

**Lubbock Independent School District**  
**District Improvement Plan**  
**2018-2019 Goals/Performance Objectives**



**Public Presentation Date:** October 25, 2018

# Mission Statement

In Lubbock ISD, our mission is to prepare students for life by nurturing, developing, and inspiring *Every Child, Every Day*.

## Vision

Value Data

Love People

Develop Leaders

## Core Beliefs

We believe that all students can achieve high levels of academic success and growth.

We believe that quality teachers are the most important contributor to student success.

We believe that resources for public education are finite and precious.

We believe that community support and involvement are vital to our success.

## **Goal 1: Lubbock ISD will support and equip all students through caring professionals delivering high-quality programming.**

**Performance Objective 1:** In the area of Mathematics, the summed student performance on state assessments will increase from 76% to 80% achieving the Approaching grade level, 42% to 45% achieving the Meeting grade level, and 16% to 21% achieving the Masters grade level standard as evidenced by 2018-2019 state assessment data.

Focus student groups for closing the achievement gap by meeting and mastering the grade level standards:

Meets:

Hispanic 37% to 40%

African American 29% to 32 %

Special Education 22% to 27%

Gifted and Talented 93% to 98%

Economically Disadvantaged 35% to 42%

LEP 36% to 43 %

At Risk 17% to 20%

Masters:

Hispanic 13% to 16%

African American 9% to 12%

Special Education 8% to 10%

Gifted and Talented 64% to 74%

Economically Disadvantaged 12% to 15%

LEP 15% to 18%

At Risk 5% to 9%

**Performance Objective 2:** In the area of Science, the summed student performance on state assessments will increase from 74% to 80% achieving the Approaching grade level, 42% to 47% achieving the Meeting grade level, and 18% to 23% achieving the Masters grade level standard as evidenced by 2018-2019 state assessment data.

Focus student groups for closing the achievement gap by meeting and mastering the grade level standards:

Meets:

Hispanic 35% to 38%

African American 24% to 29%

Special Education 18% to 22%

Gifted and Talented 90% to 95%

Economically Disadvantaged 31% to 35%

LEP 20% to 24%  
At Risk 17% to 20%

Masters:

Hispanic 11% to 16%  
African American 6% to 11%  
Special Education 6% to 10%  
Gifted and Talented 72% to 77%  
Economically Disadvantaged 9% to 14%  
LEP 5% to 10%  
At Risk 3% to 8%

**Performance Objective 3:** In the area of Social Studies, the summed student performance on state assessments will increase from 71% to 75% achieving the Approaching grade level, 45% to 49% achieving the Meeting grade level, and 25% to 30% achieving the Masters grade level standard as evidenced by 2018-2019 state assessment data.

Focus student groups for closing the achievement gap by meeting and mastering the grade level standards:

Meets:

African American 28% to 32%  
Special Education 21% to 25%  
Gifted and Talented 85% to 90%  
Economically Disadvantaged 33% to 37%  
LEP 22% to 26%  
At Risk 25% to 29%

Masters:

African American 13% to 17%  
Special Education 7% to 10%  
Gifted and Talented 70% to 75%  
Economically Disadvantaged 14% to 19%  
LEP 10% to 15%  
At Risk 10% to 15%

**Performance Objective 4:** In the area of Reading/ELA, the summed student performance on state assessments will increase from 67% to 72% achieving the Approaching grade level, 40% to 45% achieving the Meeting grade level, and 15% to 20% achieving the Masters grade level standard as evidenced by 2018-2019 state assessment data.

Focus student groups for closing the achievement gap by meeting and mastering the grade level standards:

Meets:

Hispanic 34% to 39%  
African American 23% to 28%  
Special Education 18% to 22%  
Gifted and Talented 92% to 95%  
Economically Disadvantaged 30% to 35%  
LEP 22% to 27%  
At Risk 14% to 19%

Masters:

Hispanic 11% to 15%  
African American 6% to 11%  
Special Education 6% to 10%  
Gifted and Talented 64% to 69%  
Economically Disadvantaged 9% to 12%  
LEP 7% to 10%  
At Risk 3% to 6%

**Performance Objective 5:** In the area of Writing, the summed student performance on state assessments will increase from 56% to 61% achieving the Approaching grade level, 32% to 37% achieving the Meeting grade level, and 9% to 13% achieving the Masters grade level standard as evidenced by 2018-2019 state assessment data.

