

Levelland ISD Superintendent Appraisal 2023-2027

In Levelland ISD, we believe...

- Students are our main priority and will be provided unlimited opportunity to become successful and learn to care for others.
- Parents/Families are committed partners who embrace two-way communication to support student success.
- Our Staff members are dedicated educators who are fully engaged and supported in a way that leads to student success.
- Principals and campus administrators are servant leaders with a vision for lifelong learning for themselves and those they serve.
- The Superintendent and Central Office staff are highly visible, supportive and solve problems with consistency and compassion.
- The Board of Trustees is a strong governance team committed to a long-term vision, consistent communication, and active support.

Mission: Relentless Pursuit of Excellence for Our Students
Motto: Expect Excellence

Portrait of a Lobo Graduate: Great Communicator, Critical Thinker, Self-Confident, Exhibit Strong Integrity and Work Ethic, Possess Strong Academic Foundation (Literacy), Display Sense of Community/Life Beyond Self and Be Prepared for Adult Life (Leadership)

Scoring Criteria:

- 1 Point - Unsatisfactory (Unacceptable)
- 2 Points - Needs Improvement (Some Progress Noted)
- 3 Points - Meets Expectations (Performance Meets Expectations)
- 4 Points - Exceeds Expectations (Performance Exceeds Expectations)

GOALS:	KEY STRATEGIC OBJECTIVES:	SUPERINTENDENT SIGNIFICANT OUTCOMES:	BOARD MEMBER SCORE:
Goal 1: Student Growth and Learning	1.1 At Least Annual Growth in Core Areas for Each Student	<p>12-18-2024 Common Assessment Data by Campus 2nd Six Weeks Attendance Texas Academic Performance Report – Released December 12th October Middle School TIP Academic Support Update – 11-11-2024 November Middle School TIP Academic Support Update – 12-9-2024 Results Driven Accountability – SPED Plan Development and Submission -December 16th -December 20th</p> <p>10-16-2024 Content District and Grade Level NWEA MAP (Measures of Academic Progress) 1st Six Weeks Attendance Campus Level Common Assessments</p> <p>9-18-2024 Beginning of Year Campus Assessments for Progress Monitoring and TIA -NWEA -Dyslexia Screener -Fitnessgram -TeachTown K-5 -CIRCLE - PreK -TX-KEA - Kindergarten Districtwide Expectation - Accelerated Instruction Plan (AIP) Tracking Process T-TESS Beginning of Year Goal Setting Meetings – Teachers</p>	

		<p>-T-TESS Domain 1 Internalization for Observations –Continuance of Lesson Study T-PESS Beginning of Year Orientation – Principals and Assistant Principals T-PESS Beginning of Year Meetings – Principals Data tracking process at each campus Mentor Teachers For 1st Year Teachers Instructional Coordinators – Academic Campus Support – Classroom Level 2nd Year Teachers – Support PSAT/NMSQT – Scheduled October 16th 8th/9th Grade PSAT – Scheduled October 23rd</p>	
	1.2 Each Student is College and/or Career and/or Military Ready	<p>10-16-2024 PSAT/NMSQT Testing 10th & 11th – 10-16-2024 PSAT Testing 8th & 9th – Scheduled 10-23-2024 Ag Awareness Day – 4th Grade</p> <p>9-18-2024 PTECH Program at LHS -Implemented with Freshman – Class of 2027 -Expanded with Freshman – Class of 2028 Course Alignment for Industry Based Certifications – Administered EOY Military Recruiters – Campus visits anticipated to begin in October College Bridge – RLA & Math</p>	
	1.3 Promote Student Well-being	<p>10-16-2024 School Health Advisory Council – 2024-2025 Members Approval LABC Watch DOGs – Kick Off Event PBIS Assemblies (PK, K, 1st)</p> <p>9-18-2024 SHAC – August 8, 2024 School Nurses – Each Campus -Assisting with Illegal Drug Counseling/Program -Conducting AED checks NEIDS Presentation – 3rd & 4th Grade – 9-12-2024 Covenant Hospital/UMC – Parents Only Presentation – Illegal Substances Education -Scheduled 10-17-2024</p>	
	1.4 Prioritize Student Safety	<p>12-18-2024 Suicide prevention Training Safety Drills</p> <p>10-16-2024 Intruder Audit – LHS – Zero Findings – 100% Compliance Informal Intruder Audit – At District Request First Responders (DPS, Local LEO, Fire Department, EMS) – Invited to conduct campus walkthroughs Emergency Operations Plan Update to Include Cyber Bullying City of Levelland Updated SRO Agreement</p>	

