

LOVELADY ISD
DISTRICT IMPROVEMENT PLAN



2025-2026

District Mission

The mission of Lovelady ISD is to work together to provide a quality education based on high expectations, a positive attitude, and cooperation. The administration, faculty, staff, students, and community are committed to working together to ensure the achievement of this mission.

District Vision Statement

Lovelady ISD is dedicated to excellence in all endeavors our students undertake. All students will perform at a high level and be prepared to continue that excellence when they become citizens of an ever-changing world.

District Beliefs

It is our policy that Lovelady ISD would not discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1954, amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

- **We believe God exists.**
- **We believe school employees are examples and should exhibit moral behavior at all times.**
- **We believe all children must be prepared for the future.**
- **We believe every human has worth and dignity.**
- **We believe all children can learn, but they learn in different ways.**
- **We believe parents and teachers should be given a voice in decision that affect children.**
- **We believe education is a shared responsibility of family, school, and community.**
- **We believe excellence in education cannot be compromised.**
- **We believe high expectations are a must for all students.**
- **We believe order and discipline are fundamental to society.**
- **We believe the school environment must be safe and orderly.**

Lovelady ISD Site-based Committee

Wendy Tullos- Superintendent

Kelli Robinson- Elementary/Middle School Principal

Jo Beth Martinez - JH/HS Principal

Ashley LaRue- High School / Jr. High Special Programs Coordinator

Leslie Gilchrist- LISD Counselor

Brittany Lewis- Parent Representative

Debbie Stewart – Career and Technology Teacher

Susan Denson – High School Teacher

Kim Pennington – Jr. High Teacher

Taylor Campbell- Elementary Teacher

Eldy Roca- Assistant Principal Elem/Middle School

Melanie Coleman- Special Education Teacher

The Lovelady Elementary/Middle School campus is a designated School wide Title I campus. Where possible, Lovelady ISD coordinates all of its federal, state and local resources, including State Compensatory funds, to accomplish the goals of each campus in impacting the quality of instruction provided to all students.

The State of Texas Public Education Mission and Academic Goals

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

The State of Texas Public Education Goals

- GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

The State of Texas Public Education Objectives

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Comprehensive Needs Assessment

Lovelady Elementary/Middle and Jr. High/High School completed a comprehensive needs assessment for the 2024-2025 school years which continues to be the most current data available. Data from the following areas was examined:

- **Demographics**
- **Student Achievement**
- **School Culture and Climate**
- **Staff Quality, Recruitment, and Retention**
- **Curriculum, Instruction, and Assessment**
- **Family and Community Involvement**
- **School Organization**
- **Technology**

Demographics

Data Sources: PEIMS, Benchmarks, STAAR Data, TPRS (Texas Performance Rating System)

According to the 2024-2025 PEIMS Data subgroups: African American-11.19%, Hispanic- 10.63%, White- 74.81%, Asian- .19% Two or More Races-2.2%, Economically Disadvantaged-46.64%, English Language Learners-.75%, Special Education 14.74%, and At-Risk- 20.90%. There were 536 students enrolled.

Summary of needs: Demographics

- ***Facilitate the implementation of differentiated instruction to meet the needs of all subgroups specifically focusing on lowest performing subgroups noted in the 2024-2025 STAAR scores.***
- ***Promote inclusion for special needs students, continue to training and increase the number of GT certified teachers , and continue to analyze the dual credit and certification offerings to students through collaboration with high education partners.***
- ***Continue to investigate all available budget options to provide college courses at no cost to students.***
- ***Provide access to current research-based curriculum and remediation/acceleration programs to meet the needs of all students***

- *Provide high quality professional development and training on curriculum and strategies to reach the needs of all students.*
- *Add student performance data reporting to the leadership team agendas in addition to principal meeting agendas*

District and Campus Accountability Reports

**2025 Accountability Rating Overall Summary
LOVELADY ISD (113903) - HOUSTON COUNTY**

✳ Confidential ✳

Summary

	Scaled Score	Rating	Proportion of Overall Rating
Overall	85	B	
Student Achievement	84	B	70%
School Progress	78	C	0%
Academic Growth	78	C	
Relative Performance (Eco Dis: 41.5%)	76	C	
Closing the Gaps	86	B	30%

Texas Education Agency

2025 Accountability Rating Overall Summary
LOVELADY EL (113903102) - LOVELADY ISD - HOUSTON COUNTY
*** Confidential ***

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		69	D	
Student Achievement		69	D	70%
STAAR Performance	40	69		
College, Career and Military Readiness				
Graduation Rate				
School Progress		69	D	0%
Academic Growth	62	69	D	✓
Relative Performance (Eco Dis: 45.9%)		57	F	
Closing the Gaps	37	71	C	30%

This campus earned a Student Achievement scale score that is less than 70. It also earned scale scores less than 70 in at least two of the following three domains: Academic Growth, Relative Performance, and Closing the Gaps. Therefore, the highest Overall scale score that can be awarded is 69.

Identification of Schools for Improvement

This campus is identified for targeted support and improvement.

Texas Education Agency

2025 Accountability Rating Overall Summary
LOVELADY J H H S (113903002) - LOVELADY ISD - HOUSTON COUNTY
*** Confidential ***

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		93	A	
Student Achievement		92	A	70%
STAAR Performance	58	88		
College, Career and Military Readiness	90	92		
Graduation Rate	100.0	100		
School Progress		86	B	0%
Academic Growth	77	83	B	
Relative Performance (Eco Dis: 37.0%)		86	B	✓
Closing the Gaps	88	95	A	30%

Identification of Schools for Improvement

This campus is not identified for comprehensive support and improvement, targeted support and improvement, or additional targeted support.

