



Superintendent and District Goals for 2026-27

April 29, 2026

LRP Recalibration Process



OCTOBER	OCT - FEB	MARCH	APRIL	MAY
<p>Board Workshop</p> <p>Board revisit vision, mission, beliefs and establish parameters and direction for recalibration of LRP.</p>	<p>Committee Work</p> <p>Committee reflects on current priorities, gathers feedback, and provides input for new/existing goals and strategies</p> <p>*Listening Circles</p>	<p>LRP Update & District Work</p> <p>Update to LRP Committee work provided. District staff develops new scorecard metrics aligned with drafted goals.</p>	<p>Supt. / District Goals</p> <p>Discuss Superintendent goals in alignment with drafted LRP goals.</p>	<p>Plan Approval</p> <p>Long-range plan presented to Board for approval. Align long-range plan, superintendent, and district goals.</p>

Recall: Committee Work

- Conducted 10 Listening Circles with over 250 participants
- Collected input from staff and families through survey
- Facilitated three intensive collaborative work sessions with Long Range Planning Committee members

Goal: Clear, long-term priority by cornerstone to reach over an extended period

Performance Objectives: Focused, short-term targets that move the district toward the goal and guide the work and decisions

Scorecard Measures: Key metrics used to monitor progress, assess impact, and determine success of the goal

DIP Strategies: Specific, annual actions and initiatives aligned to performance objectives that drive progress toward desired results (scorecard metrics)



Goal 1: Student Learning

Goal: Engage students in real world connected learning experiences that drive academic growth and **develop skills for any path**, ensuring students use their curiosity and critical thinking to prepare for success in their future.

Possible Options:

Practical life skills

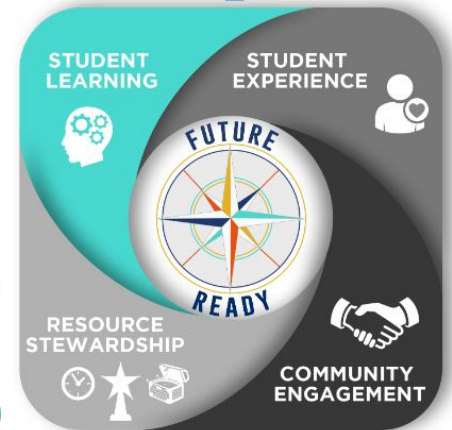
Future ready/workforce skills

Essential thinking skills

Performance Objectives:

1.1 Increase student achievement and growth through mastery of **transferable skills**, enabling learners to explore, apply knowledge, and navigate new challenges.

1.2 Consistent implementation of high-yield instructional strategies with fidelity that are aligned with the district curriculum and ONE vision framework to create learning experiences that meet student needs and promote academic growth.



	Key Strategic Measure	Baseline 25-26	26-27 Target	27-28 Target	28-29 Target
1.1.1	% Reading on level 3rd grade <small>(Istation)</small>	78.2%	78.50%	78.70%	79.00%
1.1.2	% Math on level 3rd grade <small>(Istation)</small>	76.2%	76.50%	76.70%	77.00%
1.1.3	% Reading K-2, 4-5 (MOY on level)	53.0%	55.0%	56.0%	57%
1.1.4	% Math K-2, 4-5 (MOY on level)	49.0%	51.0%	52.0%	53%
1.1.5	MS Reading	NA	Goal Set in Oct 26		
1.1.6	MS Math	NA	Goal Set in Oct 26		
1.1.7	MS Readiness	83.0%	84.0%	85.0%	86.0%
1.1.8	HS CCMR- engaged in State	84.5%	84.8%	85.0%	85.2%
1.1.9	HS State CCMR	69.0%	70.0%	70.0%	72.0%
1.1.10	HS Readiness- Local	93.0%	93.0%	93.2%	93.5%
1.1.11	Early Warning System- LISD Readiness Dashboard*	227	225	220	215
1.1.12	State Acct Rating C or higher	82%	100%	100%	100%
1.1.13	Technology implementation	NA	70.0%	80.0%	90.0%
1.2.1	One Vision- % of schools walked	NA	33%	33%	33%
1.2.2	One Vision- % of campus aligned	65.6%	70.0%	75.0%	80.0%