		<p>9-18-2024 Safety and Security Meeting – July 25, 2024 Sentinel Website – Accounts Include: -Drill Compliance -Weekly Door Checks -AED Check Compliance -Intruder Audits – None to Date Texas Child Health Access Through Telemedicine (TCHAT) Youth Aware of Mental Health (YAM) Evacuation Site MOUs Approved for 2024-2025 Campus Safety Updates -Security Film – Exterior Doors/Windows -Silent Panic Alert Buttons -911 Classroom Phones WATCH DOGS – Levelland ABC – Kick off for 2024-2025 - 9-30-2024 Emergency Operations Plan -Basic Plan – Update for 2024-2025 -Cybersecurity Annex – New for 2024-2025 Safety Upgrades Consultation Meeting with Levelland PD Captains SRO Agreement – Levelland PD Hockley County Sheriff Meeting – 8-26-2024</p>	
	<p>1.5 Each Student is Engaged and Well-Rounded</p>	<p>12-18-2024 Elementary and Middle School Academic UIL Student Advisory Committee -High School – December 9, 2024 -Middle School – November 19, 2024 PAWS Assemblies – LABC Caught Ya Cart – Capitol Woot Woot Cart – South Watch DOGS – LABC Family Fitness Night Career Day Attendance Awards Costume Parades Life Skills Trick or Treating 4-H Food Challenge Turkey Trots Christmas Caroling Christmas Music Programs Band/Fine Arts Christmas Concert & Expo</p> <p>10-16-2024 CES DOT Day – Self Esteem, Perseverance, Creativity LABC Annual Color Run Student Competitions: Football, Volleyball, Cross Country, Team Tennis, Marching Band, Choir, Academic UIL</p>	

		<p>Homecoming Week – Dress Up Days, Pep Rally Falling for The Wallace – Student Group Participation</p> <p>9-18-2024 Campus Spirit Days – Fridays Student Advisory Committee -High School – September 23rd -Middle School – September 25th Enrichment Activities – Family Nights, Breakfast with Grandparents, Campus Events Senior Sunrise Breakfast – August 15, 2024</p>	
<p>Goal 2: Staff Support and Growth</p>	<p>2.1 Increase Staff Growth and Development</p>	<p>12-18-2024 District Artificial Intelligence (AI) Policy Developed Alt Cert Teacher Fall Meetings First Year Teacher PLC – November 20, 2024 PLC/PD Day October 1, 2024 Professional Development -Vertical Alignment: RLA (ABC) -Vertical Alignment 2-4 Math -Vertical Alignment: RLA (South) -Campus Testing Coordinators PLC -Accommodations: What Do These Look Like? -T-TESS Calibration -CPR/1st Aid - Transportation December 2, 2024 Professional Development -Aggressive Monitoring Campus CPI Training Writing Across the Curriculum Weekly Leadership Meetings -November 18, 2024 -December 9, 2024</p> <p>11-13-2024 September 27, 2024 Professional Development -MindPop Creative Teaching Strategies Training -PreK-1st Grade Math Vertical Alignment -New Staff Cyber Security Training October 1, 2024 Professional Development -Vertical Alignment: Math at South Elementary 2nd – 4th Grades -Vertical Alignment: RLA at LABC -Vertical Alignment: RLA at South Elementary 2nd – 4th Grades -Accommodations Training – Teachers and Special Education Department Staff -T-TESS Calibration for all T-TESS Evaluators Assistant Principal Meeting – October 7, 2024 Weekly Leadership Team Meetings -September 23, 2024 -September 30, 2024</p>	

