

Lago Vista Independent School District
Lago Vista High School
2024-2025 Goals/Performance Objectives/Strategies



Public Presentation Date: October 17, 2024

Mission Statement

The mission of Lago Vista High School is to use the four years allotted to teach, motivate, and challenge each student to rise to the highest level of academic excellence possible in a premiere learning environment. All graduates will leave our school with the ability to live and work as compassionate citizens and mature, effective adults. We are committed to sending into the world individuals who use problem-solving skills to impact their community in a responsible manner.

Vision

Lago Vista High School is committed to preparing our students to live and work in a changing global society. We will realize this commitment by providing exemplary instruction to all students so that they may acquire the essential academic skills, life skills, and knowledge base upon which to build lifelong learning. We are committed to being a community partner with the citizens of Lago Vista ISD by providing the chance to participate in the education of our students.

District Commitments

We will ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.
We will promote the academic success of all students through exemplary programming and support to meet students' academic, behavioral, and social-emotional needs.

We will prepare all students for success in college, career, and/or the military.

We will attract, recruit, retain, and support highly qualified staff members by offering competitive pay and benefits and by working collaboratively to determine and meet their professional needs.

We will welcome and nurture partnerships with our families and community to ensure active engagement and open communication in promoting high expectations, strong values, and the academic achievement and success of all students.

We will ensure the physical safety and security of all students, staff, and visitors.

We will utilize an efficient, transparent, and collaborative approach to planning & decision-making that communicates the priorities, processes, initiatives, and challenges of the District to all stakeholders.

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Goals

Goal 1: Curriculum, Instruction, and Student Achievement:

Ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.

Performance Objective 1: All curriculum documents will align with state standards and teachers will create common assessments in order to monitor student learning.

Evaluation Data Sources: 100% of teachers will complete the instructional planning form.

| Strategy 1 Details | Formative Reviews | | |
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| Strategy 1: All core teachers will utilize TEKS Resource scope and sequence and unit organizers for each subject they teach. All CTE and elective teachers will create and utilize a scope and sequence and unit organizers for each of their subjects. Strategy's Expected Result/Impact: Vertical alignment will be created through the use of TEKS Resource. Staff Responsible for Monitoring: Teachers, Department Chairs, Principal ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Time will be dedicated during teacher work days for teachers to use to amend and create unit plans to redress low scoring areas before the end of the year. Strategy's Expected Result/Impact: A 9 weeks audit of teacher curriculum documents will reflect completion. Staff Responsible for Monitoring: Principal ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments | Formative | | |
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Goal 1: Curriculum, Instruction, and Student Achievement:

Ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.

Performance Objective 2: Statistical increase in passing rates and commended rates in all STAAR-tested subjects, and increase in average scores on college bound required assessments [TEC 39.053(c)(1-3)].

