



LONE STAR GOVERNANCE



Continuous Improvement for Governing Teams

Board Workshop
August 6, 2019

Intended Learning Outcomes

LONE STAR GOVERNANCE - Monthly Board Report - August 2019

Goal Progress Measure 3.2 The percent of students meeting the criterion score on an AP or IB examination in any subject area (criterion score is 3 or more for AP and 4 or more for IB) will increase from 8% to 18% (Baseline Class of 2017 reported in 2018). *

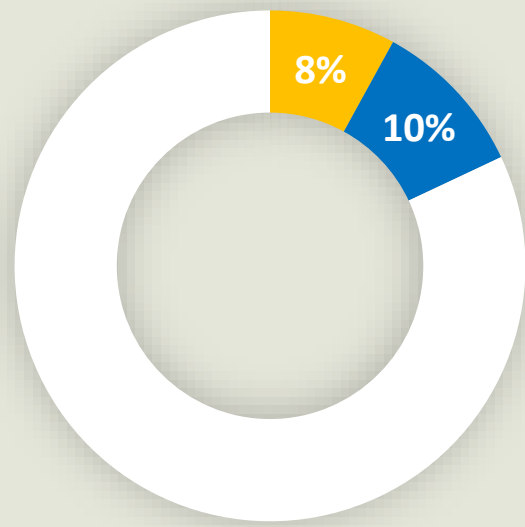
* Source: Confidential Texas Education Agency 2019 College, Career, and Military Readiness Student Listing District and Campus Student Listing

CPM 2.1: The superintendent shall not allow student outcome goal oriented professional learning to decrease from 53.1% by the end of school year 2022.

CPM 3.1: The turnover rate of teachers leaving the district will decrease from 26.9% to 21.9% by the end of school year 2022. (Baseline based on 2016 Texas Academic Performance Report).

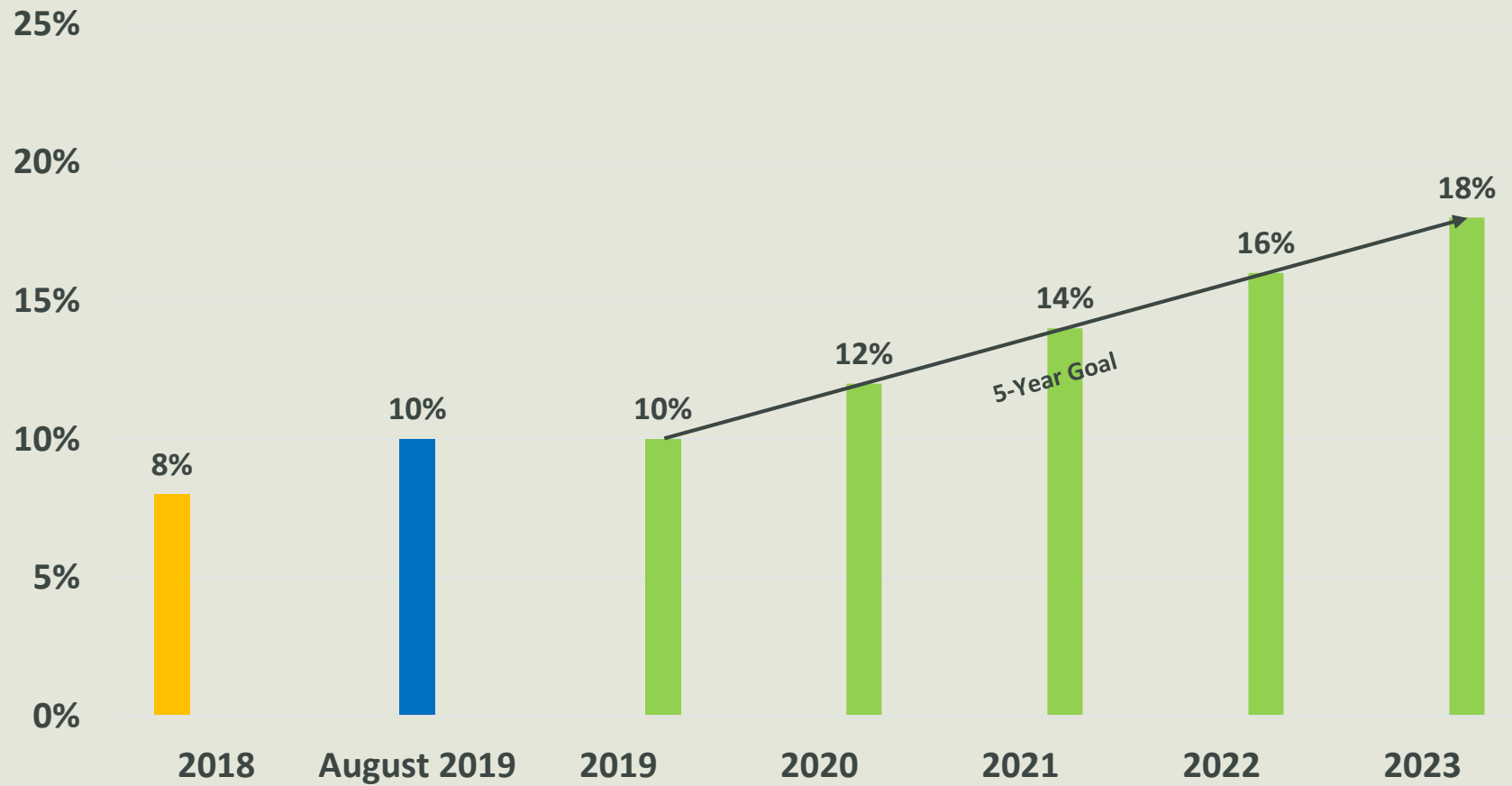
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Advanced Placement Exams



