

# **Lubbock-Cooper Independent School District**

## **Lubbock-Cooper High School**

**2026-2027**



# Mission Statement

The mission of Lubbock-Cooper ISD is to build the future one student at a time. To accomplish this vision for our children's future, the Lubbock-Cooper schools, parents, and community will join together in a partnership designed to produce a safe and orderly learning environment within which academic excellence may flourish.

## Vision

The Vision of LCISD is to ensure that all students graduating from our school system will possess the academic, technological, and interpersonal skills to succeed in the challenging world they will enter. As a result, the District has set annual goals to focus efforts toward meeting this challenge.

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# Goals

**Goal 1:** Ensure academic success for all students and readiness for their next level of education and postsecondary path.

**Pillars:**

Student Learning and Progress

**Performance Objective 1:** The percentage of all students at all standards (approaches, meets, masters) in STAAR reading will increase by 2% by May 2027.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <p><b>Strategy 1:</b> Provide differentiated instruction to all students based on data analysis and student needs. Campus administration will provide updated quintile reports and transition tables during PLCs. Each English subject area will have a common PLC period every day. We will utilize the transition tables to compare student growth after each unit test to their previous STAAR test.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Evidence of differentiation in teacher lesson plans and walkthroughs.<br/>II. Increased CFA assessment and common unit assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, district curriculum team and instructional coaches</p>                       |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p><b>Strategy 2:</b> Utilize focused reading intervention such as small group, teacher-directed &amp; interventionist-directed instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Students will show growth on the transition tables.<br/>II. Students' reading scores will show growth towards reading on grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, interventionists, campus administration, and district curriculum team &amp; instructional coaches.</p>                                                                                                                                                                                                                                                             |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p><b>Strategy 3:</b> Teachers will participate in professional development focused on TEKS and instructional strategies to provide differentiated methods of literacy instruction, such as district and campus content collaboration times, and PLCs. Administration is attending a PLC refresh training during the summer. Each English content area will have a common PLC each day.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Increased occurrence of differentiation and best instructional practices in lesson plans and walkthroughs.<br/>II. Increased CFA assessment and common unit assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> District curriculum team and instructional coaches, campus administration, teachers.</p> |

**Goal 1:** Ensure academic success for all students and readiness for their next level of education and postsecondary path.

**Performance Objective 2:** The percentage of all students at all standards (approaches, meets, masters) in STAAR reading will maintain as the were the previous year by May 2027 - 95% approaches, 70% meets, and 24% masters.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| <p><b>Strategy 1:</b> Provide differentiated instruction to all students based on data analysis and student needs. Campus administration will provide updated quintile reports and transition tables during PLCs. Each Math subject area will have a common PLC period every day. We will utilize the transition tables to compare student growth after each unit test to their previous STAAR test.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Evidence of differentiation in teacher lesson plans and walkthroughs.<br/>II. Increased CFA assessment and common unit assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, district curriculum team</p>                       |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>Strategy 2:</b> Utilize focused math intervention such as small group, teacher-directed &amp; interventionist-directed instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Following the RtI process, students will transition out of the reading intervention programs.<br/>II. Students' reading scores will show growth towards reading on grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, district curriculum team and instructional coaches</p>                                                                                                                                                                                                                  |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p><b>Strategy 3:</b> Teachers will participate in professional development focused on TEKS and instructional strategies to provide differentiated methods of literacy instruction, such as district and campus content collaboration times, and PLCs. Administration is attending a PLC refresh training during the summer. Each Math content area will have a common PLC each day.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Increased occurrence of differentiation and best instructional practices in lesson plans and walkthroughs.<br/>II. Increased CFA assessment, and common unit assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> District curriculum team, campus administration, teachers</p> |

**Goal 1:** Ensure academic success for all students and readiness for their next level of education and postsecondary path.

**Performance Objective 3:** We will have 90% of our students receive CCMR Foundational Postsecondary Readiness designation, 75% of our students receive CCMR Demonstrated Postsecondary Readiness designation, and 60% of our students receive CCMR Advanced Postsecondary Readiness designation.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| <p><b>Strategy 1:</b> The percentage of students meeting TSI criteria in both reading and math will increase by 3% by May 2027. We will increase passing percentage by offering student incentives such as senior outs.</p> <p><b>Strategy's Expected Result/Impact:</b> I. More students will achieve the CCMR Advanced Postsecondary Readiness designation.<br/>II. Students will receive senior out during their senior year of high school</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Classroom Teachers</p> |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>Strategy 2:</b> Students will be taking the English TSI at the end of first semester in English III and the Math TSI at the end of first semester in Algebra 2.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Increase in TSI scores.</p> <p><b>Staff Responsible for Monitoring:</b> Secondary administration, secondary counselors and teachers</p>                                                                                                                                                                                 |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>Strategy 3:</b> Pathway for all incoming freshmen to receive the Foundational Postsecondary Readiness distinction by completing at least one dual credit class through speech dual credit.</p> <p><b>Strategy's Expected Result/Impact:</b> I. More students receiving the Foundational Postsecondary Readiness distinction.</p> <p><b>Staff Responsible for Monitoring:</b> Secondary administration, secondary counselors and teachers</p>                                                                                                |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p><b>Strategy 4:</b> Increase the number of IBC completion through our Practicum in Marketing class.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Increase in the CCMR Demonstrated Postsecondary Readiness designation.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Classroom Teachers</p>                                                                                                                                                                                                               |

**Goal 2:** Ensure that every student has effective teachers and adults in the schools that care about students, their learning and their well being.

