



# ROBSTOWN

## INDEPENDENT SCHOOL DISTRICT

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**Office of the Superintendent**

### 2025-2026 Superintendent Goals - Systems Approach

#### **Goal 1: Build a System of TIER 1 Instructional Excellence**

**System:** Establish and maintain a clear instructional protocol that defines daily high-impact teaching practices across all grade levels. Support this with ongoing coaching cycles, professional learning, and visible instructional routines. (Learning Walks)

**Direction (Goal):** Ensure consistent, high-quality teaching in all classrooms.

**System (Process):**

1. Weekly instructional coaching sessions aligned to the protocol.
2. Bi-weekly walkthroughs (Learning Walks) to track implementation and provide feedback.
3. Monthly peer-review cycles for teacher teams to reflect and refine via PLCs.

**Measurement (Measure Backward):**

1. Track percentage of classrooms implementing high-leverage practices with fidelity (+5% month).
2. Teacher surveys reflect increased clarity and confidence (Collective Teacher Efficacy).

#### **Goal 2: Ensure Consistent Delivery of our Guaranteed & Viable Curriculum**

**System:** Create a structured curriculum-implementation framework centered on high-quality instructional materials (HQIM), with embedded training, planning, and supports to ensure alignment and equity across campuses.

**Direction (Goal):** Achieve consistent delivery of a guaranteed and viable curriculum (GVC) including coherent TIER 1 instruction—all aligned to the state standards (Texas Essential Knowledge and Skills, or TEKS).

**System (Process):**

1. Weekly grade-level collaborative planning using HQIM.
2. Monthly HQIM-focused coaching or modeling sessions.
3. Monthly lesson-plan audits for fidelity to HQIM and standards.

**Measurement (Measure Backward):**

1. Percentage of HQIM-aligned lesson plans (+10% month).
2. Student performance on HQIM-aligned benchmark tasks shows steady gains.

**Goal 3: Advance PK–12 Literacy through a Tiered Literacy System**

**System:** Implement a continuous, multi-tiered literacy support structure (universal screening, progress monitoring, interventions, enrichment) spanning early childhood through high school.

**Direction (Goal):** Improve overall literacy rates across PK–12.

**System (Process):**

1. Universal literacy screenings every six weeks.
2. Targeted small-group interventions based on screening data.
3. Cross-disciplinary literacy support sessions for teachers.

**Measurement (Measure Backward):**

1. Monthly increases in percentage of students reading at or above grade level (+5% K–3, +3% 4–12).
2. Increase percentage of Tier 1 students by 15%.
3. Teacher participation in literacy integration sessions