilingual / ESL - \$23,400.00	(LEP) ELL parent denial decrease in NCLB report TAKS At Risk English Language Learner Progress Measure
<p>15. Monitor annual PBM reports for ELL students. (Target Group: All, ESL, LEP) (NCLB: 2,5)</p>	Accelerated Language Programs Administrator, Director of Research and Accountability	Aug - Dec	(S)Local Funds	Completion Rate STAAR Performance

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 10.** Provide quality services for students qualifying for Special Education and 504 including dyslexic students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue system for collecting special education testing data so that student performance can be analyzed and tracked over time. (Target Group: All) (NCLB: 1)	Director of Research and Accountability	Jul-Oct, Jun	(S)Local Funds	STAAR Performance Special Education AEIS Ratings AYP Ratings
2. Provide ARD Committee training to update process. Use a trainer of trainers model. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Director of Special Education, Speech Supervisor	Sep-Oct	(S)Local Funds	Sign in sheets and training completed
3. Continue to monitor ethnic distribution of special education referrals and placements to better reflect the district's ethnic distribution. (Target Group: SPED) (NCLB: 5)	Assessment Coordinator, Program Supervisor for Special Education	Oct	(S)Local Funds	Overidentification report sent to TEA annually
4. Continue to monitor PBM report. (Target Group: SPED) (NCLB: 1)	Director of Research and Accountability, Director of Special Education, Program Supervisor for Special Education	Oct	(S)Local Funds	PBM is reviewed by Special Education Director STAAR Performance Completion Rate
5. Work with external partners to implement plan for smooth transition for special education students to post high school placements. (Target Group: SPED) (NCLB: 1)	Director of Special Education, Program Supervisor for Special Education	Feb-May	(S)Local Funds	95% or better on transition planning for students with disabilities and follow up of Special Education students after high school graduation.
6. Provide a variety of opportunities for parents of special education to learn about working with their children. (Target Group: SPED) (NCLB: 1)	Autism Coordinator, Behavior Analyst, Director of Special Education	Aug-Jun	(S)Local Funds	Parent Education Classes completed STAAR Performance
7. Utilize special education parent survey data results from 2010 survey to develop corrective actions and address parent concerns. Survey 2011 parents. (Target Group: SPED) (NCLB: 1)	Director of Research and Accountability, Director of Special Education	Sep, Apr	(S)Local Funds	STAAR Special Education AYP Ratings Dates reviewed and changes made to plan as needed

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 10.** Provide quality services for students qualifying for Special Education and 504 including dyslexic students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Work with external partners including home schools and private schools to provide assessment and services appropriate under IDEA. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Director of Special Education, Speech Supervisor	Aug-Jun	(S)Local Funds	Information/sources provided to each school, copy of letter
9. Continue training with administration and special education personnel to address Special Ed indicators, emphasizing assessment, IEP development and IEP implementation, STAAR , STAAR -M, STAAR - Alt, TAKS, A, M, Alt. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Autism Coordinator, Behavior Analyst, Director of Research and Accountability, Director of Special Education, Program Supervisor for Special Education, Speech Supervisor	Aug-Oct, Feb-Mar	(S)Local Funds	Minutes from principals meetings showing training
10. Provide support for inclusive practices to increase percentage of Special Education students meeting standards for TAKS. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Autism Coordinator, Behavior Analyst, Director of Special Education, Program Supervisor for Special Education, Speech Supervisor	Aug-May	(S)Local Funds	The number of students placed in inclusive settings continues to increase.
11. Implement a network-based computerized ARD form and system for accessing records and data that accurately reflect data into the district's mainframe. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Director of Special Education, Speech Supervisor	Jul-Oct	(S)Local Funds	All IEP will be completed in SPEDMAN by Dec 30th, 2011.
12. Provide training and on-going problem solving for campus 504 coordinators with emphasis on documentation. (Target Group: All) (NCLB: 1,5)	State/Federal Programs Supervisor	Aug-Jun	(S)Local Funds	Agenda's, sign in sheets
13. Provide campus for PBS (Positive Behavior Support) with a trained core team. (Target Group: SPED) (NCLB: 1)	Behavior Analyst, Director of Special Education	Aug-Jun	(S)Local Funds	Documentation of behavior team support.
14. Monitor district, state, and federal timelines for evaluations, re-evaluations, transitions, and all SPP indicators. (Target Group: SPED) (NCLB: 1)	Assessment Coordinator, Director of Special Education, Program Supervisor for Special Education, Speech Supervisor	Jul-Jun	(S)Local Funds	All indicators are monitored by Special Education Director.

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 11.** Automate and integrate administrative tasks to provide more real time access to multiple sources of student, teacher, administrator, and staff information for data driven decision making purposes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement, and ensure support for an integrated district-wide student Information System integrated with an Instructional Management System. (1.2.1) (Target Group: All) (NCLB: 1)	Director of Technology	Jul-Jun	(S)Local Funds	Usage, Staff Development records, wo/call logs
2. Support a district-wide gradebook system. (1.2.2) (Target Group: All) (NCLB: 1)	Director of Technology	Aug-Dec	(S)Local Funds	Staff Development records wo/call logs

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 12.** Provide quality hardware/software and just in time, campus-based instruction and technical support; provide quality hardware, software and on-line teaching and learning resources that support TEKS, TAKS/STAAR and the District Curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide a Campus Instructional Technology Specialist (CITS) at each campus 40% of the time.(1.3.2) (Target Group: All) (NCLB: 3)	Admin. of Technology Staff Development	Aug - June	(S)Local Funds	CITS Schedule
2. Provide, plan for and support Distance Learning technologies to enhance staff development, administrative functions, and student remediation/enrichment learning opportunities. (Pending Funding) (Target Group: All) (NCLB: 1)	Distance Learning Specialist, Office of Technology Staff Development (CITS/DITS)	All Year	(S)Local Funds	Verify equipment is working Schedule paid for learning at Distance Learning JAZZ every summer Maintain a functional Distance Learning infrastructure Provide opportunities to students via Content Providers, one-to one classroom, access to select student support services. Promote and provide aces to select staff development opportunities via Distance Learning.
3. Provide, update, refresh and support handheld devices, peripherals, and advanced technologies. (1.5.2) (Target Group: All) (NCLB: 4)	Director of Technology	Jan-Jun	(S)Local Funds	Evaluations Approved Equipment Lists P.O.
4. Evaluate, expand and update Computer Assisted Instructional Software Programs (1.5.3). (Target Group: All) (NCLB: 1)	Executive Director Curriculum	Aug-Jan	(S)Local Funds	Summary work order reports from Technology
5. Implement TxVSN. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	Sept - May	(S)Local Funds	Summative Evaluation
6. Continue to support the implementation of STMath. (Target Group: All) (NCLB: 1,5)	Math Curriculum Specialist	Aug- May	(S)Local Funds	STAAR Performance
7. Continue support of implementation of DimensionM. (Target Group: All) (NCLB: 1,5)	Math Curriculum Specialist	Aug - May	(S)Local Funds	STAAR Performance

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 12.** Provide quality hardware/software and just in time, campus-based instruction and technical support; provide quality hardware, software and on-line teaching and learning resources that support TEKS, TAKS/STAAR and the District Curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue to support the use of Science Starters in 3-12 classrooms. (Target Group: All) (NCLB: 1)	Science Curriculum Specialist	All Year	(S)Local Funds	STAAR Performance

# LAMAR CISD

**Goal 1.** To deliver in a consistent manner, a planned, monitored instructional program that meets the needs and insures the success of all students resulting in LCISD receiving multiple distinction designations at the exemplary level.

**Objective 13.** Initiate high school programs and practices which will result in student's increased preparation for postsecondary success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District personnel will assist high schools in reviewing needs, establishing priorities, and developing plans to address goals that TEA has defined through the high school allotment. (Target Group: All) (NCLB: 1,2,5)	Executive Director Secondary, State/Federal Programs Supervisor	Jul-Jun	(S)Local Funds	High School allotment is appropriately included in plans
2. District personnel will assist high schools in the development of a budget to accomplish activities in their plan. (Target Group: All) (NCLB: 1,2,5)	State/Federal Programs Supervisor	Aug-Jan	(S)Local Funds	High School allotment budget
3. An annual report will be presented to the School Board regarding program effectiveness. (Target Group: All) (NCLB: 1,2,5)	Executive Director Secondary, State/Federal Programs Supervisor	Jun	(S)Local Funds	Report to Board
4. Provide College/Career Information and support to all students grades 9-12. (Target Group: All) (NCLB: 5)	College/Career Facilitator	Aug - June	(S)Local Funds	Administered Surveys, daily sign in sheets, as well as observation data. Increase in number of scholarships received and in number of students accepted into post secondary schools and into the workforce

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 1.** Research, initiate, and continue recruiting and hiring practices that result in hiring and maintaining highly qualified teachers and other staff members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administer position control to accurately reflect funding sources. (Target Group: All) (NCLB: 5)	Executive Director Human Resources	July - June	(S)Local Funds	Position control reports
2. Ensure that all evaluations are up-to-date and that evaluation instruments are appropriate. (Target Group: All) (NCLB: 3)	Executive Director Human Resources	September - November, February - April	(S)Local Funds	Annual review
3. Continue to review current practices for recruiting, hiring, and maintaining personnel and abandon practices that are not productive. (Target Group: All) (NCLB: 3)	Executive Director Human Resources	July - June	(S)Local Funds	Annual department planning session
4. Ensure that job descriptions accurately reflect job duties. (Target Group: All) (NCLB: 3,5)	Executive Director Human Resources	July - June	(S)Local Funds	Annual review
5. Maintain a substitute system that prepares substitutes for classroom instruction. (Target Group: All) (NCLB: 5)	Executive Director Human Resources	July - June	(S)Local Funds	Sub orientation completion
6. Maintain and continue to evaluate the application process for prospective employees. (Target Group: All) (NCLB: 3,5)	Executive Director Human Resources	July - June	(S)Local Funds	Implementation of departmental recommendation
7. Update district recruitment materials so that they portray LCISD as a growing and exciting place to work. (Target Group: All) (NCLB: 5)	Executive Director Human Resources	July - September, May- June	(S)Local Funds	Annual brochures
8. Recruit and train assessment staff and train campus staff concerning federal assessment timelines. (Target Group: All) (NCLB: 5)	Director of Special Education, Program Supervisor for Special Education	March - May	(S)Local Funds	Sign in sheet
9. Continue to increase number of welltrained bilingual and ESL teachers through intensive and ongoing staff development using state and grant funds. (Target Group: All) (NCLB: 2,3)	Curriculum & Instructional Specialists	July - June	(F)Title III Bilingual / ESL	Increased ELL student achievement on Spanish TAKS

