



Cedar Hill Independent School District Adoption of Board Goals 2025-2030

Dr. Charlotte S. Ford
Chief Academic Officer

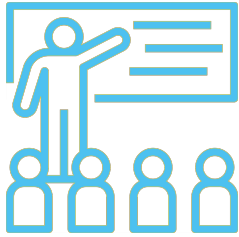


**Student Outcomes Don't Change
Until Adult Behaviors Change**



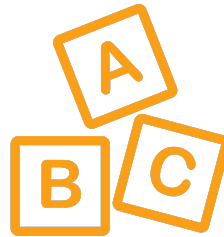


Input, Outputs, and Outcomes: What's The Difference?



Inputs

Resources and activities invested in a particular program, process, or strategy; usually knowable at the beginning of a cycle



Outputs

The result of a particular set of inputs; usually knowable in the midst of a cycle; a measure of the implementation of the program or strategy itself

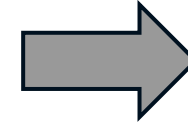


Outcomes

The impact of the program or strategy; usually knowable at the end of a cycle; a measure of the effect on the intended beneficiary

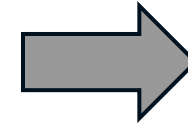
Intentional Goal Setting Drives Strategy All The Way Down To The Classroom

The percentage of 3rd Grade students at Meets or above on Math as measured by STAAR will increase from **29%** in 2025 to **44%** in 2030.



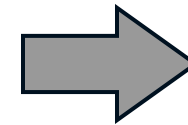
Board

To achieve this goal, CHISD sets a 3% annual growth target for 3rd grade math scholars



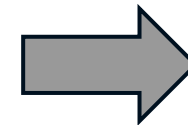
Superintendent

Central office creates targeted strategies to maintain current levels of 3rd grade performance and grow the number of students needed to achieve the 3% target

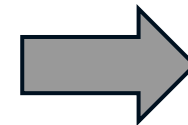


Central Office

Each CHISD elementary principal executes the plan and works with 3rd grade teachers to implement in their classrooms



Campus/Principal



Classroom/
Teacher

CHISD HB3 Drafted Goals

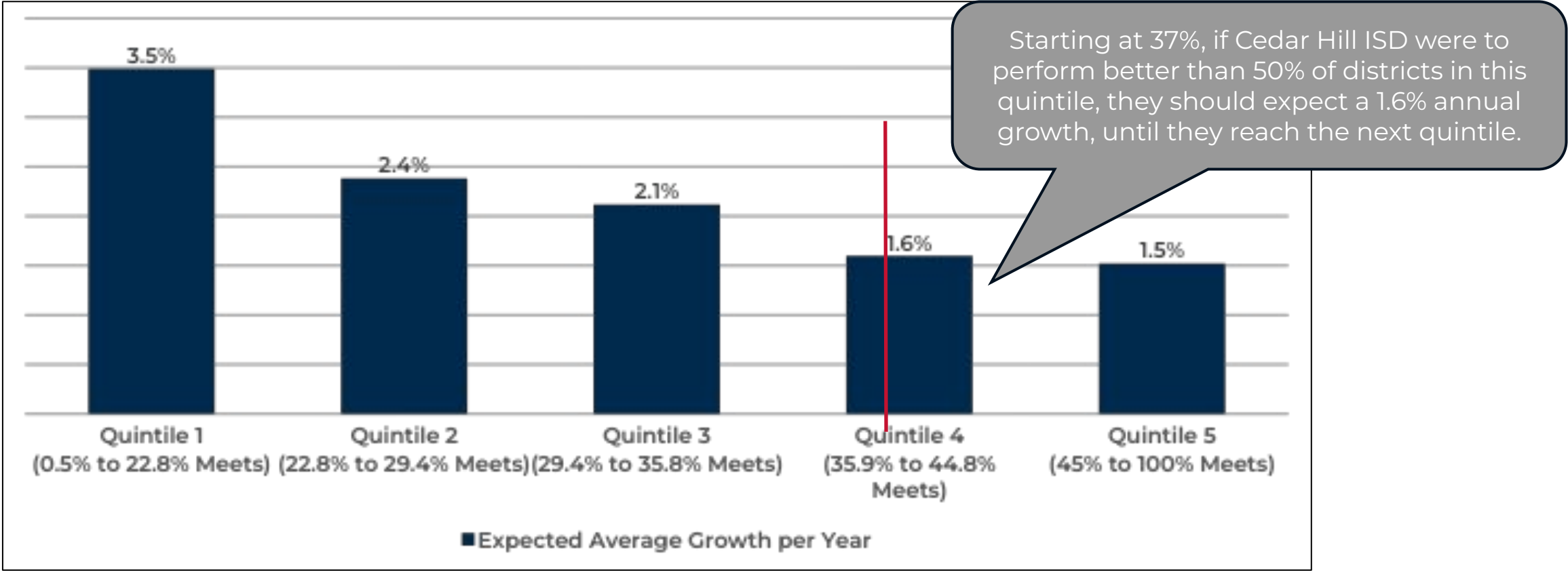
- Goal 1: The percentage of third graders at Meets+ on STAAR Reading will increase from X% in August 2025 to Y% in August 2030
- Goal 2: The percentage of third graders at Meets+ on STAAR Math will increase from X% in August 2025 to Y% in August 2030
- The percentage of scholars graduating CCMR ready as measured by state accountability metrics will increase from X% in August 2025 to Y% in August 2030
- The percentage of 8th graders achieving Meets+ on Science STAAR will grow from X% in August 2025 to Y% in 2030