Focus student groups for closing the achievement gap by meeting and mastering the grade level standards:

Meets:

Hispanic 25% to 30%  
African American 21% to 26%  
Special Education 17% to 22%  
Gifted and Talented 87% to 92%  
Economically Disadvantaged 26% to 31%  
LEP 19% to 24%  
At Risk 10% to 13%

Masters:

Hispanic 5% to 10%  
African American 4% to 9%  
Special Education 5% to 8%  
Gifted and Talented 40% to 45%  
Economically Disadvantaged 4% to 9%

LEP 8% to 12%  
At Risk 2% to 67%

**Performance Objective 6:** In the area of Literacy, the percentage of prekindergarten students identifying 54 letters, will increase from 68%-80% on 2018-19 EOY Report Card.

**Performance Objective 7:** In the area of Math, the percentage of prekindergarten students counting up to 10 items and demonstrating that the last count indicates how many items were counted, will increase from 95%-96% on 2018-19 EOY Report Card.

**Performance Objective 8:** The number of end of program student industry certifications earned, the number of coherent course takers, and the number of CTE articulated college credits will increase by a minimum of 1% in each area.

2017-2018 Certifications Earned: 1098  
2018-2019 Target: 1,109

2017-2018 PEIMS Code 2 Students: 5,272  
2018-2019 PEIMS Code 2 Students Target: 5,325

2017-2018 Articulated Credits Earned: 874  
2018-2019 Articulated Credits Target: 883

**Performance Objective 9:** While maintaining a total of at least 1800 Advanced Placement test-takers, Lubbock ISD students will meet the following goals:

1. Increase the percentage of qualifying scores earned compared to tests taken (32.8% in 2018- 1,234 QS out of 3,754 exams) by 3 points to 35.8% or higher
2. Increase the average score earned compared to 2018 (2.15) to 2.20 or higher
3. Reduce the number of 2018 scores of "1" by 10% (1326 to 1193) or lower

Focus student groups for closing the achievement gap:

African American (139 students in 2018):  
21.2% of tests taken earned QS (54 out of 255) - increase by 3 points to 24.2% or higher  
1.77 average - increase to 1.82 or higher  
137 scores of "1" - reduce to 123 or lower

Hispanic (712 students in 2018):

20.5% of tests taken earned QS (255 out of 1,241) - increase by 3 points to 23.5% or higher  
1.81 average - increase to 1.86 or higher  
582 scores of "1" - reduce to 523 or lower

Economically Disadvantaged (457 students in 2018):

15.8% of tests taken earned QS (132 out of 835) - increase by 3 points to 18.8% or higher  
1.68 average - increase to 1.73 or higher  
451 scores of "1" - reduce to 405 or lower

**Performance Objective 10:** The number of students completing and earning credit for at least two advanced/dual credit courses will increase from 2572 to 2700 for an increase of 5%.

Focus student groups for closing the achievement gap:

African American 11% to 16%  
Hispanic 44% to 49%  
Economically Disadvantaged 42% to 47%

**Performance Objective 11:** Elementary and Middle School campuses will utilize the coordinated school health program (SPARK K-5) and various health screenings to improve student health, fitness and attendance of students during the 2018-2019 school year.

**Performance Objective 12:** The percentage of students earning a college readiness score on PSAT 8/9 and PSAT NMSQT and SAT will increase from 44% to 49% in English, reading, and writing (ERW), and 27% to 32% in math.

Focus student groups for closing the achievement gap:

African American 29% to 34% in ERW and 17% to 22% in Math  
Hispanic 41% to 46% in ERW and 24% to 29% in Math and for Economically Disadvantaged 33% to 38% in ERW and 17% to 22% in Math

**Performance Objective 13:** Based on the last available TAPR (can be updated in Fall 2018):

- 4-year graduation rates will increase from 89.9% to 92%.
- Percentage of graduates on FHSP plus endorsements will be at least 90%.
- Percentage of students earning Distinguished Level of Achievement will increase from 14.3% to 25%.
- Percentage of college, career, and military readiness graduates will increase from 84.2% to 88%.

**Performance Objective 14:** Increase student use of digital tools and technology integration from 46% to 56%.

**Performance Objective 15:** Augmentation will increase from 26% to 36%, Modification from 8% to 16% and Redefinition from 0.6% to 5% in the SAMR model.

**Performance Objective 16:** Eighth grade digital proficiency will increase from 42% to 55% based on a comparison of the 8th grade Technology Literacy Assessment and our new district wide 8th grade assessment.

**Goal 2: Lubbock ISD will equip and maintain facilities that promote and foster a culture of equity, safety, civility and productivity in all learning environments.**

**Performance Objective 1:** By receiving at least 10% of the responses from the annual facilities survey, the district will increase employee and community knowledge and understanding as it relates to facility needs and improvements.

**Performance Objective 2:** Campuses will implement consistent guidelines and practices regarding the safety and security of facilities, including the use of the threat assessment process as measured by 100% completion of updated campus emergency plans, required drills and threat assessment data.

**Performance Objective 3:** 65% of respondents in all categories and ethnic groups will agree that through the use of Social Emotional Learning (SEL) that the school fosters a positive emotional environment.

**Performance Objective 4:** The disproportionality rate for discretionary DAEP placements for students are African American will decrease from 2.79 to less than 2.0.

**Performance Objective 5:** Reduce the overall percentage of students dropping-out from 2.6% to 2.0%, including focus groups.

Focus groups:

African American

SPED

ELL

Economically Disadvantaged

**Performance Objective 6:** Decrease incidences of bullying and harassment by 5% by providing training and support to staff in the areas of bullying, harassment, and safety.

**Performance Objective 7:** District network standards will meet 60% of the SEDTA, State Education Technology Directors Association, Standards for 2018.

**Goal 3: Lubbock ISD will engage, build and nurture strong relationships within the community.**

**Performance Objective 1:** Establish survey instruments to measure community perceptions and engagement and a calendar for implementation.



**Performance Objective 2:** Increase community partnerships by 5 percent and strategically align with instructional and non-instructional school needs.

**Performance Objective 3:** Increase community support for public schools through increasing attendance/participation at the Community Partnership Forum, Superintendent Roundtables.

**Performance Objective 4:** Increase the number of parents participating in district parent engagement activities such as Parent University, All Pro Dads, Families in Action, Family Connections, and Love and Logic, parent educators, and dyslexia information nights by 5%.

**Performance Objective 5:** Increase campus utilization of communication tools and best practices

#### **Goal 4: Lubbock ISD will attract, develop, retain and reward highly effective teachers.**

**Performance Objective 1:** 100% of teachers will be fully certified.

**Performance Objective 2:** Increase employment of minority professionals from 25.3% to 30% to better reflect the demographics of the student population.

**Performance Objective 3:** The number of teachers on IR campuses with green value added data will increase by 5% as reflected by value added data.

**Performance Objective 4:** Employee turnover rate will decrease from 16.4 to 15.

**Performance Objective 5:** The number of substitute teachers in a classroom with a vacancy for more than 20 consecutive days will decrease by 5%.

**Performance Objective 6:** The number of teachers with a level 4 or level 5 of effectiveness on a Teacher Value Added Report will increase at each level and content area by 5%.

2015-2016 - 431 teacher effectiveness reports

2016-2017 - goal is 619 teacher effectiveness reports

2017-2018 - goal is 650 teacher effectiveness reports

2018-2019 - pending

#### **Goal 5: Lubbock ISD will be responsible stewards of resources provided by the public.**

**Performance Objective 1:** Total costs per student will be in alignment with ADA and enrollment trends