

PERFORMANCE OBJECTIVES



Goal 1: Student Learning

Engage students through relevant instruction and assessment sparking curiosity and critical thinking, meeting individual academic needs as they impact their world now and in the future.

- 1.1 Design and deliver curriculum and instruction that increases teacher efficiency and effectiveness and maximize student learning.
- 1.2 Enhance student learning through targeted experiences that connect to student interests and needs, prepare students to develop future opportunities, and determine appropriate academic interventions and support.



Goal 2: Student Experience

Create safe, engaging environments where students experience a sense of belonging and wellbeing, and are challenged by learning opportunities inside and outside of the classroom.

- 2.1 Increase relevance and effectiveness of MS/HS advisory structure and content over a 3-year period.
- 2.2 Increase the relevance, positivity, and collaboration of the student experience to build community, belonging, and student ownership.
- 2.3 Reduce percentage of truant students district wide to maximize student learning opportunities.
- 2.4 Monitor safety and security of all LISD facilities.
- 2.5 Increase collaborative interventions to identify and support the wellbeing and behavioral needs of students.



Goal 3: Resource Stewardship

Manage resources in a fiscally responsible way as stewards of our community's time, talent, and dollars.

- 3.1 Increase and maintain long-range financial stability through the utilization of a strategic approach while maintaining high quality education programs and services for all.
- 3.2 Increase the community's (internal and external) understanding of Texas School Finance and the LISD budget.
- 3.3 Increase the efficient and fiscally responsible practices to maximize district funding and increase entitlements.
- 3.4 Balance staff workload to better meet students needs and increase staff wellbeing.



Goal 4: Resource Stewardship

Recruit, retain, and develop the talents of dedicated teachers and staff to engage and inspire learners and leaders

- 4.1 Increase capacity and strengthen employee talent pools by leveraging a culture of talent development (recruit).
- 4.2 Increase diverse perspectives and employee engagement by involving staff in decisions that affect them (retain).
- 4.3 Increase alignment of training based on job requirements to impact job performance and maximize learning for staff (develop).



Goal 5: Community Engagement

Build ONELISD, a connected culture of community engagement and purposeful communications

- 5.1 Advance the message that promotes, protects, and champions LISD as the superior choice for families.
- 5.2 Increase the utilization of feedback to build trust and inform decision-making.

LONG RANGE PLAN SCORECARD

Goals highlighted in yellow are measured on Section 1 of Superintendent Evaluation



Student Learning

Cornerstone 1: Student Learning					
	Key Strategic Measure	Baseline 22-23	23-24 Target	24-25 Target	25-26 Target
1.1.1	Curricular adjustments based on recommendations		Baseline	5 Recs	5 Recs
1.1.2	TREND TARGET- high yield strategy				Baseline
1.1.3	% Reading on level 3rd grade (Istation)	77.8%	78.0%	78.2%	TBD/New BOY
1.1.4	% math on level 3rd grade (Istation)	75.7%	76.0%	76.2%	TBD/New BOY
1.1.5	College, Career, Military Ready- overall chart (Engaged in a TEA metric)	83.0%	84.0%	84.2%	84.5%
1.1.6	MS enrollment in advanced courses*	69.2%	69.0%	72.0%	75.0%
1.1.7	GPA 2.7 or higher Readiness (LISD Dashboard)-9-11*	69.5%	70.0%	72.0%	75.0%
1.1.8	GPA 2.7 or higher Readiness (LISD Dashboard)-Senior*	73.9%	74.0%	75.0%	76.0%
1.2.1	Readiness (LISD Dashboard)-ES* (Attend, Reading Data)	85.9%	86.5%	87.0%	87.3%
1.2.2	Readiness (LISD Dashboard)-MS* (Attend, Discipline, Grades, Honor Course, etc.) (MOY Target 75%)	90.1%	90.2%	90.5%	91.0%
1.2.3	Readiness (LISD Dashboard)-9-11* (Attend, Discipline, Grades, Advanced Course, SAT, ACT, etc.)	90.8%	92.0%	94.0%	95.0%
1.2.4	Readiness (LISD Dashboard)-Senior* (Attend, Discipline, Grades, Advanced Course, SAT, ACT, etc.)	93.3%	93.5%	94.0%	95.0%
1.2.5	Workforce Readiness (LISD Dashboard)-Senior* (Attend, Discipline, CTE, 4 year plan, clubs, etc.)	92.2%	92.2%	92.4%	92.6%
1.2.6	College Readiness (LISD Dashboard)-Senior* (GPA, ACT, SAT, Dual Credit, AP, etc.)	50.0%	52.5%	53.0%	53.5%
1.2.7	Early Warning System- LISD Readiness Dashboard*			Baseline	



