Lindale Independent School District

Lindale High School

2025-2026 Improvement Plan

Mission Statement

To provide a safe, supportive and challenging learning environment with high expectations.

Vision

Create unique opportunities for students to think for themselves and to be successful in academics as well as extra-curricular activities: our students are involved, empowered and educated citizens who contribute to our tradition of excellence.

Students Will:

- Demonstrate academic schievement based on their individual learning needs
- Explore and plan for post high school options
- Increase their sense of belonging at Lindale High School

Value Statement

Core Values:

- Accountablility
- Commitment
- Discipline
- Honety
- Integrity
- Ownership
- Respect
- Responsibility

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Goals

Goal 1: All students are provided the opportunities and guidance to prepare them for college, career, or military.

Performance Objective 1: Improve student learning in all areas.

    Evaluation Data Sources: Mastery of learning objectives as measured by STAAR EOC Assessments, TELPAS, AP, TSI/SAT/ACT, CTE Certifications and benchmarks. Teacher lesson plans are monitored and aligned with state standards.

Strategy 1 Details
Strategy 1: Implement and monitor a comprehensive, rigorous and relevant curriculum that is aligned both vertically and horizontally.
Strategy's Expected Result/Impact: Improved performance on assessments and reporting period grades.
Staff Responsible for Monitoring: Principal, Assistant Principals, Department Heads, Assistant Principal of Curriculum, LISD Curriculum Department

Strategy 2 Details
Strategy 2: Implementation of PLC periods to allow teachers opportunities to purposefully plan and implement best practices along with targeted intervention. Teachers will utilize Canvas as a platform to house curriculum and instruction and planning materials.
Strategy's Expected Result/Impact: We expect to see an increase in the percentage of students achieving "Meets Grade Level" on the US History, Biology, Algebra, English I & English II STAAR EOC assessments.
Staff Responsible for Monitoring: Assistant Principal Principal

Strategy 3 Details
Strategy 3: Provide accelerated instruction for students who do not pass the State of Texas Assessment of Academic Readiness.
Strategy's Expected Result/Impact: Students will receive supplemental instruction that targets Texas Essential Knowledge and Skills aligned for the applicable grade level and subject area. The supplemental instruction is designed to assist the student to achieve satisfactory performance in the applicable grade level and subject area.
Staff Responsible for Monitoring: Assistant Principal

Strategy 4 Details
Strategy 4: Counselors provide academic advising to ensure students fulfill up to date graduation requirements that align with post-secondary goals.
Strategy's Expected Result/Impact: Maintain above state average graduation rate.
Staff Responsible for Monitoring: Counselor

Strategy 5 Details

Strategy 5: Students gain focused knowledge and skills aligned to career and industry standards through multiple years of scaffolded educational experiences.

Strategy's Expected Result/Impact: Completion of Programs of Study
Industry Based Certifications

Staff Responsible for Monitoring: Principals
CTE Director

Goal 1: All students are provided the opportunities and guidance to prepare them for college, career, or military.

Performance Objective 2: Address needs of diverse populations in order to meet or exceed targeted performance.

Evaluation Data Sources: Accomplishment of objectives as measured by EOC Assessments, TELPAS and STAAR. Teacher records to document intervention and student improvement.

Strategy 1 Details
Strategy 1: Early identification of at-risk students and utilization of intervention strategies to narrow academic performance gaps, such as; Learning Lab, Operation Graduation, Intervention classes
Strategy's Expected Result/Impact: Increase in number of students who meet grade level/course requirements.
Staff Responsible for Monitoring: Counselors Principals Teachers

Strategy 2 Details
Strategy 2: Provide opportunities for summer school and credit recovery to students not meeting local and/or state passing standards.
Strategy's Expected Result/Impact: Decrease number of students not meeting local and/or state passing standards.
Staff Responsible for Monitoring: Assistant Principal of Curriculum Counselors Principal

Strategy 3 Details
Strategy 3: Provide counselors/teachers weekly to DAEP.
Strategy's Expected Result/Impact: Students assigned to DAEP will improve/maintain academic performance.
Staff Responsible for Monitoring: Principals Counselors Teachers