* Pending Accountability Results released August 15, 2019

Advanced Placement Exams



Reinforcement *

- Met the 2019 Goal Progress Measure 3.2 of 10% for students meeting the criterion score on an AP examination in any subject area
- 58 (10%) of students from the Class of 2018 passed an Advanced Placement exam
- Targeted professional learning for Advanced Placement teachers
- College Board Springboard mathematics and English Language Arts programs in grades 6-12

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Refinement*

- 228 students took an Advanced Placement class and did not receive a score of 3 or higher
- Improve Advanced Placement student support
- Increase the number of students participating in Advanced Placement courses
- Strengthen ongoing professional learning

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Superintendent Evaluation

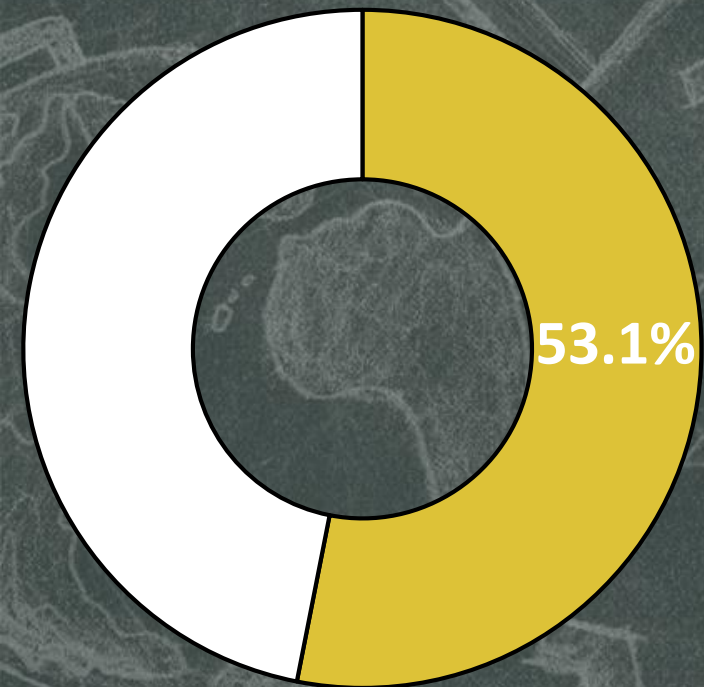
- The addition of specialized Advanced Placement instructional coaches to provide AP teacher mentoring and program monitoring
- Increase the number of students enrolled in Advanced Placement courses and courses to prepare students for Advanced Placement coursework
- Increase the number of trained Advanced Placement teachers by providing extensive AP summer workshop trainings
- Increase AP course options for available for students
- Provide extensive student support for students enrolled in AP classes.