Distinction Designations



District-

Lovelady ISD earned an overall accountability rating of 85 (B) for 2025, reflecting strong performance in several key areas. The district demonstrated notable strengths in Student Achievement (84, B) and Closing the Gaps (86, B), indicating that students are meeting state performance standards and that targeted efforts to support historically underserved student groups are yielding positive results. However, areas of improvement are evident in the School Progress domain, particularly in Academic Growth (78, C) and Relative Performance (76, C). These scores suggest that while students are achieving at acceptable levels, they are not making expected year-over-year progress, and performance relative to districts with similar economic demographics is below state expectations. Focused efforts to improve instructional strategies, accelerate student growth, and support economically disadvantaged learners will be critical in raising overall performance in the coming school year.

Elementary Campus-

Lovelady Elementary received an overall scaled score of 69 (D rating) under the 2025 Accountability system. The largest contributing domain, Student Achievement, earned a 69 (D) and made up 70% of the overall rating. Within this, STAAR performance was the driving factor, showing the need for improvement in tested subject areas. School Progress also earned a 69 (D), with Academic Growth at 62 (D), indicating that while some students showed progress, overall growth was not strong enough to raise performance levels significantly. Relative Performance, with a scaled score of 57 (F), highlights challenges in comparison to campuses with similar levels of economically disadvantaged students. The Closing the Gaps domain earned a 71 (C), showing strength in reducing performance disparities among student groups, though this remains an area that requires continued focus.

High School Campus-

Lovelady Junior High/High School earned an excellent overall scaled score of 93 (A rating) for the 2025 Accountability system, reflecting strong performance across multiple domains. The largest factor, Student Achievement, scored a 92 (A), with highlights including a 100% Graduation Rate and strong College, Career, and Military Readiness (92), demonstrating that students are well-prepared for future pathways. STAAR Performance earned an 88, showing solid academic results across tested areas. In School Progress, the campus scored an 86 (B), with Academic Growth at 83 (B) and Relative Performance at 86 (B), showing steady advancement and success in comparison to schools with similar demographics. The Closing the Gaps domain earned a 95 (A), highlighting effective efforts to ensure all student groups are making progress.

In addition to the high overall rating, Lovelady JH/HS earned four Distinction Designations, further recognizing the campus for achievement beyond state expectations in Academic Achievement in Science, Academic Achievement in Social Studies, Top 25% Comparative Academic Growth, and Top 25% Comparative Closing the Gap.

Summary of Needs: Student Achievement

- ***Continuously seeking to collaborate with all higher education partners to consider all options for increase the number of college and career ready opportunities for our students.***
- ***Provide support and funding for the expansion of the On Ramps program through UT for students and accountability***
- ***Provide continuous trainings and feedback focusing on differentiated instruction specifically with economically disadvantaged students to improve relative performance in state accountability.***
- ***Review current T-TESS data at focus meetings to identify teacher needs and provide recommended training for teachers***

- ***Implement and provide training on the Teacher Incentive Allotment Plan continuously to increase the number of teachers with designations.***
- ***Continue to utilize funds available to maintain a one-to-one student to device ratio across the district.***
- ***Focus on higher level questioning and rigor in classrooms to push our students to the next mastery level at all grade levels***
- ***Focus on increasing attendance rates at all levels by implementing the RTI truancy program***
- ***Continuously seek ways to increase teacher pay and support staff pay***
- ***Provide needed support through hiring of high-quality paraprofessionals***
- ***Provide research-based student intervention programs for Tier II and Tier III interventions and online home access***
- ***Increase communication between the campus administration to arrange mentoring and observations of Master Teachers***
- ***More indepth monitoring of purchased Tier software intervention programs for usage and student outcomes***

School Culture and Climate

Data Sources: Lovelady ISD Social Media Outlets, , Campus Improvement Plans, Calendar of Activities for the campus, School Website Usage, Marquee, Observations and comments from stakeholder surveys, Attendance, and Safety Meetings

Lovelady ISD is a small-town district where public schools are strongly supported by parents, families, and community stakeholders. Parent and community involvement is an essential part of our success, with volunteers actively assisting in activities across the district, an engaged PTO at the elementary level, and well-established booster clubs supporting the JH/HS. We prioritize a safety-first mindset that is valued and respected by faculty, staff, parents, and students. The district also values consistent communication through social media outlets, campus calendars, websites, marquees, and regular safety meetings, while also incorporating feedback from stakeholder surveys.

The Superintendent sets the tone for a positive school culture by providing ongoing training and promoting a growth mindset during staff in-service. Lovelady ISD is committed to fostering an environment where parents feel welcome, staff feel safe, supported, and accountable, and students are challenged to reach their full potential. The administrative leadership team recognizes its responsibility to model high expectations, integrity, and a strong work ethic in order to maintain a culture of excellence. We believe that when individuals are treated with fairness and respect, they are more likely to contribute positively to the organization. Ultimately, the climate and culture of our district are directly tied to student achievement, and by maintaining high expectations for both staff and students, we ensure that every child has the opportunity to achieve at the highest level.