Goal 1: Student Learning

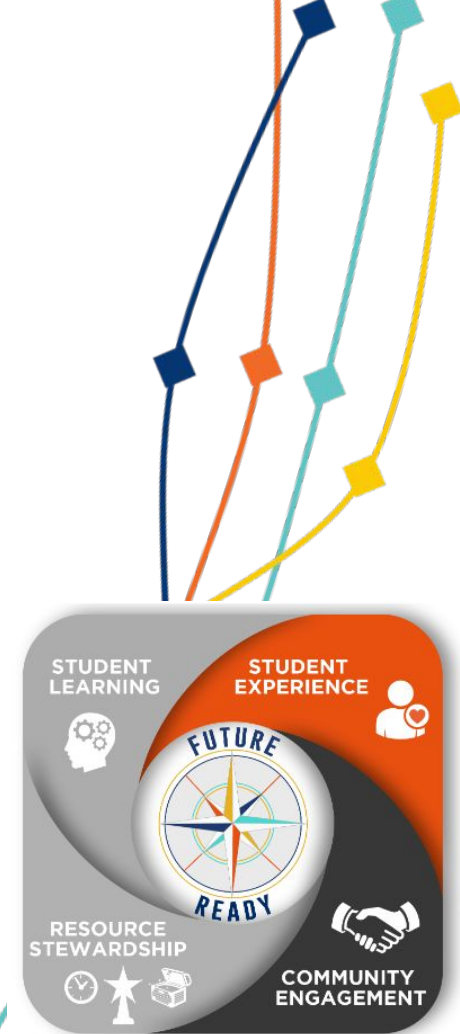
Goal 2: Student Experience

Goal: Cultivate safe and positive learning environments where relationships foster a sense of belonging and wellbeing, empowering students to grow into confident and engaged contributors of the world around them.

Performance Objectives:

2.1 Implement proactive structures for success to maintain safe and orderly learning environments that foster positive relationships and cultivating belonging.

2.2 Utilize collaborative and early intervention systems to maximize student presence, active participation, and direct student contribution to shaping campus culture.



	<i>Key Strategic Measure</i>	<i>Baseline 25-26</i>	<i>26-27 Target</i>	<i>27-28 Target</i>	<i>28-29 Target</i>
2.1.1	Student comfortable talking to staff**	87.1%	87.2%	87.3%	87.4%
2.1.2	Student-Pos Learn Environ	81.7%	81.8%	81.9%	82.0%
2.1.3	Student experience via parents**	93.6%	92.0%	92.0%	92.0%
2.1.4	Safety Bond Project Imp	NA	100%	100.0%	100.0%
2.1.5	Decrease ISS, OSS and Dist DAEP placements	8100	decrease 2%	decrease 2%	decrease 2%
2.1.6	Campus Implementation of One Vision Framework for Positive Learning Environment	NA	100%	100%	100%
2.1.7	One Vision Pos. Learning Walk Through	NA	80%	80%	80%
2.2.1	Attendance Rate	95.8%	>95%	>95%	>95%
2.2.2	Chronic Absent Rate	6.5%	6.4%	6.3%	6.2%
2.2.3	Dropout Count (7-12)	0.9%	0.9%	0.8%	0.8%
2.2.4	Engaged in Activity	appx 84.0%	100.0%	100.0%	100.0%
2.2.5	Student Connected to School	85.9%	86.0%	86.1%	86.2%
2.2.6	Student Advisory Survey	NA	80% HS	80% HS and MS	80% HS, MS, ES
2.2.7	Campus Leadership Essentials	NA	Baseline		

Goal 2: Student Experience

Goal 3: Resource Stewardship

Strategic Investment

Goal: Optimize resources to ensure long-term financial sustainability through proactive fiscal stewardship, strategies, and strategic advocacy to maximize impact.

Performance Objectives:

3.1 Maintain long-range financial stability through strategic long-term planning that aligns resource allocation, capital facility management, and fiscal reserves.

3.2 Maximize impact through the implementation of flexible and transformational models to optimize resource utilization and staff productivity.

3.3 Advance the community's understanding of the state and district finances through proactive outreach and advocacy, to build informed partners in navigating complex decisions.



	<i>Key Strategic Measure</i>	<i>Baseline 25-26</i>	<i>26-27 Target</i>	<i>27-28 Target</i>	<i>28-29 Target</i>
3.1.1	Fund Balance- meeting board policy	<i>25% of audited exp</i>	<i>Meet CE Local</i>	<i>Meet CE Local</i>	<i>Meet CE Local</i>
3.1.2	Achieve balance budget over 3 years	0.60%	<1.5%	<1.5%	<1%
3.1.3	Earn finance stability indicators	earn 7	7	7	7
3.1.4	% Campus not meeting standard	16.7%	<20%	<20%	<20%
3.1.5	% Campus meeting less than 2/4 on effic. framework	10%	<20%	<20%	<20%
3.2.1	Increase Rev and Enroll	NA	2 Rec	2 Rec	2 Rec
3.2.2	Increase Efficiency	NA	2 Rec	2 Rec	2 Rec
3.3.1	Community Group Feedback	NA	70.0%	70%	70.0%