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 1.** Research, initiate, and continue recruiting and hiring practices that result in hiring and maintaining highly qualified teachers and other staff members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Use Title II funds to recruit teachers giving preference to high poverty campuses. (Target Group: H, AA, ECD, ESL, M) (NCLB: 2)	State/Federal Programs Supervisor	July - July	(F)Title IIA Principal and Teacher Improvement - \$6,000	Recruiting schedule
11. Use Title II funds to provide additional mentors for first year teachers. (Target Group: All) (NCLB: 3)	Director of Staff Development, State/Federal Programs Supervisor	August - May	(F)Title IIA Principal and Teacher Improvement	Attrition of new teachers/mentors, weekly reports
12. Combine Title II funds with state and local funds to fund Reading Facilitators on Elementary Campuses. (Target Group: All) (NCLB: 1)	State/Federal Programs Supervisor	July - July	(F)Title IIA Principal and Teacher Improvement - \$717,943	Position control report
13. Review hiring practices to ensure that low-income and minority students are taught by highly qualified teachers. (Target Group: All) (NCLB: 3)	State/Federal Programs Supervisor	July - July	(S)Local Funds	NCLB report
14. Provide principals the opportunity to recruit and interview candidates through job fairs. (Target Group: All) (NCLB: 3)	Executive Director Human Resources	October - November, February - June	(S)Local Funds	Recruitment schedules and attendees

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 2.** Review recruitment, selection, and development processes to assure that creative, innovative district and building administrators with the ability to facilitate and manage change are hired and retained.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide administrators with training in understanding and implementing federal programs monitoring to ensure compliance and quality. (Target Group: All) (NCLB: 3)	State/Federal Programs Supervisor	July - July	(S)Local Funds	Sign in sheet
2. Provide technical support needed to assure compliance with all special education guidelines and funding. (Target Group: All) (NCLB: 5)	Director of Special Education	August - May	(S)Local Funds	Monitored through a series of state data reports and submissions
3. Utilize evaluation instruments for cabinet members that emphasize the leadership role. (Target Group: All) (NCLB: 5)	Superintendent	November - December	(S)Local Funds	Evaluation document
4. Provide training and support to campus administrators in the area of campus planning. (Target Group: All) (NCLB: 5)	Assessment Coordinator, State/Federal Programs Supervisor	July - July	(S)Local Funds	AEIS Ratings, AYP Ratings, TAKS Performance - AEIS, Commended Students, Annual Measurable Achievable Objectives (AMAOs)
5. Hold an administrative retreat prior to the beginning of school to update skills and information of administrators. (Target Group: All) (NCLB: 5)	Director of Staff Development	June/July	(S)Local Funds	100% attendance - District Admin agenda
6. Work with administrators in needed areas to develop leadership skills. Provide information to administrators to keep them current in all areas of school administration. (Target Group: All) (NCLB: 5)	Executive Director Elementary, Executive Director Secondary	July - June	(S)Local Funds	Principal meeting agendas
7. Provide training in AEIS, AYP, and AMAOS to district and campus administrators and to DSIC and the school board to ensure that they understand all accountability systems. Provide updates as needed. (Target Group: All) (NCLB: 5)	Assessment Coordinator, State/Federal Programs Supervisor	July- July	(S)Local Funds	AEIS Ratings, AYP ratings, TAKS Performance - AEIS, Commended Students, Annual Measurable Achievable Objectives (AMAOs)

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 2.** Review recruitment, selection, and development processes to assure that creative, innovative district and building administrators with the ability to facilitate and manage change are hired and retained.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Hold formal meetings with individual elementary principals quarterly. (Target Group: All) (NCLB: 5)	Executive Director Elementary	August - May	(S)Local Funds	Review of sign in sheets
9. Develop, plan, and implement an academy for aspiring administrators. (Target Group: All) (NCLB: 5)	Director of Staff Development	December, February, April - June	(S)Local Funds	Attendance by aspiring administration % of teachers selected as administrators

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 3.** Provide incentives, recognition, rewards, and other structures that help to build staff morale and motivation and retain excellent teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Initiate salary suggestions including stipends from study of practices and compensation information from neighboring districts in order to stay competitive with neighboring districts. (Target Group: All) (NCLB: 5)	Executive Director Human Resources	July - June	(S)Local Funds	Review Region 4 compensation,propose salary schedule
2. Using Title II funds, reimburse testing costs for teachers new to the district or needing testing to meet high quality standards. (Target Group: All) (NCLB: 3)	State/Federal Programs Supervisor	July - July	(F)Title IIA Principal and Teacher Improvement - \$14,000	Roster of teachers reimbursed

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 4.** Initiate processes and structures which will result in certifications and/or skills for advancement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to provide TExES training to become certified/endorsed as special education, ESL, or Bilingual teacher. (Target Group: All) (NCLB: 2,3,5)	Curriculum & Instructional Specialists	October, January	(S)Local Funds	Number of teachers with endorsements
2. Provide for development of GT trainers for in-district staff development with TAGT approved presentation. (Target Group: All) (NCLB: 5)	Director of Advanced Studies	July - April	(S)Local Funds	Staff development, sign in sheet

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 5.** Provide opportunities to promote new teachers' professional competence and growth

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide support for the beginning teacher new to the profession with mentorship and staff development to improve student success. (Target Group: All) (NCLB: 5)	Director of Staff Development	August - June	(S)Local Funds	Agendas, handouts, sign-in sheets, evaluations after each session, cumulative evaluation at end of year, mentor weekly reports
2. Continue on-site mentoring program for first year teachers which pairs retired experienced educators with teachers with 0 years experience. (Target Group: All) (NCLB: 5)	Director of Staff Development	August - May	(F)Title IIA Principal and Teacher Improvement	New teacher evaluations Mentor - observations reports
3. Provide required 5-hour initial session on PDAS to all new hires in LCISD. (Target Group: All) (NCLB: 5)	Director of Staff Development	August - May	(S)Local Funds	Sign-in sheets, session evaluation.
4. Provide on-going mentoring and training for new special education staff. (Target Group: All) (NCLB: 5)	Director of Special Education, Program Supervisor for Special Education	July - June	(S)Local Funds	Parent surveys and program evaluations
5. Provide a 2 day new teacher orientation for teachers new to the district. (Target Group: All) (NCLB: 5)	Curriculum & Instructional Specialists, Director of Staff Development	August	(S)Local Funds	New teacher induction schedule sign in sheets session evaluation
6. Designate one staff member per campus to serve in the role of "new teacher liaison". Provide training on how to best support new teachers. (Target Group: All) (NCLB: 5)	Director of Staff Development	June - May	(S)Local Funds	100% assignment campus administrator sign in sheets session evaluations
7. Provide mentor training to campus based new teacher mentors. (Target Group: All) (NCLB: 5)	Director of Staff Development	September	(S)Local Funds	Sign in sheets, session evaluation

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 6.** Work with campuses to provide structures that allow staff members to learn from one another through peer observation, feedback, and other collegial learning processes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Have counselor meetings throughout the year, some of which are level specific and some of which include all counselors to allow counselors to discuss current issues, concerns, and to learn from one another. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	August - October, January-February, June	(S)Local Funds	Employee Survey
2. Work with principals to provide opportunities for teachers to meet together in horizontal and vertical settings to discuss common issues as curriculum, teaming, and classroom management. (Target Group: All) (NCLB: 5)	Executive Director Elementary, Executive Director Secondary	July - June	(S)Local Funds	Review of sign in sheets
3. Meet with campus representatives to disseminate information from state and district. Discuss TAKS, resources, professional development and curricular issues including INOVA. (Target Group: All) (NCLB: 1)	Executive Director Curriculum	August - June	(S)Local Funds	Staff Development Evaluations
4. Meet with teachers to discuss curriculum issues as appropriate (Target Group: All) (NCLB: 3)	Executive Director Curriculum	July - June	(S)Local Funds	Staff Development Evaluations
5. Visit classrooms to assist and support curriculum implementation; model lessons on request. (Target Group: All) (NCLB: 3)	Executive Director Curriculum	August - May	(S)Local Funds	Employee Survey
6. Visit each elementary at least 4 times during the year (approximately 1 time during each 9 weeks). (Target Group: All) (NCLB: 5)	Executive Director Elementary	July - October, January-June	(S)Local Funds	Calendar and travel log
7. Visit secondary campuses at least 2 times each month. (Target Group: All) (NCLB: 5)	Executive Director Secondary	August - May	(S)Local Funds	Agendas, travel logs

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 6.** Work with campuses to provide structures that allow staff members to learn from one another through peer observation, feedback, and other collegial learning processes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Establish K-12 meetings for principals to work together in feeder pattern vertical teams as well as a district wide vertical team. (Target Group: All) (NCLB: 5)	Executive Director Elementary, Executive Director Secondary	September, November, January-February	(S)Local Funds	Agendas