**Pillars:**  
Safety and Well-Being, Professional Learning/Quality Staff

**Performance Objective 1:** Provide a variety of professional development in Monday Morning Meetings and support throughout the school year to develop teachers' educational craft.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                               |
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| <p><b>Strategy 1:</b> Provide short PD sessions regarding the T.E.A.C.H. acronym throughout the year utilizing admin.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Increase teacher effectiveness<br/>II. Increase student engagement</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and digital learning team</p> |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                               |
| <p><b>Strategy 2:</b> Prepare teachers for TIA success by helping them understand the process during small PD sessions.</p> <p><b>Strategy's Expected Result/Impact:</b> I. Teachers will be qualified for TIA money.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Teachers on the TIA committee</p>                          |

**Goal 2:** Ensure that every student has effective teachers and adults in the schools that care about students, their learning and their well being.

**Performance Objective 2:** Provide technology support and professional learning opportunities for teachers provided by DLS to highlight technological learning in the classrooms.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| <p><b>Strategy 1:</b> Provide short PD sessions regarding technological tools to utilize in the classroom including AI resources, diffit for differentiation, and other technology based sites throughout the year utilizing DLS.</p> <p><b>Strategy's Expected Result/Impact:</b> Further grow teachers to use technology in an appropriate manner that positively impacts student academic performance and growth.</p> <p><b>Staff Responsible for Monitoring:</b> Digital Learning team, Curriculum &amp; Instruction team, campus administrators</p> |

**Goal 2:** Ensure that every student has effective teachers and adults in the schools that care about students, their learning and their well being.

**Performance Objective 3:** Retain effective teachers.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                               |
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| <b>Strategy 1:</b> Scheduling periodic lunches with new to campus teachers to build relationships and show support.<br><b>Strategy's Expected Result/Impact:</b> I. Increase in the average rate of teacher retention<br>II. Increased campus morale<br><b>Staff Responsible for Monitoring:</b> Campus administrators                                           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                               |
| <b>Strategy 2:</b> Mentoring and cohort support for new teachers along with branding new employees at onboarding.<br><b>Strategy's Expected Result/Impact:</b> I. Increase in the average rate of teacher retention<br>II. Increased pool of effective/mentor teachers<br><b>Staff Responsible for Monitoring:</b> C & I, Campus administrators, Mentor Teachers |

**Goal 3:** Ensure all students are educated in an optimal environment that is safe, secure and conducive to learning. This includes both physical safety as well as the social emotional needs of each student.

**Pillars:**

Safety and Well-Being

**Performance Objective 1:** 100% of students will have phones inaccessible during the class period and wear badges in and out of the classroom while on campus.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                           |
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| <p><b>Strategy 1:</b> Phones will be locked in the cabinet or have a covering to keep phones inaccessible during the class period. PBIS points will be awarded to classes that meet cell phone expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals and phone usage</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, classroom teachers</p> |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Strategy 2:</b> Students will have an ID badge on around their neck in order to enter and leave the classroom. PBIS points will be awarded to classes that meet badge expectations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased wearing of student badges.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, classroom teachers</p>                                |

**Goal 4:** Ensure students have opportunities to participate in school activities and that parents and local businesses have opportunities to engage within the school system.

**Pillars:**

Engaged, Well-Rounded Students, Community Engagement and Partnerships

**Performance Objective 1:** Increase student participation in school sponsored events in such a way that contributes to a well-rounded student.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| <b>Strategy 1:</b> Organizational spreadsheet available with sponsor contact information in the SMORE.<br><b>Strategy's Expected Result/Impact:</b> Increased number of student participation in organizations.<br><b>Staff Responsible for Monitoring:</b> Organization sponsors, campus administrators, Librarian                                                                                                                         |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Strategy 2:</b> Highlight a different organization each month in our SMORE and on video announcements on Monday and Thursdays. This would include information about the club/organization as well as pictures.<br><b>Strategy's Expected Result/Impact:</b> Increased awareness of the organizations we offer in hopes of increased student participation.<br><b>Staff Responsible for Monitoring:</b> Librarian and audio/video teacher |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Strategy 3:</b> Host an organization fair at all schedule pick up this year.<br><b>Strategy's Expected Result/Impact:</b> Increased awareness of the organizations we offer in hopes of increased student participation.<br><b>Staff Responsible for Monitoring:</b> Organization leaders, Campus administration                                                                                                                         |

**Goal 4:** Ensure students have opportunities to participate in school activities and that parents and local businesses have opportunities to engage within the school system.

**Performance Objective 2:** Increase parental and community connections.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>Strategy 1:</b> Targeted campus communication about opportunities to be connected in campus events such as Meet the Pirates, Open House, Fine Art events, STEM Fair, etc.<br><b>Strategy's Expected Result/Impact:</b> Increase public relations with the campus and positive impact of public schools on the future workforce.<br><b>Staff Responsible for Monitoring:</b> Campus admin                                                                                                                          |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Strategy 2:</b> Invite business leaders into our secondary campuses to engage with students about post-secondary and business models and opportunities in our Adulting classes and at Career Fair.<br><b>Strategy's Expected Result/Impact:</b> Increase public relations with the district and positive impact of public schools on the future workforce; students have greater exposure to potential career options.<br><b>Staff Responsible for Monitoring:</b> Campus admin, CTE director, Classroom teachers |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Strategy 3:</b> Teachers will make positive parent contacts to each student in their 3rd period class by the end of the first six weeks. Teachers are challenged to send regular class newsletters, progress reports, notification of assigned tutorials, etc.<br><b>Strategy's Expected Result/Impact:</b> Increase communication with teachers and parents.<br><b>Staff Responsible for Monitoring:</b> Campus admin, Classroom teachers                                                                        |