Strategy 4 Details
Strategy 4: Increase the rate of special education students enrolled in regular education classrooms.
Strategy's Expected Result/Impact: Rate should reflect greater than 80% for PBMAS Indicator.
Staff Responsible for Monitoring: Principals

Strategy 5 Details
Strategy 5: Implementation of inclusion classroom settings.
Strategy's Expected Result/Impact: Reflected through student individual schedules established in the annual ARD meetings.   **Staff Responsible for Monitoring:** Principals, Special Education Staff

Strategy 6 Details
Strategy 6: We will improve our graduation rate for low socioeconomic students by running a weekly report to monitor drop-outs.
Strategy's Expected Result/Impact: We expect to see fewer drop-outs this school year through implementing a system that allows us to more closely monitor who is currently being reported as un-enrolled in school.

Goal 1: All students are provided the opportunities and guidance to prepare them for college, career, or military.

Performance Objective 3: Increase the number of students deemed college ready through AP, TSI, SAT, and ACT scores.

    Evaluation Data Sources: Evaluation of total percentage of students that meet state standards and graduate college ready.

Strategy 1 Details

Strategy 1: SAT/ACT Prep learning strategies will be integrated in Math and English courses.
    Strategy's Expected Result/Impact: Preparation for SAT/ACT
    Staff Responsible for Monitoring: Counselors

Strategy 2 Details
Strategy 2: Offer test preparation information and opportunities for students to take PSAT, TSI, SAT and ACT tests.   **Strategy's Expected Result/Impact:** Counselors Technology Director Curriculum Department

Strategy 3 Details
Strategy 3: LHS will have college readiness data to recommend students for AP/Dual Credit courses.   **Strategy's Expected Result/Impact:** Counselors

Strategy 4 Details

Strategy 4: Students will have the opportunity to participate in the TSI or ACT examination during their junior year.
    Strategy's Expected Result/Impact: Increase in college readiness
    Staff Responsible for Monitoring: Counselors
Administrators

Strategy 5 Details

Strategy 5: Collaborate with local higher education institutions to increase the number of upper level courses offered.
    Strategy's Expected Result/Impact: Increase in the number of course offerings and students enrolled in upper level courses
    Staff Responsible for Monitoring: Principal
Counselors

Goal 1: All students are provided the opportunities and guidance to prepare them for college, career, or military.

Performance Objective 4: Lindale High School will provide measurable post-secondary goals based upon age appropriate transition assessments related to training, education and employment.

Evaluation Data Sources: PGP, CTE certifications
Current classroom objectives as well as training assessments and career classroom opportunities.

Strategy 1 Details
Strategy 1: Provide opportunities for students to participate in a sequence of courses that prepare students for success in high demand, high wage, high skill careers in Texas.
Strategy's Expected Result/Impact: Completion of Program of Study along with Industry Based Certification
Staff Responsible for Monitoring: Principal
CTE Director
Assistant Principals

Strategy 2 Details
Strategy 2: Additional CTE certification opportunities added to current offerings to provide a variety of options for career readiness.
Strategy's Expected Result/Impact: Increase the number of certifications obtained by students
Staff Responsible for Monitoring: CTE Director
Counselors
Principals

Goal 2: Lindale High School will promote nurturing, safe, and secure environments for all students, staff, and parents.

Performance Objective 1: Provide a safe and risk-free environment for student learning.

    Evaluation Data Sources: Students, staff, and parents will experience minimal incidents that would put safety and security at risk.