Evaluation Data Sources: 90% or better passing rate in all STAAR tests, an increase in master rates on all tests, and an increase in average SAT and ACT scores.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Teachers regularly demonstrate Kagan Strategies, Capturing Kids Hearts and all aspects of the Fundamental 5 critical practices for teaching: Small Group Purposeful Talk, Working in the Power Zone, Framing the Lesson, Critical Writing, and Recognition/Reinforcement. Strategy's Expected Result/Impact: Walkthroughs and snapshots throughout the year should demonstrate evidence of all 5 practices (although not necessarily on every walkthrough). Staff Responsible for Monitoring: Department Chairs, Principal ESF Levers: Lever 5: Effective Instruction | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Teachers use formative assessments to inform instruction. Data from benchmarks, PSAT, and AP exams will be used to drive curriculum and inform instruction at the campus and department level. Strategy's Expected Result/Impact: Snapshots and unit organizers will be amended to reflect data driven planning. Staff Responsible for Monitoring: Principal, Teachers, Department Chairs | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Lago Vista High School will continue to provide RTI and yearlong acceleration programs; tutorials for students who do not meet STAAR standards will have clear goals, expectations, curriculum, and exit strategy for students who meet standards. Teachers will be supported with necessary time, curriculum, and extended training to develop these programs. Strategy's Expected Result/Impact: An increased number of students will meet expectations on STAAR retests. Staff Responsible for Monitoring: Principal, Teachers, Department Chairs TEA Priorities: Build a foundation of reading and math | Formative | | |
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| Strategy 4 Details | Formative Reviews | | |
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| Strategy 4: PLCs will to meet regularly to review student outcomes and plan for RtI interventions for students. Strategy's Expected Result/Impact: Students will exhibit improved passing rates and RtI outcomes. Staff Responsible for Monitoring: RtI Coordinator TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments | Formative | | |
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| Strategy 5 Details | Formative Reviews | | |
| Strategy 5: Advisory classes will be adjusted based on teacher input to ensure placements are maximizing the effectiveness of advisory time for students. Use advisory for credit recovery time and accelerated instruction. Strategy's Expected Result/Impact: The advisory period will be an effective use of time for all students. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 6 Details | Formative Reviews | | |
| Strategy 6: Provide Special Education teachers with content area instructional training in Math and ELAR and areas outside their content certification. Strategy's Expected Result/Impact: Special Education teachers will be well-trained to provide content area instruction and support, resulting in increased STAAR passing rates for students in Special Education. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
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| Strategy 7 Details | Formative Reviews | | |
| Strategy 7: Implement PSAT/SAT/ACT prep class for willing students. Strategy's Expected Result/Impact: Increased scores on these exams. Staff Responsible for Monitoring: CCMR Coordinator | Formative | | |
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Goal 1: Curriculum, Instruction, and Student Achievement:

Ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.

Performance Objective 3: Accelerated-learning programs for at-risk students will be effectively tied to individual student needs [TEC 11.252.(3)(H)].

HB3 Goal

Evaluation Data Sources: Students in accelerated classes will have at least an 90% passing rate in content-related classes and a 75% or better passing rate on STAAR.

| Strategy 1 Details | Formative Reviews | | |
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| Strategy 1: The school will continue to provide RtI and yearlong acceleration instruction programs for students who do not meet STAAR standards. Accelerated instruction programs will have clear goals, expectations, curriculum, and exit strategy for students who meet standards. Teachers will be supported with necessary time, curriculum and training to develop these programs. Strategy's Expected Result/Impact: Increased number of students meeting STAAR requirements on retesting. Staff Responsible for Monitoring: Principal, Teachers, Department Chairs ESF Levers: Lever 5: Effective Instruction | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: RtI meetings will be held in PLC to support students who are not making progress in their classes (Tier 2) and Tier 3 meetings will be held for students at risk of not graduating high school, according to a list of eligibility criteria. Strategy's Expected Result/Impact: Decrease in numbers of students failing courses/meeting criteria for Tier 3 interventions. Staff Responsible for Monitoring: Team Leaders, RtI Coordinator ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Provide credit recovery options to students who are at-risk of not graduating via an online program during a dedicated credit recovery period and advisory. Strategy's Expected Result/Impact: Students needing to recover credits will be provided with opportunities to recover credits lost due to course failures. Staff Responsible for Monitoring: Principal Funding Sources: Edgenuity - PIC 24 - Accelerated Education - \$19,750 | Formative | | |
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Goal 1: Curriculum, Instruction, and Student Achievement:

Ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.

Performance Objective 4: All students in all sub-populations taking ELAR, Algebra I, Biology, and US History STAAR test will meet the state standard to achieve TEA's highest campus rating [TEC 39.053(c)(1-3)].

