

DIP Reflection

Reflection: At your tables, reflect and discuss the assigned objectives and strategies from the District Improvement Plan. Use the following reflective question below to guide your discussion. Capture group thoughts on this reflection tool.

Goal 1: Enhance and support a CULTURE of high expectations for all students, faculty, and staff that produce increases in student performance and opportunities for professional growth.

Performance Objective 1: District-wide, the percentage of All students who score at the approaches grade-level standard on the STAAR reading and math will increase 5% by May 2022, and at least 5 percentage points in each student group.

Strategies 1-7

1. Are the objectives and strategies aligned to the overall goal?

2. Do the strategies support the achievement of the performance objectives?

Yes

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

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Performance Objective 2: Achievement gaps for students in Special Education, emergent bilinguals, Title I, and At-Risk will decrease by 10% or greater at the approaches standard.

Strategies 1-14

1. Are the objectives and strategies aligned to the overall goal?

All strategies are well-aligned with the goal.

2. Do the strategies support the achievement of the performance objectives?

All Strategies support the performance objectives.

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

- Strategy 1 – just in time intervention – what is this?
- Strategy 14 – more special education teachers, how is it determined how many teachers are on each campus? How are IDEA B funds determined?
- Strategy 7 – How does one ESL Interventionist support the large number of EB students. Having paras is great but the need for certified teachers is crucial. It would be ideal to have 1 certified ESL Interventionist per grade level or one for 2 grade levels depending on numbers.

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Performance Objective 3: The percentage of graduates that meet the criteria for CCMR will increase from 79.4% (2019 graduates) to 83% by August 2023 (2022 graduates) with an annual target of 82% in the 2021-2022 school year. Closing the Gaps Student Groups will each increase by 1% annually.

Strategies 1-7

1. Are the objectives and strategies aligned to the overall goal?

2. Do the strategies support the achievement of the performance objectives?

Consider adding a strategy about AP

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

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Performance Objective 4: District-wide, 75% of students in grades 4th - 9th grade will achieve expected or accelerated progress on the STAAR reading and math assessments

Strategies 1-5

1. Are the objectives and strategies aligned to the overall goal?

#1: GT-AP qualified teachers enhance/support culture of high expectations

#2: Looks like it applies to GT specific teacher only. What about all faculty?

#3: No matter the master schedule students will receive differentiated instruction. Problem without enough SPED teachers, some students are removed during core classes. GT students should have access to accelerated instruction, not enrichment.

#4: Should be all students, better supports overall goal.

#5: is same as strategy #2.

2. Do the strategies support the achievement of the performance objectives?

Strategies seem to mostly support GT/AP students not All students. Strategy #4 is the only one for all.

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

- How does strategy 1, 2, 3, and 5 support all students?
- What percentage of students is this targeting?
- No AP in 4th – 9th grade?
- GT/AP not 75% of all.

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Performance Objective 5 Liberty Hill Success Academy will provide instructional environments that are aligned to state standards and that promote student ownership and engagement.:

Strategies 1

Performance Objective 6 Liberty Hill Success Academy will provide the appropriate instructional environment for students at-risk of not graduating on time, including a percentage of special services recipients and economically disadvantaged students. Students that choose to graduate early will also be provided services through the Liberty Hill Success Academy.

Strategies 1

1. Are the objectives and strategies aligned to the overall goal?

Is the online curriculum as rigorous as “traditional” instruction?

2. Do the strategies support the achievement of the performance objectives?

- Self-paced curriculum doesn't support high expectations and increased student growth/engagement/ownership.
- Blended learning possible alternative??

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

- What population does this involve?
- Are we looking to keep graduation numbers up instead of focusing on student growth?

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Goal 2: Ensure a safe and healthy secure environment for all District students, staff and visitors.