Strategy 1 Details
Strategy 1: Increase safety measures for campus security by creating a single access entry/exit point, campus perimeter checks, exterior door checks each class period, utilize electronic devices to provide instant line of communication
Strategy's Expected Result/Impact: Create a safe environment for the safety of our teachers and staff.   **Staff Responsible for Monitoring:** Staff   Principals   Campus Officer

Strategy 2 Details
Strategy 2: Conduct at least 2 bad weather drills, fire safety drills, and bi-annual evacuation and lock down drills
Strategy's Expected Result/Impact: Students awareness of emergency procedures in all areas of buildings   **Staff Responsible for Monitoring:** Principals   Counselors

Strategy 3 Details
Strategy 3: Provide information on internet safety to increase student awareness of positive choices and consequences of negative choices.
Strategy's Expected Result/Impact: Minimal discipline referrals for inappropriate use of technology.   **Staff Responsible for Monitoring:** Principals   Counselors   Teachers

Strategy 4 Details
Strategy 4: Improve communication on good character and positive choices by addressing violence, bullying, and suicide prevention.
Strategy's Expected Result/Impact: Campus documentation of participation and information shared with students.   **Staff Responsible for Monitoring:** Counselors   Parents

Strategy 5 Details
Strategy 5: Provide/continue anti-drug education activities for students.
Strategy's Expected Result/Impact: Participation documented by health class records. Counseling logs indicate substance abuse education.
Staff Responsible for Monitoring: Counselors

Strategy 6 Details
Strategy 6: Provide counseling to students who are victims of abuse.
Strategy's Expected Result/Impact: Counselors will maintain documentation of counseling sessions through partnership with Child Advocacy Center.
Staff Responsible for Monitoring: Counselors

Strategy 7 Details
Strategy 7: Provide a way for students to anonymously report safety incidents on campus, as well as bullying.
Strategy's Expected Result/Impact: Stop It App
Staff Responsible for Monitoring: Principals

Strategy 8 Details
Strategy 8: Students sent to AEP for a vape related offense will be required to complete a vape education program before returning to campus.
Strategy's Expected Result/Impact: We expect students to learn more about vaping and for the program to prevent repeat offenses.
Staff Responsible for Monitoring: Assistant Principals Principal

Goal 2: Lindale High School will promote nurturing, safe, and secure environments for all students, staff, and parents.

Performance Objective 2: Provide behavioral and academic interventions through data received via failure and discipline reports.

Evaluation Data Sources: Increase student opportunities for intervention through learning lab.
Establish individualized academic plans and schedules for at risk students.

Strategy 1 Details
Strategy 1: Provide Adaptive Behavior Intervention classroom (Refocus & Redirect) for students with severe behavior issues.
Strategy's Expected Result/Impact: Reduction of student referrals to OCS and AEP.
Staff Responsible for Monitoring: Principals Special Education Staff Counselors

Strategy 2 Details
Strategy 2: Continue implementation of bullying/harassment policy and procedures.
Strategy's Expected Result/Impact: Maintaining a low percentage of bullying incident reports.
Staff Responsible for Monitoring: Principals Counselors Teachers

Goal 2: Lindale High School will promote nurturing, safe, and secure environments for all students, staff, and parents.

Performance Objective 3: Provide additional measures in our cleaning protocols , health and safety , and meal service procedures on our campus.

    Evaluation Data Sources: All Staff

Goal 3: Foster campus culture, align professional development and integrate instruction to meet the needs of all students and staff.

Performance Objective 1: Staff will participate in professional development activities that will provide opportunities to become more effective and improve student performance.

> **Evaluation Data Sources:** Accomplishment of objectives will result in increased student engagement in all classrooms as measured through walk-throughs and observations. Lesson plans should reflect higher level instruction to increase student performance.
> Increase the number of students reaching level 3 phase-in per EOC standards for college readiness.

Strategy 1 Details
Strategy 1: Opportunities for targeted professional development during lunch on a weekly basis by current staff members.
Strategy's Expected Result/Impact: Use of strategies learned will be observed through walk-throughs and observations in the classroom.
Staff Responsible for Monitoring: Instructional Technology Department
Principals

Strategy 2 Details
Strategy 2: Provide Technology and Instructional Strategy Professional Development for staff.
Strategy's Expected Result/Impact: Application of new techniques within classroom practice using technology to enhance student engagement and success.
Staff Responsible for Monitoring: Technology Staff
Teachers
Administrators

