2026 Strategy on a Page

Lubbock ISD
Every Child, Every Day

Motto

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Mission

In Lubbock ISD, our mission is to prepare students for life by nurturing, developing and inspiring every child, everyday.

District Leadership Pillars

DEVELOP LEADERS

Empower Professional Capacity
Collaborates to create a culture of continuous learning by actively seeking and applying feedback

Grow and Reflect
Consistently evaluates one's practice and passionately pursues opportunities to learn

Serve with Awareness
Understands, uses, and manages emotions in positive ways to reach outcomes in the best interest of all stakeholders

LOVE PEOPLE

Build Relationships
Nurtures and strengthens genuine connections by establishing and sustaining mutual trust and respect with all

Communicate Skillfully
Listens and reflects to influence and impact all stakeholders

Embrace Community
Creates a sense of belonging by removing barriers and leading with compassion and empathy

VALUE DATA

Foster Shared Vision
Commits to excellence by ensuring every individual's actions contribute to reaching defined goals that lead to student success

Plan Strategically
Anticipates and prioritizes opportunities to implement viable solutions

Cultivate Student Success
Takes personal responsibility for student outcomes while creating an inclusive, safe learning environment

Goals

Academic Goals

We believe all students can achieve high levels of success and growth.

Lubbock ISD will support and equip all students through caring professionals delivering high-quality programming

Goal 1

By June 2031, the percentage of students served in quality schools (A & B) will increase from 62% to 80%.

Goal 2

By June 2031, the percentage of Lubbock ISD third-graders Meeting Expectations in Reading will increase from 53% to 60%.

Goal 3

By June 2031, the percentage of Lubbock ISD third-graders Meeting Expectations in Math will increase from 45% to 60%.

Goal 4

By June 2031, the percentage of Lubbock ISD eighth-graders Meeting Expectations in Reading will increase from 54% to 61%.

Goal 5

By June 2031, the percentage of Lubbock ISD eighth-graders Meeting Expectations in Math will increase from 40% to 60%.

Goal 6

By June 2031, the percentage of Lubbock ISD students qualifying as College, Career, and Military Ready (CCMR) will will increase from 86% to 88%.*

Teacher Goals

We believe quality teachers are the most important contributors to student success.

Lubbock ISD will attract, develop, retain, and reward highly effective teachers.

Goal 1

By June 2031, the percentage of teacher turnover will decrease from 21.7% to 15%.

Goal 2

By June 2031, the percentage of certified teachers in foundational subject areas will increase from 86% to 100%.

Resources

We believe resources for public education are finite and precious.

Lubbock ISD will be responsible stewards of resources provided by the public.

Goals

Maintain a Superior rating on the annual Financial Integrity Rating System of Texas (FIRST) report.

Maintain a clean unmodified opinion on the Annual Financial Report.

Maintain fund balance reserves at or near three-months operating expenditures.

Ensure bond oversight by holding Bond Oversight Committee meetings and maintain the bond communication webpage.

Community Goals

We believe community support and involvement are vital to our success.

Lubbock ISD will engage, build, and nurture strong relationships within the community.

Goal 1

By June 2031, Lubbock ISD will increase the number of active community partners from 412 to 500.

Goal 2

By June 2031, Lubbock ISD will increase the number of parents attending educational opportunities as a District from 25,329 to 32,000.

Goal 3

By June 2031, Lubbock ISD will increase participation in the Community Partnership Forum, Community Leadership Academy, Superintendent Roundtables and Town Halls from 424 to 450.

Non-negotiables

The Superintendent will take bold action if a campus is labeled as a D or F for three consecutive years or F for two consecutive years.

The Superintendent will make the safety and security of our students and staff a top priority.

The Superintendent will not tolerate unsafe or hostile work environments.

Priorities & Initiatives

- **Talent Pipeline**
  - Certification Pipeline
  - New Teacher Pipeline
  - Leadership Pipeline (APs)
- **Innovative Campuses**
  - Dual Language Program
  - New Campus Openings
- **Community Perception**
  - Customer Service Initiative
  - NetPromoter
  - Zero-Based Budgeting
  - Chronic Absenteeism
- **High-Quality Instruction**
  - Managed Instruction
  - CCMR Strategy