Student Experience

Cornerstone 2: Student Experience					
	Key Strategic Measure	Baseline 22-23	23-24 Target	24-25 Target	25-26 Target
2.1.1	Adjustment based on recommendations - MS advisory		Baseline	2 Rec	2 Rec

2.2.1	Student comfortable talking to staff**	81.8%	82.0%	83.0%	84.0%
2.2.2	Student experience via parents**	92.9%	93.3%	93.7%	94.0%
2.2.3	Student Engagement: LISD Dashboard and survey*** (Engaged in extracurricular, cocurricular, etc.)	68.0%	75.0%	85.0%	100.0%
2.3.1	% Attendance Rate	94.5%	95.0%	95.3%	95.5%
2.3.2	% of chronic absent students	8.5%	8.0%	7.7%	7.5%
2.4.1	% compliance safety drills	100.0%	100.0%	100.0%	100.0%
2.4.2	% staff completing required safety training	100.0%	100.0%	100.0%	100.0%
2.4.3	% students completing required safety training	100.0%	100.0%	100.0%	100.0%
2.5.1	% pos response Student Survey- environment**	74.7%	75.0%	76.0%	77.0%
2.5.2	% pos response Parent Survey- health and well-being**	92.4%	92.5%	92.7%	93.0%
2.5.3	% of campuses completed initial Restorative Practice Training	98.6%	100.0%		
2.5.4	% of campuses completed refresher Restorative Practice Training		14.0%	28.0%	42.0%
2.5.5	Less than 20% of time on non-counselor duties		Baseline	<20%	<20%
2.5.6	Implement adjustments to AP role based on study recommendations		Baseline	2 Recs	2 Recs
2.5.7	Implement recommendations from Discipline Committee		Baseline	2 Recs	2 Recs
Cornerstone 3: Resource Stewardship					



Resource Stewardship

	Key Strategic Measure	Baseline 22-23	23-24 Target	24-25 Target	25-26 Target
3.1.1	Fund Balance- meeting board policy	25% of audited exp	Meet CE Local	Meet CE Local	Meet CE Local
3.1.2	Achieve balance budget over 3 years	<2%	<1.5%	<1.5%	<1%
3.1.3	Earn finance stability indicators	earn 7	7	7	7
3.2.1	Financial Dashboard visits	1723	1895	1990	2090
3.2.2	Increase finance related comm efforts across all platforms	11	13	13	13
3.3.1	Increase district entitlement funds: Finding and actions	N/A	1 Rec	1 Rec	1 Rec
3.3.2	Increase % of students using their 1:X device	87.5%	88.0%	89.0%	90.0%

3.4.1	Streamline district initiatives (current and new) -Budget Impact -Workload impact		Refer to: 3.1.2 3.4.2	3 Recs	3 Recs
3.4.2	Staff survey: well-being category**	78.5%	80.0%	80.5%	81.0%
3.4.3	Staff Survey: paperwork**	52.0%	53.0%	55.0%	57.0%
4.1.1	Increase % certified staff	99.1%	99.3%	99.6%	99.8%
4.1.2	Decrease number of open positions	107	90	70	50
4.1.3	Increase recruitment opp- w/ focus on diversity	37	39	20	25
4.1.4	Increase participants in leadership programs	68	136	800	1000
4.2.1	Remain w/i top 25% of market group- turnover	#1	1-5	1-5	1-5
4.2.2	Staff survey: increase opp. for involved in decision**	60.0%	61.0%	62.0%	63.0%
4.2.3	Increase retention rate of hard to fill areas	30	35	96%	98%
4.3.1	Survey on Prof Learn: quality and impact		Baseline (94.5%)	>90%	>90%
4.3.2	Staff Survey: effective training**	86.9%	87.1%	87.3%	87.5%
Goal 5: Community Engagement					