Strategy 3 Details
Strategy 3: Days dedicated to professional development and curriculum writing within departments. LISD curriculum leaders will guide teachers in their planning and assist them in meeting curriculum needs.
Strategy's Expected Result/Impact: None
Staff Responsible for Monitoring: Principals, Department Heads and the LISD Curriculum Department

Strategy 4 Details
Strategy 4: Teachers are creating their own personal professional development plans for the 2023-2024 school year.
Strategy's Expected Result/Impact: Teachers learn and grow in an area that is meaningful and relevant to them.
Teachers record their plan in DMAC and meet with an administrator during the school year to review their progress.
Staff Responsible for Monitoring: Administrators

Goal 3: Foster campus culture, align professional development and integrate instruction to meet the needs of all students and staff.

Performance Objective 2: Address the lack of diversity among faculty population in comparison to our student population.

    Evaluation Data Sources: Annual evaluation of demographic make-up of faculty.

Strategy 1 Details
Strategy 1: Improve recruitment of diverse educators by posting on multiple outlets.
Strategy's Expected Result/Impact: Posting and hiring of diverse staff.
Staff Responsible for Monitoring: Human Resources
Principals
School Board

Goal 3: Foster campus culture, align professional development and integrate instruction to meet the needs of all students and staff.

Performance Objective 3: Create and support a non-traditional learning environment to foster inquiry, creativity, and innovation utilizing technology resources.

    Evaluation Data Sources: Review of professional development documentation and T-TESS.

Strategy 1 Details
Strategy 1: Provide innovative and efficient technology-based learning for students and staff.
Strategy's Expected Result/Impact: Documentation of technology integration in teacher lesson plans and observed through classroom walk-through and evaluations.
Staff Responsible for Monitoring: Technology Director
CTE Director
Instructional Technology Staff
Teachers

Goal 4: Develop and expand innovative community and parental partnerships.

Performance Objective 1: Provide information and activities that will increase community and parent involvement.

Strategy 1 Details
Strategy 1: Communicate campus information via LISD website, LHS website, Skyward Family Access, email, social media etc.
Strategy's Expected Result/Impact: Records will indicate communication of information from the campus.
Staff Responsible for Monitoring: Principals   Technology Department   Counselors   Teachers

Strategy 2 Details
Strategy 2: Support parent partnership groups that plan activities to support LHS staff and students.
Strategy's Expected Result/Impact: All groups follow school guidelines for the benefit of all students and staff.
Staff Responsible for Monitoring: Principals   Counselors   Activity Sponsors

Strategy 3 Details
Strategy 3: Hold parent meeting and provide information for incoming Freshmen in the Spring to communicate policies, procedures, scheduling information, and other necessary information for successful transition.
Strategy's Expected Result/Impact: Records maintained to indicate attendance of students and parents. Information is posted on school website.
Staff Responsible for Monitoring: Principals   Counselors

Strategy 4 Details
Strategy 4: Partner with a local chapter of a state agency in providing a Licensed Professional Counselor on staff to respond as crisis intervention, meet with identified at-risk students/families, and increase parent awareness and involvement.
Strategy's Expected Result/Impact: Tracking log will be maintained regarding all communication with students, families, and staff.
Staff Responsible for Monitoring: Lead Counselor   Principals

Strategy 5 Details
Strategy 5: Host an Open House for parents to encourage parent involvement.
Strategy's Expected Result/Impact: Principals and Department Heads

Goal 5: Create and support a non-traditional learning environment to foster inquiry, creativity, and innovation utilizing technology resources

Performance Objective 1: Through integration into classroom instruction, all students are provided with innovative, technology-based experiences that enhance student learning.

    Evaluation Data Sources: Evidence of technology integration is documented through classroom observations, walk-throughs, and PLT meeting agendas/notes.

Strategy 1 Details
Strategy 1: Staff will have the opportunity to attend weekly Lunch & Learns, presented by fellow staff members, that highlight ways to integrate technology into the classroom in meaningful ways.
Strategy's Expected Result/Impact: Teachers will have more tools to use when integrating technology.   **Staff Responsible for Monitoring:** Dean of Students   CTE Director