Summary of Needs: Climate and Culture

- ***Model and provide training for administrators to promote a collaborative and active listening style of leadership***

- ***Provide trainings, networking, and use of facility opportunities for our Chief of Police***
- ***Continuing promoting parent involvement and in extracurricular activities on campuses to celebrate their children fostering a welcoming environment***
- ***Explore additional ideas and provide additional opportunities for all staff on both campuses to work and plan together***
- ***Provide improved furnishings for outdoor spaces at the school***
- ***Promote and provide more access to exercise areas for teaches to promote health and wellness***
- ***Continuously emphasizing strong leadership skills, positive attitudes, and high standards for personal character***
- ***Promote education and policies that communicate a zero tolerance for illegal drug use and vaping***
- ***Encourage positive support from the community for our coaching staff***
- ***Revise our menu options and provide better quality food in our cafeterias***
- ***Implement a new management and point of sale system in our cafeterias***
- ***Establish ways to recognize each department and their contributions to the success of the district using social media avenues.***

Staff Quality, Recruitment, and Retention

Data Sources Reviewed: Lovelady Policy Online, Lovelady ISD website, Highly Qualified Report, District Salary Schedule, Master Schedules, New updated facilities

Lovelady ISD is committed to recruiting and retaining high-quality teachers and staff by ensuring compensation, support, and working conditions are competitive and sustainable. Our goal is to continue to increase teacher and staff salaries to remain competitive with districts of similar size, while also expanding opportunities for eligible teachers to participate in the Teacher Incentive Allotment (TIA) program. For the 2025–2026 school year. After new legislation and teacher raises were instituted this school year we are focused on the support staff and other positions to maintain competitive salaries in all positions. In addition, shortage stipends are offered in critical areas of need to support retention. A shortage area has been in special education for the past two years and does not currently receive a shortage stipend.

The district’s Human Resources department, in coordination with campus principals, actively supports individuals working toward certification by monitoring progress and connecting them with available resources. The superintendent and HR manager share professional development and educational opportunities with staff to encourage ongoing growth and advancement. Beyond compensation, we recognize that the most important factor in retaining staff is cultivating a positive climate and culture where employees feel respected, supported, and valued as professionals.

Lovelady ISD also places a strong emphasis on discipline and school safety, ensuring teachers are able to focus on providing high-quality instruction in an orderly, secure environment. We continuously assess the safety of facilities, while also prioritizing facility improvements to

create a welcoming and efficient workplace. To further strengthen retention, adjustments have been made to the district calendar to provide teachers with meaningful flexibility while still prioritizing instructional needs. By investing in our staff, maintaining high expectations, and fostering a supportive culture, we ensure that Lovelady ISD continues to attract and retain the high-quality educators necessary to sustain student success.

Summary of Needs: Staff Quality, Recruitment, and Retention

- ***Maintain a healthy budget that will allows the district to provide ample resources and continue to increase all salaries.***
- ***Provide more board training on how bond elections and voter tax rate ratification elections work***
- ***Reconsider seeking voter approval to increase the M&O tax rate through a VATRE with a portion to increase salaries***
- ***Implement TIA with fidelity to include the local plan, designations, and new legislation including the “acknowledge” designation***
- ***Provide continuous training to staff on purchasing procedures and updates to streamline the process and create an efficient means for processing and receiving orders.***
- ***Maintain high expectations for staff while promoting a positive culture and climate.***
- ***Superintendent has a level of expectation for cooperation, collaboration, communication, and professionalism among all staff***
- ***Provide quality training and mentoring to all new hires***
- ***Maintain clean, safe, compliant and sufficient facilities for people to work and meet their needs***
- ***Provide access to exercise equipment and encourage staff to utilize these facilities on campus***
- ***Continue to seek input from the campus and district site-based committees regarding our school calendar***

Curriculum, Instruction, and Assessment

Data Sources Reviewed:

STAAR/Benchmark Data, Cirlce,mClass,Reinssance STAR Math & Reading, NWEA Map data, District Created, Report Cards, Pacing Calendars, TTESS, Student Grade Reports, Discipline Reports

Target areas for Lovelady ISD will be to implement testing and data talks starting in Pre-K. Focusing on student progress monitoring starting in Pre-K. Work to increase technology offerings, dual credit courses, and industry-based certifications. District wide a focus will continue to be on increasing the percentage of kids meeting the “masters” and “meets” level on STAAR. We are specifically focusing on relative performance of economically disadvantaged students. All teachers will receive training for expected curriculum implementation and continued support on the use of the pacing calendars. Campus administrators will focus attention on curriculum alignment and implementation of programs with fidelity. Campus administrators will emphasize the importance of knowing and understanding the rigor of the TEKS. Higher level questioning techniques

and student engagement in classrooms will continue to be a major focus for the entire district along with expecting bell-to-bell teaching. We want to see maximum student engagement. Principals will ensure all assessments are aligned to what's been taught and lessons are being delivered per their TEKS pacing calendars. Currently adopted curriculum materials, as well as other resources, will be used district wide to align the curriculum and recognize and address gaps in student learning. We will monitor and revise our accelerated instruction programs based on results. Campuses will require lesson plans and meetings with teachers to ensure the pacing of teaching the TEKS is on schedule. All lessons need to include higher level questioning. The district academic leadership team composed of the superintendent, principals, program directors, business office staff, and Chief of Police will work to provide professional development based on teacher needs, site-based meeting input, and disaggregated data. The district will continue to provide funds in the budget for computer-based programs for campuses to provide targeted Tier I & II interventions & monitor progress. Usage reports will be monitored each grading period. All campuses will offer parent support with the programs to encourage usage at home and provide links on our website. The district will continue to work to maintain the student to device ratio and plan for replacements in the budget. All special programs will continue to remain current in their assessment practices. In order to maintain & continue to progress the superintendent will work closely with the campus principals to maintain curriculum alignment both vertically and horizontally across the district. Following the alignment is critical and must be monitored at the district level by attending teacher team meetings, visiting classrooms, and serving as a resource. Locally approved evaluations tool will be used to appraise campus principals and T-TESS will be used to appraise teachers. Other evaluation tools will be utilized for all other positions. Every employee in the district will have a job description.

