

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>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 -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>10-16-2024 Intruder Audit – LHS – Zero Findings – 100% Compliance Informal Intruder Audit – At District Request First Responders (DPS, Local LOE, 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</p>	

		-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	
	1.5 Each Student is Engaged and Well-Rounded	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 Homecoming Week – Dress Up Days, Pep Rally Falling for The Wallace – Student Group Participation 9-18-2024 Campus Spirit Days – Fridays Student Advisory Committee -High School – September 23rd -Middle School – September Enrichment Activities – Family Nights, Breakfast with Grandparents, Campus Events Senior Sunrise Breakfast – August 15, 2024	
Goal 2: Staff Support and Growth	2.1 Increase Staff Growth and Development	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	
	2.2 Prioritize Staff Safety and Well-Being	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	
	2.3 Increase Staff Satisfaction, Engagement, and Retention	LISD Cabinet Meetings 2024-2025 -7-17-2024 -8-28-2024 -9-4-2024 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 1 st Year Teachers	
Goal 3: Family and Community Partnerships	3.1 Increase Family Satisfaction and Engagement	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 8 th -Levelland Middle School – August 9 th & 12 th	

		-South Elementary School – August 13 th -Capitol Elementary School – August 13 th -Levelland High School – August 22 nd	
	3.2 Sustain and Enhance School/Business Partnerships	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	
	3.3 Increase Community Satisfaction and Engagement	Levelland Education/Industry Partnership Initiative -Meeting September 25 th – 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 -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 (TCHAT) -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 16 th – Lobo Stadium District Advisory Committee - Meetings Scheduled -October 2 nd -December 4 th -February 5 th -May 1 st	
Goal 4: Financial Effectiveness and Efficiency	4.1 Ensure Transparent and Systematic Financial Processes	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	
	4.2 Develop and Implement Systematic, Long-term Facility Management Process(es)	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	
	4.3 Ensure Operational Effectiveness and Efficiency	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	
<u>Board Superintendent Relations</u>	5.1 Superintendent maintains a positive and productive working relationship with the Board.	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	
	5.2 Keeps Board informed		
	5.3 Timely response to Board requests		
	5.4 Consistency with policy and procedures		

	5.5 Recommendations and appropriate supporting materials for Board decisions	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	
	5.6 Communication of Board policy and decisions with staff		
	5.7 Communication of Board policy and decisions with community		