Evaluation Data Sources: 90% or more of each student population will pass the STAAR test in each tested subject area.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Communicate with freshmen and all new parents their role in the shared responsibility for student accountability, such as signing up for Ascender and Canvas, attending open houses, communicating with teachers, and understanding policies and procedures. Strategy's Expected Result/Impact: Survey results indicate increase in parent use of accountability indicators. Staff Responsible for Monitoring: Teachers, Administrators ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Produce 9-weeks, semester tests, and benchmarks in STAAR/AP format and put into Eduphoria or Canvas in ALL core content areas. Strategy's Expected Result/Impact: Increased student scores on state exams. Staff Responsible for Monitoring: Administration ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Provide before and after school tutorials and/or advisory academies, and/or Saturday Academies, as needed, for students who are not demonstrating success in classwork, STAAR, STAAR benchmarks, or summer school. Strategy's Expected Result/Impact: Students needing additional instructional support will have multiple opportunities to participate in tutorials. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture Funding Sources: Tutorials - Fund 199 - General Fund - \$2,000 | Formative | | |
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| Strategy 4 Details | Formative Reviews | | |
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| Strategy 4: Maintain a Spanish-speaking ESL paraprofessional to support newcomer students in their core classes. Strategy's Expected Result/Impact: Improved linguistic acquisition and academic success for newcomer students. Staff Responsible for Monitoring: Principal ESF Levers: Lever 2: Strategic Staffing | Formative | | |
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Goal 1: Curriculum, Instruction, and Student Achievement:

Ensure student learning through the implementation of high quality curricula and the use of research-based instructional strategies.

Performance Objective 5: Lago Vista High School will implement strategies to support students in graduating with a high school diploma in four years [TEC 11.255].

Evaluation Data Sources: The Lago Vista High School on-time four-year completion rate will be 100%.

| Strategy 1 Details | Formative Reviews | | |
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| Strategy 1: Students considering dropping out of school will be counseled about the possible negative impact of their decision and will be provided alternatives, whenever possible Strategy's Expected Result/Impact: Students who are at risk of dropping out will be provided with options to support continued progress towards high school graduation. Staff Responsible for Monitoring: Counselors ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Develop and implement Personal Graduation Plans for all 9th grade students (including Special Education, ESL, and Economically Disadvantaged students) not successful on the TAKS/STAAR test. PGP's will address educational goals of the student and meet all other requirements per TEC 28.0213. Strategy's Expected Result/Impact: PGP's will be created and updated for all students. Staff Responsible for Monitoring: Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Develop process for LOTE students that qualify to test out of Spanish 1 and 2. Strategy's Expected Result/Impact: Students will have more options in the schedule to take higher level LOTE classes or CTE/elective courses. Staff Responsible for Monitoring: Principal/Counselors | Formative | | |
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Goal 2: Student Support:

Promote the academic success of all students through exemplary programming and support to meet students' academic, behavioral, and social-emotional needs.

Performance Objective 1: Students will be provided with the necessary structures and support systems (social emotional, mental health, behavioral, and academic) needed to meet campus academic and behavioral expectations.