Summary of Needs: Curriculum and Assessment

- ***Superintendent implements biweekly focus meetings to keep abreast of current student performance data***
- ***Sign required e-contracts for curriculum support programs based on needs assessments at the campus and department levels***
- ***Principals ensure the teachers have clear knowledge of the TEKS for all subjects and provide training on selected curriculum.***
- ***Superintendent will ensure the principals are trained and competent on the current changes to the accountability system and provide updates on any legislative changes to requirements.***
- ***Continue to prepare and provide a district calendar of all UIL events and assessments to maximize instructional time.***
- ***Classroom walk throughs specifically to check for higher level questioning strategies in classrooms and bell-to-bell teaching.***
- ***More informal walkthroughs in classrooms to determine curriculum implementation with fidelity***
- ***Purchase through EMAT curriculum for ELA, Math, Science, and Social Studies for curriculum alignment.***
- ***Principals will complete needs assessments and provide feedback to the superintendent of their curricular and program needs to ensure high quality curriculum and assessment data is available to our teachers.***
- ***Principals will monitor the use of the curriculum and Tier programs and schedule trainings where needed to promote usage.***

Family and Community Involvement

Data Resources Reviewed:

Sign-In Sheets for Parent Involvement Activities, Hand-outs from Parent Involvement Meeting, Home-School Compacts, Parent Surveys, Parent Involvement Letters, Event Photos, Newspaper postings, Website, & Mass communication system (Blackboard Connect)

Lovelady ISD is committed to building strong partnerships with parents and community members through open communication and meaningful engagement opportunities. The School Health Advisory Council (SHAC), composed of parents, community members, school leaders, and students, provides input to support district wellness and family engagement. Each year, the district hosts Meet-the-Teacher, Open House, and Meet-the-Lions events to connect families with staff and extracurricular opportunities, with promotion through the website, social media, mass communication system, and electronic marquee. Campuses utilize parent-teacher communication apps, and the district website offers a calendar of events and teacher resources to keep families informed. Throughout the year, the district highlights student achievements through various events and collaborates with the City of Lovelady to use the community center for expanded family participation. By maintaining clear communication and multiple opportunities for involvement, Lovelady ISD ensures families and the community remain active partners in supporting student success.

Summary of Needs: Family and Community

- ***Provide multiple means of communication with all stakeholders in the community***
- ***Continue expanding the use of Marquee to promote community events and promote resources***
- ***Promote and encourage traditions and positive support of students and staff participating in extracurricular events.***
- ***Continue to add minor furnishings to the multi-use facility for events***
- ***Consider all options for recognizing our students and staff for academic achievement (Honor-Roll)***
- ***Host events for families to interact with their children academically and offer programs to show case fine-arts.***

School Organization

Data Resources Reviewed:

District Organizational Chart, Master Schedule

Lovelady ISD operates two campuses: the **Elementary/Middle School** (Pre-K–6) and the **Junior High/High School** (7–12), each led by a principal and administrative assistant. Central office leadership includes a business manager, human resources manager, and a district counselor who also

manages PEIMS data and testing coordination. Extracurricular programs are overseen by a district athletic director, girls athletic coordinator, and UIL academic coordinators at both campuses. Key support roles include a maintenance and transportation director, food service director with campus staff, and a technology director with coordinator.

The district maintains its own police department and guardian plan to ensure safety, and class sizes are kept below a 22:1 student-to-teacher ratio. The transfer policy continues to be implemented with fidelity, and the business office ensures compliance and efficient processing of district needs. Lovelady ISD prioritizes maintaining a healthy fund balance to support facilities and transportation needs while providing a well-structured, safe, and supportive environment for students, staff, and the community.

Summary of Needs: School Organization

- ***Maintain and foster a well organized schedule maximizing the use of our staff and administration.***
- ***Provide continuous support to staff on budget & purchasing procedures to necessary staff***
- ***Maintain a district calendar to avoid conflicts and hold monthly leadership team meetings***
- ***Schedule and post safety and security meetings three times per year for stakeholder input and local law enforcement coordination with the school district***
- ***Purchase needed instructional materials and programs for interventions per campus principal recommendations***
- ***Provide budget training to all career and technology program teachers on appropriate use of funds***
- ***Continue to access furniture and facility needs district wide and replace, over time, areas of need in priority order***
- ***Prepare and maintain a budget to provide a well-maintained bus and vehicle fleet***
- ***Provide the necessary staff and resources to maintain sanitary and safe facilities***
- ***Implement the school transfer policy with fidelity***

Technology

Data Sources Reviewed:

District Technology Plan, Campus Improvement Plan, Leadership Team Meetings

Lovelady ISD is committed to preparing students to meet the technology demands of the future by integrating technology across all subject areas. The district strives to maintain a one-to-one student device ratio and ensure all classrooms are equipped with up-to-date interactive

instructional boards. To support these initiatives, the district continually updates infrastructure to accommodate increased device usage and network demands.

