

# **Robstown Independent School District**

## **Lotspeich Elementary**

### **2023-2024 Performance Objectives**



# Mission Statement

Our mission at Robstown ISD is to empower, inspire, and invest in our students and staff, igniting the best versions of themselves. Together, we positively impact our community and the world.

## Vision

Our vision is to ignite brilliance and impact lives by providing transformative learning opportunities that empower students for generations to come.

## Core Values

**service, integrity, perseverance, and responsibility.**

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# Goals

**Goal 1:** Ensure all students receive high-quality TIER 1 instruction.

**Performance Objective 1:** Provide all students with strong TIER 1 instruction in all core subjects and utilize High-Quality Instructional Materials and aligned assessments; curriculum, instruction, and will be designed to prompt complex thinking, integration of concepts and ideas, and application of learned skills to new material or novel situations.

**Performance Objective 2:** Coach teachers to engage students in higher-order thinking through instructional activities and practice tasks, supporting TIER 1 instruction.

**Performance Objective 3:** Equip and empower all instructional staff by enhancing the PLC process creating collective efficacy and supporting student outcomes.

**Performance Objective 4:** Implement and utilize Learning Walks that are non-evaluative/non-judgmental to provide meaningful feedback to teachers on the implementation of TIER 1 instruction and the TIER 1 experience for students.

**Performance Objective 5:** Build capacity, increase teacher collective efficacy, and drive student outcomes by providing coaching to all instructional leaders and teachers.

**Goal 2:** Community Engagement. Building from the current community engagement initiatives, we will expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives, and empower generations.

**Performance Objective 1:** Engage and equip parents and the family to support students in achieving their educational goals by hosting instructional workshops and course offerings.

**Performance Objective 2:** Foster a welcoming and customer-focused environment where our PFE liaison is committed to delivering fast, friendly, focused, and flexible service.

**Performance Objective 3:** Promote alignment of the district mission, vision, and values on all campuses, at all events, and through all communication platforms.

**Goal 3:** Culture Matters. Ensure a positive, safe, and productive environment that fosters learning, creativity, and the opportunity to ignite brilliance, transform lives, and empower generations.

**Performance Objective 1:** Elevate the importance of student attendance by monitoring and verifying student attendance to increase overall attendance to 93%.

**Performance Objective 2:** Ensure 100% compliance with safety protocols, drills and crisis management plan requirements.

**Performance Objective 3:** Provide wrap-around services to parents and students focused on physiological support systems through the district's social work program.

**Goal 4:** Greatest workplace on the planet. Recruit, retain, and recognize high-quality staff to ignite brilliance, transform lives, and empower generations.

**Performance Objective 1:** Actively seek and attract talent utilizing competitive support structures, grow your own opportunities, and incentive programs to best meet the needs of our students.

**Performance Objective 2:** Create a joyful workplace that cultivates a sense of ownership, self-care, and excellence.