

Vision

Lufkin ISD...
Your Best Choice for Education!

Mission

The mission of Lufkin ISD is to educate and equip all students for success through exceptional learning experiences.

Pack

Belief Statements

We Believe:

- All students can learn.
- Our community’s involvement and diversity are essential for maximizing student learning.
- Lufkin ISD staff is our greatest asset.
- Lufkin ISD achieves higher levels of performance through clearly defined goals with high expectations for all students.
- Lufkin ISD is the district of choice.
- Lufkin ISD must continually progress in everything we do.

5 YEAR
STRATEGIC PLAN



2013-2018

The Strategic Planning Process

During the 2012-2013 and 2013-2014 year, the Board of Trustees participated in the Reform Governance in Action initiative through the Center for Reform of School Systems (CRSS) and developed a set of Core Beliefs and Commitments. These beliefs and commitments began the groundwork for Lufkin ISD to start a strategic planning process. In June of 2013, the Board met with consultants Dr. Jenny Preston and Sheri Sides to develop an outline for our strategic plan. In October 2013 a core group of school and community leaders met and targeted six focus areas and twelve strategies for the strategic plan. In November 2013, action leaders were chosen for each strategy. In January 2014, action teams met with the Board of Trustees and began their group work with the action team leaders. By April 2104, we were ready to reconvene the original group to review and approve the action plans. Those plans were then submitted to the Board of Trustees for approval in June 2014. The goals and objectives will now become the focus and direction for all long-range planning in Lufkin ISD through 2018.

Planning Committee

Lufkin ISD Representatives

Sheila Adams
Charlotte Bynum
Joe Deason
Vickie Evans
Johnny Giles
Dr. LaTonya Goffney
Jesus Gomez
Deidra Harrison
Barbara Lazarine
Stephen Rhoades
Mark Smith
Brad Stewart
Lynn Torres
Dorinda Wade

Community Representatives

Susan Belasco
Patricia Camarillo
Becca Chance
Deanne Gabriel
Kristi Gay
Selestine Hunt
Trish Inselmann
Allyson Langston
Sandy McEntire
Don Muhlbach
Stanley New
Robert Shankle
Hilary Haglund-Walker

Strategic Planning
Team Members

David Abney
Winifred Adams
Kelly Adams-Williams
Tonja Akridge
Koshy Alexander
Robin Allen
Lisa Alvarez
Benita Bennett
Dr. Guessipina Bonner
Will Bosley
Carol Burton
Randy Cadwell
Mike Capps
Eric Carver
Suzy Childers
Glen Croll
Bobbie Davis
Jack Davis
Bonnie Denmon
Sean Dupre
Sylvia Eubanks
Robert Foley
Lacy Foshee
Cathey Friesen
Layla Garcia
Mark Gorman
Kimberly Graham
Jim Gray
Michelle Green
Cathie Greer
Arlin Grimes
Melissa Heard
Brenda Hill
Missy Huffty
Chad Humphries
Rodney Ivey
Jay Jackson
Erin Kay

Larry Kegler
John Kennedy
Bret Lockhart
Elizabeth Lopez
Zoie Lovejoy
Ted Lovett
Martha Quintinilla
Leon Manning
Scott Marcotte
Kellye Marshall
Jamie McBride
Stacey McCarty
Alyson McGrew
Patrick McGrew
Julie McManus
Tracie Miller
Connie Minshew
Karen Mooman
Chris Moss
Sid Munlin
Roxie Nash
Asma Nazeer
Cindy Nerren
Yana Ogletree
Alejandra Padierna
Shanterra Patton
Delores Perez
David Perkins
Elizabeth Perkins
Todd Quick
Alys Ray
Leslie Rayburn
Cindy Rich
Bart Riley
Jeff Robinson
Ronnie Robinson
Jennifer Scott

