

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



**Public Presentation Date:** October 17, 2024

# Mission Statement

Lago Vista Middle School will continue to establish a tradition of excellence by providing engaging curriculum and instruction that encourages collaboration, communication, and critical thinking, by leading educational innovation in technology and facilities, and by fostering community partnerships that create a community of learners dedicated to promoting high expectations and achievement for all students.

## Vision

Lago Vista Middle School will provide the atmosphere and opportunity for all students to develop and maximize their social, emotional, and academic success.

## 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.

# Table of Contents

Goals ..... 4

Goal 1: Curriculum, Instruction, & Student Achievement: Maximize student achievement by providing quality instruction and educational programs that meet the needs of all students, by developing an extensive curriculum that emphasizes collaboration, critical thinking, accountability, argument driven inquiry and creativity, by using high quality instructional strategies. .... 4

Goal 2: Learning Environment: Provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students. .... 7

Goal 3: College & Career Readiness: Prepare graduates for success in post-secondary pathways by developing programs and activities that promote college readiness and that support pursuits in career and technology fields. .... 11

Goal 4: High Quality Staff: Attract, develop, and maintain high quality professionals by offering competitive pay and benefits, and by working collaboratively to determine, meet, and facilitate their specific professional needs. .... 13

Goal 5: Family & Community Engagement: Welcome, inform, and nurture partnerships with our families and community partners to ensure active involvement in promoting high expectations, strong values, and the academic achievement and success of all students. .... 16

Goal 6: Safety and Security: Ensure the physical safety and security of all students, staff and visitors. .... 17

Goal 7: Planning & Decision-Making: Develop an efficient, transparent, and collaborative approach to planning & decision-making that communicates the priorities, processes, initiatives, and challenges of the District to all stakeholders. .... 18

# Goals





## Goal 1: Curriculum, Instruction, & Student Achievement:

Maximize student achievement by providing quality instruction and educational programs that meet the needs of all students, by developing an extensive curriculum that emphasizes collaboration, critical thinking, accountability, argument driven inquiry and creativity, by using high quality instructional strategies.

**Performance Objective 1:** Statistical increase of 3% in passing rates and 5% in masters grade level rates for all STAAR tests.

**Evaluation Data Sources:** STAAR test results

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement and follow through with RtI process throughout the entire year, and add additional resources to aid intervention instruction, such as Accelerated Instruction using IXL, progress monitoring, as well as before and after school tutoring. <b>Strategy's Expected Result/Impact:</b> STAAR 2025 results will see a 3% or better increase in each tested area. Student progress will be monitored through subject area common assessments throughout the year, with interventions as deemed necessary. <b>Staff Responsible for Monitoring:</b> Department Heads, Administration, Teachers  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> iXL for Math and Tier 3 ELA Students - PIC 24 - Accelerated Education - \$2,700	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Utilize TEKS Resource curriculum and 9 Week Assessments to determine where students are in their learning. <b>Strategy's Expected Result/Impact:</b> Increase in mastery performance on STAAR, and an increase in students approaching or meeting grade level. <b>Staff Responsible for Monitoring:</b> Teachers, admin.  <b>Funding Sources:</b> Training and Planning - Fund 199 - General Fund - \$3,000	Formative		
	Dec	Feb	Apr

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Instructional practices will be enhanced and refined in order to support all sub groups by purchasing math resources and provide additional tutoring outside of the school day to support our At Risk math students in Tier 3 Math Masters class. <b>Strategy's Expected Result/Impact:</b> Struggling Math students will improve their scores from last year by 5%. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers  <b>Funding Sources:</b> Resources - PIC 24 - Accelerated Education - \$1,500	Formative		
	Dec	Feb	Apr
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Teachers will base intervention plans off of MAP Testing. <b>Strategy's Expected Result/Impact:</b> Intervention will be stronger and more timely. We will find educational gaps more quickly and be able to work with students to fortify their knowledge. STAAR results will improve. <b>Staff Responsible for Monitoring:</b> Admin, Faculty  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments	Formative		
	Dec	Feb	Apr
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**Goal 1: Curriculum, Instruction, & Student Achievement:**  
Maximize student achievement by providing quality instruction and educational programs that meet the needs of all students, by developing an extensive curriculum that emphasizes collaboration, critical thinking, accountability, argument driven inquiry and creativity, by using high quality instructional strategies.

