



# Luling Independent School District

## 2015-2016 GOALS

### **Background:**

The adopted goals serve to guide budget preparation, hiring decisions, and evaluation of personnel. During the past school year, progress has been made in reaching the goals, but additional work is needed.

Public schools in Texas are required to comply with certain academic and accountability standards. Academic standards (TEKS) are established by the state and tested through the STAAR exam. Results on the STAAR test determine the academic rating for school districts.

Academic accomplishments for Luling ISD include:

- Luling ISD: Met Standard
- Luling High School: Met Standard with Distinction
- Luling Junior High School: Met Standard with Distinction
- Luling Elementary and Primary: Improvement Required

The “Texas Academic Performance Report” (TAPR) is available on the school district website ([www.luling.txed.net](http://www.luling.txed.net)). This report has a wealth of information about the District and readers are encouraged to use the report when evaluating the District and these goals.

Goals may be accomplished only if all constituent parties – School Board, Administration, staff, parents, students, and the community at large – support them and work to see that they are accomplished.

***The Board of Trustees and Administration***

# GOAL 1

## **Significantly increase all students' academic proficiency by:**

- **Recruiting and retaining highly effective staff**
- **Improving the effectiveness of staff and instructional resources**
- **Increasing the student attendance rate**

### **Discussion: Recruitment and Retention**

Luling ISD is proud of the accomplishments of its teachers and the district is in a great location geographically to be able to recruit and retain highly qualified staff. Historically, the district has a high turnover rate in teaching staff when compared to the state average.

Improving the academic performance of students is positively affected by what we teach and how well we teach it (curriculum and instruction) and the research says that the single most important factor to student success is the quality of the classroom teacher. The following initiatives are designed to promote the recruitment and retention of highly qualified and effective teachers in Luling ISD:

- 1) The district has given a 5% salary increases for teachers over a two-year period (2013-2015).
- 2) The district has implemented stipends for critical need teaching fields:  
Secondary Certified Math: \$4,000  
Secondary Certified Science: \$3,000  
English Language Arts I & II: \$4,000  
Bilingual: \$4,000  
Secondary Spanish: \$2,000
- 3) District and campus administrators will continue to promote Luling ISD and attend job fairs to recruit highly qualified teachers.
- 4) LISD will host student teachers where possible.
- 5) LISD administrators will utilize the following employment process for professional positions:
  - a) Committee process to include campus principal, grade level/department representation and parent membership.
  - b) Development of a profile unique to each professional position
  - c) Questions designed to support the profile

- d) Practical piece of the interview process where prospective candidates teach a lesson for the committee.
  - e) Candidate ranking system
- 6) LISD will research and consider the possibility of teacher housing options.
  - 7) Stay Interviews.
  - 8) Formal Mentoring Program.

**Discussion: Effectiveness of staff and instructional resources**

Along with the direction of the Board of Trustees and vision and mission of our Superintendent, LISD has integrated all programs, budgets, and staff development to address the needs of our students. The following items demonstrate the concerted effort toward improving student performance and creating a world class school system in Texas.

- 1) Targeted professional development will support the goals of the district and meet the needs of staff.
- 2) The District will review, update, and provide all required instructional materials.
- 3) The district employs two instructional coaches to help teachers plan for instruction.
- 4) LISD will provide all required training for Gifted and Talented.
- 5) The PSP (Professional Service Provider), Penny Curry will assist Shanklin Elementary and Primary with developing a plan to improve student academic performance.
- 6) A new Phonics program will be implemented in grades K-3.
- 7) Intense intervention for Reading and Math will be delivered through the CEI program at all 4 campuses.
- 8) The district will expand and encourage students to participate in UIL and advanced academic opportunities.
- 9) The district appointed a coordinator to expand and promote the CTE program.

10) All LISD employees will receive feedback through the evaluation process. Classroom teachers will receive feedback through PDAS and regular walkthroughs.

**Discussion: Student attendance**

Students who have a high absentee rate do not learn at the same level as students who attend school regularly. Absences have a negative impact on grades, state assessment scores and graduation.

During the 2015-2016 school year, the district will work toward accomplishing this goal through the actions listed below:

- 1) Phone calls will be made to parents of every student who is absent
- 2) A budget will be allocated to each campus to use as attendance incentives
- 3) Positive and engaging learning environments will be created through curriculum and instruction initiatives

This is an important goal because the district cannot afford the social, academic and economic loss of high absenteeism.