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Facilitate and support the implementation of the District Curriculum, LINKS, through appropriate job/content specific staff development. Emphasize curriculum (instructional strategies, assessment, problem solving, vocabulary), TAKS, and lesson plan/design. (Target Group: All) (NCLB: 5)	Accelerated Language Specialist, Curriculum & Instructional Specialists, Director of Advanced Studies, Director of Career and Technical Education, Director of Fine Arts, Director of Special Education, Director of Staff Development	July - June	(S)Local Funds	Agendas, sign in rosters, end session evaluation, end of year survey
2. Provide/update GT teachers and AP/Pre-AP teachers advanced content and/or teaching strategies for advanced learners in order to comply with district and state requirements. (Target Group: All) (NCLB: 5)	Director of Advanced Studies	July - June	(S)Local Funds	Reviewing the AP and commended scores
3. Provide state-mandated Level I training for pre-service and 1st semester GT teachers (30 hours). (Target Group: All) (NCLB: 5)	Director of Advanced Studies, Director of Special Education	July - June	(S)Local Funds	Sign in sheet
4. Provide state-mandated Level 2 opportunities for inservice for teachers (1 day workshops). (Target Group: All) (NCLB: 5)	Director of Advanced Studies	July - June	(S)Local Funds	Sign in sheets
5. Send teachers to college board summer institutes. (Target Group: All) (NCLB: 5)	Director of Advanced Studies	July, June	(S)Local Funds	Reviewing AP and commended scores
6. Continue evaluating staff development sessions; make evaluations available to involved parties. Continue evaluations via LCISD internet. (Target Group: All) (NCLB: 5)	Director of Staff Development	August - July	(S)Local Funds	End session evaluations, end year survey
7. Provide PBMAS overview and program specific training to administrators. (Target Group: All) (NCLB: 5)	Assessment Coordinator, State/Federal Programs Supervisor	July- July	(S)Local Funds	Sign in sheet

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Provide teachers of extended day/year staff development in the use of the accelerated curriculum. (Target Group: All) (NCLB: 5)	Executive Director Secondary	July - August, April - June	(S)Local Funds	Sign in sheet
9. Work with campus administrators to develop, initiate, and analyze customer surveys conducted to meet individual campus needs, particularly in the light of a continuous improvement quality focus. (Target Group: All) (NCLB: 5)	Assessment Coordinator	January - March	(S)Local Funds	Graduate surveys, special education parent surveys, GT surveys, technology surveys
10. Provide training to administrators and campus test coordinators on reading and interpreting all test results reports. (Target Group: All) (NCLB: 5)	Assessment Coordinator	July - June	(S)Local Funds	AEIS ratings, AYP ratings, TAKS performance - AEIS, Commended students, Annual measurable achievable objectives (AMAOs)
11. Provide orientation for all new nurses and new nurse substitutes. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - June	(S)Local Funds	Staff development, sign in sheets for new nurses and nurse substitutes
12. Facilitate meetings and staff development for nurses in order to keep them informed and up to date on current medical information and health concerns. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - June	(S)Local Funds	Sign in sheets from nurse meetings and staff development sessions
13. Provide staff development for counselors in areas needed. (Target Group: All) (NCLB: 4,5)	Executive Director Curriculum	September-October, February-March, May	(S)Local Funds	Staff Development Evaluations
14. Analyze data from district staff development needs assessment to update 3 year staff development plan. (Target Group: All) (NCLB: 5)	Director of Staff Development	April - June	(S)Local Funds	End of year survey, updated staff development plan

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Work with DSIC to review and update 3 year staff development plan. (Target Group: All) (NCLB: 3,5)	Director of Staff Development	April - June	(S)Local Funds	DSIC agenda, updated SD plan
16. Work with Ft. Bend County Health and Human Services and represent the district on various committees. Keep administration updated on information pertinent to schools. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - July	(S)Local Funds	Sign in sheets from Fort Bend County Health and Human Services Epidemiology Working Group meetings
17. Work with LCISD's crisis team to keep the District Crisis plan updated and relevant. (Target Group: All) (NCLB: 4)	Nurse Supervisor	Aug- June	(S)Local Funds	District Crisis Plan remains updated and relevant
18. Work with Crisis Team to develop a building and staff usage plan in order to maximize the district's response in the event of a county-wide state of emergency when facilities would be used as dispensing sites. (Target Group: All) (NCLB: 4)	Nurse Supervisor	Aug- June	(S)Local Funds	Building and staff usage plans remain updated
19. Work with American Red Cross to keep the district's disaster and shelter plan updated and functional. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - July	(S)Local Funds	District's Disaster and Shelter plans remain updated and functional
20. Update the district's blood-borne pathogens plan and notify all new staff who are at risk of exposure of the available Hepatitis B vaccines. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - July	(S)Local Funds	Selection notices signed by all staff who are at risk of exposure to Hepatitis B
21. Attend conferences, seminars and training to evaluate best practices and continued professional growth in technology (2.3.3). (Target Group: All) (NCLB: 5)	Director of Technology	August - June	(S)Local Funds	Log of staff development travel

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
22. Maintain and support the technology staff development for the district (2.3.4) (Target Group: All) (NCLB: 5)	Director of Technology	July - June	(S)Local Funds	Sessions provided, attendees, hits on iCafe site, vidoes streamed
23. Further develop Video on Demand capacity utilizing current investment in digital tools (2.3.5). (Target Group: All) (NCLB: 5)	Director of Technology	August - June	(S)Local Funds	Operational system, referenced in staff development system, videos streamed
24. Continue to provide district foundational trainings for teachers. (Target Group: All) (NCLB: 5)	Accelerated Language Specialist, Curriculum & Instructional Specialists, Director of Advanced Studies, Director of Career and Technical Education, Director of Fine Arts, Director of Special Education, Director of Staff Development	August - June	(S)Local Funds	Session evaluations, ascend report, sessions offered
25. Ensure that 100% of teachers are receiving high-quality staff development. (Target Group: All) (NCLB: 3)	Director of Staff Development	July - June	(S)Local Funds	Sign in sheet, course evaluation
26. Provide training and support for district staff re: special education referrals. (Target Group: All) (NCLB: 5)	Director of Special Education	August - May	(S)Local Funds	Sign in sheet
27. Provide support and training for implementation of more inclusive district campuses. (Target Group: All) (NCLB: 5)	Director of Special Education	August - May	(S)Local Funds	Conduct ongoing program evaluations
28. Hire a consultant to lead the district in developing and piloting Rtl on select campuses. (Target Group: All) (NCLB: 5)	Director of Special Education	July - June	(S)Local Funds	Program evaluations

# LAMAR CISD

**Goal 2.** To attract, retain, and develop talented and highly effective personnel using equitable, efficient procedures; high quality, on-going staff development; performance monitoring and evaluations that result in professional growth.

**Objective 7.** Provide professional development opportunities to support improved administrative and teaching strategies/techniques that impact student achievement and behavior and promote the LCISD district curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
29. Provide training in procedures for budgeting and financial management. (Target Group: All) (NCLB: 5)	Chief Financial Officer	November - June	(S)Local Funds	Internal evaluation of staff performance in processing daily transactions, and annual comparison of financial data (budget to actual results of operations)
30. Ensure on-going training for the district's financial management and enterprise planning software (MUNIS). (Target Group: All) (NCLB: 5)	Chief Financial Officer	September - August	(S)Local Funds	Monitor staff's ability to process daily transactions, and provide training when software is upgraded to a new version or a new module is used. Ensure new staff are trained adequately
31. The district will inform all staff of the policy addressing sexual abuse of children including identification of warning signs, how to obtain assistance and intervention, and accessing counseling services. (Target Group: All) (NCLB: 4)	Director of Staff Development, Executive Director Elementary, Executive Director Secondary	June - September	(S)Local Funds	Verification of attendance in Ascend 100% attendance of all staff

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 1.** Provide training and support for campus, district, and department planning and decision making to promote continuous improvement efforts and to assure consistency in planning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide assistance in process for including Title and Comp. Ed. in campus planning including assistance with budgetary concerns. (Target Group: All, ECD, AtRisk) (NCLB: 1,2,5)	Program Supervisor- State/Federal , Budget and Treasury Officer	August - June	(F)Title I, (S)Local Funds, (S)State Compensatory	Budget figures in campus plans
2. Assist with analysis of data and with methodology for conducting needs assessments for district and campus planning in both the student and financial areas. (Target Group: All, ECD, AtRisk) (NCLB: 1,2,5)	Program Supervisor- State/Federal , Chief Financial Officer, Director of Research and Accountability	August - June	(S)Local Funds	Comprehensive needs assessments completed
3. Provide training in process and software for campus and district planning. (Target Group: All) (NCLB: 5)	State/Federal Programs Supervisor	August - June	(S)Local Funds	Agendas, handouts, rosters
4. Continue training of activity fund software. (Target Group: All) (NCLB: 5)	Accountant, Director of Finance	September - May	(S)Local Funds	Agendas, handouts, rosters
5. Review campus plans to ensure that they have the elements required by the state and include elements recommended by "No Child Left Behind" legislation; also, ensure that the plans address the needs of the campus. (Target Group: All, ECD, AtRisk) (NCLB: 5)	Program Supervisor- State/Federal , Executive Director Elementary, Executive Director Secondary	August - June	(F)Title I, (S)Local Funds, (S)State Compensatory	Campus Plan Checklist
6. Monitor implementation of district and campus plans throughout the year. (Target Group: All) (NCLB: 1,2,5)	Executive Director Elementary, Executive Director Secondary	November - May	(S)Local Funds	Calendar of Meetings
7. Continue meetings with DSIC to receive input on district plan, to address district concerns, and to discuss and provide input for staff development. (Target Group: All) (NCLB: 5)	Executive Director of Community Relations	November , January, March, May	(S)Local Funds	Agendas, handouts

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 1.** Provide training and support for campus, district, and department planning and decision making to promote continuous improvement efforts and to assure consistency in planning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue transition to an exemplary library program in every school. (Target Group: All) (NCLB: 5)	Executive Director Curriculum, Librarians, Principals	October - May	(S)Local Funds	Annual assessment instrument
9. Continue to research, plan, and implement research-based reform strategies as needed for continuous improvement. (Target Group: All) (NCLB: 5)	Superintendent	July - October, January - June	(S)Local Funds	Annual goal setting process, Superintendent's priorities
10. Meet with cabinet regularly to review data and plan and evaluate district processes. (Target Group: All) (NCLB: 5)	Superintendent	July - June	(S)Local Funds	Cabinet meeting minutes
11. Monitor the campus clinic standards by observation visits in the fall and spring, and as necessary. Work with nurses whose clinics fail to be in compliance with the standards to resolve problem areas. (Target Group: All) (NCLB: 5)	Nurse Supervisor, Principals	October & April	(S)Local Funds	Monitoring instruments
12. Work with district counselors to review their evaluation instrument and make modifications to bring it into compliance with TEA job description for Counselors. (Target Group: All) (NCLB: 5)	Executive Director Curriculum, Principals	October - December	(S)Local Funds	Evaluation Document
13. Monitor the use of purchasing cards to ensure appropriate use and compliance with state purchasing laws. (Target Group: All) (NCLB: 5)	Director of Finance, Purchasing Manager	July - June	(S)Local Funds	Monthly review of statements
14. Share with campus administrators the indicators from the district plan that impact their campuses to ensure improvement in critical areas. (Target Group: All) (NCLB: 5)	Executive Director Elementary, Executive Director Secondary	October - November	(S)Local Funds	Principals meeting agendas, handouts

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 1.** Provide training and support for campus, district, and department planning and decision making to promote continuous improvement efforts and to assure consistency in planning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Integrate campus technology planning into campus and district improvement planning process (3.1.2). (Target Group: All) (NCLB: 5)	Director of Technology, Executive Director Curriculum, Executive Director Elementary, Executive Director Secondary	April - June	(S)Local Funds	Principals meeting agendas
16. Work with technology department to establish valid measures for technology strategies. (Target Group: All) (NCLB: 5)	Director of Technology, District Testing Coordinator	June - August	(S)Local Funds	Meeting minutes
17. Review and analyze central warehouse receiving and distribution methodologies to improve efficiency and effectiveness. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Purchasing Manager	July - June	(S)Local Funds	Analysts notes
18. Work with campuses and departments to facilitate the conversion from hard copy documents to electronic format (interschool/dept. mail, payroll documents, etc.). (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Payroll Supervisor, Purchasing Manager, Superintendent	July - June	(S)Local Funds	Annual review of working documents; implementation of Tyler Content Management System
19. Monitor categories of capital assets for material value and risk to the District. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Finance, Property Manager, Purchasing Manager	July - June	(S)Local Funds	Annual audit
20. Update/revise staffing for State Comp Ed. (Target Group: All, ECD, AtRisk) (NCLB: 5)	Program Supervisor-State/Federal	September - March	(S)Local Funds	Review FTE Report
21. Review and update the elementary guidance curriculum. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	November - March	(S)Local Funds	Curriculum meeting minutes
22. Implement financial and data dashboard to assist campuses and departments in tracking key performance indicators and metrics. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Director of Technology	December - April	(S)Local Funds	Monitor implementation process. Schools FIRST rating.
23. District will monitor, review, and evaluate the use of the American Reinvestment and Recovery Act funds. (Target Group: All) (NCLB: 1,2,5)	Program Supervisor-State/Federal, Director of Special Education	July - June	(S)Local Funds	Quarterly expenditure reports and compliance reports

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 1.** Provide training and support for campus, district, and department planning and decision making to promote continuous improvement efforts and to assure consistency in planning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
24. Assist principals with examination of staffing, student groupings, curriculum alignment, student identification, and benchmarking to improve student achievement. (Target Group: All) (NCLB: 5)	Director of Special Education, Executive Director Curriculum, Executive Director Elementary, Executive Director Human Resources, Executive Director Secondary, Program Supervisor for Special Education	August - June	(S)Local Funds	INOVA Plus, curriculum management system, Achievement assessments, Parent Portal.
25. Implement district wide content management system for storage management and retrieval of documents (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology, Manager Information Resources	September - August	(S)Local Funds	Monitor content in Tyler Content Management System.

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 2.** Monitor implementation of administration regulations and best practices on individual campuses, providing advice, clarification, technical feedback, and support.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist campuses in accountability processes. (Target Group: All) (NCLB: 1,2,4,5)	Program Supervisor- State/Federal , District Testing Coordinator	July - February, April - June	(S)Local Funds	Schedule of meetings
2. Have regular meetings with campus principals, individually and as a group, to discuss issues and ideas. (Target Group: All) (NCLB: 1,2,3,4,5)	Executive Director Elementary, Executive Director Secondary	July - June	(S)Local Funds	Calendar of meetings
3. Have regular meetings with campus principals, individually and as a group to discuss financial concerns. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Executive Director Elementary, Executive Director Secondary	July, September, November, April	(S)Local Funds	Budget Calendar
4. Carry out regular campus visits to observe practices and discuss issues with teachers. Share observations with principals. (Target Group: All) (NCLB: 1,2,3,5)	Executive Director Elementary, Executive Director Secondary	July - June	(S)Local Funds	Calendar of visits
5. Work with committees to review and possibly make revisions annually to the District Process, Procedures, and Guidelines. (Target Group: All) (NCLB: 5)	Executive Director Elementary, Executive Director Secondary	July, November, January, March	(S)Local Funds	Schedule of meetings
6. Provide technical support to insure appropriate identification of students and implementation of programs to meet special needs i.e. Pass, Pegasus. (Target Group: All, SPED) (NCLB: 5)	Autism Coordinator, Behavior Analyst, Program Supervisor for Special Education, Speech Supervisor	July- August, November - June	(S)Local Funds	Schedule of meetings
7. Have regular meetings with campus assistant principals to discuss issues and provide needed support to develop them professionally. (Target Group: All) (NCLB: 3,5)	Executive Director Elementary, Executive Director Secondary	November, January, April, June	(S)Local Funds	Calendar of meetings, agendas, and sign-in sheets

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 2.** Monitor implementation of administration regulations and best practices on individual campuses, providing advice, clarification, technical feedback, and support.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Assist campuses and central office personnel with obtaining and examining data needed for decision-making including student performance and survey data. Assist campuses and central office staff with writing , administering , and disaggregating results of campus and program- specific surveys. (Target Group: All) (NCLB: 5)	District Testing Coordinator	July - June	(S)Local Funds	Employee survey
9. Assist campuses and central office personnel with examining financial data including budget summary and expenditure detail reports. Assist with analyzing the data and projecting future needs so that proper planning may occur. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	Jan - June	(S)Local Funds	Budget timeline
10. Continue implementation of leadership training opportunities for campus elementary and secondary principals for professional growth. (Target Group: All) (NCLB: 3,5)	Executive Director Elementary, Executive Director Secondary	August - June	(S)Local Funds	Schedule of trainings
11. Provide technical support to insure appropriate identification of Homeless, At Risk, and 504 students. (Target Group: All, AtRisk) (NCLB: 5)	Program Supervisor- State/Federal	August - June	(S)Local Funds	Schedule of meetings, agendas, and sign-in sheets.

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 3.** Support systematic processes that improve and ease data management to result in more accurate data for decision-making.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to support D2SC. (Target Group: All) (NCLB: 5)	Director of Technology	August - June	(S)Local Funds	Completed teacher grade program and access from home, D2SC will not be used for attendance,
2. Continue process of standardization of data entry into the student management system for course names. (Target Group: All) (NCLB: 5)	Administrator of Student Accounting	October - November, May-July	(S)Local Funds	Parent names and address have been completed
3. Update process for dynix patron loads in order to deliver faster and more accurate service. (Target Group: All) (NCLB: 5)	Director of Technology	August - September	(S)Local Funds	Investigate upgrading Dynix to more current version, consider SIF intergration with student management system.
4. Support use of D2SC for disaggregating student performance data to the teacher's desktop. (Target Group: All) (NCLB: 5)	Director of Research and Accountability, Director of Technology	September - August	(S)Local Funds	Training calendar; sign-in sheets
5. Analyze special sites student and staff financial data to utilize appropriate funding sources for sites. (Target Group: All, AtRisk) (NCLB: 5)	Program Supervisor-State/Federal	February- August	(S)Local Funds	Supplemental allocations will be appropriately utilized.
6. Evaluate systems/components to ensure quality reporting of financial data. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Director of Technology, Purchasing Manager	September - August	(S)Local Funds	- Annual review of systems intergration. - Schools FIRST rating - Comprehensive Annual Financial Report
7. Continue remote access to financial data for campus level analysis; provide training to district personnel in the selection and use of data provided. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	September - August	(S)Local Funds	Training calendar; sign-in sheets.
8. Review purchasing process to identify electronic capabilities that will lead to efficiency. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Purchasing Manager	May- August	(S)Local Funds	Utilize MUNIS Contract and Bid Management modules and commodity codes.

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 3.** Support systematic processes that improve and ease data management to result in more accurate data for decision-making.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Continue to improve communication between functional areas of the district (Accounting, Communication, Human Resources, Data processing, etc.) to streamline operations and ensure compliance where required. (Target Group: All) (NCLB: 5)	Department Directors	Sept-Aug	(S)Local Funds	Employee survey
10. Provide administrative access to Discovery through district provided blackberrys. (Target Group: All) (NCLB: 5)	Director of Technology	November - June	(S)Local Funds	Employee survey
11. Continue to implement modules within the district's financial management system (MUNIS) to integrate processes and procedures to improve effectiveness. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology	Sept - Aug	(S)Local Funds	Review system intergration at least annually.
12. Implement electronic dashboard to assist district leaders in managing information workflow. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology	Sept-Aug	(S)Local Funds	Year end review of system implemented.
13. Consider implementation of TIP Web Management Program district wide to manage textbook inventory. (Target Group: All) (NCLB: 5)	Director of Technology, Textbook Coordinator	May - Nov	(S)Local Funds	Meeting minutes, analyses
14. Implement district wide content management system for storage, management, and retrieval of documents. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology, Manager Information Resources	September - August	(S)Local Funds	Review of content in Tyler Content Management system.
15. Explore the use of commodity coding to ensure district compliance with state purchasing laws. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Purchasing Manager	May - August	(S)Local Funds	Review status of implementation at year end.
16. Expand use of Certica's Cerify software in the district wide data analysis (Target Group: All) (NCLB: 5)	Administrator of Student Accounting, Chief Financial Officer	September - August	(S)Local Funds	Employee survey

