



2018/2019 SUPERINTENDENT PERFORMANCE GOALS
BOARD OF TRUSTEES MEETING
MARCH 22, 2018

GOAL 1: Maximize academic growth for each student.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>1.1 Increase the percentage of students meeting or exceeding progress as measured by TEA progress measure for STAAR in Reading and Math by 3%.</p>	<p>Increase overall student progress by 3%</p> <p>Increase Special Education student progress by 5%</p> <p>Increase English Language Learner progress by 5%</p>	<p>STAAR student progress measure improvement per state accountability report (Domain 2)</p>	<p>Baseline: September 2018</p> <p>Final Report: September 2019</p>

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>1.2 Narrow the achievement gap between economically disadvantaged students and non-economically disadvantaged students as measured by the STAAR and district benchmark assessments by at least 2%.</p>	<p>Narrow the achievement gap by at least 2% in each core content area</p>	<p>Reduced gaps as measured on STAAR data</p>	<p>Baseline: September 2018</p> <p>Final Report: September 2019</p>
<p>1.3 Increase by 2% students reading on or above grade level in grades K through 8.</p>	<p>Increase performance by 2%</p>	<p>Comparison of reading instrument scores from EOY 2018 to EOY 2019 (Grades K - 8)</p>	<p>Baseline: September 2018</p> <p>Final Report: September 2019</p>
<p>1.4 Increase the percentage of students scoring at the masters level on STAAR across all grades and content tested by 3%.</p>	<p>Increase performance by 3% in STAAR tested subjects</p>	<p>Comparison of STAAR performance by content/all grades at masters level as reported in Texas Academic Performance Report (TAPR)</p>	<p>Baseline: September 2018</p> <p>Final Report: September 2019</p>
<p>1.5 Increase the percentage of distinctions earned by LISD campuses.</p>	<p>Increased by 5% or more from previous year</p>	<p>Note: Left blank pending final changes in state accountability system</p>	<p>Baseline: September 2018</p> <p>Final Report: September 2019</p>

GOAL 2: Prepare each student for college and career success.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
2.1 Improve student college, career and military readiness indicators.	Maintain and improve targets	Improvement from baseline data for: <ul style="list-style-type: none"> • ACT/SAT/TSI College Readiness Indicators • CTE Coherent Sequence or 2 or more AP/IB/Dual Credit/Dual Enrollment • Students completing a Program of Study • Students earning licensure/certification • Students planning to enter a 4 year university or the military (Senior Survey) • Students entering post-secondary education (NSC Data) 	Baseline: October 2018 Report: October 2019

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>2.2 Improve participation and performance of our students in AP/IB courses, Dual Credit courses and/or Dual Enrollment.</p>	<p>Increase participation numbers and students receiving credit for the AP/IB courses and/or Dual Credit and/or Dual Enrollment course completion</p>	<p>Number of students participating in AP, IB, Dual Credit and/or Dual Enrollment coursework</p> <p>Number of students completing the course and appropriate exams, earning the potential to receive college credit</p>	<p>Baseline: October 2018</p> <p>Report: October 2019</p>
<p>2.3 100% of all students in Grades 9-12 will have a post-secondary plan.</p>	<p>Summer 2019 certification by campus administrators that 100% of students have a post-secondary plan identified</p>	<p>Completion of 1:1 counseling meetings</p>	<p>Baseline: October 2018</p> <p>Final Report: October 2019</p>

GOAL 3: Inspire the whole child.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>3.1 Increase the percentage of students participating in student-led or school sponsored activity including school sponsored clubs and activities.</p>	<p>Increase by 2% from baseline</p>	<p>Student enrollment in designated courses</p> <p>Collection of student-level participation data at the elementary and secondary levels</p>	<p>Baseline: May 2018</p> <p>Final Report: May 2019</p>

GOAL 4: Engage every student in relevant learning.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>4.1 Align the cognitive demand and relevance of student activities according to expectations in TEKS.</p>	<p>Gather data from classroom visits using a classroom walkthrough tool in order to make adjustments to written, taught, and assessed curriculum</p>	<p>Written curriculum artifacts Classroom walkthroughs</p>	<p>June 2019</p>
<p>4.2 Increase the percentage of students completing one or more programs of study. (Advanced Academics; Computer Science; Business, Finance & Marketing; Performing Arts; Visual Arts; World Languages).</p>	<p>Increase by ____% from class of 2018 baseline (Class of 2017=84%)</p>	<p>Increased number of students enrolled in final courses of program of study sequences</p>	<p>Baseline: September 2018 Final Report: June 2019</p>

GOAL 5: Ensure a world class workforce focused on student achievement.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
5.1 Develop and implement targeted training programs to increase leadership capacity/effectiveness.	Increased number of leadership training programs	Initiation of leadership pipeline training program(s): <ul style="list-style-type: none"> • Future Leaders Academy • Concordia Partnership 	June 2019
5.2 Ensure all staff are trained and knowledgeable in rules, laws, policies and procedures for ethical practice and legal obligations.	100% of LISD staff complete targeted training	Compliance training completion tracking Administrator training agendas and tracking	June 2019
5.3 Maintain and enhance a competitive and purposeful total rewards system that supports LISD strategic staffing goals.	LISD maintains a competitive total rewards system with regional school systems	Salary scales remain competitive (within 5%) of local school districts	June 2019

GOAL 6: Manage district resources effectively.

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>6.1 Develop and manage a conservative operating budget that reflects the objectives of the District Improvement Plan (DIP), while providing a forecast which is close to actual.</p>	<p>Develop the budget as revenue neutral, or with a deficit which does not drop below the locally defined optimum Board policy threshold</p>	<p>Transparent process and budget documentation, coupled with an audit report which verifies projections were within 5% of the budget</p>	<p>August 2019</p>
<p>6.2 Maintain an underlying bond rating from a bond rating agency.</p>	<p>Standard & Poor's AA, stable outlook</p>	<p>Receipt of bond rating with each refunding or new money transaction</p>	<p>August 2019</p>
<p>6.3 Provide funding for facilities and program needs by issuance of voter-authorized debt.</p>	<p>Bond sales after a transparent, community engaged bond process and subsequent bond election</p>	<p>Review of projects and spending for voter-approved bond programs, including the use of a community oversight committee</p>	<p>August 2019</p>

Superintendent Performance Goals	Target(s)	Evidence of Progress	Timeline for Reporting
<p>6.4 Maintain an appropriate fund balance for general and debt service funds.</p>	<p>General fund balance of at least two months of operating funds in reserve, a goal of three months of operating funds in reserve, at least 20% of the next fiscal year's requirement for debt service fund reserves, and a goal of 30% of the next fiscal year's requirement for debt service fund reserves</p>	<p>Comprehensive Annual Financial Report (CAFR)</p>	<p>January 2019</p>