**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.

**Evaluation Data Sources:** Student attendance at Lago Vista Middle School will be in the top quartile for our comparison group.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> When students demonstrate a pattern of unexcused or excessive absences, campus administrators will work through the RtI process to establish and monitor attendance support plans for those students. <b>Strategy's Expected Result/Impact:</b> Students with attendance struggles will have the additional support needed to improve their attendance. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Dec	Feb	Apr
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**Goal 2: Learning Environment:**

Provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students.

**Performance Objective 1:** Students will feel supported in all aspects of their learning environment by adhering to the student code of conduct and exemplifying Viking Values.

**Evaluation Data Sources:** Discipline Referrals, School survey results

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Staff will use the Positive Behavior Interventions & Supports (PBIS) practices to help students understand the impact of their actions. There will be detailed, consistent consequences for class disruption. <b>Strategy's Expected Result/Impact:</b> Lower referral rate and less repeat offenders in the office. <b>Staff Responsible for Monitoring:</b> Administration, Teachers  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Lago Vista Middle School will facilitate student organizations such as Project Vinatta, Student Council, NJHS, and others. <b>Strategy's Expected Result/Impact:</b> Students will demonstrate improved leadership, conflict resolution, and a commitment to service. <b>Staff Responsible for Monitoring:</b> Administration, Counselor, Teachers	Formative		
	Dec	Feb	Apr
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Lago Vista Middle School will conduct regular safety drills in order to address all emergency situations. <b>Strategy's Expected Result/Impact:</b> Students and staff will be prepared for emergencies that may arise. Students will feel safer knowing plans and procedures for emergency situations. <b>Staff Responsible for Monitoring:</b> Administration	Formative		
	Dec	Feb	Apr
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Administration and teachers will encourage and expect students to lead by example regarding Viking Values and explicitly instruct and model positive, desired behavior. We will create Beginning of Year Campus Orientation, and have regular expectation "refreshers". <b>Strategy's Expected Result/Impact:</b> Students and adults establish a mutual respect for each other and our facilities. <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative		
	Dec	Feb	Apr

Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> LVMS will limit access to non-educational apps and content on District issued devices. <b>Strategy's Expected Result/Impact:</b> Staff Members will be able to better monitor student iPad activities. <b>Staff Responsible for Monitoring:</b> Administration and Tech Department	Formative		
	Dec	Feb	Apr
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**Goal 2: Learning Environment:**  
Provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students.

**Performance Objective 2:** Continue to implement a coordinated approach to school health that creates a healthy school environment which promotes physical activity, social-emotional learning, wellness, and the success of the whole child.

**Evaluation Data Sources:** Students at Lago Vista Middle School will self-report high levels of social-emotional and physical wellness.





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Implement a coordinated strategy to strengthen Social Emotional Learning (SEL) implementation in the classroom in all grade levels.  <b>Strategy's Expected Result/Impact:</b> Teachers will have additional strategies to use with all students in order to increase students' SEL capabilities. <b>Staff Responsible for Monitoring:</b> Administration, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Dec	Feb	Apr
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**Goal 2: Learning Environment:**

Provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students.

**Performance Objective 3:** Ensure strong systems for the prevention, identification, response to and reporting of bullying or bully-like behavior [TEC 11.252(a)(3)(E)].

