

Board Agenda Item Overview

Meeting Date: August 26, 2025

Meeting Type: Regular

Item Category: Action Item

Primary Contact: Dr. Roosevelt Nivens

Presenter(s)/Add'l Contact(s): Board President

Item Name: CONSIDER APPROVAL OF BOARD OF TRUSTEE GOALS

Item Summary: On May 5, 2025, the Board of Trustees approved the Lamar CISD Strategic Plan. To support its implementation, the Trustees developed a set of goals aligned with the plan's five priorities. These priorities define the areas of focus that will guide the district's work throughout the life of the plan. They connect values to action and ensure that Lamar CISD's efforts remain aligned, intentional, and impactful for all stakeholders.

Recommendation: Administration recommends that the Board of Trustees approve the Board of Trustee Goals, as presented.

Policy Reference: BBD (Exhibit) - Board Members: Training and Orientation

Strategic Plan Priority: Organizational Effectiveness

District Value(s): ☒ Accountability ☒ Big-Thinking ☐ Compassion ☒ Excellence ☐ Integrity ☐ Joy

Currently Budgeted? ☐ Yes ☐ No ☒ No Budgetary Impact

Completion or Implementation Timeline: August 26, 2025

Our Vision:

We are a values-driven community where innovation thrives, excellence is the standard, and every student has access to an elite education.

BOARD GOALS

In alignment with Priority 1, Enhanced Student Learning Experiences, the Board will monitor and support progress toward Lamar CISD earning the state's highest accountability rating by monitoring disaggregated student achievement data by campus in all grades and district-level curriculum effectiveness, and prioritize instructional resource allocation monthly beginning Fall 2025.

In alignment with Priority 2, Safe Learning and Working Environment, the Board will monitor and support progress toward ensuring all campuses meet or exceed state-mandated safety standards by reviewing discipline reports, the results of annual safety audits, and requiring quarterly reports on corrective actions taken beginning Fall 2025.

In alignment with Priority 3, Staff Quality and Support, the Board will monitor, support, and prioritize initiatives that foster a positive and supportive work culture and increase the retention of highly-effective employees. This will be accomplished by reviewing employee engagement, satisfaction, and climate data at least bi-annually and requiring action plans to address identified areas of concern by Spring 2026.

In alignment with Priority 4, Home and Community Partnerships, the board will prioritize systems and initiatives that strengthen engagement with all segments of our community—including families, alumni, businesses, faith-based, non-profits and community groups—by supporting efforts to streamline and expand partnership and volunteer opportunities.

In alignment with Priority 5, Organizational Effectiveness, the Board will monitor and support progress toward ensuring efficient and effective use of district resources to support student outcomes by reviewing and discussing annual updates on progress toward strategic plan milestones and ensuring superintendent goals/evaluation are aligned with the strategic plan priorities.