Evaluation Data Sources: Discipline referrals, school survey results

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Provide Viking Day video sessions prior to school to cover campus procedures and policies, such as grading guidelines, attendance policies, and campus procedures through PALS class. Strategy's Expected Result/Impact: All students will be provided with an orientation. Staff Responsible for Monitoring: Principal | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Continue to promote and encourage participation in student-led clubs and extra-curricular programs. Similar to UIL, create an extra-curricular/student club coordinator to help promote and organize different organizations through a campus calendar. Strategy's Expected Result/Impact: Increased participation. Staff Responsible for Monitoring: School Community | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Continue the use of a Positive Behavior Interventions and Supports (PBIS) team to monitor procedures, student discipline, and school safety. Strategy's Expected Result/Impact: Lago Vista High School will have a well-implemented PBIS system and students will demonstrate the common area and classroom expectations of being Respectful, Responsible, and Safe. Staff Responsible for Monitoring: Principal, PBIS Coordinator ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 4 Details | Formative Reviews | | |
| Strategy 4: Communicate with parents about school rules and policies via the school newsletter, Ascender Parent Portal, and campus and district social media. Strategy's Expected Result/Impact: Copies of newsletter with links to school wide procedures and code of conduct. Staff Responsible for Monitoring: Administration | Formative | | |
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| Strategy 5 Details | Formative Reviews | | |
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| Strategy 5: Teachers will receive training for Texas Behavior Support Initiative (TBSI) relating to instruction of students with disabilities and designed for educators who work primarily outside the area of special education. Strategy's Expected Result/Impact: Sign-in sheets from trainings. Staff Responsible for Monitoring: SPED Team Lead | Formative | | |
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| Strategy 6 Details | Formative Reviews | | |
| Strategy 6: Teachers will implement strategies in their classrooms to encourage a positive classroom environment, collaboration, and teamwork, including team building activities, Kagan strategies, etc. Strategy's Expected Result/Impact: Students will exhibit an increase in school attendance and a decrease in truancy and discipline incidents. Staff Responsible for Monitoring: Principal, Assistant Principal | Formative | | |
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| Strategy 7 Details | Formative Reviews | | |
| Strategy 7: Provide social and emotional learning to students through classroom engagement strategies and during advisory. Strategy's Expected Result/Impact: Students will be provided with systematic and regularly occurring social and emotional learning support. Staff Responsible for Monitoring: Principal, Department Chairs | Formative | | |
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| Strategy 8 Details | Formative Reviews | | |
| Strategy 8: Campus leaders will organize assemblies/speakers to provide students with information and leadership opportunities to help increase academic achievement and reduce the dropout rate for educationally disadvantaged students, at-risk students, and all other students. Strategy's Expected Result/Impact: Student outcomes will be improved for all students. Staff Responsible for Monitoring: Principal, Counselors Funding Sources: Student Assembly - Fund 461 - Campus Activity Funds - \$2,300 | Formative | | |
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Goal 2: Student Support:

Promote the academic success of all students through exemplary programming and support to meet students' academic, behavioral, and social-emotional needs.

Performance Objective 2: Student attendance will be closely monitored and supported to ensure that unnecessary absences are not impairing a student's opportunity to succeed in his/her studies or indirectly encouraging the development of poor attitudes toward schoolwork [TEC 11.253.(d)(10)(c)].

Evaluation Data Sources: Attendance reports will show an increase in attendance and a decrease in tardies and absences.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Establish incentives for student attendance, such as semester exam exemptions and individualized positive reinforcement. Strategy's Expected Result/Impact: Students will be encouraged to demonstrate regular school attendance. Staff Responsible for Monitoring: Assistant Principal, PBIS Team ESF Levers: Lever 3: Positive School Culture Funding Sources: PBIS Incentives - Fund 461 - Campus Activity Funds - \$1,000 | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Enforce state mandatory attendance policies by sending home attendance letters and filing on students who have exceeded absence limits. Strategy's Expected Result/Impact: The campus will have documentation of letters sent, phone calls made, truancy charges filed on students who are not meeting attendance expectations. Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Attendance clerk communicates with the assistant principal as soon as a student reaches 3 or more absences in a 4 week period, or sooner, if deemed appropriate, so that the student can be referred to the RtI process for attendance. Strategy's Expected Result/Impact: Students demonstrating attendance concerns will be referred to the RtI process. Staff Responsible for Monitoring: Administration, Attendance Clerk | Formative | | |
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| Strategy 4 Details | Formative Reviews | | |
| Strategy 4: Send a daily absence notification to all parents outlining state laws regarding attendance and how to monitor attendance in Ascender Strategy's Expected Result/Impact: Parents will be well-informed about attendance expectations and how to track and monitor their student's attendance. Staff Responsible for Monitoring: Assisstant Principal, Attendance Clerk | Formative | | |
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Goal 2: Student Support:

Promote the academic success of all students through exemplary programming and support to meet students' academic, behavioral, and social-emotional needs.

Performance Objective 3: Ensure strong systems for the prevention, identification, response to and reporting of bullying or bully-like behavior [TEC 11.253 (d)(8)].