Performance Objective 1: Increase support and provide resources for campuses that promote a safe and healthy learning environment

Strategies 1-8

1. Are the objectives and strategies aligned to the overall goal?

Yes

2. Do the strategies support the achievement of the performance objectives?

Yes

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

- Educate parents/community SEL before getting rid of it?
- Can we get Carolyn Brown with “Hey Dude, Nice Shoes” to present to our students and parents about kindness and bullying? It is a phenomenal presentation.
- On Strategy 8, include adding security to all campuses

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Goal 3: To be good stewards of taxpayer dollars, LHISD will develop a budget that meets the needs of students and staff and prepares for future growth.

Performance Objective 3: Effectively communicate to district stakeholders to increase awareness, understanding, and support of the needs and goals of the District.

Strategies 1-2

1. Are the objectives and strategies aligned to the overall goal?

Yes

2. Do the strategies support the achievement of the performance objectives?

Yes

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

Demographer's suggestion for growth vs parent opinion: This leads to under staffed campuses to provide support to close the gaps.

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Goal 4: Create, with the input of key community members and ISD stakeholders, a strategic plan that provides for the growth of students, staff, and facilities

Performance Objective 1: Effectively communicate to district stakeholders to increase awareness, understanding, and support of the needs and goals of the District.

Strategies 1-2

1. Are the objectives and strategies aligned to the overall goal?

What data was used for this? Parent survey?

2. Do the strategies support the achievement of the performance objectives?

Objective 1: These strategies will not yield the direct impact needed for student growth. More meetings ≠ student growth.

Objective 2: staff needs should be met by IC on a more specific basis, rather than ICs facilitating and living in some PLCs – we need 2 coaches on each campus so ICs can be in classrooms with teachers. (i.e. Reading and Math Coaches)

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

Objective 1: We need more SPED support staff with hands-on-student abilities so our students in these populations are consistently and adequately served.

Objective 2: Has data shown a disconnect between principals and ICs? Did needs assessment show this?

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Goal 5: Create ISD partnerships and highlight the positive of the district to unify all stakeholders and celebrate LHISD students and successes.

Performance Objective 1: Increase parent and community awareness and communication of programs, services, and events for all campuses and district level as evidenced by 90% favorable survey feedback in May 2022.

Strategies 1-2

1. Are the objectives and strategies aligned to the overall goal?

2. Do the strategies support the achievement of the performance objectives?

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

Objective 1 (Strategy 4): Invest in the newcomer program under Title III funds to make sure all stakeholders are involved, parents are educated and connected from the START.

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Goal 5: Create ISD partnerships and highlight the positive of the district to unify all stakeholders and celebrate LHISD students and successes.

Performance Objective 1: Increase parent and community awareness and communication of programs, services, and events for all campuses and district level as evidenced by 90% favorable survey feedback in May 2022.

Strategies 1-7

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Goal 5: Create ISD partnerships and highlight the positive of the district to unify all stakeholders and celebrate LHISD students and successes.

Performance Objective 1: Provide Staff and Community Development programming focused on preserving LHISD's Panther values and traditions among staff, educator and community partners.

Strategies 1

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2. Do the strategies support the achievement of the performance objectives?
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Goal 6: Create and facilitate a plan to manage current and future projects that provides oversight, financial accountability, and maximizes possible savings.

Performance Objective 1: Maintain efficient and effective fiscal management of resources and operations

Strategies 1

1. Are the objectives and strategies aligned to the overall goal?

2. Do the strategies support the achievement of the performance objectives?

3. Do you have any thoughts/suggestions or wonderings about the objectives, or strategies?

WHAT:

Reflecting on the Panther Learner Profile traits and descriptions we have developed look-fors, how well do you feel these look-fors will enable us to achieve the Aspirations of our Panther profile?

AFFIRM:**ADJUST:**

What adjustments or suggestions do you have to enhance these look fors?

ADDITIONAL THOUGHTS:

What additional thoughts/ideas do you have to help bring the Panther Profile to life?