3rd grade Reading

Historical data statewide shows that as districts improve, expected growth declines steadily. Lower performing districts usually improve more compared to higher performing districts.

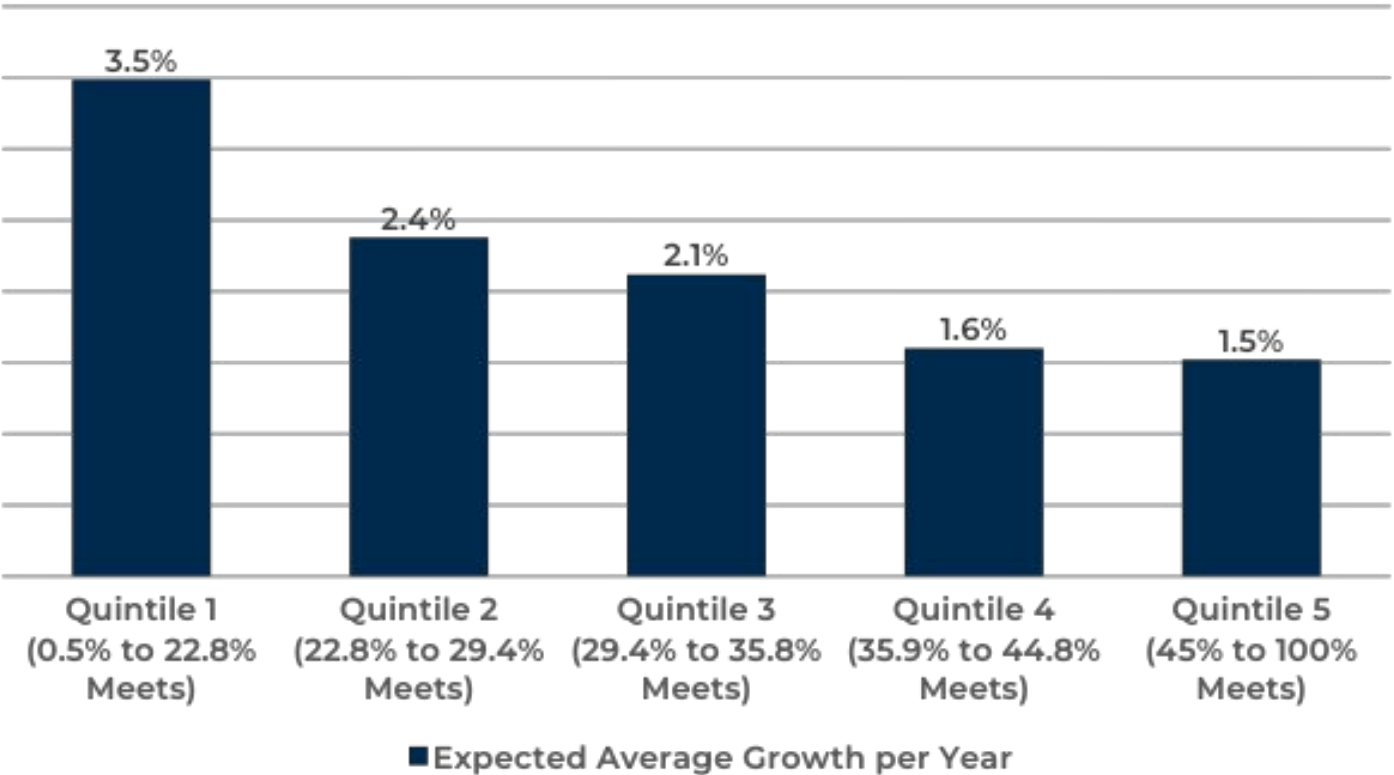
3rd Grade Reading – Median Yearly District Growth by Baseline Meets % Quintile – State of Texas



Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles.
Source: TEA, STAAR Aggregate 2014-2019

Data-driven goal setting process can set rigorous and appropriate benchmarks to inspire school systems to continuously improve

3rd Grade Reading – Median Yearly District Growth by Baseline Meets % Quintile – State of Texas



Cedar Hill ISD projected growth on 3rd grade Reading based on typical statewide historical data

	Meets%	Expected Growth	Number of Students
Year 0	38%	1.6%	6
Year 1	40%	1.6%	6
Year 2	41%	1.6%	6
Year 3	43%	1.6%	6
Year 4	44%	1.6%	6
Year 5	46%		30

Example 5 Year 3rd grade Reading Target

Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles. Student enrollment in 2024 was used to calculate number of students.
Source: TEA, STAAR Aggregate 2014-2019

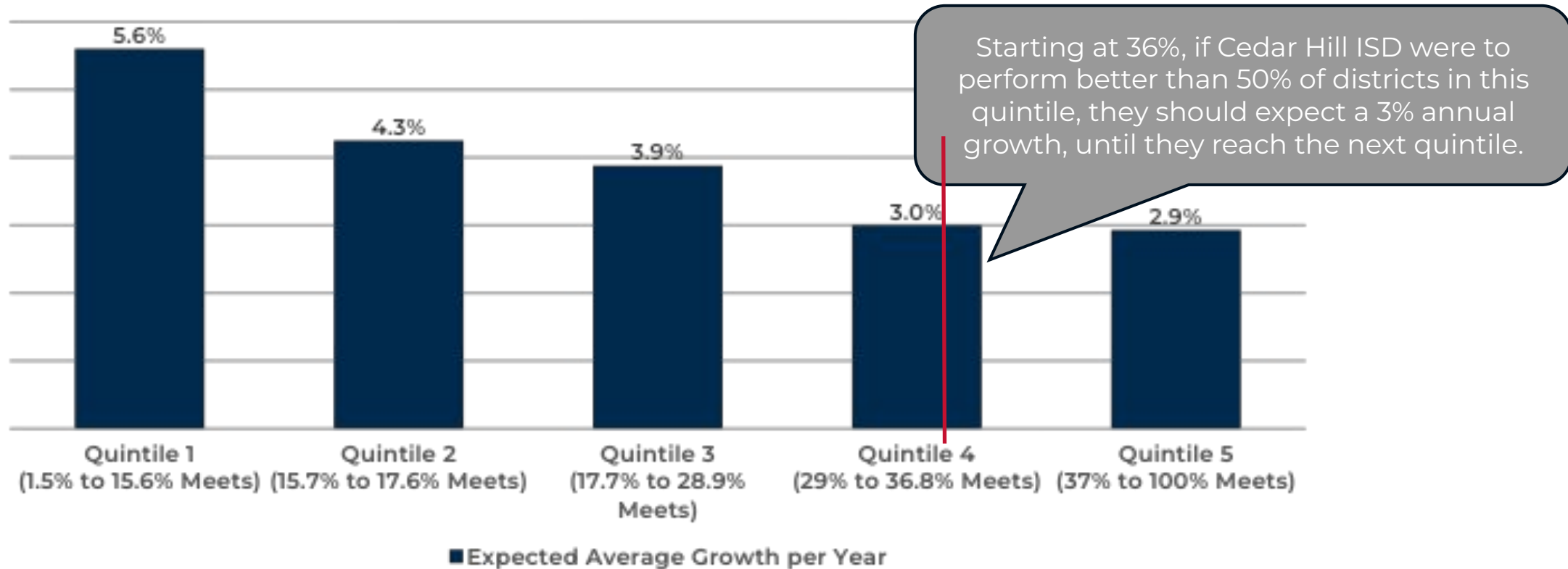


3rd grade Math

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Historical data statewide shows that as districts improve, expected growth declines steadily. Lower performing districts usually improve more compared to higher performing districts.