Evaluation Data Sources: Incidents of bullying and bullying-like behavior will remain low and bullying investigations will show unwanted behaviors, not necessarily bullying as defined in Texas.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Lago Vista High School will continue to seek and obtain the No Place for Hate campus designation through our Project Vinatta program. Strategy's Expected Result/Impact: Students will become invested in creating and supporting a campus-wide culture of kindness. Students will acquire tools needed to treat others with kindness and respect. Staff Responsible for Monitoring: Principal, Counselors ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Counselors will provide resources for students identified as need special support (violence prevention, pregnancy, harassment, and bullying). Strategy's Expected Result/Impact: Increased educational access for students facing difficult situations. Staff Responsible for Monitoring: Counselors and principal ESF Levers: Lever 3: Positive School Culture | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Information on bullying and bullying prevention/reporting will be regularly provided to all students. Strategy's Expected Result/Impact: Students will have an increased student awareness of how to prevent, identify, and report bullying behavior. Staff Responsible for Monitoring: Administrators, Counselors ESF Levers: Lever 3: Positive School Culture | Formative | | |
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Goal 3: College, Career, & Military Readiness:
Prepare all students for success in college, career, and/or the military.

Performance Objective 1: Students are offered relevant and engaging coursework and activities that reflect a commitment to preparing students for their educational pursuits after LVHS.

HB3 Goal

Evaluation Data Sources: 95% of LVHS graduates can articulate their plan after high school and feel prepared to take on this next step.

| Strategy 1 Details | Formative Reviews | | |
|--|-------------------|-----|-----|
| Strategy 1: Provide a minimum of 8 opportunities for students to engage with career and college professionals to learn about the professionals' experiences. Strategy's Expected Result/Impact: Students will learn about a multitude of post-secondary options. Staff Responsible for Monitoring: CCMR Coordinator TEA Priorities: Connect high school to career and college | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Provide two endorsement fair presentations for middle school (one during the school day and one at night for parents) with high school teachers and students present. Strategy's Expected Result/Impact: Students and parents will be well-informed of the endorsement options available at Lago Vista High School. Staff Responsible for Monitoring: CCMR Coordinator, Counselors TEA Priorities: Connect high school to career and college | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
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| Strategy 3: All CTE courses will provide an industry based certification (IBC) chosen by the instructor and students in CTE classes will take certification exams in order to obtain an IBC. Strategy's Expected Result/Impact: More LVHS students will graduate career ready. Staff Responsible for Monitoring: CCMR Coordinator TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments | Formative | | |
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Goal 3: College, Career, & Military Readiness:
Prepare all students for success in college, career, and/or the military.

Performance Objective 2: Students will have the support they need to score above state standards on college admissions testing.

HB3 Goal
Evaluation Data Sources: Increase the percent of students scoring at or above criterion on SAT/ACT to 70%.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: Teachers will be given the PSAT/SAT/TSI/ASVAB test data on their current student along with Eduphoria printout summary to structure supporting lessons in math and English courses. CTE teachers will embed math and writing skills in their lessons Strategy's Expected Result/Impact: Teachers will be prepared to provide targeted instructional support in math and ELAR to help students improve outcomes on college readiness exams. Staff Responsible for Monitoring: CCMR Coordinator TEA Priorities: Connect high school to career and college | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Students will be provided with information on accessing and utilizing Kahn academy to target areas of SAT improvement using PSAT data. Strategy's Expected Result/Impact: Increase in SAT scores. Staff Responsible for Monitoring: CCMR Coordinator, Counselors TEA Priorities: Build a foundation of reading and math | Formative | | |
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Goal 3: College, Career, & Military Readiness:

Prepare all students for success in college, career, and/or the military.

Performance Objective 3: Students needing support to meet the CCMR requirements will be given opportunities to demonstrate their abilities.

Evaluation Data Sources: Offer TSI testing, ASVAB, College Bridge, and other means of demonstrating college, career, and military readiness.





Goal 4: High Quality Staff:

Attract, recruit, retain, and support highly qualified staff members by offering competitive pay and benefits and by working collaboratively to determine and meet their professional needs.

Performance Objective 1: Lago Vista High School will create a supportive and nurturing environment for employees.