Robyn Segrest
Carla Smith
Dana Smithart
April Soderquist
Valena Spradley
Laura Squiers
Tim Stacey
Gary Stallard
Sonja Stephens
John Streety
Angie Tellman
Tommy Thompson
Natalie Thornton
Ty Thornton
Andrea Travis
Dan Usher
Amanda Venegas
Andrea Walker
Melissa Warnasch
Rachel Westbrook
Melissa Wheeler
Danny Whisenant
Patricia White
Elli Williams
Kathryn Williams
Mike Zimmerman

Action Team
Leaders

Brandon Boyd
Chrissy Cassity
Charlotte Davis
Betty Harrison
Drew Huffty
Kathy Jost
April Sebesta
Shelly Slaton
Kurt Stephens
Cindy Stewart
Cindy Tierney
Heath Wethington

L
U
F
K
I
N

Teaching and Learning:

All learners in Lufkin ISD will achieve their full potential.

Implement and monitor a challenging curriculum focused on student achievement.

- Develop and implement a challenging, differentiated and engaging curriculum across all grade levels and content areas, with success measured by student achievement.
- Monitor a challenging, differentiated and engaging curriculum across all grade levels and content areas, with success measured by student achievement.

Design an engaging, quality instructional model for students and teachers.

- Research instructional models that encompass 21st Century learning skills and develop a framework for implementation.
- Develop a system to equip teachers with 21st Century mindset and provide appropriate training and skills.



Facilities/Safety and Security:

Transform the perception of LISD by maintaining a safe environment and facilities conducive to producing exceptional learning experiences.

Develop a continuous improvement plan to address safety and security issues.

- Create standardized safety policies and procedures to be utilized on all campuses in Lufkin ISD.
- Create a school safety infrastructure for Lufkin ISD.

Analyze facilities on an ongoing basis to assure they support exceptional learning experiences.

- Use existing media to facilitate a positive image of safety in Lufkin ISD schools.
- Create a district-level "Facilities Review Committee" made up of campus, district, parent and community stakeholders.

Funding and Finance:

Create a long-range financial plan to ensure student success.

Pursue additional sources of revenue.

- Develop a comprehensive plan to allow LISD to investigate and identify key sources of additional revenue.

Analyze and adjust expenditures for maximum efficiency.

- Analyze current utility use for inefficiencies and create a district-wide plan to lower our utility costs.
- Evaluate current payroll expenditures and locate areas where costs can be reduced.

Human Capital:

Design a system to attract and retain highly qualified diverse staff.

Develop and implement an exceptional recruiting and hiring process for all staff positions.

- Continue current recruiting and develop partnerships with post-secondary education and other certifying agencies.
- Develop and implement a comprehensive plan to effectively screen, interview and select highly qualified individuals to meet the needs of available positions.

Design and implement a quality induction and career development plan which enhances loyalty and dedication to Lufkin ISD.

- Immerse new employees in the district/campus culture by providing an in-depth training program that enables them to become valuable members of the LISD team.
- Develop and implement a comprehensive retention plan to keep and foster a highly, effective staff in all areas and at all levels in the district.



Communications/Community Partnerships:

All stakeholders will engage in consistent authentic communication that improves the perception of LISD.

Celebrate and communicate the achievements of all students and staff through all media.

- Develop a comprehensive communications plan to engage the community.

Welcome community dialogue and participation in order to instill pride in our district.

- Create an openness that allows for two-way dialogue and that ensures all stakeholders have a voice and a venue to participate.
- Develop district-wide communication standards to create a uniform and cohesive approach to community dialogue.

Technology:

Create a state-of-the-art technology infrastructure that maximizes student learning opportunities.

Evaluate technology needs of the district.

- Develop a process to evaluate and determine technology plans for the district.

Develop a plan that allows the district to acquire and maintain a premier technology environment for the future.

- Develop and execute a detailed plan to equip the district with current technology standards.
- Develop a plan that allows the district to maintain a premier technology environment.