Student and staff safety is a priority, and Lovelady ISD is expanding camera coverage to monitor facilities both during and outside of school hours. The technology team works closely with campus staff to provide support while maintaining the understanding that instruction drives technology use. The district is also carefully integrating the use of AI tools after seeking professional training to identify resources that are effective and appropriate for classroom instruction. Additionally, required cybersecurity training, policies, and programs are implemented with fidelity to ensure a secure and reliable network. By continuously updating technology resources, infrastructure, and security measures, Lovelady ISD ensures students and staff have the tools and support needed for a safe, modern, and effective learning environment.

Summary of Needs: Technology

- ***Continue to implement a plan to maintain a one-to-one ratio of devices to students in all classrooms.***
- ***Continue to update stationary computer machines for teachers in classrooms.***
- ***Provide training for teachers on the technology components offered for any newly adopted curriculum and assist the campus administration with the setup of new programs for student use.***
- ***Provide training and continuous updates on the safe AI tools allowed for use in the school setting.***
- ***Training opportunities for the technology director and administrator to network and preview current products available.***
- ***Continue to assess and replace interactive panels with updated panels as needed.***
- ***Continue to add camera coverage in perimeter adding more AI cameras***
- ***Add a Cybersecurity Annex to the Emergency Operations Plan***
- ***Update and transition all access points to a new more user friendly system and more economical for replacements***
- ***More battery backups needed for additional equipment***
- ***Continuously upgrading the infrastructure and securities to maintain legal compliance and demands.***

District Goal 1: Lovelady ISD will challenge and encourage all students to meet the “masters” level of achievement on state assessments by providing high quality instruction and utilizing a rigorous curriculum.

District Objective 1.1: Lovelady ISD will work to achieve an “A” Accountability Rating.

NLCB: 1

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
1.1A. Collaborate and prepare a district calendar to establish benchmarks and data analysis dates with campus principals.	Local Funds	Supt., Principals	August 2025	Teacher made TEKS calendars
1.1B Data talks will occur between the teachers and principals each grade reporting period. Administrators will provide needed assistance to maintain pacing and professional growth.	Local Funds	Teachers, Principals	Each 6-weeks	Data talk form & sign-in sheets
1.1C. Increase monitoring of the inclusion schedules of teachers and assistants to provide support to identified students. Provide special education facilitators to help support students.	Special Edu.	Diagnostician, Principals, & Counselor	August 2025	Master Schedules
1.1D Provide funds to have all teachers receive their GT certification to offer an inclusive GT program.	GT Funds	Principals & Teachers	August 2025	Copy of Certifications
1.1E Superintendent will collaborate with the principals to monitor instructional programs for	Local	Principals, Teachers, Consultants, Supt.	Beginning and end of each 6-weeks	Walkthrough reports, Student Performance Data

use of exemplary lessons, adhere to scope and sequence and use of lesson cycle.				
1.1F Monitor PLC's in all core areas to help maintain lines of communication for more targeted instruction.	Local Funds	Principals & Supt.	Once per 3 weeks	Meeting minutes & outlines
1.1G Superintendent will be provided with updates on the effectiveness of the RTI programs and the required Accelerated Instruction Program at all grade levels.	SCE	Principals, Teachers, Interventionist, Parents, Supt	August 2025	Lesson Plans, TEKS calendars, & Master Schedules
1.1H Continue to use research-based intervention computer programs, curriculum materials, and teaching strategies for reading, math and writing.	Title I, SCE, IMF, SRS	Principals, Teachers, Interventionist	August 2025	Campus and Student Reports from the programs
1.1I Training will be provided to campuses principals and department heads on the faculty handbook and leadership expectations.	Local Funds	Supt.	August 2025	Calendar Sign-In Sheets
1.1J Coaching on differentiated instruction and adjusting instruction based on data will occur throughout the year to increase the percentage of students reaching the "masters" level on state assessments.	Local Funds & Title	Principals	August 2025 Sept 22, Nov. 3, Jan. 5, Feb. 16, April 6	PD Day Attendance Agendas Extended Day & Summer School Attendance Reports Student Lists

1.1K Acceleration Days and Extended Days will be provided for areas of weakness noted from benchmark assessment data.	Title II & Title I	Principals, Teachers, & Supt.	January 2026	Student lists/ Teacher Plans Invoices
1.1L Continue collaborating with Higher Education partners to provide more dual credit options to students. Consider all options to provide these services. Facilitate the implementation of On-Ramps	CCMR	Principals, Counselor & Supt., Teachers	August 2025-May 2026	List of courses offerings Student Attendance
1.1M Continue to increase the number of CTE classes & certifications offered and increase the number of students passing the certification exams and the number of “completers.”	CTE & College Prep & Cert. Rein,Funds	HS Principal, Special Prog. Director, CTE Teachers, & Sup.	August 2025	List of Electives List of courses & Certs. offered Master Schedule
1.1 N Implement the district wide truancy (RTI) procedure to address truancy. Provide Credit Recovery programs that deter students from missing school and require a fee.	Local Funds	Program Directors, APs, Counselor, and Principals	Each 6-weeks	Attendance Letters Attendance Contracts Court Filings
1.1. O The district will promote “Writing Across the Curriculum” in all classes.	Local Funds	Supt., Principals, Teachers,	Each 6-weeks	Pacing Calendars
1.1 P Utilize the District of Innovation Plan and TIA to provide highly qualified teachers in these areas of need.	CTE & Local	HS Principal & Counselor	August 2025	Contracts, local certifications, and Attendance sheets

District Objective 1.2 Lovelady ISD will work to achieve an “A” rating as a district on state accountability.