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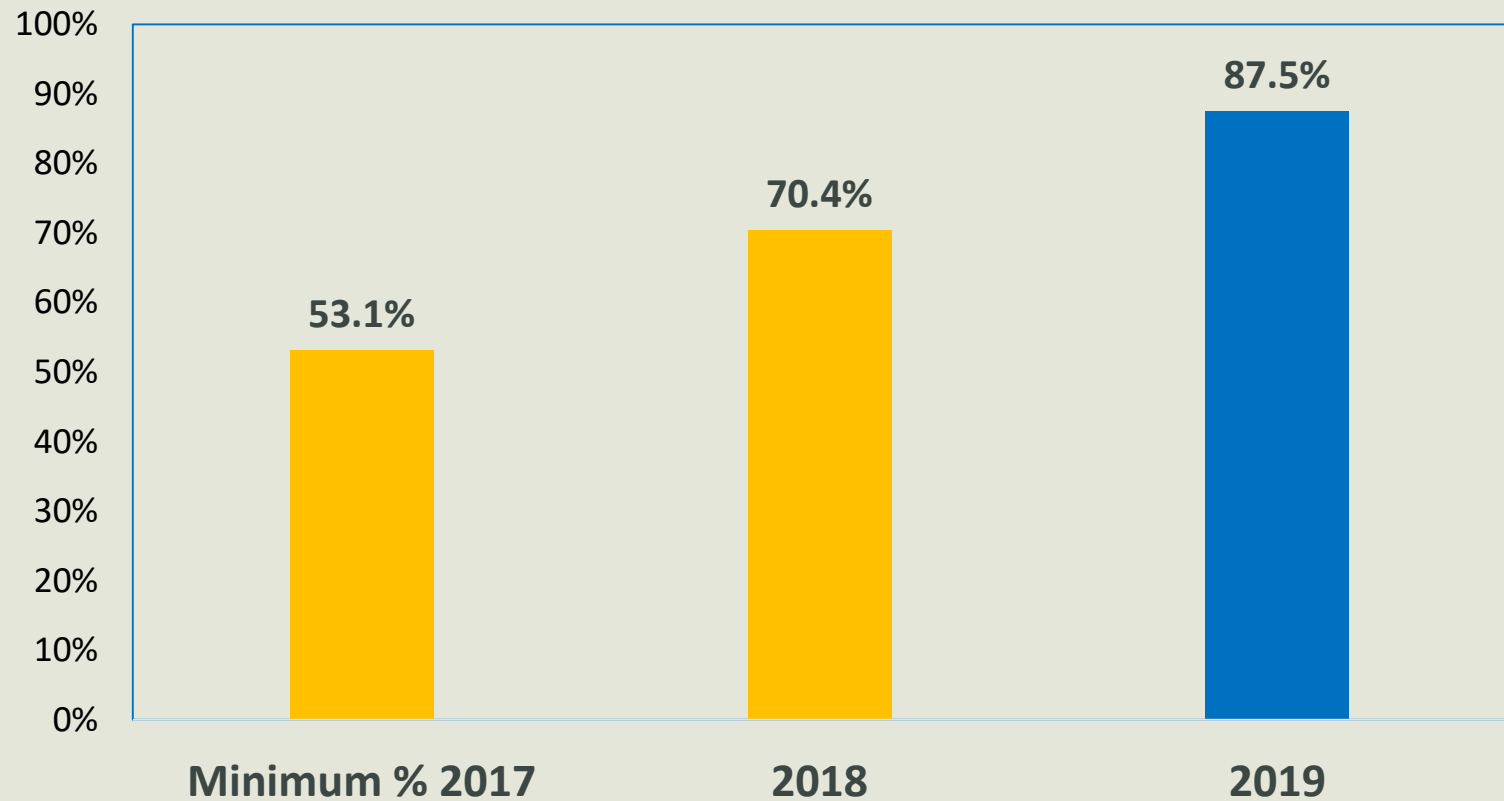
	Model
✓	Proficient
	Monitor
	Develop
	Intervene

CPM 2.1: The superintendent shall not allow student outcome goal oriented professional learning to decrease from 53.1% by the end of school year 2022.

Superintendent Constraint Progress Measure 2.1



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Reinforcement

- In 2018-2019 the Academics Department offered 295 LSG Student Outcome Goal aligned professional learning sessions out of a total of 337 events
- An increased effort to align district-wide campus and department professional learning sessions to LSG Student Outcome Goals

Refinement for 2019-2020

- Report professional learning sessions by individual LSG goal
- Provide the number of professional learning opportunities offered
- Present professional learning session evaluation data

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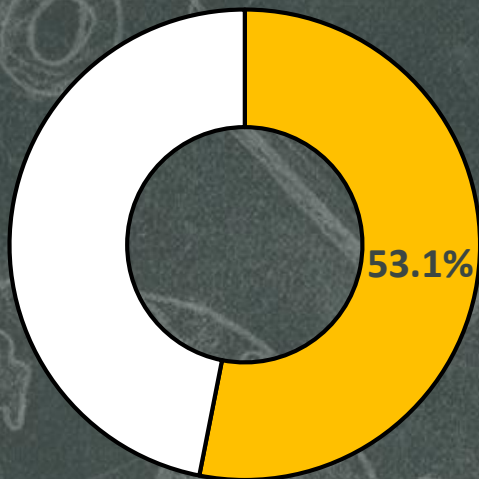
Superintendent Evaluation

Professional Learning for 2019-2020

- Execute the recommended professional learning refinements for 2019-2020
- Set the refined model as the standard metric for district-wide professional learning
- Provide opportunities for quality district and campus LSG Student Outcome Goal aligned professional learning throughout the academic calendar year

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Superintendent Constraint Progress Measure 2.1