Evaluation Data Sources: LVHS will retain high quality staff and offer support for all teachers and staff throughout the school year through frequent check-ins, celebrations, and incentives to boost morale.

| Strategy 1 Details | Formative Reviews | | |
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| Strategy 1: High levels of support will be provided to new-to-profession teachers including participation in a yearlong mentoring program with a trained mentor, as well as additional coaching support by campus instructional leaders and other trained staff members. Strategy's Expected Result/Impact: New-to-profession teachers will be provided the support needed to be effective and to remain in the profession and on the campus. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Facilitate social activities in order to foster a stronger sense of community among staff and boost morale. Strategy's Expected Result/Impact: Staff survey results indicate positive morale. Staff Responsible for Monitoring: PBIS Team, Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
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| Strategy 3: Notify teachers of likely schedule/course assignments and coaches their coaching assignments for the upcoming fall semester by or before May of the current year so they can effectively prepare over the summer. Strategy's Expected Result/Impact: Master Schedule assignments will be completed and communicated by May. Staff Responsible for Monitoring: Counselors, Principal, Athletic Director TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 4 Details | Formative Reviews | | |
| Strategy 4: Inform faculty of opportunities to earn stipends that are available. Look into opportunities for stipends/bonus for high demand courses. Strategy's Expected Result/Impact: Teacher retention and recruiting high quality staff. Staff Responsible for Monitoring: Principal | Formative | | |
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Goal 4: High Quality Staff:

Attract, recruit, retain, and support highly qualified staff members by offering competitive pay and benefits and by working collaboratively to determine and meet their professional needs.

Performance Objective 2: All employees will demonstrate high levels of performance as a result of high quality professional development [TEC 21.451 and TEC 253(e)].

Evaluation Data Sources: End of year summative appraisals reflect high levels of teacher performance.

| Strategy 1 Details | Formative Reviews | | |
|--|-------------------|-----|-----|
| Strategy 1: Campus administrators will give professional learning surveys following campus staff development to assess outcomes and to gauge future needs. Strategy's Expected Result/Impact: Survey results will be used to improve campus professional learning. Staff Responsible for Monitoring: Department Chairs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Provide new teachers with one full day of training on Canvas and a day of training on gradebook, Fundamental Five, engagement strategies, and any other LVHS-specific content areas prior to the beginning of school. Provide ongoing training with all staff. Strategy's Expected Result/Impact: New teachers will be well-trained on Canvas, the Fundamental Five, engagement strategies, and other LVHS-specific content. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 3: Offer teachers flexible and varied campus trainings that allow them to select sessions that best suit their individual needs. Strategy's Expected Result/Impact: Teachers will be provided with campus training options to meet their needs. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 4 Details | Formative Reviews | | |
| Strategy 4: Department heads will assist their teams with budgeting for and finding professional development opportunities once the upcoming fall schedule has been set. The campus leadership team will discuss professional learning opportunities at leadership meetings. Strategy's Expected Result/Impact: Professional developments needs communicated via teacher professional goals in NexGen appraisal system will be met through targeted professional learning. Staff Responsible for Monitoring: Department Heads TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
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| <div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div> | | | |

Goal 5: Family & Community Engagement:

Welcome and nurture partnerships with our families and community to ensure active engagement and open communication in promoting high expectations, strong values, and the academic achievement and success of all students.

Performance Objective 1: Lago Vista High School will provide high quality engagement opportunities for parents and community members [TEC 11.253(d)(9)].

Evaluation Data Sources: Parent participation will increase in each of the following: volunteers, open house, parent trainings, and booster clubs.

