



Board's Constraints for the Superintendent Parameters that Prohibit Failure (Constraints) and Progress Measures

Constraint 1:

The Superintendent shall not allow adult convenience or preference to take priority over the academic progress of our students.

Constraint 2:

The Superintendent shall not allow student outcome goal oriented professional learning to decrease (Baseline established January 2018).

Constraint 3:

The Superintendent shall not allow the percentage of the top quartile of teachers leaving the district to increase.

CPM 1.1:

The number of TEA designated high-need campuses with teachers with less than two years' experience will decrease to 0% by June 2022 (Baseline established August 2017).

CPM 2.1:

The superintendent shall not allow student outcome goal oriented professional learning to decrease from 53.1% by June 2022.

CPM 3.1:

The turnover rate of teachers leaving the district will decrease from 26.9% to 21.9% by June 2022. (Baseline based on 2016 Texas Academic Performance Report).

Annual Targets:

School Year 17-18 = 25.9%

School Year 18-19 = 24.9%

School Year 19-20 = 23.9%

School Year 20-21 = 22.9%

School Year 21-22 = 21.9 %

Superintendent Goals:

Goal 1: Focus on Student Success

Goal 2: Focus on Students, Families and Community

Goal 3: Focus on Operational Excellence

Goal 4: Focus on Employees and Organizational Improvement

Goal 5: Focus on Financial Stewardship