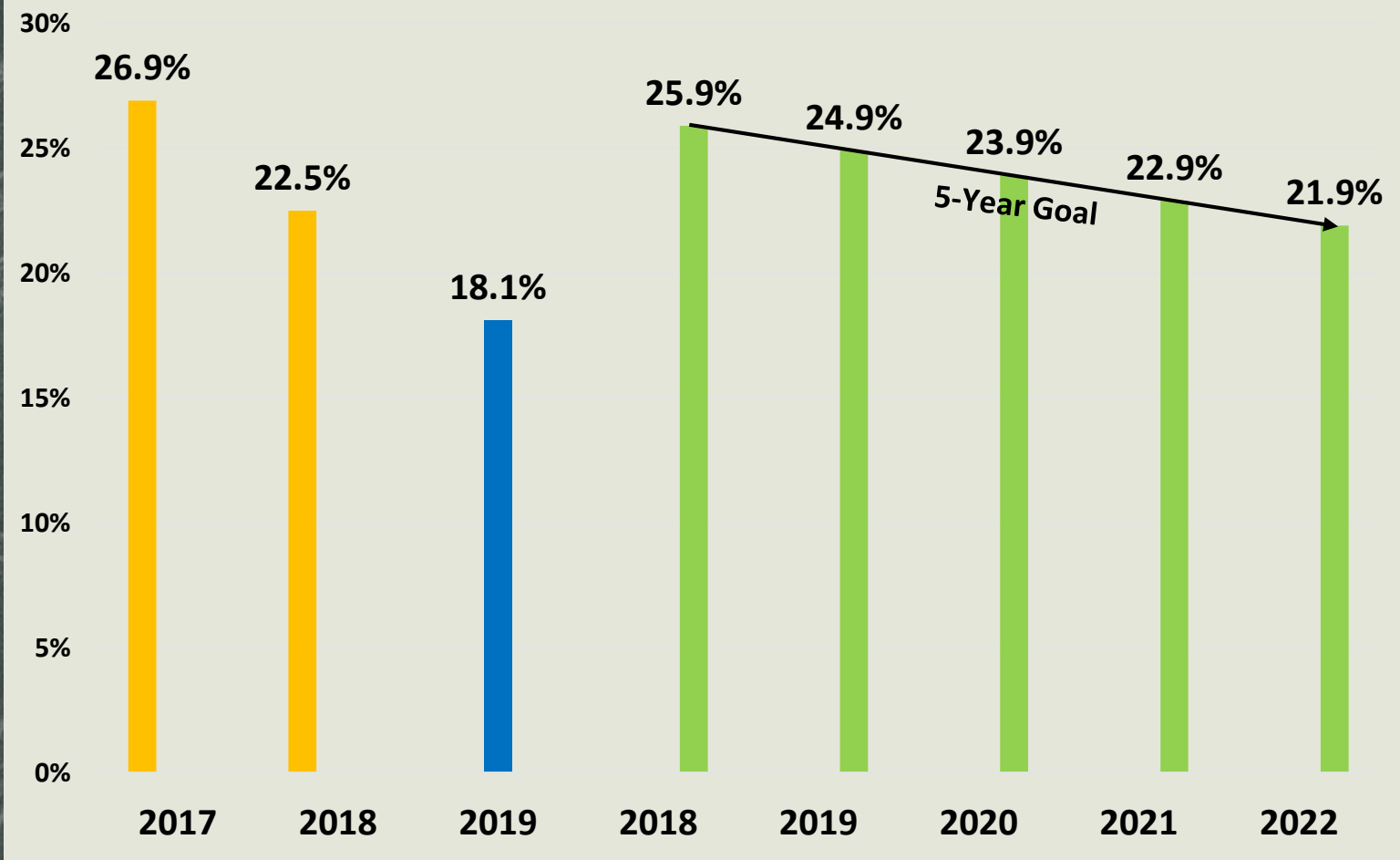


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Teacher Turnover Rate



Reinforcement

- District met the 2021 goal of 21.9%.
- Teacher turnover continues to trend downward and can be attributed to additional teacher supports provided at the campus and district level.

Refinement

- Although turnover is decreasing each year, the District's turnover rate continues to exceed the state average of 16.6%.
- Teacher turnover at individual campuses varies widely.

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Superintendent Evaluation

- Projected Teacher Turnover Rate for 2019 of 18.1% meets the 5-year 2022 Constraint Progress Measure of 21.9%
- Additional campus-based supports at specific campuses are needed to further support teacher retention efforts.
- Enhance employee benefit offerings, to include: establishing an in-district employee health center and increasing the District contribution to health insurance to offset rising costs of insurance and medical costs
- Incentivize strong teacher performance by establishing competitive compensation structures through the use of grants and other funding sources.

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**Review of 2018-2019 Lone Star Governance
Student Outcome Goals and
Board Constraints on the Superintendent**



EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION