

Lubbock Independent School District

Lubbock High School

2015-2016 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in Reading/English Language Arts

Academic Achievement in Mathematics

Academic Achievement in Science

Academic Achievement in Social Studies

Postsecondary Readiness

Mission Statement

“Preparing Students for Life through Excellence in Education”

Vision

Leading Our Students Into Their Futures

Value Statement

“We recognize and honor these non-negotiable values and will always

... Strive for Excellence

... Celebrate Diversity

... Respect Every Person

... Encourage Innovation

... Act with Integrity.

Table of Contents


Goals	4
Goal 1: Enhancing relevant academic programming to increase student readiness for college and career	4
Goal 2: Cultivating a culture that provides synergistic systems of support for overall improvement and engagement of all stakeholders.	7
Goal 3: Advancing literacy and numeracy at all grade levels	9
Goal 4: Ensuring a safe learning environment and equitable resources	11
System Safeguard Strategies	15

Goals

Goal 1: Enhancing relevant academic programming to increase student readiness for college and career

Performance Objective 1: Train 100% of our teachers to identify "At Risk" students by August 24.


Summative Evaluation: Campus based PD and sign-in sheets

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) August professional development to include At Risk training modules prior to the start of school.	1, 2, 8, 9	LISD Federal Programs staff, CIS staff, Administration and counseling staff.	Teacher feedback; Documentation of teacher effectiveness; SST documentation.				
Funding Sources: 199 - General Fund							
							

Goal 1: Enhancing relevant academic programming to increase student readiness for college and career

Performance Objective 2: Increase student achievement by 3% on STAAR tests.


Summative Evaluation: CFAs, District Assessments, and STAAR results

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
System Safeguard Strategies 1) Utilize the resources in Lead4ward to enhance targeted student achievement.		Teachers of tested subjects, CALS, Campus Administration	Individual and collective results on CFAs, District Assessments, and STAAR tests.				
Funding Sources: 199 - General Fund							
System Safeguard Strategies 2) Tier 3 RTI 2-3 times per week for ELL and SPED students in ELAR and for African American students in Algebra I		Teachers of tested subjects, CALS, Math Coach, Campus Administration	Individual results on CFAs, District Assessments, and STAAR tests.				
Funding Sources: 199 - General Fund, 211 - Title 1							
							

Goal 1: Enhancing relevant academic programming to increase student readiness for college and career

Performance Objective 3: Increase enrollment in college or career readiness courses over enrollments from the 2015-16 school year.

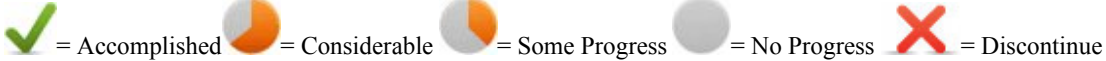
Summative Evaluation: TEAMS reports of enrollment data in these courses. HB5 counselor conference logs.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) HB5 Parent informational meetings		Counseling Staff	Attendance/Sign-in sheets				
Funding Sources: 199 - General Fund							
2) Course selection coaching		Previous year teachers and counseling staff	Course request selections from current year and previous year.				
Funding Sources: 199 - General Fund							
							

Goal 2: Cultivating a culture that provides synergistic systems of support for overall improvement and engagement of all stakeholders.

Performance Objective 1: Reduce the number of student placement/schedule changes by 25% in the first four weeks of each semester.


Summative Evaluation: TEAMS reports in mid-September, mid-October and again in mid-January and mid-February. Schedule change forms.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Inclusion classes will have no more than 30% SPED students enrolled.	9	SPED Case Managers	Class rosters				
Funding Sources: 199 - General Fund							
2) Choice Sheets will include an approval process from the current teacher for Pre-AP courses and above.	1, 6, 8, 9	Counselors and teachers of the affected students.	Reduction of schedule changes due to students struggling in upper-level courses.				
Funding Sources: 199 - General Fund							
							

Goal 2: Cultivating a culture that provides synergistic systems of support for overall improvement and engagement of all stakeholders.