Community Engagement

	Key Strategic Measure	Baseline 22-23	23-24 Target	24-25 Target	25-26 Target
5.1.1	Staff survey Communication Category **	77.0%	77.5%	78.0%	78.5%
5.1.2	Parent survey Communication**	92.2%	92.3%	92.4%	92.6%
5.1.3	Increase Recognize SomeONE submissions	1519	1670	6500	6500
5.1.4	Exceed the industry standard open rate (28%). Adjusted to click rate (2.3%) for Superintendent Newsletters by target specified	20%	20%	2.3%	2.3%
5.1.5	% of campuses using SMORE for principal newsletter communications	79.1%	85.0%	92.0%	100%
5.1.6	Increase overall LISD social media engagement (FB&Twitter)	12.0%	12.1%	12.2%	12.3%
5.1.7	% pos response Student Survey- Connected**		Baseline (82.9%)	84%	85%
5.2.1	Staff survey on Positive Change**	54.5%	60.0%	65.0%	70.0%
5.2.2	Implement recommendations from feedback		Baseline	Ref to 4.2.2 5.1.1 5.2.1	5 recs

				3 recs	
5.2.3	Increase customer satisfaction	94.0%	94.2%	94.4%	94.6%
Report Only					

Report Only

	Annual Reports as indicated in Board Year at a Glance (CTE, GT, BII/ESL...)
	Program Evaluation Cycle (Stem, PK, AVID...)
	Start 3 new Community Engagement experiences via Lewisville Legacy

NOTE: 22-23 baseline may change until EOY 22-23.

*Edugence

**Qualtrics

Baseline year is limited to course related clubs. Future years will include additional extracurriculars.

Mid Year Student Learning Goals - MOY Reading and Math Goals for Targets used for Section 1 of Superintendent Evaluation since EOY data for these is not available at the time of the summative evaluation.

Board Outcome Goal- District: 3rd Grade Istation Reading Goal									
Early Childhood Literacy Board Outcome Goal									
The percent of 3rd grade students that score meets grade level on ISIP in Reading will increase according to targets for each student group as shown in the table below by June 2024.									
Closing the Gaps Student Groups Yearly Targets									
	All Students	AA	H	W	As	2+	Sp. Ed.	Eco. Dis.	EB
2024	58.0%	48.0%	40.0%	65.0%	75.0%	60.0%	30.0%	40.0%	36.0%
2025	58.2%	49.0%	41.0%	65.2%	75.2%	60.5%	30.2%	41.0%	37.0%
2026*	58.4%	50.0%	42.0%	65.4%	75.4%	61.0%	30.4%	42.0%	38.0%
2027*	58.6%	51.0%	43.0%	65.6%	75.6%	61.5%	30.6%	43.0%	39.0%
2028*	58.8%	52.0%	44.0%	65.8%	75.8%	62.0%	30.8%	44.0%	40.0%

Board Outcome Goal- District: 3rd Grade Istation Math Goal									
Early Childhood Math Board Outcome Goal- Istation Math									
The percent of 3rd grade students that score 494 or higher on Istation Math will increase according to targets for each student group as shown in the table below by June 2024.									
Closing the Gaps Student Groups Yearly Targets									
	All Students	AA	H	W	As	2+	Spec. Ed.	Eco. Dis.	EB
2024	60.0%	45.0%	42.0%	70.0%	80.0%	63.0%	30.0%	40.0%	38.0%
2025	60.2%	46.0%	43.0%	70.2%	80.5%	63.5%	30.2%	41.0%	39.0%
2026*	60.4%	47.0%	44.0%	70.4%	81.0%	64.0%	30.4%	42.0%	40.0%
2027*	60.6%	48.0%	45.0%	70.6%	81.5%	64.5%	30.6%	43.0%	41.0%
2028*	60.8%	49.0%	46.0%	70.8%	82.0%	65.0%	30.8%	44.0%	42.0%

Board Outcome Goal- District: MOY CCMR Goal									
CCMR Board Outcome Goal Option 3									
The percentage of graduates that engage in CCMR related indicators will increase according to targets for each student group as shown in the table below.									
Closing the Gaps Student Groups Yearly Targets									
	All Students	AA	As	H	2+	W	Sped Ed	Eco. Dis.	EB
2024	83.0%	73.0%	93.0%	77.0%	80.0%	85.0%	50.0%	75.0%	32.0%
2025	83.2%	75.0%	93.1%	78.0%	80.2%	85.2%	51.0%	76.0%	34.0%
2026	83.4%	77.0%	93.2%	79.0%	80.4%	85.4%	52.0%	77.0%	37.0%
2027	83.7%	79.0%	93.3%	80.0%	80.6%	85.6%	53.0%	79.0%	40.0%
2028	84.0%	81.0%	93.4%	81.0%	80.8%	85.8%	54.0%	81.0%	43.0%