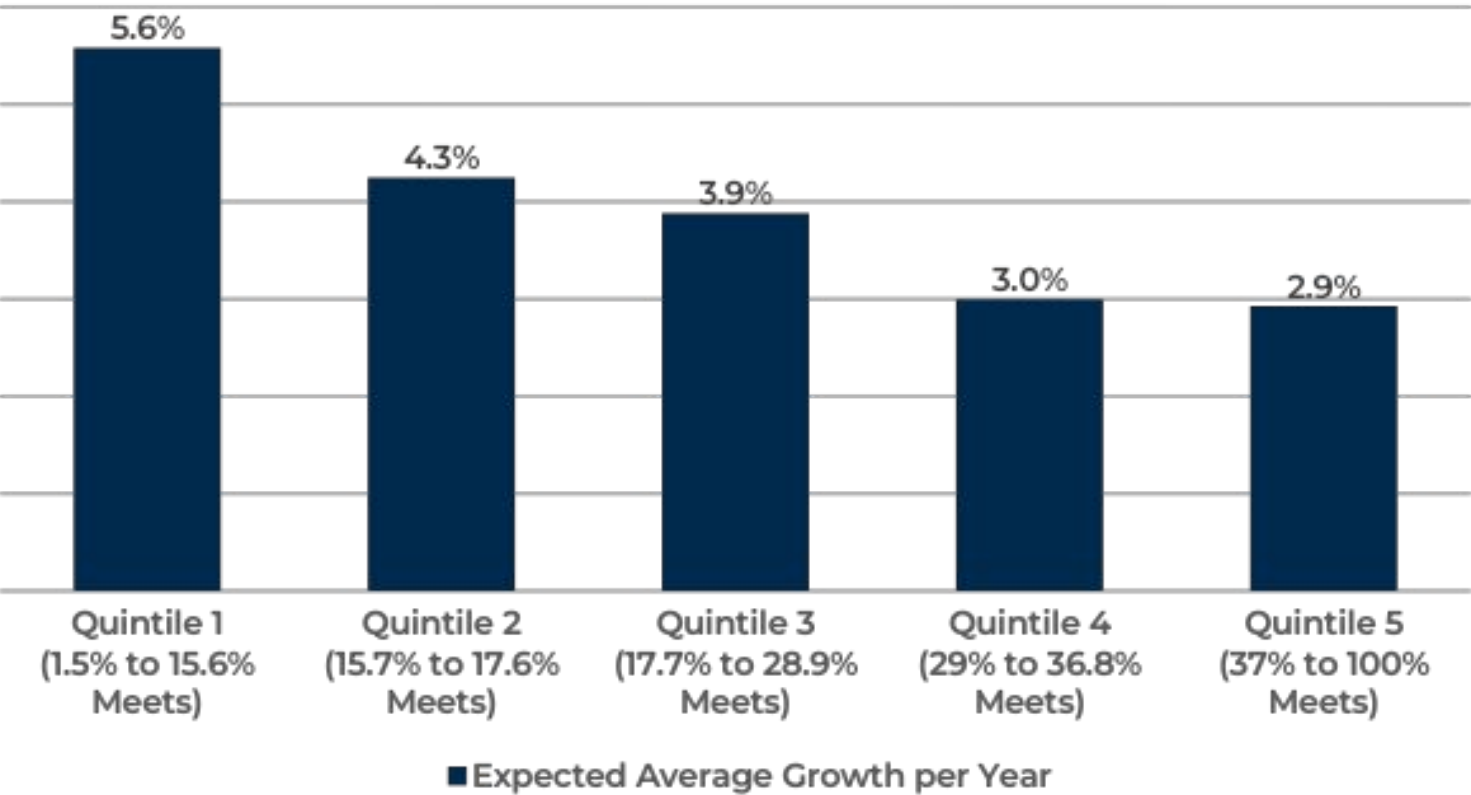
3rd Grade Math – Median Yearly District Growth by Baseline Meets % Quintile – State of Texas



Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles.
Source: TEA, STAAR Aggregate 2014-2019

Data-driven goal setting process can set rigorous and appropriate benchmarks to inspire school systems to continuously improve

3rd Grade Math – Median Yearly District Growth by Baseline Meets % Quintile – State of Texas



Cedar Hill ISD projected growth on 3rd grade Math based on typical statewide historical data

Year 0	36%	3.0%	12
Year 1	39%	2.9%	12
Year 2	42%	2.9%	12
Year 3	45%	2.9%	12
Year 4	48%	2.9%	12
Year 5	51%		60

At 51%, Cedar Hill ISD would be in the top 20% of school districts

Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles. Student enrollment in 2024 was used to calculate number of students.
Source: TEA, STAAR Aggregate 2014-2019



College, Career, and Military Readiness (CCMR)

Changes in CCMR definitions over time make year-over-year growth goals difficult to set.