NCLB: NCLB 1

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
1.2 A Principals will be responsible for reviewing student data to identify students who are in need of accelerated instruction and for coordinating, monitoring and adjusting based on current data.	Local Funds	Principals, Assistant Principals, Asst. Supt	September 2025	District Discipline Forms Sign-In Sheet Eduphoria Reports
1.2 B Both campuses will provide time and staff for accelerated instruction, RTI, and PLC during the school day.	SCE	Principal	August 2025	Master Schedules
1.2 C Proactive approaches to discipline will be used to increase instructional time for students struggling with behavioral concerns.	Local Funds	AP, Campus Principals, Dean of Students, Teachers, Sped. Coop. Staff	Each 6 weeks	Discipline Reports
1.2 D The district will continue to provide technology support, resources, and the infrastructure necessary to implement the curriculum and software programs with fidelity.	E-Rate, Local , & Rural	Supt, Principals, & Technology Director	Each 6 weeks	Purchase orders Campus Technology Tickets Region 6 Contracts
1.2 E Continue to staff the campus libraries to promote reading at all grade levels.	Local Funds	Principals & Superintendent	August 2025	Staff Rosters , AR & STAR Reports

1.2 F The AR program will be promoted and incentives provided for top readers and academic UIL participants.	Local Funds, SRS	Principals, Librarian Assistants, & Teachers	August 2025 Each Semester	List of students AR Student Reports Invoices Student Certificates
1.2 G The District will utilize Study Island/Edmentum, Reading Eggs, Renaissance Learning, and Newsela for RTI tier interventions & acceleration.	Local, Title, IMA, SRS	Principals & Assistant Principals	August 2025	RTI Lessons
1.2 H Training will be provided on the current accountability system by campus principals.	SCE	Principals, AP's, Supt. & Interventionist	July 30, 2025	In – Service Calendar Agendas / Sign-In Sheets
1.2 I Monitor campus instructional strengths and weaknesses with the principals through data talks following benchmark assessments during focus meetings	Local Funds	Supt.	Each 6-weeks	Data Talk Minutes Calendars
1.2 J Maintain the district wide calendar including all events and assessments.	Local	Supt., Principals, & Counselor	August 2025 6-Weeks	District Calendar
1.2 K Provide opportunities for staff development for teachers in need of training in identified areas of weakness.	Title II	Principals & Assistant Principals	August 2025 Sept 22, Nov. 3, Jan. 5, Feb. 16, April 6	Sign-In Sheets & Certificates T-TESS & PD Agendas

1.2 L Hold PLC meetings to monitor and adjust student groups based on benchmark results.	Local Funds	Principals, & Supt.	April 2025	Benchmark Scores, Student Lists & Master Schedules
1.2 M Intervention teachers, special education teachers and instructional aides and facilitators will be provided on each campus	SCE, Title, Special Edu.	Supt., & Principals	August 2025	Payroll
1.2 N The district leadership team will be held monthly.	Local Funds	Superintendent, Department Heads All Campus Admins	August 2025- July 2026	Minutes from the meetings Sign in Sheets Agendas
1.2 O The district will provide Extended Day, Acceleration Days, and Summer School programs if needed.	Title & Funds	Principals, & Supt.	August 2025- May 2026	Plans, Payroll, Teacher Schedules, student lists
1.2 P The district will continue to contract with Region 6 for network support, professional development, and program compliance services.	Local, E-Rate, Title ,	Superintendent, & Technology Directors,	September 2025	Region 6 Contract & Technology Meeting Minutes

District Goal 2: Lovelady ISD will provide resources and services to assure the success of all student demographic groups and special populations.

District Objective: The district will assure the opportunities are available within the instructional day for accelerated learning for all student subgroups and all special populations.

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
2.1 A Identify and meet the needs of GT students	Local, GT	Assistant Principal at Elementary	August 2025	Migrant Surveys
2.1 AA A district Dyslexia teacher will be provided for the district to work with this population.	Dyslexia Allotment	Dyslexia Teacher	August 2025	Contract Payroll
2.1 B The district will continue to support credit recovery with an online credit recovery program (Edgenuity)	CTE & Local	Superintendent, Principals, Counselor, & Teacher	August 2025– May 2026	List of Students List of Graduates Attendance
2.1 C The district will purchase seats from Crockett ISD for mandatory DAEP placements.	Local Funds	Principals Superintendent	August 2025– May 2026	Signed Contract
2.1 D The special education cooperative staff will provide training to all staff prior to school starting on special education, 504 accommodations, and IEPs.	Local Funds	Counselor, Principals, & Diag,	August 2025	Sign-in sheets In-Service Agendas

2.1 E The district continues to support the campuses with teachers and instructional assistants to help keep the student-teacher ratio at or below the state average. Grow our own special education teachers due to shortage from within to address shortage. Hire on a contract basis to support new special education teachers.	Special Education, SCE & Title	Principals, & Superintendent	August 2025	Payroll/Contracted Services Agreement
2.1 F Principals will provide training on tracking sheets for identified students and on the ARD process to meet the needs of these students.	Local, & Federal IDEA-B	Special Ed. Director, LSSP, Principals, & Superintendent	August 2025- May 2026	Contract with Sped. Coop. ARD Meetings
2.1 G The district will support the Elem./Middle School and the JH/HS Campuses with a certified district counselor.	CCMR, Local, & Special Edu.	Superintendent, & Principals	August 2025	Certification Payroll
2.1 H The Special Education Diagnostician will provide lists of student accommodations and supplemental supports approved through ARD meetings.	Special Education Funds	Special Ed. Director, Principals, & Supt.	Each 6-Weeks	Minutes from Meetings Student ARD's
2.1 I district will provide access and payment to meet GT training requirements for required teachers.	GT funds- Local	Supt., Counselor, & Principals	June 2025	Certificates Registration
2.1 J The district will continue to investigate options to further college courses, certifications, and career tech. courses. Reimbursement of	CCMR & CTE	H.S. Counselor, H.S. Principal, & Supt.	Each 6 weeks	Payroll /Angelina Contract Master Schedules

tuition for college, and full payment for CTE certifications recognized by the state.				Reimbursements
2.1 K The district will coordinate and host a college/career day at the secondary level.	Local	H.S. Principal & Counselor	November 21, 2025	Calendar Agenda Sign-In Sheets
2.1 L Intervention teachers, instructional aides, and facilitators will continue to be provided at all levels to support instruction.	SCE	Superintendent, & Principals	August 2025	Contracts Payroll

District Goal 3: Lovelady I.S.D will plan for recruitment and retention of highly qualified teachers and paraprofessionals.

District Objective 3.1: Lovelady ISD will seek to hire fully certified applicants and post positions through multiple sources.

NCLB: 3

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
3.1 A The district will continue to use provide job descriptions and evaluation documents for all employees in the district.	Local Funds	Human Resource Director & Supt.	August 2025	Copies of job descriptions
3.1 B To adopt new salary schedules to maintain the required schedules and be competitive for our areas.	Local Funds	Superintendent & Business manager	August 2025	Board minutes Salary scales
3.1 C Each employee will be provided their job description and the evaluation tool to be used for his/her position.	Local Funds	Superintendent Supervisors	August 2025	Signature Sheets T-TESS Training
3.1 D The district will provide support and assistance to teachers working towards needed certifications and/or additional certifications.	Local Funds & TCLAS	HR Director, Superintendent, & Principals	August 2024- May 2025	Certificates Letters of Acceptance to Alternative Cert. Programs Exam Results

3.1 E Stipends will be paid to teachers in math, science and bilingual certified educators at the secondary level	Local Funds	HR Director, Business Manager, Superintendent	August 2025	Stipend Schedule Board Agenda
3.1 F Student teachers are welcomed, if approved by the campus administrators, into the district to be able to offer job opportunities.	Local Funds	Supt. & Principals	August 2025- May 2026	Assignments from colleges Agreements with District
3.1 G Professionals & paraprofessionals will be given opportunities for training in their areas of employment.	Title II	Supt.& Principals	Each Semester	Certificates of training
3.1 H T-TESS training will be provided for all professional staff.	Local	Campus Principals	August 2025	Sign in Sheet/Agenda
3.1 I Provide training and ongoing support to department heads and campus principals on purchase requisitions and purchase orders procedures	Local	Business Manager	August 2025- Sept. 2026	Agenda Notes
3.1 J The district will provide mentoring for all new teachers and new hires.	Local Funds	Principals	August 2025- May 2026	Principal Calendars Principal Notes
3.1 K Stipends will be paid for UIL coaching of events.	Local	Superintendent	August 2025- July 2026	Payroll

3.1 L The Board of Trustees will reconsider doing a Voter Approval Tax Rate Election in November 2026 with a portion going to staff raises.	Local	Superintendent & Board of Trustees	August 2025- November 2026	Board Minutes Election Results
3.1 M The Superintendent will maintain a TIA approved plan allowing for all teachers to be eligible for designations in the 2025-2026 school year.	TIA	Superintendent & Principals	September 2025- May 2026	TIA Template Submissions TIA Zoom Meetings TIA Designation Pay outs in Payroll

District Goal 4: Lovelady I.S.D. will maintain a safe and drug free, sanitary environment to promote campus safety.

District Objective 4.1: LISD will provide a place conducive to learning for all students, faculty and staff with no incident reports.

NCLB: 4

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
4.1 A District will continue to implement the adopted guardian plan for security, provide signs on campuses, and train employees in the program.	Local	Superintendent & Safety and Security Team Chief of Police	August 2025	Guardian Plan Training Certificates Meeting Notes
4.1 B Superintendent will contract with Micro Distributing Drug testing services for students participating in extracurricular activities and maintain the random drug testing policies for the district.	Local	Superintendent	Sept. 2025	Copy of Contract
4.1 C. Supt. will work with the maintenance department director to maintain the facilities and ensure safety issues are addressed immediately.	Local	Superintendent Maintenance Director	Sept. 2025- August 2026	Maint. Dept. Lists Meeting Minutes & Emails
4.1 D Transp. and Maint. Director will meet weekly with the Supt. to discuss facility needs, budget, and provide updates on current projects.	Local	Trans. and Maint. Director & Supt.	August-August 2025-2026	Board Minutes Board Agenda