## **GOAL 2**

### **Engage our community**

#### **Discussion:**

Parents and community members should be active participants in the success of Luling ISD. Over the past school year, the district has included parents in the following ways:

- 1) Parents and community members serve on campus and district site based decision making committees.
- 2) Parents serve on employment committees.
- 3) Expand the mentoring program by reaching out to members of the community.
- 4) Luling ISD administrators conduct regular community parent chats.
- 5) The district will communicate with parents through letters, voice messaging system, Twitter, Facebook, newspaper articles and the district website.
- 6) Parents participate in booster club activities.
- 7) Each campus will schedule meet the teacher and open house activities.
- 8) Secondary campuses will host athletic parent meetings and 9<sup>th</sup> grade orientation.
- 9) Expand student recognition activities: Science fair, Art shows, project exhibitions, AG and CTE open house, etc.
- 10) Design posters highlighting student accomplishments and activities.

## **GOAL 3**

### **Pursue effective discipline management on all campuses**

#### **Discussion:**

Discipline is a critical issue to all students. If there are discipline issues in a classroom, it affects not only the student with the discipline issue but also the learning of all students in that class while the issue is dealt with. In addition, issues such as bullying and inappropriate behavior can have far reaching social ramifications. Discipline also includes enforcement of the dress code. During the coming year the dress code will be enforced throughout all campuses. Students will be held accountable for ensuring that they are in compliance with the dress code and will be dealt with appropriately if they are not. The welfare and safety of our students is of utmost importance and the enforcement of all issues related to discipline further ensures students' safety.

The District will focus on preventive methods to address this goal and avoid the results discussed above. The District is currently reviewing teaching strategies with a critical eye on developing lessons and learning environments that students view as challenging and interesting in an effort to head-off disciplinary issues. Studies prove that students who are consistently and authentically engaged in the classroom are less likely to have discipline issues.

The campus handbooks and local policies outline appropriate actions for dealing with discipline issues when they do arise. During the coming year each administrator and teacher will be required to read these materials and insure that the policies are implemented as outlined.

The district has provided all professional staff with Capturing Kids Hearts training. Staff will continue to implement CKH strategies throughout the 2015-2016 school year.

Luling ISD will also provide annual training for substitute teachers.

## **Goal 4**

### **LISD will reduce utility costs through energy conservation efforts.**

#### **Discussion:**

Utility costs for Luling ISD can be reduced through a concerted effort on the part of the staff. The savings realized through our energy conservation efforts can be redistributed to other academic areas of the school district. For the 2015-2016 school year, all LISD staff will work to reduce utility costs through the following activities:

- 1) Making an intentional effort to turn off lights, computers and other energy consuming devices when not in use.
- 2) Appropriately adjusting heating and AC units when not in use (after hours, weekends and holidays).
- 3) Repairing and/or replacing inefficient or broken hardware (water fixtures, light fixtures, windows, etc.)
- 4) Monitoring energy consumption on a monthly basis and offer an incentive program for each campus.

## Goal 5

### **The care, condition and operation of all LISD facilities will exhibit exemplary standards.**

#### **Discussion:**

Clean facilities and grounds set the stage for a positive and welcoming learning environment. Although Luling ISD has aging facilities, they will look, smell and be clean. Under the supervision of the maintenance director, the maintenance and custodial staff will ensure that all facilities reach high levels of safety and cleanliness.

- 1) The care and maintenance of all facilities/buildings will be assigned to individual members of the maintenance department.
- 2) Maintenance staff will conduct walkthroughs of each building/facility (and classrooms during teacher conference periods) to identify items that need attention. This includes safety issues like electrical, cosmetic issues like base board molding, painting, tile, fixtures, light bulbs, doors and door locks, windows, ceiling tiles, floors, furniture, safety issues, etc.
- 3) Restrooms will be meticulously cleaned, detailed and maintained. All restrooms will be well stocked with soap and paper goods at all times.
- 4) A schedule for AC/Heater filter replacement will be maintained.
- 5) Grounds will be clean and free of trash at all times.
- 6) Grounds will be mowed and trimmed. All grass growing in the sidewalks, curbs and asphalt should be killed and removed.
- 7) Ant mounds and pesticide schedule will be maintained.
- 8) Hallway floors are to be buffed daily.
- 9) Windows are to be clean inside and out.
- 10) Trees at roof line and next to buildings will be trimmed.
- 11) Bird nests will be removed from buildings and overhangs.
- 12) Pigeons, cats, skunks and other critters will be removed from the buildings and property.
- 13) Signage will be updated.
- 14) Erosion areas will be maintained and cleaned.
- 15) Cafeteria floors will be cleaned daily and buffed.
- 16) Locker rooms, showers and fixtures will be cleaned and sanitized on a routine schedule.
- 17) Night time lighting will be in good working order.
- 18) Shrubs, garden areas and playscapes will be clean and grass/weed free. Mulch will be maintained.

19) Utility consumption/usage will be monitored. Thermostats will be adjusted when the buildings are not in use. Plumbing leaks will be fixed. Classroom lights will be turned off when the building is not in use.