We recommend a **proficiency** goal for CCMR instead.

CCMR – Percentiles of Districts’ CCMR Rates in 2024 – State of Texas

Cedar Hill ISD currently has a CCMR rate of 80%, placing it in the 49th percentile statewide and 51st percentile compared to similar districts.

Percentile	CCMR Rate – Statewide Districts	CCMR Rates – Similar Districts*
50 th (Median)	78%	77%
60 th	83%	81%
70 th	88%	85%
80 th	92%	89%
90 th	96%	92%
100 th	100%	97%

*Similar Districts were defined as districts having total student enrollment above 6,000 and EcoDis student enrollment percentage above 68%
Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles.
Source: TEA, STAAR Aggregate 2014-2019

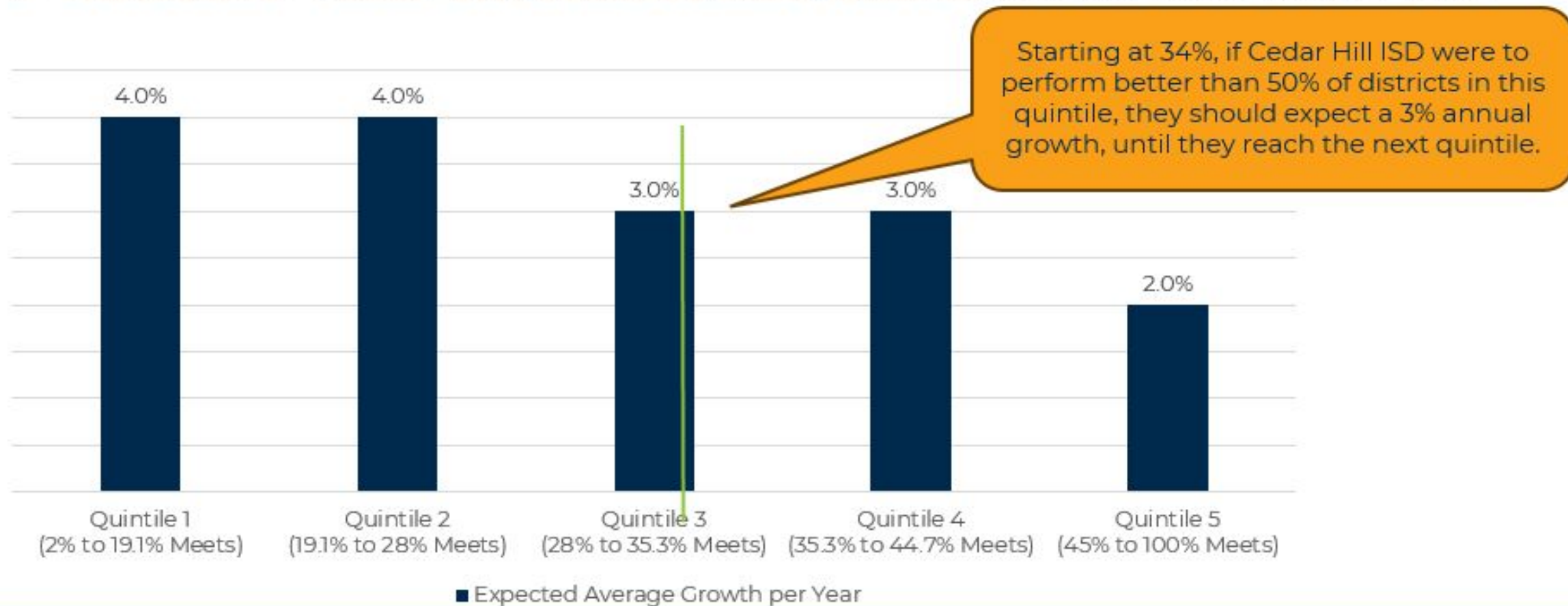


8th Grade Science

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Historical data statewide shows that as districts improve, expected growth declines steadily. Lower performing districts usually improve more compared to higher performing districts.