Performance Objective 2: Increase overall student school attendance by 0.5% over the 2015-16 school year.


Summative Evaluation: TEAMS attendance reports, AEIS reports

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Student Incentive programs (providing cookies or ice cream to grade level with winning attendance percentage).		Teachers, Attendance Clerks, and Administrative team	Weekly and monthly attendance reports.				
	Funding Sources: 199 - General Fund						
2) Daily audit of student absence reports.		Attendance Clerks and Alpha Principal	Attendance reports reflecting a downward trend of single period and multi-day absences.				
	Funding Sources: 199 - General Fund						
							

Goal 3: Advancing literacy and numeracy at all grade levels

Performance Objective 1: Increase the passing rates on STAAR EOC English I and English II to meet or exceed the state passing rate as determined by the Spring 2016 results.


Summative Evaluation: CFAs, District Assessments, and STAAR results

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
System Safeguard Strategies 1) Weekly RTI AET strategies Lead4ward Heat Maps PLCs;	1, 3, 4, 8, 9	ELA department Full staff ELA department ELA department	District assessments; CFAs; EOCs; AET writing samples; Lead4ward Field Guide				
		Funding Sources: 199 - General Fund					
System Safeguard Strategies 2) Utilize Lead4ward resources to target ELL and SPED students not achieving passing standard for RTI		ELA department, CALs, Campus Administration	Weekly audits of RTI rosters and attendance				
		Funding Sources: 199 - General Fund					
3) Identify all students not meeting standard in Reading for RTI.		ELA department, CALs, Campus Administration	CFAs, District Assessments, and STAAR results				
		Funding Sources: 199 - General Fund					
							

Goal 3: Advancing literacy and numeracy at all grade levels






Performance Objective 2: Increase the passing rates on STAAR EOC Algebra I to meet or exceed the state passing rate as determined by the Spring 2016 results.

Summative Evaluation: CFAs, District Assessments, and STAAR results

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
System Safeguard Strategies 1) Utilize Lead4ward and STAAR4ward resources to target African American students not meeting standard in Algebra I for RTI.		Classroom teachers, CAL, Math Coach, Campus Administration	CFAs, District Assessments, and STAAR results				
	Funding Sources: 199 - General Fund						
2) Identify all students not meeting standard in mathematics.		Classroom teachers, CAL, Math Coach, Campus Administration	CFAs, District Assessments, and STAAR results				
	Funding Sources: 199 - General Fund						
							

Goal 4: Ensuring a safe learning environment and equitable resources


Performance Objective 1: The discretionary DAEP placements measures on PBM Data Validation will decrease from stage 3 to stage 2.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Pilot the use of Review 360 and TEAMS to collect discipline data.		Associate superintendent	Reduction of discipline rates on pilot campuses				
2) Refresh training modules on PBIS and provide team training to increase the effectiveness of teachers dealing with students with behavior issues.		Professional Development	discipline data				
3) Implement the role of the Campus Behavior Coordinator on each campus and clearly describe the responsibilities through training.		Assistant Superintendent for Student and School Support	Training logs, materials clearly describing the process of DAEP placements				
Funding Sources: 199 - General Fund							
System Safeguard Strategies 4) Monitor discipline data by ethnicity 3 times per year to identify trends and over identification of SPED and African American Students.		Assistant Superintendent Student & School Support	discipline data report				
Funding Sources: 199 - General Fund							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 4: Ensuring a safe learning environment and equitable resources


Performance Objective 2: Student surveys will indicate that students report school environments as safe, civil and productive.

Summative Evaluation: Gallup Poll surveys

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) School administrators will be trained on the definition of dating violence defined by Family Code 71.0021 and the proper response to reported dating violence.		Chief of Police	training logs				
Funding Sources: 199 - General Fund							
2) The district will assist campuses with campus safety plans and ensure that each campus understands what to do in an emergency.		Chief of Police and Assistant Superintendent of SSS	safety plans				
Funding Sources: 199 - General Fund							
3) Staff will participate in professional development on suicide prevention, bullying, sexual harassment, confidentiality and FERPA, child abuse and neglect (including sexual abuse).		Professional Development	training logs Video modules				
Funding Sources: 199 - General Fund							
4) Provide ongoing training to staff on SST interventions, counseling, wraparound services and family counseling to address student mental health as well as conflict resolution strategies for staff and students		Special Services, Counseling and College Readiness Department	reduction in psychological referrals				
Funding Sources: 199 - General Fund, 199 - SCE							
5) Provide drug and alcohol awareness classes at PIA for students who are assigned to the campus for these violations		School Support Services Department	the number of students that return to PIA because of these violations will decrease				
Funding Sources: 211 - Title I							
6) Provide publicity on the available of the bully reporting systems		CCR department	marketing items and use of the systems				
Funding Sources: 199 - General Fund							
							

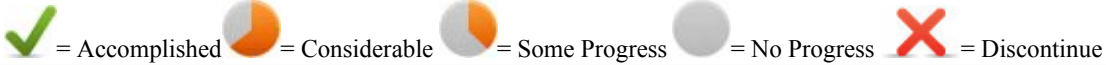
Goal 4: Ensuring a safe learning environment and equitable resources

Performance Objective 3: The graduation rate for all students will increase from 87.5% to 88% which will include a 1.5 percentage point increase for each student group of African American, Hispanic, SPED and ELL.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide attendance officers for each feeder system as well as a transition specialist for students leaving alternative campus and returning to LISD campuses		Assistant Superintendent for Student and School Support	Attendance rate improves for each campus and the delay between reenrollment of alternative schools and home schools will decrease.				
Funding Sources: 199 - General Fund, 199 - SCE, 211 - Title 1							
2) Monitor and provide supports the Continuers so that these students returned for a 5th year will achieve the requirements to graduate.		Associate Superintendent for Secondary, Special Services	Increase in the number of Continuers that graduate in 5 years.				
Funding Sources: 199 - General Fund, 211 - Title 1							
3) Monitor and provide supports for the students identified for Pregnancy Related Services to ensure each gain required credits during the year through the supports by a social worker, counselor, and CEHI program.		Coordinator for Special Services, Social Worker for PRS	The number of students who are pregnant throughout the year receive at least 6 credits.				
Funding Sources: 199 - SCE, 211 - Title 1							
							

Goal 4: Ensuring a safe learning environment and equitable resources

Performance Objective 4: Attendance rates will increase to a 97%.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Attendance officers will make regular visits to students who are absent.		Principals and attendance officers	Six Week Attendance Report				
	Funding Sources: 199 - General Fund, 199 - SCE						
2) Campuses will make contact with parents of students who are absent.		Principals	Six Week Attendance Reports				
	Funding Sources: 199 - General Fund, 199 - SCE, 211 - Title 1						
3) Ensure students return to campus from alternative settings in a timely manner with support from the Transition Liaison		Assistant Superintendent for Student and School Support, Principal, Assistant Principal, Transition Officer	Enrollment records for students returning from alternative campuses				
	Funding Sources: 211 - Title 1						
							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	2	1	Utilize the resources in Lead4ward to enhance targeted student achievement.
1	2	2	Tier 3 RTI 2-3 times per week for ELL and SPED students in ELAR and for African American students in Algebra I
3	1	1	Weekly RTI AET strategies Lead4ward Heat Maps PLCs;
3	1	2	Utilize Lead4ward resources to target ELL and SPED students not achieving passing standard for RTI
3	2	1	Utilize Lead4ward and STAAR4ward resources to target African American students not meeting standard in Algebra I for RTI.
4	1	4	Monitor discipline data by ethnicity 3 times per year to identify trends and over identification of SPED and African American Students.