Goal 3: Resource Stewardship

Goal 4: Resource Stewardship

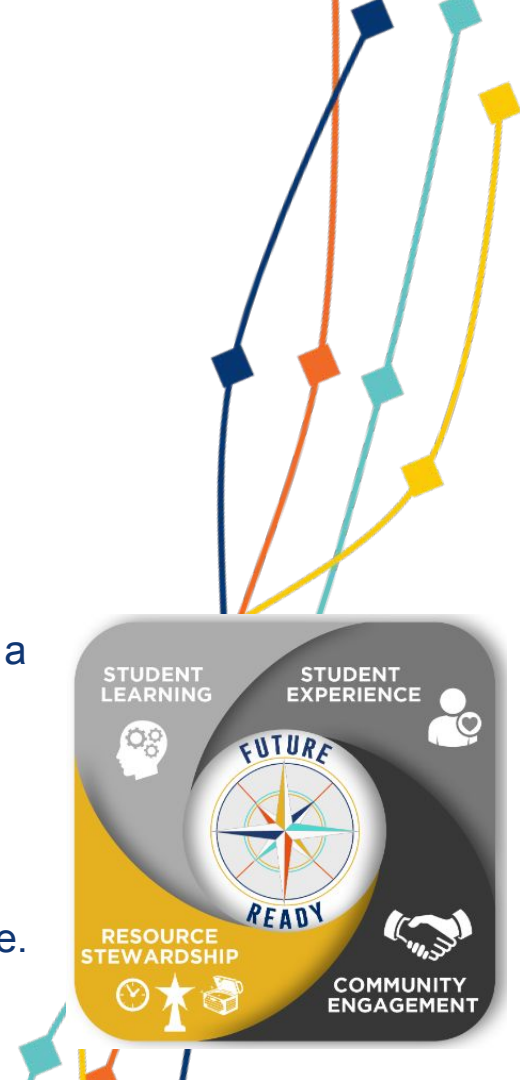
Strategic Investment

Goal: Build and sustain a community of skilled staff united by a shared purpose and a sustainable commitment to our mission, supported by the professional growth and systems necessary for a high-performing workforce.

Performance Objectives:

4.1 Implement strategic systems to attract, certify, and fairly compensate a dedicated staff, while supporting ongoing growth and instructional expertise.

4.2 Strengthen collaborative feedback loops to build trust, inform decision-making, and build collaborative ownership of mission and culture.



	<i>Key Strategic Measure</i>	<i>Baseline 25-26</i>	<i>26-27 Target</i>	<i>27-28 Target</i>	<i>28-29 Target</i>
4.1.1	Campus Based Professional Position top half of comp.	13.8%	25%	30%	32.0%
4.1.2	Decrease Bil/ ESL Waiver	273	decrease 25%	decrease 25%	decrease 25%
4.1.3	Grow Your Own	25	30	32	35
4.2.1	District Poll/ Campus Poll	NA	Spring>Fall	Spring>Fall	Spring>Fall
4.2.2	Listening Circle Feedback	NA	Spring>Fall	Spring>Fall	Spring>Fall

Goal 4: Resource Stewardship

Goal 5: Community Engagement

Goal: Strengthen partnerships with our families, students, staff and community to engage in unified communication and elevate our shared commitment as ONE LISD.

Performance Objectives:

5.1 Leverage purposeful communication to inform and connect with all LISD stakeholders, building an engaged network of active partners.



	<i>Key Strategic Measure</i>	<i>Baseline 25-26</i>	<i>26-27 Target</i>	<i>27-28 Target</i>	<i>28-29 Target</i>
5.1.1	Parent Survey- Communication From Teacher	81%	81.5%	81.8%	82.3%
5.1.2	Parent Survey- Distict Communication	NA	Goal Set in Oct 26		
5.1.3	Brand Ambassadors Campus Implementation	NA	80%	90%	100%
5.1.4	Increase Amplification Score	25.0%	27%	28%	30%
5.1.5	Recognize Someone (Parent and Community)	1764	1800	1850	1900
5.1.6	Customer Service	95.9%	95.0%	95.0%	95.0%
5.1.7	Successful Inquiry Resolution	74.0%	75.0%	76.0%	78.0%

Goal 5: Community Engagement

Discussion and Feedback

Student Learning Goal and Performance Objective Wording

- Develop skills for any path
- Transferable skills

Resource Stewardship Wording

- Another option, Strategic Investment

Goal Setting

*Yellow highlighted metrics are proposed for Section 1 of Superintendent Evaluation

Timeline of Next Steps

- May 11 Regular Board Meeting, Approval of Long Range Plan
- May - July, District staff develop strategies to include in the District Improvement Plan (DIP) based on drafted goals and performance objectives
- August, Board approval of DIP
- End of September, CIPs due
- October - Adopt Superintendent Evaluation Calendar and Instrument

Reporting Cadence

DIP Updates will be provided to the Board of Trustees:

- December 2026
- March 2027
- June 2027

Student Learning Updates are *tentatively* scheduled

- September 2026 Board Outcome Goals based on Campus Goals
- November 2026 (HB 3 BOY)
- February 2027 (Public Hearing TAPR)
- March 2027 (HB3 MOY)
- June 2027 (Readiness Data and HB3 Board Outcomes Report)

Superintendent Formative Evaluation - January 2027