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist campuses through annual planning to identify costs in district and campus plans particularly as it applies to Title funds, grant funds, any specialized funds. (Target Group: All) (NCLB: 5)	Program Supervisor- State/Federal , Executive Director Elementary, Executive Director Secondary	January - June	(S)Local Funds	Report of key metrics
2. Continue and expand comprehensive needs assessment for allocating supplemental funds for all federal programs. (Target Group: All, ECD, AtRisk) (NCLB: 2)	Program Supervisor- State/Federal , Program Supervisor	September, November, February & April	(S)Local Funds	Completed needs assessments
3. Monitor per pupil cost based on state/local/federal entitlements. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance	September, November, February	(S)Local Funds	Rates
4. Review expenditures of supplemental dollars for special programs on a scheduled basis to ensure appropriate spending of grants awarded. (Target Group: All, SPED) (NCLB: 5)	Asst Director of Finance, Chief Financial Officer, Director of Finance, Director of Special Education	August, January, March, June	(S)Local Funds	Review program reports and Maintenance of Effort
5. Systematically coordinate and consult with private schools regarding budgeting for federal funds. (Target Group: All) (NCLB: 5)	Program Supervisor- State/Federal , Director of Special Education, Program Supervisor	August & April	(S)Local Funds	PNP Consultation
6. Hold a public meeting for community members and parents to provide feedback and receive input for the design and implementation of federal and/or grant programs. (Target Group: All) (NCLB: 5)	Program Supervisor- State/Federal , Director of Special Education, Program Supervisor	May	(S)Local Funds	Federal planning meeting- agenda and sign-in sheets
7. Examine all areas of expenditure to determine ways to reduce costs. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	July - June	(S)Local Funds	YTD Budget Report

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Renew the effort to establish a district procedure for grant applications and renewal including designating someone who would serve as grant coordinator; duties would include: communication with district and campus personnel interested in applying for grants, the application process, budgeting for awards received, and coordination with accounting regarding the operation of the program and the reporting process. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Executive Director Elementary, Executive Director Secondary, Superintendent	September - November	(S)Local Funds	Annual review of grant programs
9. Establish procedures and timelines for review and compliance monitoring of (1) Title I Comparability and (2) maintenance of effort for special education and federal programs. Include joint responsibilities for business office and instructional personnel. (Target Group: All, SPED) (NCLB: 5)	Program Supervisor-State/Federal , Chief Financial Officer, Director of Finance, Director of Special Education	July - June	(S)Local Funds	Year end audit comparability report. Maintenance of Effort logs.
10. Adopt a district policy requiring the maintenance of a specific fund balance level for the General Operating Fund. The benchmark should be the range recommended by the TEA and based on a targeted percent of budgeted expenditures for the subsequent fiscal year. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Superintendent	July, August, November - January	(S)Local Funds	Comprehensive Annual Financial Report
11. Initiate staff development process for campus administrators in understanding and using resources allocated to them. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Executive Director Elementary, Executive Director Secondary	January - March	(S)Local Funds	Training calendar; sign-in sheets

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Promote collaborations between instructional and financial administration to ensure that inter-related issues are addressed: PEIMS, budget amendments, compliance requirements, accountability, etc (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Superintendent	August - May	(S)Local Funds	Training calendar; sign-in sheets
13. Continue meeting regularly with Board Audit Committee to ensure that trustees and community are properly informed of district financial position and operations. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance	July - June	(S)Local Funds	Committee reports, Board Committee Agenda; sign-in sheets
14. Continue/expand the district's Comprehensive Annual Financial Report to include information that is useful and interesting for the reader. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Finance	February - March	(S)Local Funds	Comprehensive Annual Financial Report
15. Develop a calendar for internal auditing of high risk areas. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Finance	July - June	(S)Local Funds	Audit calendar
16. Perform self assessment of the district's risk for fraud. Based on the results of the assessment, management is required by SAS99, a new auditing standard, to implement appropriate systems and policies to sufficiently diminish the risk of fraud. Implement such systems and policies. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Finance, Superintendent	July - June	(S)Local Funds	Fraud reviews
17. Review food service program to ensure efficiency and effectiveness of operations. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Finance, Director of Food Service	July - June	(S)Local Funds	Food service review

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. Monitor bond construction process through regular meetings with program management team and comparisons of financial reports. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Superintendent	July - June	(S)Local Funds	Bond reports
19. Implement process for quarterly budget analysis to assist in producing accurate financial projections. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance	September, November, March, June	(S)Local Funds	YTD Budget reports
20. Continue refinement of district's budgeting process to ensure most efficient use of resources. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	July-August, November-February	(S)Local Funds	YTD Budget report, Analysis worksheets
21. Provide for collaborative budget process where budget managers must link campus & department goals to planned, budgeted expenditures. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	July-August, October, January, March, May	(S)Local Funds	CIP, DIP
22. Expand the district's investment program to generate additional revenues, while maintaining security of principal and sufficient liquidity to meet obligations. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance	July - June	(S)Local Funds	Quarterly investment reports. Monitor the market.
23. Seek alternative technology funding sources to supplement the state technology allotment (3.3.4). (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Technology	July- June	(S)Local Funds	Monitor grant websites
24. Review expenditures of supplemental state/federal dollars on a regular basis to ensure appropriate use of funds. (Target Group: All) (NCLB: 5)	Program Supervisor- State/Federal , Budget and Treasury Officer, Program Supervisor	July - June	(S)Local Funds	YTD Budget report

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 4.** Secure, allocate and expend resources in an efficient and effective manner that promotes and supports improved student learning, identified district needs, and input from stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
25. Implement additional modules in the financial management system for increased monitoring of commodities, bids, and contracts. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology, Purchasing Manager	November - June	(S)Local Funds	Annual review of systems implementation.
26. Implement modules within (and that integrate with) the financial management system to improve efficiency of operations and reporting, as well as enhance electronic records management capabilities. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Technology, Executive Director Secondary	November - June	(S)Local Funds	Evaluate product demonstrations as they occur.
27. Provide MUNIS software training for all applicable categories of personnel to enhance performance. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Director of Staff Development, Director of Technology	November - June	(S)Local Funds	Training calendars; sign-in sheets
28. Implement financial and data dashboard to assist campuses and departments in tracking key performance indicators and metrics. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer, Director of Finance, Director of Technology	December-April	(S)Local Funds	Training calendars; procedure manuals
29. Expand the District's budget document to include information that is useful and interesting for the reader. (Target Group: All) (NCLB: 5)	Budget and Treasury Officer, Chief Financial Officer	September - November	(S)Local Funds	Budget Book
30. Establish procedures and timelines for single funding source coding of personnel costs for federal and state programs. (Target Group: All) (NCLB: 5)	Program Supervisor-State/Federal , Accelerated Language Programs Administrator, Budget and Treasury Officer, Chief Financial Officer, Director of Special Education, Principals, Program Supervisor	November - January	(S)Local Funds	Meeting minutes Timeline development Annual review of progress

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 5.** Review, update, and monitor schedules and procedures governing construction, remodeling, and maintenance of school facilities and transportation to ensure that an optimal environment is provided for teaching and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist Gilbane Building Company as needed as they oversee LCISD's 2006 bond program . (Target Group: All) (NCLB: 5)	Administrator of Operations	July - June	(L)Bond Funds	Completion of construction
2. Work with Gilbane Building Company to provide a continual update of the 2006 bond progress on the district webpage. (Target Group: All) (NCLB: 5)	Administrator of Operations	July - June	(L)Bond Funds	Monitor websites
3. Continue to work closely with Region IV as they provide Maintenance and Operations Management. (Target Group: All) (NCLB: 5)	Administrator of Operations	July - June	(S)Local Funds	Program Efficiency
4. Oversee building maintenance to provide positive classroom enviroment. (Target Group: All) (NCLB: 4)	Administrator of Operations	July - June	(S)Local Funds	Employee survey
5. Implement Life Cycle Analysis and schedule for replacements of major capital assets and certain renovations (buses,roofs, parking lots, chillers, etc) based on availability of resources. (Target Group: All) (NCLB: 5)	Administrator of Operations	July - June	(L)Bond Funds, (S)Local Funds	Replacement logs
6. Oversee the building and moving of portable buildings to meet the needs of a growing population. (Target Group: All) (NCLB: 5)	Administrator of Operations	July - August, April - June	(S)Local Funds	Portable availability
7. Continue to refine bus routing network to the most efficient system possible. (Target Group: All) (NCLB: 5)	Director of Transportation	July - June	(S)Local Funds	Employee, other surveys
8. Create an Energy Management Administrative Regulation to encourage energy savings. (Target Group: All) (NCLB: 5)	Administrator of Operations	September - June	(S)Local Funds	Administrative Regulation posting
9. Assist with facilities assessment for the LCISD 2011 bond program. (Target Group: All) (NCLB: 5)	Administrator of Operations	September - June	(S)Local Funds	Bond Election

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 5.** Review, update, and monitor schedules and procedures governing construction, remodeling, and maintenance of school facilities and transportation to ensure that an optimal environment is provided for teaching and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
10. Develop and implement process for opening the new satellite transportation facility. (Target Group: All) (NCLB: 5)	Administrator of Operations	July - June	(S)Local Funds	Completion of construction

# LAMAR CISD

**Goal 3.** To establish a structure for planning that assures that all aspects of maintenance, growth, and improvement are systematically addressed and reviewed to meet both long and short-term needs.

**Objective 6.** Improve system wide efficiency, productivity, planning, and allocation of resources by aligning, prioritizing, integrating and automating the core functions of departmental, business, and support processes. (3.2)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish a plan to evaluate, inventory, design, fund, prioritize, implement, and provide support for an integrated systemwide support process management solution: financial, human resource, transportation, food service systems and maintenance and operations. (Target Group: All) (NCLB: 5)	Chief Financial Officer, Department Directors, Director of Technology, Executive Director Secondary	Sept - Aug	(S)Local Funds	Prepare annual progress report
2. Identify current internal and external integrations in place (Target Group: All) (NCLB: 5)	Director of Technology	Sept. - Aug	(S)Local Funds	Provide inventory/report.
3. Provide an accurate inventory of all support processes data (Target Group: All) (NCLB: 5)	Director of Technology	Sept. - Aug	(S)Local Funds	Provide inventory/report.
4. Provide a plan that addresses data access security issues (Target Group: All) (NCLB: 5)	Director of Technology	Sept - Aug	(S)Local Funds	Review written plan.

# LAMAR CISD

**Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

**Objective 1.** Effectively integrate technology into the LCISD curriculum as a learning and productivity tool.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize integrated learning systems such as Success Maker and Waterford to increase and enhance student learning and TEKS mastery. (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Director of Technology, Instructional Facilitator, Principals	August - May	(S)Local Funds	Review student success through varied assessments and data
2. Utilize software such as Inspiration, Kidspiration, KidPix, and office applications to provide a rich learning environment and to address the TEKS. (Target Group: All) (NCLB: 1)	Assistant Principal(s), Director of Technology, G/T Facilitators, Instructional Facilitator, Principals, Special Ed Teachers, Teachers	August - June	(O)FTEs, (S)Local Funds	Monitor and evaluate using student success data through state and local assessments
3. Continue to select and adopt technology based instructional materials that support teaching the TEKS. Included are calculators, science lab probes, and curriculum-based streaming video services. (Target Group: All) (NCLB: 1)	Curriculum & Instructional Specialists, Executive Director Curriculum, Executive Director Elementary, Executive Director Secondary, Teachers, Textbook Coordinator	August - July	(F)Title I, (L)Bond Funds, (S)College Readiness Grant, (S)High School Allotment, (S)Local Funds, (S)State Compensatory, (S)Student Success Initiative	Continuing evaluation using various assessments and data sources
4. Continue utilization of LCISD's video conferencing capability to use distance learning for course credits, collaborative projects, and staff development opportunities. (Target Group: All) (NCLB: 1)	Director of Staff Development, Director of Technology, Executive Director Curriculum	July - February	(L)Bond Funds, (S)Local Funds, (S)Technology Allotment Funds	District needs assessment for technology, curriculum, and staff development
5. Establish and maintain student technology services, such as communications and storage, through the district network to enable all students to save work throughout the year. (Target Group: All) (NCLB: 1)	Director of Technology	July - June	(S)Local Funds, (S)State Compensatory	Continuous monitoring of student usage
6. Continue Texas Math and Science Diagnostic System program for all math and science teachers, grades 3-11 and provide staff development and support for the program. (Target Group: All) (NCLB: 3)	Director of Staff Development, Director of Technology, Executive Director Elementary, Executive Director of Community Relations, Executive Director Secondary	September - May	(S)Local Funds	Continued monitoring of teacher and student needs

# LAMAR CISD

**Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

**Objective 1.** Effectively integrate technology into the LCISD curriculum as a learning and productivity tool.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Maintain, update, and provide training as needed for all components of D2SC. (Target Group: All) (NCLB: 1,3)	Admin. of Technology Staff Development, Campus Instructional Technologist, Director of Technology	July - June	(S)Local Funds	Monitor use and implementation of D2SC through various means
8. Utilize technology subscription services such as NetTrekker and United Streaming to enrich classroom instruction and address TEKS. (Target Group: All) (NCLB: 1)	Campus Instructional Technologist, Curriculum & Instructional Specialists, Director of Technology, Executive Director Curriculum, Teachers	July - June	(L)Bond Funds, (S)Local Funds, (S)Technology Allotment Funds	Monitor through various assessments and student success measures
9. Utilize Campus Instructional Technology Specialists (CITS) to develop technology integrated lesson plans and professional development for use of technology tools. (Target Group: All) (NCLB: 4)	Admin. of Technology Staff Development, Campus Instructional Technologist, Director of Technology	July - June	(L)Bond Funds, (S)Local Funds, (S)Technology Allotment Funds	Measure effectiveness through sign-in sheets and class room walk through evaluations
10. Plan INTERACT IV and utilize Technology Department personnel to support INTERACT participants throughout the school year. (Target Group: All) (NCLB: 3)	Campus Instructional Technologist, Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Logs of INTERACT participants and Campus Instructional Technology Specialists
11. Develop and implement Department guidelines for purchase and use of hardware and software, and enforce the district adopted standards for both (Target Group: All) (NCLB: 4)	Director of Technology	Julu-June	(L)Bond Funds, (S)Local Funds	Close monitoring of purchase and use of materials

# LAMAR CISD

**Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

**Objective 2.** Provide students, educators, and staff system-wide equitable access to technology that is current, secure, complex, and powerful enough to meet learning, teaching, and management needs(4.1).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Review and plan for equitable and targeted computer ratios for students, educators, and staff based on district expectations(4.1.2). (Target Group: All) (NCLB: 4)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Employee survey and district inventory

# LAMAR CISD

**Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

**Objective 3.** Invest and employ strategies for effective and efficient technology use, curriculum integration, community access, support and financial accountability (4.2)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain a district wide hardware/software Refresh Program using appropriate funding mechanisms(4.2.1). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds	Review active inventory files for hardware/software and schedule policy for refresh.
2. Review WAN and LAN systems, and plan for upgrades and additions as needed (4.2.2). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Continuous monitoring needs of networks and cusotmer satisfaction surveys
3. Continue to support strategies and guidelines for providing access to district resources from outside the network and non-district devices access to internal network resources (4.2.4). (Target Group: All) (NCLB: 4)	Director of Technology	July- June	(L)Bond Funds, (S)Local Funds	customer satisfaction survey and disrict needs assessment
4. Provide technology management tools to improve service agreement levels and response time including desktop, network, network access, and user tools (4.2.6). (Target Group: All) (NCLB: 1,5)	Director of Technology	July-June	(L)Bond Funds, (S)Local Funds	Development and implementation of documents and processes
5. Continue to seek outside services for special projects and consulting expertise (4.2.8). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Successful use of funding to provide services for completion of identified projects
6. Develop policies and processes for safeguarding critical systems and data against loss of access or destruction through a disaster recovery plan (4.4). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Development and implementation of disaster recovery plan

# LAMAR CISD

**Goal 4.** To create an effective integrated learning environment using technology as a tool to facilitate learning, delivery of instruction, and productivity thereby helping students and staff to become effective and efficient users.

**Objective 4.** Increase campus and district technology communications, data-driven decision making, and quality of internal and external communications both during the day and outside the regular school day (4.5).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to provide and upgrade, as needed, adequate bandwidth for high speed internet connectivity (4.5.1). (Target Group: All) (NCLB: 1,4)	Director of Technology	July-June	(L)Bond Funds, (S)Local Funds	Monitor bandwidth and internet usage
2. Continue to evaluate opportunities to build more resiliency in existing system, including servers, WAN, LAN, and desktops (4.5.4). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Customer survey and monitoring of usage of various materials
3. Continue to support the district wide communications services (4.5.6). (Target Group: All) (NCLB: 1,5)	Director of Technology	July - June	(L)Bond Funds, (S)Local Funds	Continued monitoring of usage and customer service surveys

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 1.** Develop and continue image-building activities at both the district and campus level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue publications: The New View,FACTS, Back to School Guide, District Brochures, TAKS Sheets by District and Secondary Track. (Target Group: All) (NCLB: 5)	Executive Director of Community Relations	July - June	(S)Local Funds	District Surveys/District Website
2. Continue biweekly staff email newsletter. (Target Group: All) (NCLB: 5)	Communications Coordinator	August - May	(S)Local Funds	Email/District Website/Staff Surveys
3. Continue to update and produce relocation packet material to provide families moving into LCISD with information about the schools their children will attend. Add customized information for new residential developments as they begin construction. (Target Group: All) (NCLB: 5)	Executive Director of Community Relations	July - June	(S)Local Funds	Enrollment Packet
4. Continue to provide district information training sessions/school tours for realtors and new developers as requested. (Target Group: All) (NCLB: 5)	Executive Director of Community Relations	July - June	(S)Local Funds	Enrollment District Survey
5. Provide Title I Parent Involvement to build ties between home and school. (Title I SW: 6) (Target Group: All) (NCLB: 4,5)	Program Supervisor- State/Federal	August - May	(F)Title I - \$46,238	Campus/Facilitator

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 2.** Provide opportunities for 2-way communication to occur between community members and the district in order to receive input from and provide information to all stakeholders. Include special activities that address communication between the district and parents

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue Advisory Councils that involve community members: Health Council, At Risk Committee, CTE Advisory Council, DSIC, Special Education Advisory Committee, Leadership High School Advisory Council, OEYP Advisory Committee, Common Threads Advisory Committee, LEAF Board, Technology Advisory Committee. (Target Group: All) (NCLB: 1,2,4,5)	Athletic Director, CTE Director, Director of Career and Technical Education, Director of Special Education, Director of Technology, Executive Director of Community Relations, Executive Director-Education Foundation (LEAF), Parent Involvement Facilitator	August - May	(S)Local Funds	Committee Minutes/Agendas District Website
2. Receive suggestions for improvement from community from suggestion box placed at Brazos Crossing. (Target Group: All) (NCLB: 4,5)	Executive Director of Community Relations	July - June	(S)Local Funds	Suggestions Form Collected
3. Provide parent information via District Website. Work with schools to add school information and booster club information to the district website. (Target Group: All) (NCLB: 5)	WebMaster	July - June	(S)Local Funds	District Website
4. Continue key communicators group to provide 2-way communication between district personnel, parents, community members through e-mail. (Target Group: All) (NCLB: 4,5)	Executive Director Curriculum	July - June	(S)Local Funds	District Survey
5. Continue participation/membership in Rosenberg Image Committee. A representative for each high school is on the committee. (Target Group: All) (NCLB: 5)	Executive Director Curriculum, Principals	July - June	(S)Local Funds	Attendance at Monthly Meeting. Sign In Sheets
6. Meet with PTO/PTA officers on request. (Target Group: All) (NCLB: 5)	Parent Involvement Facilitator	July - June	(S)Local Funds	Minutes/Agendas

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 2.** Provide opportunities for 2-way communication to occur between community members and the district in order to receive input from and provide information to all stakeholders. Include special activities that address communication between the district and parents

