



Lancaster ISD Strategic Plan Implementation General Information

The Strategic Plan will be the foundation for the District Improvement Plan to build upon and thus building blocks for the Campus Improvement Plans.

The Action Plans approved by the Board are to be implemented over the next five years. All will NOT be implemented during the 2009 – 2010 school year. Specific results and recommended steps are crafted in such a way to be implemented within a school year. Some specific results and recommended action steps will be addressed at a planning/research level in 2009 – 2010 in preparation for implementation in subsequent years. Within each action plan, several programs and resources already in existence in the district were identified by the Action Teams for refinement and more effective implementation.

The specific results listed on the first page of each Action Plan will include recommended action steps believed necessary to make the plan a reality. A cost-benefit analysis is included for each specific result to determine what might be required in time, personnel and/or financial resources. The cost benefit analysis is an estimation of probable cost. The actual costs and resources allocated will be determined by the CFO and designated staff.

The school district will organize the administrative staff to successfully implement the plan. It is important that the organization strongly support the implementation of the plan. The administrative staff must see the plan as the foundation for all existing and proposed activities in the district. The approved plan will be tied to the performance commitments and expectations of supervisory personnel. It will be a part of the work of the administrative staff. A two-day staff development will be conducted with the entire administrative staff to discuss the different roles and responsibilities of the central office and the schools. The staff development is designed to help every administrator understand the strategic plan their responsibilities to see the plan implemented.

Implementation Overview 2009 – 2010

STRATEGY 1: We will ensure staff is using effective instructional practices that motivate and actively engage students and develop necessary intervention plans for any student that is not performing well.		
SPECIFIC RESULTS		Page
1.1	Establish and refine effective tools and interventions for our teachers to use along with our selected curriculum to motivate and actively engage all students. <i>(inventories – alignment – training – reviewing)</i>	2
1.5	Establish effective mathematical practices and interventions for teachers to use to enhance the district curriculum. <i>(emphasis on mathematics instruction to increase student achievement)</i>	11
1.6	Design and implement an intervention model that meets the requirements of the TEA Response to Intervention (RTI) Model.	13
1.7	All students will receive daily instruction in Science using the 5-E Model. <i>(emphasis on mathematics instruction to increase student achievement)</i>	16



STRATEGY 2: We will attract, retain, develop, and evaluate high quality personnel to ensure all staff are held accountable and receive the support necessary to achieve our mission and objectives.		
SPECIFIC RESULTS		PAGE
2.1	Select and utilize a district-wide interview instrument modeled on behavior-based questioning.	2
2.5	Establish a Faculty Advisory Council (FAC) on each campus to address faculty issues and concerns relative to district policies, processes, and procedures.	10
2.3	Implement a “Future Teacher’s Club” for high school students to familiarize them with the educational field by exposing them to opportunities to participate in educational activities.	6
2.6	Redesign personnel pay schedule to value experience.	12
2.7	Offer innovative incentives to attract quality staff and stipends for critical need areas.	14
<i>Research Year One</i>		4
2.2	Expand Teacher Advancement Program (TAP) concepts to campuses that are not implementing it, and seek more funds for program.	

STRATEGY 3: We will improve our public image by increasing the effectiveness of our internal and external communication, as well as our marketing initiatives that will lead to greater understanding and trust among all facets of the district and community.		
SPECIFIC RESULTS		PAGE
3.1	Enable LISD facilities to utilize effectively electronic media and displays for district communications to all stakeholders.	2
3.2	Enhance the district website to be a more effective tool for external communication with all stakeholders.	4
3.3	Require campus participation in district wide events to improve our public image.	6
3.4	Utilize media outlets to communicate district info to students, parents, and community members.	8
3.5	Utilize electronic notification technology to communicate to students, parents, and community members.	10
3.6	Utilize print media to communicate with students, parents, and community members.	12
3.7	Utilize new digital/media resources to communicate with students, parents, and community members with technology.	14
3.8	Establish a positive public image.	16
3.9	Enhance StaffNet to be a more effective tool for internal communication with all employees.	18
3.10	Establish a two-way communication with all stakeholders.	20

(The planning committee determined that these specific results were intertwined and many resources were in place and could be utilized and implemented in 2009-2010. Additionally, the committee felt communication is key to involvement of all stakeholders and critical to changing the perception and image of the district.)



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STRATEGY 4: In concert with the learner, family, and instructional staff, we will refine and consistently implement throughout the district a system to ensure students achieve personally challenging goals related to academics, interest, and career aspirations.

SPECIFIC RESULTS		PAGE
4.1	Create and refine the process that will enable early childhood (PK-K) students to achieve above standard development while accomplishing personally challenging academic and career goals.	2
4.2	Create and refine the process that will enable elementary (1-5) students to achieve above standard development while accomplishing personally challenging academic and career goals.	4
4.3	Create and refine the process that will enable middle school (6-8) students to achieve above standard development while accomplishing personally challenging academic and career goals.	7
4.4	Create and refine the process that will enable high school (9-12) students to achieve above standard development while accomplishing personally challenging academic and career goals.	10
4.5	Implement an accountability process throughout the district for the consistent use of all systems.	13

(The planning committee believed that a number of steps within the specific results would require planning in year one. Some steps will be implemented since they cross-reference other steps in other strategies – such as AIPs, content-night activities, communication systems, and staff/parent training for district resource.)

STRATEGY 5: We will identify, integrate and model the principles of character, as well as develop means of assessing student demonstration or those principles.

SPECIFIC RESULTS		PAGE
5.1	Implement an effective education program on each campus that focuses on the principles of character, leadership and personal development for students, staff and parents.	2
5.3	Promote parent involvement and develop partnerships with businesses and local agencies and organizations as part of the district Character Education initiative.	7

(The planning committee felt strongly about the implementation of a character education program that includes principals of character. The committee believed many of those principles of character are identified in the Belief statements. Year one will focus on specific result 5.1. Specific result 5.3 is to be built upon from previous year activities and events.)