				Weekly Meeting Notes
4.1E The district SHAC committee members will be established and taken to the board for approval.	Local Funds	School RN, Supt., & Elem. Principal	September 2025	Minutes of the meetings Meeting Dates posted on Website
4.1 F The district will maintain our LISD police department with one Chief of Police and one patrol unit and maintain a current and approved EOP plan for the district.	Local	Superintendent & Chief of Police	August 2025	TCOLE Approval Equipment Purchased Invoices
4.1 G Audits will be completed and buildings will be expected to meet the school safety standards. Daily door checks will be performed by the Chief of Police and documented in Sentinal along with two facility door audits one each semester.	Local	Superintendent, Campus Principals, Maint. Director, Chief of Police	August. 2025- May 2026	Schedules List of identified areas
4.1 H The district will provide access to resources and training to promote an active and healthy lifestyle for students and staff	Local Funds	Supt.& Campus Principals	Fall 2025- Spring 2026	Certificates Exercise Rm Logs
4.1 I The school nurse will train staff on completion of incident reports and proper procedures.	Local Funds	School RN	August 2025	Agenda Incident Forms
4. 1 J The district will provide training for all HS students prior to graduation in CPR, AED, and Stop the Bleed per requirements.	Local	Principals & Teachers	Spring Semester 2025	Lesson Plans

4.1 K The district will provide workers compensation training to all staff.	Local	Director of HR	August 2025	Sign-In Sheets In-Service Calendar
4.1L The district will review and revise the safety plan, revise and update the drills outlined in the student code of conduct and ensure training and drills are held to meet required guidelines. The Multi-Hazard Emergency Operations Plan will be approved annually by the School Safety Center and uploaded in to Sentinal.	Local Funds	District and Campus Admins Dept. Directors	August 2025- May 2026	Plan Drills Log Sign-In Sheet Emergency Operations Plan
4.1 M The district will continue to add and improve and maintain secure entrances, installing updated keyless entry systems, camera coverage,maintaining window film and fencing to continue to meet safety standards, and numbering of facility doors to meet standards.	Safety Allotment	Superintendent Tech. Director Maint. Director Chief of Police	August 2025- July 2026	Plan Purchase Requisitions
4.1 N Nurse will schedule on-site flu shot clinics for staff and other required vaccines for students. Nurse will schedule CPR and Stop the Bleed training for any staff needing the training.	Local Funds	School RN	October 2025- May 2026 August 2025	Flyer / Website Email Reminders Calendar In-Service Agenda
4.1 O. Active Shooter and Citizen Awareness Training will be provided per requirements.	Local Funds	Supt., Local Law Enforcement, Safety and Security Director	August 2025	Agendas Sign in Sheets Presentation

				Eduhero Logs
4.1 P Superintendent and team will complete the school Safety and Security Audit and hold three public safety and security meetings per year including local law enforcement.	Local Funds	Supt., Maint. Director, Tech. Director, Principals, Leadership Team Members, Safety and Security Director	July, 2025/ February 2026	Agendas, Postings, Sign in Sheets, Meeting Minutes
4.1 Q Threat assessment team members will maintain and meet current training requirements.	Local Funds	Threat Assessment Team Members	July 2025/ ESC 6	Certificates and Notes

District Goal 5: Lovelady ISD will provide opportunities for parent and community involvement.

District Objective 5.1 The district will offer parents and the community ways to become involved in the education and success of all students.

Strategies / Activities	Resource Allocation	Person Responsible	Time Line	Formative Evaluation
5.1 A The district will offer an annual Title I meeting for presentation of information about Title funds and its use in the district.	Local Funds	Supt. & Elem. Campus Principal	September 2025	Sign-in sheet Agenda / Invitation PowerPoint
5.1 B The district will host a site-based meeting to review the campus and district plans.	Local Funds	Supt. & Principals	August 2025	Sign in sheets Agenda
5.1 C The district SHAC Committee meetings will be posted on the website and the members will be taken to the board for approval.	Local Funds	School RN Supt. Campus Admins.	October 15, 2025 March 25, 2026	Meeting Dates- Website Agendas Sign-In Sheets
5.1 D The District Site-Based Committee will be composed of campus and district personnel, community members and parents.	Local Funds	Superintendent	Fall 2025- Spring 2026	Sign in sheets
5.1 E Collaborate with all booster clubs and our PTO to provide access to hold meetings and host events with appropriate approval from the admin.	Local	Campus Principal, & Superintendent	August 2025- May 2026	Sign-in Sheets Schedules

5.1 F The district will continue to participate in UIL events and invite parents and the public to attend.	Local Funds	Superintendent, Campus Admin. & Athletic Director	August 2025- May 2026	Announcements, Marquee Schedule, Blackboard Connect Schedule
5.1G Funds will be provided for “Parent Involvement” activities on the campuses and in the district. Parent Engagement Policy/Plan will be established.	Title I & Local funds	Supt.& Principals	August 2025 – May 2026	Sign-in Sheets Purchase Requisitions Board Agenda
5.1 H Utilize the Raptor Alert in conjunction with Final Site, Social Media, and Website to communicate in the event of an emergency.	Safety Allotment	Supt., Campus Admins. & Tech. Directors	August 2025 – May 2026	Notification logs through Final Site System Raptor Alert Drills Purchase Orders
5.1 I Schedule and publically post 3 safety and security meetings open to the public annually for input following the open meeting act for required postings.	Local Funds	Supt., Safety and Security Director/Chief	September 2025 April 2026 August 2026	Meeting Agendas, Notices, Minutes, and Sign in Sheets