**Evaluation Data Sources:** Incidents of bullying and bullying-like behavior will remain low.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Information and guidance on bullying prevention will be provided to all students, including information about StayALERT. <b>Strategy's Expected Result/Impact:</b> Students will have an increased student awareness of how to prevent, identify, and report bullying behavior. <b>Staff Responsible for Monitoring:</b> Administration, Counselor  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Lago Vista Middle School will continue to seek and obtain the No Place for Hate campus designation through our Project Vinatta program. <b>Strategy's Expected Result/Impact:</b> 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. <b>Staff Responsible for Monitoring:</b> Administration, Counselor  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		
	Dec	Feb	Apr
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Students will be explicitly informed about online bullying and consequences of online bullying activities, included use of email. <b>Strategy's Expected Result/Impact:</b> Lower rates of online bullying. <b>Staff Responsible for Monitoring:</b> Admin and teachers	Formative		
	Dec	Feb	Apr
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**Goal 3:** College & Career Readiness:  
Prepare graduates for success in post-secondary pathways by developing programs and activities that promote college readiness and that support pursuits in career and technology fields.

**Performance Objective 1:** Lago Vista Middle School will increase awareness of college and post secondary options for students and prepare them for higher education.

**HB3 Goal**  
**Evaluation Data Sources:** Students will explore colleges and careers that align with their interests.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Administer PSAT 8/9 test with all 8th graders. <b>Strategy's Expected Result/Impact:</b> Student results are used to provide indicators of college readiness to help with transition planning to high school. Results are used to help with counseling conversations for scheduling and college entrance. <b>Staff Responsible for Monitoring:</b> Assistant Principal, Principal, Counselor  <b>Title I:</b> 2.5	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Host College and Career Fair at LVMS <b>Strategy's Expected Result/Impact:</b> Students will research and present their interests at a Career Fair. <b>Staff Responsible for Monitoring:</b> Teachers, Admin  <b>TEA Priorities:</b> Connect high school to career and college	Formative		
	Dec	Feb	Apr
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**Goal 3: College & Career Readiness:**  
Prepare graduates for success in post-secondary pathways by developing programs and activities that promote college readiness and that support pursuits in career and technology fields.

**Performance Objective 2:** Increase readiness for college bound students with increased critical writing opportunities and notetaking skills.

**HB3 Goal**  
**Evaluation Data Sources:** Students results on PSAT 8/9, CR Courses

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Students will be introduced to note taking strategies across all content areas. <b>Strategy's Expected Result/Impact:</b> Students will understand the note taking strategies that work best for themselves and be able to transfer that knowledge to their own learning. <b>Staff Responsible for Monitoring:</b> Teachers, Administrators	Formative		
	Dec	Feb	Apr
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**Goal 4: High Quality Staff:**  
Attract, develop, and maintain high quality professionals by offering competitive pay and benefits, and by working collaboratively to determine, meet, and facilitate their specific professional needs.

**Performance Objective 1:** Lago Vista Middle School will create a positive and safe environment for employees.

**Evaluation Data Sources:** Staff survey and exit interviews with departing staff members.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide high quality professional development and feedback related to District initiatives to ensure that staff members are well prepared and supported. <b>Strategy's Expected Result/Impact:</b> Staff members will feel appropriately prepared to successfully implement District initiatives; Staff members will perform at Meets Expectations or above on the NexGen Teacher Appraisal System. <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Lago Vista Middle School administration will make use of the Campus Leadership Team to gather input for campus decision making and building consensus before making a final decision. <b>Strategy's Expected Result/Impact:</b> Staff will have ownership and personal stake in decisions made for our school.	Formative		
	Dec	Feb	Apr
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**Goal 4: High Quality Staff:**

Attract, develop, and maintain high quality professionals by offering competitive pay and benefits, and by working collaboratively to determine, meet, and facilitate their specific professional needs.

**Performance Objective 2:** Lago Vista Middle School will implement coordinated strategies for retaining and recruiting high quality teachers and ensure that instruction for all students will be provided by highly qualified teachers.