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|------------|------------|
| Strategy 1: Parents and community members will have the opportunity to volunteer at athletic/academic events. Parents can fill roles as ticket takers, greeters/ushers, and provide snack bags for players. Parents can be guest speakers/master of ceremonies for athletic and academic events. Strategy's Expected Result/Impact: Increase in parent/community attendance at events (sign in sheets). Staff Responsible for Monitoring: Athletic Director Title I: 4.2 - ESF Levers: Lever 2: Strategic Staffing | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Parents will be informed of volunteer opportunities through the weekly Lago Vista High School newsletter. A "Viking News To Use" section will be added to our high school website where newsletters can be archived and reviewed. Strategy's Expected Result/Impact: Parents will be well-informed of campus happenings. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Open house and special program meeting times and dates will be advertised in Lago Vista High School newsletter, website, and marquee. Strategy's Expected Result/Impact: Parents will be well-informed of open house and special program meeting times and events. Staff Responsible for Monitoring: Principal | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 4 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 4: Provide instructional videos for parents to learn about important school topics such as Canvas, course selection, extracurricular opportunities for students, etc. Strategy's Expected Result/Impact: Parents will have instant access to information on important school topics. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 5 Details | Formative Reviews | | |
| Strategy 5: Community members will be invited to participate as business representatives in the annual College and Career Fair, hosted in conjunction with the North Shore Chamber of Commerce. Strategy's Expected Result/Impact: Community members will participate in the annual College & Career Fair. Staff Responsible for Monitoring: CCMR Coordinator TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 6 Details | Formative Reviews | | |
| Strategy 6: CEIC will hold a public meeting after receipt of the annual campus ratings to discuss the performance of the campus and campus objectives. Strategy's Expected Result/Impact: The public will be provided with an opportunity to review and discuss the campus performance and campus objectives. Staff Responsible for Monitoring: Principal | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 7 Details | Formative Reviews | | |
| Strategy 7: Advertise the District ESL Parent Meeting at the beginning of the school year. Strategy's Expected Result/Impact: The parents will be more informed of ESL program and available supports. Staff Responsible for Monitoring: ESL Coordinator ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
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| Strategy 8 Details | Formative Reviews | | |
|--|-------------------|-----|-----|
| Strategy 8: Invite parents to campus for lunch or assemblies to promote positive behavior. Strategy's Expected Result/Impact: Improved positive student behavior. Staff Responsible for Monitoring: Assistant Principal | Formative | | |
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| <div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div> | | | |

Goal 5: Family & Community Engagement:

Welcome and nurture partnerships with our families and community to ensure active engagement and open communication in promoting high expectations, strong values, and the academic achievement and success of all students.

Performance Objective 2: Lago Vista High School will nurture partnerships with our families and communities through a weekly newsletter to engage and inform, build trust, and develop trusting relationships.

Evaluation Data Sources: Increased participation from parents and stakeholders at community events and participation when needs are communicated.

Goal 6: Safety & Security:





Ensure the physical safety and security of all students, staff, and visitors.

Performance Objective 1: Lago Vista High School will provide a safe school day environment for all students and staff.

HB3 Goal

Evaluation Data Sources: Surveys, teacher feedback, success on safety drills, passing all safety audits

| Strategy 1 Details | Formative Reviews | | |
|--|-------------------|-----|-----|
| Strategy 1: LVHS created and continuously updates emergency procedures for all emergency events. Teachers are trained at the beginning of each year on safety procedures. Strategy's Expected Result/Impact: Teachers will know how to handle all emergency situations. Staff Responsible for Monitoring: Assistant Principal | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: LVHS should complete weekly door checks to make sure that all exterior doors are locked and secure. Strategy's Expected Result/Impact: Anyone that would like to enter the building must funnel through the front door. Staff Responsible for Monitoring: Assistant Principal/parking lot attendant | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: LVHS should obtain a student resource officer (SRO) to be house on the campus during the school day. Strategy's Expected Result/Impact: SRO would decrease illegal student behavior and increase monitoring on campus. Staff Responsible for Monitoring: Principal | Formative | | |
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| Strategy 4 Details | Formative Reviews | | |
| Strategy 4: Lago Vista ISD will use Raptor Alert to manage all emergencies and communicate during all emergencies. Raptor Alert will also be used during drills. Strategy's Expected Result/Impact: LVHS faculty will be able to successfully use the Raptor Alert app during drills. Staff Responsible for Monitoring: Assistant Principal | Formative | | |
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| Strategy 5 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 5: Teachers and staff will monitor the hallways and outside entrances throughout the school day and use parking lot monitor to increase parking lot and school safety. Strategy's Expected Result/Impact: Walkthroughs reflect that teachers are at door between classes. Staff Responsible for Monitoring: Principals ESF Levers: Lever 3: Positive School Culture | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 6 Details | Formative Reviews | | |
| Strategy 6: LVHS will conduct regularly-scheduled safety drills. Strategy's Expected Result/Impact: Students and staff will be well-prepared to react appropriately to a school emergency Staff Responsible for Monitoring: Assistant Principal | Formative | | |
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| Strategy 7 Details | Formative Reviews | | |
| Strategy 7: LVHS will monitor the parking lot at all times during the school day to ensure visitors are checking through the front and students are not in the parking lot without reason. Strategy's Expected Result/Impact: Parking lots are safe and secure. Staff Responsible for Monitoring: Assistant Principal | Formative | | |
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Goal 6: Safety & Security:
Ensure the physical safety and security of all students, staff, and visitors.

Performance Objective 2: Lago Vista High School will provide a safe environment at all school related extra-curricular events that draw in visitors.

HB3 Goal
Evaluation Data Sources: Incident free gatherings

| Strategy 1 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 1: LVHS will create and post spectator guidelines for all athletic events. Strategy's Expected Result/Impact: Spectators will have fewer infractions. Staff Responsible for Monitoring: Principal | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: LVHS will work with Lago Vista PD to have a police officer at all sporting events. Strategy's Expected Result/Impact: Police presence will prevent incidents from occurring and will help create a feeling of safety. Staff Responsible for Monitoring: Principal | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: LVHS will ensure that an administrator is on duty at all home games. We will also pay LVHS faculty to monitor large events like football games. Strategy's Expected Result/Impact: Increase faculty surveillance will help ensure safety. Staff Responsible for Monitoring: Superintendent/Principal | Formative | | |
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| <div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div> | | | |





Goal 7: Planning & Decision-Making:

Utilize an efficient, transparent, and collaborative approach to planning & decision-making that communicates the priorities, processes, initiatives, and challenges of the District to all stakeholders.

Performance Objective 1: Provide structures for staff, community, and parent involvement and input in decision making [TEC 11.255].

Evaluation Data Sources: Quarterly survey results show a majority of positive feedback from students, parents, and staff.

| Strategy 1 Details | Formative Reviews | | |
|--|-------------------|-----|-----|
| Strategy 1: Publicize support opportunities for teachers and staff through the newsletter, faculty meeting presentations, student news series, etc. Strategy's Expected Result/Impact: Teachers and staff members will be aware of and will participate in support opportunities. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 2 Details | Formative Reviews | | |
| Strategy 2: Provide a formative survey to parents, students, and teachers at the end of each semester. Strategy's Expected Result/Impact: The campus will have parent, student, and teacher input to use for adjustments needed in the current school year. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| Strategy 3: Use PBIS committee to review discipline data and campus procedures. Strategy's Expected Result/Impact: PBIS meetings will be held every six weeks and planning will occur to improve understanding of campus procedures and disciplinary outcomes. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
| | Dec | Feb | Apr |
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| Strategy 4 Details | Formative Reviews | | |
|---|-------------------|-----|-----|
| Strategy 4: Use CEIC to involve parents, community, and staff in decision making [TEC 11.25]. Strategy's Expected Result/Impact: Parent and staff surveys will reflect that they feel there is awareness of and adequate opportunities for involvement in decision-making processes. Staff Responsible for Monitoring: Principal | Formative | | |
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| Strategy 5 Details | Formative Reviews | | |
| Strategy 5: CEIC will meet yearly to review and evaluate the effectiveness of the SBDM policies, procedures, and staff development activities. Strategy's Expected Result/Impact: Program evaluations will provide affirmation of processes or opportunities to plan for improvement. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning | Formative | | |
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