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Speak to community service organizations on a regular basis to communicate goals, strategies, and activities of the district and to receive input on needs from the community's point of view. (Target Group: All) (NCLB: 5)	Communications Coordinator, Executive Director Curriculum	July - June	(S)Local Funds	Calendar of Events Registration of Events District Survey
8. Solicit parent and community participation on appropriate district committees. (Target Group: All) (NCLB: 4,5)	Executive Director Curriculum	July - June	(S)Local Funds	Citizens on Committee Rosters District Website
9. Partner with community groups to support adult literacy continuing education needs in the community (5.3.1). (Target Group: All) (NCLB: 5)	Project LEARN Coordinator	July - June	(S)Local Funds	Participants in Adult Literacy Program

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 3.** Establish reciprocal channels of communication between campuses and central administration to assure support for student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue involvement of DSIC in monitoring implementation of district plan and assisting with decision-making. (Target Group: All) (NCLB: 5)	Executive Director Curriculum	October - November, January-February, April-May	(S)Local Funds	DSIC Agenda DSIC Minutes
2. Meet with administrators following each board meeting to share information and hear concerns. (Target Group: All) (NCLB: 4,5)	Superintendent	July-November, January-April & June	(S)Local Funds	General Staff Meeting Agendas
3. Continue publication of diversity calendar. Present diversity calendar to teachers for entire year so that it can be used as a planning document. Stress monthly characteristics identified in the TRUST initiative as part of the diversity calendar. (Target Group: All) (NCLB: 5)	Communications Coordinator, Executive Director Curriculum	August - May	(S)Local Funds	District Survey
4. Continue monthly publication of The Lamar View and the LCISD Board Report and make available on-line. (Target Group: All) (NCLB: 5)	Communications Coordinator, Executive Director of Community Relations	August - April	(S)Local Funds	District Website District Survey Hard Copy of each issue
5. Continue Superintendent meetings with LCTA. (Target Group: All) (NCLB: 5)	Superintendent	September - May	(S)Local Funds	Consultation Questions
6. Utilize communication coordinator for every campus to serve as liaison between campus and communications department. Purpose of coordinator will be to provide information, events, and pictures to be published as media releases or articles for internal and external newsletters. (Target Group: All) (NCLB: 4,5)	Communications Coordinator	July-October, January-June	(S)Local Funds	Press Releases

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 3.** Establish reciprocal channels of communication between campuses and central administration to assure support for student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Conduct annual employee survey. Analyze results and categorize comments. Deliver results as well as comments to campuses and to district administrators to whom comments are applicable. (Target Group: All) (NCLB: 5)	Director of Research and Accountability	July-September, April-May	(S)Local Funds	Annual Survey Results
8. Continue student advisory committee with representatives from grades 5-12 from each campus. (Target Group: All) (NCLB: 5)	Executive Director Curriculum, Superintendent	October & May	(S)Local Funds	Meeting Minutes
9. Communicate alternative funding opportunities(5.3.3). (Target Group: All) (NCLB: 5)	Communications Coordinator, Executive Director-Education Foundation (LEAF)	October - December	(S)Local Funds	Grants Funded

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 4.** Utilize technology to increase communication with community, among schools, and between schools and the district office.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilize the intranet for Board Reports so that they will be readily available to all employees. (Target Group: All) (NCLB: 5)	WebMaster	July - June	(S)Local Funds	Intranet/District Website
2. Improve the percentage of campus/department posting of events on the web-based district events calendar. (Target Group: All) (NCLB: 5)	Principals	August - May	(S)Local Funds	Intranet/District Website
3. Maintain a testing, research, and accountability information area on the district website to provide updated information. (Target Group: All) (NCLB: 5)	Director of Research and Accountability, WebMaster	July - June	(S)Local Funds	Internet/District Website/Intranet
4. Utilize the intranet for surveying teachers to receive input in cases where it is appropriate. (Target Group: All) (NCLB: 5)	Director of Technology	August - June	(S)Local Funds	Survey Results
5. Place the district plan on the LCISD website so that it is available for parents, administrators and teachers to view. (Target Group: All) (NCLB: 5)	WebMaster	November	(S)Local Funds	Internet/District Website
6. Update AEIS annually and place on LCISD website. Post campus ratings at the beginning of each year as required by law. (Target Group: All) (NCLB: 5)	Director of Research and Accountability, WebMaster	December-January	(S)Local Funds	District Website

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 5.** Provide school/business partnerships and other structures which result in community support of student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Promote ETCEP program which involves recycles ink cartridges for extra technology dollars for participating campuses. (Target Group: All) (NCLB: 5)	Executive Director-Education Foundation (LEAF)	August - June	(S)Local Funds	Rebate Amount
2. Expand the Employee Discount website by gaining more participation from area businesses. (Target Group: All) (NCLB: 5)	Communications Coordinator	August - May	(S)Local Funds	Intranet/District Website
3. Continue the common threads clothing recycling program which will provide clothing and uniforms, coats, undergarments, and toiletries to LCISD students in need and provide presentations to community groups to increase awareness of program. (Title I SW: 10) (Target Group: All) (NCLB: 4,5)	Parent Involvement Facilitator	July - June	(F)Title I - \$51,600, (S)Local Funds	Number of clients served and Donation amounts
4. Train parents as volunteers utilizing the volunteer coordinator at each school. (Target Group: All) (NCLB: 5)	Parent Involvement Facilitator	July - June	(S)Local Funds	Listing of Volunteer Coordinators Number of VIPS (Volunteers In Public Schools)
5. Meet with community-wide private/nonprofit schools for federal program planning. (Target Group: All) (NCLB: 5)	State/Federal Programs Supervisor	May-June	(F)Title I - \$0.00	Meeting Agendas
6. Coordinate activities to LCISD students at participating private/nonprofit schools. (Title I SW: 10) (Target Group: All) (NCLB: 5)	State/Federal Programs Supervisor	August - June	(F)Title I - \$2,200	PNP Affirmations
7. Provide parent section on the LCISD webpage with parenting information. (Target Group: All) (NCLB: 5)	Parent Involvement Facilitator, WebMaster	July - June	(S)Local Funds	District Website
8. Promote use of Abitibi for district wide recycling of paper. (Target Group: All) (NCLB: 5)	Executive Director-Education Foundation (LEAF)	July - June	(S)Local Funds	Funds Received

# LAMAR CISD

**Goal 5.** To provide multiple communication forums, both within and outside the school district that result in a greater understanding of the needs of all stakeholders, thereby increasing student successes and improving LCISD's image among parents, taxpayers, and other significant groups.

**Objective 6.** Develop practices and programs for parents and families to meet needs and support academic success and high school completion for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue Project Learn Program in conjunction with LCISD extended year and Accelerated Reading Program. Explore options for expanding services for parents. (Target Group: All) (NCLB: 5)	Project LEARN Coordinator	July - June	(S)Local Funds	Number Participants Evenstart indicators of Performance (IPQ)
2. Fully communicate benefits of Bilingual/ESL education to the parents of bilingual and esl students to decrease parent denials. (Target Group: All) (NCLB: 5)	Accelerated Language Specialist	August - October	(S)Local Funds	Decrease parent denials
3. Continue to work with parent liaisons on Title I campuses to increase parent involvement. (Title I SW: 10) (Target Group: All) (NCLB: 4,5)	Parent Involvement Facilitator	August - June	(F)Title I - \$0.00	Contact list of Parent Liaisons Meeting agendas and minutes
4. Provide workshops for parents of GT students. (Target Group: GT) (NCLB: 5)	Director of Advanced Studies	July to June	(S)Local Funds	Houston Coop Sign in sheets
5. Explore need and interest for additional parent support groups among parents of special education students. (Target Group: All) (NCLB: 5)	Director of Special Education	July - September, November - February & June	(F)IDEA Special Education	Parent training groups and parent education classees are held. Minutes, Agendas, and Sign in sheets from meetings

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 1.** Empower students to develop positive internal and external assets so that they are strong and successful learners and are safe and drug-free.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide substance abuse support mentors on grades 7-12 campuses for students requesting assistance. (Title I SW: 9,10) (Target Group: All) (NCLB: 4)	Student Support Administrator	August - June	(S)State Compensatory - \$3,000	Reduce the reported rates of alcohol use to below 12% and the use of marijuana to below 10%
2. Select students in grades 6-8 to participate in a summer leadership camp which focuses on resisting tobacco and other drugs. (Target Group: All) (NCLB: 4)	Social Workers	May, June & July	(S)State Compensatory	Documentation indicating students trained
3. Provide antivictimization training to elementary students to empower them to handle contact with strangers. (Title I SW: 9) (Target Group: All) (NCLB: 4)	Counselor(s)	September - November	(S)Local Funds	98% of students will report that they are clear on what to do if a stranger approaches them
4. Continue implementation and support of research-based violence prevention education programs, "Get Real About Violence" and "Here's Looking At You." (Title I SW: 9) (Target Group: All) (NCLB: 4)	Counselor(s), Social Workers	August - June	(F)Title I, (S)Local Funds	90% of students will report that they feel safe at school
5. Provide secondary guidance lessons that focus on goal setting, managing diversity, and safe schools. (Title I SW: 9) (Target Group: All) (NCLB: 4)	Counselor(s)	Aug - Nov, Mar - Jun	(S)Local Funds	Secondary school removals to a DAEP will be less than 350
6. The district shall provide children with information regarding sexual abuse including likely warning signs, how to obtain assistance and intervention and accessing counseling (Target Group: All) (NCLB: 4)	Counselor(s)	Oct - May	(S)Local Funds	Documentation indicating students trained

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 2.** Empower all LCISD staff members to work together to create a safe and drug free school environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide sessions on drug use and intervention for club sponsors and coaches. (Target Group: All) (NCLB: 4)	Social Workers, Student Support Administrator	August - June	(S)Local Funds	Reduce reported drug use rates to below 10%.
2. Provide campus staff members with strategies and activities for creating a caring school climate. (Target Group: All) (NCLB: 4)	Principals	August - May	(S)Local Funds	90% of students will report they feel safe at school.
3. Contract with Intequest for canine drug detection services. (Target Group: All) (NCLB: 4)	Superintendent	August - May	(S)Local Funds	Reduce reported drug use rates below 10%.
4. Provide training and support on conflict resolution and expand peer mediation training to intervene in incidents of violent behavior. (Target Group: All) (NCLB: 4)	Counselor(s)	October - December	(S)Local Funds	98% of students will report they are clear on proper behavior in violent incidents.
5. Provide training to all new district administrators on discipline plan. (Target Group: All) (NCLB: 4)	Executive Director Elementary, Executive Director Secondary	August & January	(S)Local Funds	Documentation indicating administrators trained.
6. Provide staff training to recognize and deescalate reactive and inappropriate behaviors (CPI). (Target Group: All) (NCLB: 4)	Administrator for Truancy/Dropout Prevention, Special Sites Administrator, State/Federal Programs Supervisor	July - June	(F)Title I	Documentation indicating staff trained.
7. Provide a discipline alternative education program to improve discipline on campuses and to directly address student discipline problems for secondary and elementary students. (Target Group: All) (NCLB: 4)	Executive Director Elementary, Executive Director Secondary	August - May	(S)Local Funds	90% of students will report they feel safe.
8. Share character development calendars with parents, teachers, students, and community at the beginning of the school year. (Target Group: All) (NCLB: 4)	Executive Director of Community Relations	August - December	(S)Local Funds	Documentation indicating calendars distributed.