**Evaluation Data Sources:** Effective teachers will be retained and vacancies will be filled by highly qualified candidates who are well supported.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Campus administrators will provide regular and ongoing opportunities for staff to communicate openly, collaborate, and to engage in shared decision-making and consensus building processes (e.g., PLCs, CEIC, PBIS Team, SEL Team, etc.). <b>Strategy's Expected Result/Impact:</b> End of the year staff surveys will reflect a positive school climate that includes staff members feeling supported at the campus. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> 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. <b>Strategy's Expected Result/Impact:</b> New-to-profession teachers will be provided the support needed to be effective and to remain in the profession and on the campus. <b>Staff Responsible for Monitoring:</b> Administration, Mentors  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals -	Formative		
	Dec	Feb	Apr

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Campus leadership will engage in activities to recruit qualified staff members to fill vacancies, including attending regional teacher job fairs in the spring and utilizing the applicant pool resource in Frontline.  <b>Strategy's Expected Result/Impact:</b> Staff vacancies will be filled by qualified candidates. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals -	Formative		
	Dec	Feb	Apr

0%

No Progress

100%

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**Goal 5: Family & Community Engagement:**  
Welcome, inform, and nurture partnerships with our families and community partners to ensure active involvement in promoting high expectations, strong values, and the academic achievement and success of all students.

**Performance Objective 1:** Lago Vista Middle School staff and parents/guardians will be notified of opportunities to participate in our campus activities.

**Evaluation Data Sources:** The schedule of events and activities will be advertised through mediums to include website, weekly newsletter, marquee, and student announcements.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Lago Vista Middle School will provide a variety of volunteer opportunities for parents to assist in school activities. <b>Strategy's Expected Result/Impact:</b> In parent survey, parents will report that they feel welcomed and a part of their student's educational experience. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Department Chairs	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> The campus will participate in district wide meeting with ELL parents to ensure they are aware of supports available at Lago Vista Middle School. <b>Strategy's Expected Result/Impact:</b> Lago Vista Middle School will gain insight into how to better serve ELL students and families. <b>Staff Responsible for Monitoring:</b> Administration and Teachers	Formative		
	Dec	Feb	Apr
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			



**Goal 6: Safety and Security:**  
Ensure the physical safety and security of all students, staff and visitors.

**Performance Objective 1:** Train staff with drills and situational awareness to obtain 100% student accounting.

**Evaluation Data Sources:** Raptor

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Perform required monthly drills to train staff on required protocols for emergency situations. <b>Strategy's Expected Result/Impact:</b> Staff will be prepared for emergency situations that may arise, focusing on faculty/student location accountability. <b>Staff Responsible for Monitoring:</b> Admin	Formative		
	Dec	Feb	Apr
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

**Goal 7: Planning & Decision-Making:**

Develop 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:** Lago Vista Middle School will increase stakeholder feedback in campus decision making processes.

**Evaluation Data Sources:** Lago Vista Middle School surveys will indicate stakeholders feel their feedback and input are heard and valued.

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Lago Vista Middle School administration will invite parent feedback through CEIC, individual communication, etc. <b>Strategy's Expected Result/Impact:</b> Parents and stakeholders will report that their feedback is welcomed and results in improved decision making for our students. <b>Staff Responsible for Monitoring:</b> Principals	Formative		
	Dec	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Lago Vista Middle School administrators will confer with faculty in a variety of ways throughout the year to elicit feedback, gather information, and respond to concerns. <b>Strategy's Expected Result/Impact:</b> Lago Vista Middle School staff will report that their feedback is welcomed and results in improved decision-making for our students. <b>Staff Responsible for Monitoring:</b> Administration	Formative		
	Dec	Feb	Apr
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Standard Response Protocol for emergencies using Raptor App. <b>Strategy's Expected Result/Impact:</b> Conduct Safety Drills as required and have 100% accounting for our students. <b>Staff Responsible for Monitoring:</b> Admin	Formative		
	Dec	Feb	Apr
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Daily Safety Protocols - Classroom doors locked. No exterior doors propped. All teachers use EHall Pass when any student leaves the classroom. <b>Strategy's Expected Result/Impact:</b> School is secure and students are accounted for. <b>Staff Responsible for Monitoring:</b> Admin, Teachers  <b>Funding Sources:</b> EHall Pass - Fund 199 - General Fund - \$1,417.50	Formative		
	Dec	Feb	Apr



No Progress



Accomplished



Continue/Modify



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