		<p>-October 7, 2024 -October 14, 2024 -October 28, 2024 -November 4, 2024 -November 11, 2024</p> <p>9-18-2024 BOY – All Admin and Leadership Planning Meeting – July 29, 2024 Weekly Leadership Team Meetings -July 8, 2024 -August 19, 2024 -August 26, 2024 -September 9, 2024 District Convocation – August 6, 2024 District In-service Planning Staff Welcome Back Letter – 7-3-2024 Amplify Reading Implementation Support Eureka Math Implementation Support Carnegie Math Implementation Support HB 3 Reading Academy Support Weekly Principal Meetings Monthly Assistant Principal Meetings Levelland ISD New Staff Orientation Beginning of Year Athletic Coaches Meeting</p>	
	<p>2.2 Prioritize Staff Safety and Well-Being</p>	<p>12-18-2024 Winter Weather Briefing – NWS Silent Panic Alert – Districtwide Testing – December 2, 2024</p> <p>11-13-2024 CPR Training - Transportation Department School Health Advisory Council – Board Approval Safety & Security Committee Meeting – October 22nd, 2024 Crises Prevention Institute Training – South Elementary all staff Safe and Supportive School Program (SSSP) Teams – Every Campus – Board Approval Emergency Operations Plan 2024-2025 Update Submitted to TxSSC</p> <p>9-18-2024 Stop The Bleed Training – All Staff August 2024 Exterior Door Audits – Daily/Weekly Silent Panic Alert Buttons 911 Classroom Phones Security Film – Glass Entrance Doors/Windows Guardian Program Volunteers Annual Certification Hockley County EMC Emergency Notifications CRASE Training – All New Staff</p>	

	<p>2.3 Increase Staff Satisfaction, Engagement, and Retention</p>	<p>12-18-2024 LIFE Grant Presentations – November 20, 2024 Thanksgiving Luncheon – District Support Departments Cookie Exchange – District Support Departments</p> <p>11-13-2024 TIA Data Submission to TTU for 2023-2024 Campus to Campus Transportation Shuttle – Reinstated Bus Driver Continuous Recruitment One Time Payment – Scheduled November 15th LISD Cabinet Meetings 2024-2025 -10-9-2024 -10-16-2024 -11-6-2024</p> <p>9-18-2024 LISD Cabinet Meetings 2024-2025 -7-17-2024 -8-28-2024 -9-4-2024</p> <p>Beginning of the year motivational speaker -Dr. Jim Van Allan – The Energy Bus For Schools Campus staff appreciation systems and processes – implemented throughout the year Teacher Incentive Allotment -Campus Updates – August 2024 -2022-2023 TIA Data – Submitted October 2023 -2023-2024 TIA Data – Scheduled For Submission October 2024 -TIA Night With The Starts – August 26, 2024 ---30 Teachers Received Allotment - \$689,696.00 -TIA – Plan Submitted and Approved 2022 -TIA – Expansion 2023 -TIA Plan – Expansion Approved 2024 -TIA Plan – Anticipated Additional Expansion – April 2025 Alternative Certification Teacher Meetings -September 2024 – October 2024 Mentor Teachers for 1st Year Teachers</p>	
<p>Goal 3: Family and Community Partnerships</p>	<p>3.1 Increase Family Satisfaction and Engagement</p>	<p>1-15-2025 LISD 2025-2026 District Calendar Presented for Board Approval</p> <p>12-18-2024 DAC Parents – 25-26 Calendar Vote with Staff Campus Activities NIEDS Drug Awareness Presentation Fall Festivals Christmas Family Engagement Events</p>	