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 2.** Empower all LCISD staff members to work together to create a safe and drug free school environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Continue to define for teachers and other staff members processes to use when they suspect drug use. (Target Group: All) (NCLB: 4)	Student Support Administrator	August - May	(S)Local Funds	Documentation indicating staff trained.
10. Continue to provide drug/gang awareness for all staff members as needed. (Target Group: All) (NCLB: 4)	Student Support Administrator	August - May	(S)Local Funds	Documentation indicating staff trained.
11. Update district crises plan; provide school personnel with changes; provide training on district crises plan and assist campuses with the development and/or update of their campus crises plans. (Target Group: All) (NCLB: 4)	Employee Services & Risk Manager	September - October	(S)Local Funds	Making sure crisis plan is updated and current each year
12. Provide annual training for counselors on how to address students who threaten suicide or homicide. (Target Group: All) (NCLB: 4)	Administrator for Truancy/Dropout Prevention	October & November	(S)Local Funds	Documentation indicting counselors trained.
13. Continue the TRUST Initiative. Provide training for new teachers; review with administrators at Retreat. (Target Group: All) (NCLB: 4)	Director of Staff Development	July & August	(S)Local Funds	New Teacher Induction Schedule; Sign in Sheets New Teacher Seminars; Adminstrator Retreat Schedule.
14. Continue Counselor Crises Response Team plan; provide training for team members to renew skills. (Target Group: All) (NCLB: 4)	Nurse Supervisor	August - June	(L)Bond Funds	Documentation of training; documentation of meetings and interventions.
15. Monitor presentation to all staff who work directly with students information on Texas laws concerning the reporting of suspected child abuse. (Target Group: All) (NCLB: 4)	Counselor(s)	August - November	(S)Local Funds	Sign In Sheets

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 2.** Empower all LCISD staff members to work together to create a safe and drug free school environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
16. Continue to develop and implement procedures to utilize automatated calling systems for emergency response and crises management (6.1.3) (Target Group: All)	Executive Director of Community Relations	August - June	(S)Local Funds	Number of calls made through Parent Link.
17. Continue to provide classroom telephones for emergency crisis and discipline situations and mobile phones for administrators (6.1.4). (Target Group: All) (NCLB: 4)	Director of Technology	July - June	(S)Local Funds	Number of phones installed.
18. Provide training and on-going support to administrators regarding safe school requirements. (Target Group: All) (NCLB: 4)	Administrator for Truancy/Dropout Prevention	September- November & March - May	(S)Local Funds	Documentation showing administrators trained.
19. Provide bus drivers with additional training in student management. (Target Group: All) (NCLB: 4)	Director of Transportation, Transportation	August	(S)Local Funds	Agendas and sign in sheets
20. Provide a Train-the-Trainer staff development for campus teachers on Fred Jones Tools for Teaching and follow-up meetings. (Target Group: All) (NCLB: 4)	Social Studies Curriculum Specialist	August - September & May	(S)Local Funds	All campuses staffed with at least two trainers. Sign in Sheets.
21. Campus trainers provide staff development on Fred Jones Tools for Teaching to all campus instructional staff. (Target Group: All) (NCLB: 4)	Executive Director Elementary, Executive Director Secondary, Principals	August - May	(S)Local Funds	Sign In Sheets
22. Provide resources on Fred Jones Tools for Teaching to campuses as needed. (Target Group: All) (NCLB: 4)	Social Studies Curriculum Specialist	August - May	(S)Local Funds	Decrease in office referrals. Increase in test scores.

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 3.** Empower parents and community agencies as well as community members to take actions to ensure that children in LCISD are safe and drug free.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Utilizing Partners for Youth and Pals, provide "Before Its Too Late" sessions for all 6th graders. (Target Group: All) (NCLB: 4)	Student Support Administrator	September- November & March - May	(S)Local Funds	Secondary removals to DAEP will be less than 350.
2. Utilize FBSO Truancy Abatement officers to provide awareness sessions on legal responsibilities for students in grades 4 and 5 (10 year old students). (Target Group: All) (NCLB: 4)	Student Support Administrator	August - May	(S)Local Funds	Secondary removals to DAEP will be less than 350.
3. Through Partners for Youth, provide sessions for DAEP students on laws and legal responsibilities. Also, training will be provided to school staff to target ISS students. (Target Group: All) (NCLB: 4)	Student Support Administrator	September- November & March - May	(S)Local Funds	DAEP Recidivism rate will be less than 15%.
4. Continue work with Municipal Courts to address students with MIP's (Minor In Possession). (Target Group: All) (NCLB: 4)	Student Support Administrator	August - June	(S)Local Funds	Reduce reported rates of alcohol to below 10%.
5. Provide resources to parents and the community regarding 40 developmental assets and results of drug/safety survey in both English and Spanish. (Target Group: All) (NCLB: 4)	Counselor(s), Social Workers, Student Support Administrator	August - June	(S)Local Funds	Documentation indicating resources distributed.
6. Continue the student citation program and the use of campus-based resource officers at each junior high, high school, and ALC. (Target Group: All) (NCLB: 4)	Executive Director Secondary	August - May	(S)Local Funds	98% students report clear understanding of proper behavior on school campus.
7. Continue the development of a memorandum of understanding among law enforcement, neighborhood groups, youth agencies, and schools to join in efforts to minimize drug use in the communities and schools. (Target Group: All) (NCLB: 4)	Student Support Administrator	September - May	(S)Local Funds	Documentation indicating collaboration efforts in community.

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 3.** Empower parents and community agencies as well as community members to take actions to ensure that children in LCISD are safe and drug free.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Continue to facilitate on-campus, after school childcare programs for all elementary students. (Target Group: All) (NCLB: 4)	Executive Director Elementary	August - May	(S)Local Funds	Documentation indicating after school programs.
9. Continue parent notification and intervention program for student bus discipline referrals. (Target Group: All) (NCLB: 4)	Assistant Principal(s), Director of Transportation, Principals	August - July	(S)Local Funds	Review bus discipline referrals.
10. Maintain awareness of funding sources and of community health professionals who are willing to assist students with health concerns. (Target Group: All) (NCLB: 4)	Nurse Supervisor	July - June	(S)Local Funds	Review list of community health resources.
11. Work with Memorial Herman Health Care Systems with funding by George Foundation to provide uninsured and underinsured students with medical care through school-based health clinic. (Target Group: All) (NCLB: 4)	Superintendent	July-June	(S)Local Funds	Continue school-based health clinic
12. Provide parents and students with linkages to public service agencies for referral purposes. (Target Group: All) (NCLB: 4)	Nurse Supervisor	July - June	(O)No funds needed	Review list of public service agencies
13. Coordinate with other agencies to provide successful transitions for high school special education graduates. (Target Group: All) (NCLB: 5)	Director of Special Education	July - June	(F)IDEA Special Education, (S)Local Funds	Review results sent to T.E.A. (Indicator 13)
14. Continue involvement of parent and community in SHAC advisory group. Work with SHAC Committee to identify all community and school intervention/prevention efforts and determine gaps in services. (Target Group: All) (NCLB: 4)	Administrator for Truancy/Dropout Prevention	September, November, February & April	(F)Title I	Review drug safety survey for LCISD and Texas

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 3.** Empower parents and community agencies as well as community members to take actions to ensure that children in LCISD are safe and drug free.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. The district shall provide parents with information regarding sexual abuse including likely warning signs, how to obtain assistance and intervention, and accessing counseling services. (Target Group: All) (NCLB: 4)	Executive Director of Community Relations	August - July	(O)No funds needed	Information remains on LCISD website under ParentLink

# LAMAR CISD

**Goal 6.** To address issues that enhance school climate thereby creating strong, safe, drug-free disciplined schools.

**Objective 4.** Evaluate effectiveness of student, staff, parent, and community initiatives in establishing strong, drug-free, disciplined schools.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase accuracy of discipline records so campuses have accurate data for analysis and improvement. (Target Group: All) (NCLB: 4)	Administrator of Student Accounting	August - June	(S)Local Funds	Documentation indicating staff training
2. Survey for drug awareness programs PK-12 and provide support as needed. (Target Group: All) (NCLB: 4)	Student Support Administrator	August - June	(S)Local Funds	Documentation indicating programs provided
3. Analyze annual drug/safety surveys and report results to campuses and to groups across the community that can effectively use the information. (Target Group: All) (NCLB: 4)	Director of Research and Accountability, Student Support Administrator	July, August & June	(S)Local Funds	Documentation indicating results distributed
4. Conduct annual Graduate survey with graduates of 2010; disaggregate results and share with campuses and school board. (Target Group: All) (NCLB: 4)	Director of Research and Accountability	May	(S)Local Funds	Documentation indicating results distributed
5. Survey parents of students participating in the after-school childcare program. (Target Group: All) (NCLB: 4)	Executive Director Elementary	March - April	(S)Local Funds	Documentation indicating survey distributed

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

# Resources

Resource	Source
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
State Compensatory	State