		<p>Family Reading Nights Scholastic Book Fairs Campus Food Drive for Bills Backpacks Competition 9-18-2024 Ongoing Throughout the School Year -Reading Nights for Parents Guardians -STAAR Nights for Parent/Guardians -Campus Musicals -Band Performances -Choir Performances -Awards Assemblies - Campuses -Attendance Award Partnerships - Rotary, First Bank and Trust -Monthly Family Nights -Parent Club Activities -Fine Arts Expo -Tech Showcase -Culinary Arts Events -Campus Transition Meetings - Parents Nights -Morning Parent Events Education Game Day @ TTU WATCH DOGS – LABC District Executive Meeting – District 5-4A – 8-21-2024 Open House – Welcome Back -Academic Beginnings Center – August 8th -Levelland Middle School – August 9th & 12th -South Elementary School – August 13th h -Capitol Elementary School – August 13th -Levelland High School – August 22nd</p>	
	<p>3.2 Sustain and Enhance School/Business Partnerships</p>	<p>1-15-2025 Lobo Excellence Awards -January - TBD</p> <p>12-18-2024 Tour of Wallace Theater/meeting with Allison Keeling Economic Development Corporation – Annual Meeting & Luncheon -With Lions Club and LISD Ag Awareness Day – 4th Grade – Lessons on Trash in Crops Lights Out Lunch – Excel Energy – South Elementary School 3rd Graders Lobo Excellence Awards -October – HCCU & Smith Auto Family -November – Levelland Chamber of Commerce & SPC -December – Renegade Wireline Service & Allied Oil Salvation Army – Red Kettle Ringing</p>	

		<p>9-18-2024 VOICES - School Supplies SPCAA - HeadStart Partnership Dual Credit - South Plains College Partnership PTECH - Allied Oil Partnership OXY Employees – School Supplies Donation House Representative – Ken King Town Hall Meeting – 9-11-2024 Levelland Chamber – Ag Committee – Shrimp Boil and Meeting – 9-11-2024 Hockley County Endowment – Second Annual Celebration Dinner – 9-16-2024 Hockley County Credit Union (HCCU) Groundbreaking – 7-26-2024</p>	
	<p>3.3 Increase Community Satisfaction and Engagement</p>	<p>1-15-2025 Levelland Noon Lions Club Meeting -1-9-2025 Levelland Chamber of Commerce Board Meeting -1-8-2025 Levelland Rotary Club Meeting -2-14-2025 Levelland Rotary Club Chili Super @ LHS -2-4-2025</p> <p>12-18-2024 District Advisory Committee – Meeting and 25-26 Calendar Planning -December 4, 2024 KLVT Radio Highlight -November 7, 2024 -December 19, 2024 Veterans Day Program – November 11, 2204 Levelland Chamber of Commerce – Volunteer Recognition Luncheon -Ashley Howard – Education Professional of the Year</p> <p>9-18-2024 Levelland Education/Industry Partnership Initiative -Meeting September 25th – LISD Hosting Levelland Chamber of Commerce Board Member -Board Meeting September 4, 2024 KLVT Radio – Weekly LISD Spotlight -7-11-2024 -9-12-2024 – For Football Game Halftime Show Levelland Community Leaders Member Levelland Rotary Club Member -Meeting 7-9-2024 -Meeting 8-13-2024 -Meeting 9-10-2024 Levelland Noon Lions Club Member -Meeting 7-11-2024 -Meeting 7-18-2024</p>	

		<ul style="list-style-type: none"> -Meeting 7-25-2024 -Meeting 8-22-2024 -Meeting 8-29-2024 -Pancake Supper 8-30-2024 -Meeting 9-12-2024 Hockley County 4-H – Sanctioned as Levelland ISD Extracurricular Activities Hockley County 4-H – Adjunct Staff Members Texas Tech University Health Sciences Center MOUs -Texas Child Health Access Through Telemedicine (TCHATT) -Youth Aware of Mental Health (YAM) Service Organizations -NHS/NJHS -Young Emerging Leaders of Levelland HOCO – August 24, 2024 -Parade -Meet The Lobos KCBD Community Coverage Tour – 7-11-2024 LISD Meet The Lobos -August 16th – Lobo Stadium District Advisory Committee - Meetings Scheduled -October 2nd -December 4th -February 5th -May 1st 	
<p>Goal 4: Financial Effectiveness and Efficiency</p>	<p>4.1 Ensure Transparent and Systematic Financial Processes</p>	<p>12-18-2024 23-24 FIRST Report Public Hearing -100 A Superior Rating</p> <p>9-18-2024 TASB Salary Study -Annual Salary Analysis -Compensation Plan – Step Raises and One Time Payment Budget Workshop 2024-2025 – July 8, 2024 Budget Development Updates -July 17, 2024 -August 20, 2024 Budget Planning Meeting with Admin Team to Reduce Deficit – July 23, 2024 CIPs and DIP – Goals supported by budget Public Funds Investment Training -July 9, 2024 -July 10, 2024 2023-2024 Preliminary FIRST Report – Rating = A-Superior</p>	
	<p>4.2 Develop and Implement Systematic, Long-term Facility Management Process(es)</p>	<p>12-18-2024 Facility Repairs Update 10-16-2024 11-13-2024</p>	

		<p>12-18-2024</p> <p>9-18-2024 TASB Facility Study – Annual Update – Fall 2024 Request For Proposals (RFP) Issued Due to Storm Damage -Glass Repair – Contractor Walkthrough 9-9-2024 -Well Repairs -HVAC Systems -Freezer Condenser at LABC Roofing Projects -LHS – Complete -LMS – In Progress -LABC – In Progress</p>	
	<p>4.3 Ensure Operational Effectiveness and Efficiency</p>	<p>12-18-2024 FEMA Update Meetings -September 18, 2024 -September 26, 2024 -October 2, 2024 -October 9, 2024 -October 23, 2024 -October 30, 2024 -November 13, 2024 -November 20, 2024 -December 4, 2024</p> <p>9-18-2024 May 29, 2024 Storm – Emergency Repairs FEMA Recovery Scoping Meeting – August 21, 2024 FEMA Update Meetings -August 28, 2024 -September 3, 2024 -September 11, 2024</p>	
<p><u>Board Superintendent Relations</u></p>	<p>5.1 Superintendent maintains a positive and productive working relationship with the Board.</p> <hr/> <p>5.2 Keeps Board informed</p> <hr/> <p>5.3 Timely response to Board requests</p> <hr/> <p>5.4 Consistency with policy and procedures</p> <hr/> <p>5.5 Recommendations and appropriate supporting materials for Board decisions</p>	<p>1-15-2025 Order May 2025 Trustee Election Monthly Article – Levelland News Press -December 22, 2024</p> <p>12-18-2024 Board of Trustees – Team Building Training – October 30th Monthly Article – Levelland News Press -September 29, 2024 -October 27, 2024 -November 27, 2024 Update with Legislators - 12-11-2024 Email Link – Bills Filed by Legislators</p>	

	<p>5.6 Communication of Board policy and decisions with staff</p>	<p>Weekly Informational Meeting with Board President Weekly Board Update Email Board of Trustees Self-Assessment – Scheduled September & October Board of Trustees – Team Building Training – Scheduled October New Board Member District Orientation 8-19-2024 Orientation to the Texas Education Code Training with New Board Member 9-5-2024 Immediate Messaging of Critical Information Decisions Based on Levelland ISD Policy Board Meeting Action Items Board Book Exhibit Sheets Bi-Weekly Campus Admin Meeting Weekly LISD Newsletter Weekly Cabinet Meetings Monthly Article – Levelland News Press -August 25, 2024 Levelland Chamber Board of Directors – appointed position Levelland Rotary Club Member Levelland Noon Lions Club Member Texas Association of Midsize Schools – ESC17 Director – Legislative Priorities -Update Meeting 9-11-2024 Texas Association of Rural Schools – ESC17 Director – Legislative Priorities -Update Meeting 9-11-2024</p>	
	<p>5.7 Communication of Board policy and decisions with community</p>		