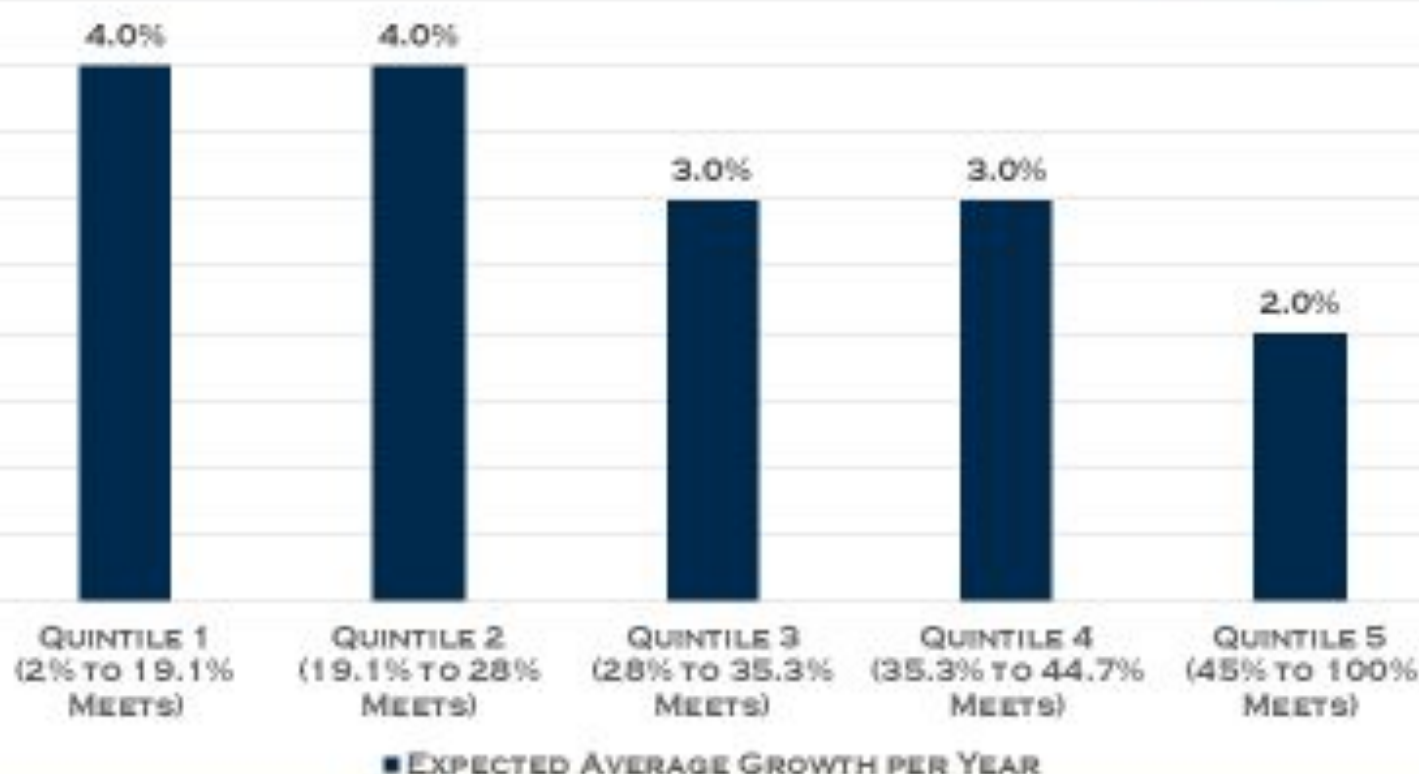
8th Grade Science – Median Yearly District Growth by Baseline Meets % Quintile – State of Texas



Note: Statewide data for 2014-19 was used to avoid COVID disruptions. Only the districts that improved from 2014 to 2019 were considered and then split into quintiles. Student enrollment in 2024 was used to calculate number of students. All expected growth percentages were rounded up.
Source: TEA, STAAR Aggregate 2014-2019

Data-driven goal setting process can set rigorous and appropriate benchmarks to inspire school systems to continuously improve

8TH GRADE SCIENCE – MEDIAN YEARLY DISTRICT GROWTH BY BASELINE MEETS % QUINTILE – STATE OF TEXAS



CEDAR HILL ISD PROJECTED GROWTH ON 8TH GRADE SCIENCE BASED ON TYPICAL STATEWIDE HISTORICAL DATA

	MEETS%	EXPECTED GROWTH	NUMBER OF STUDENTS
YEAR 0	34%	3%	14
YEAR 1	37%	3%	14
YEAR 2	40%	3%	14
YEAR 3	43%	3%	14
YEAR 4	46%	2%	9
YEAR 5	48%		65

AT 48%, CEDAR HILL ISD WOULD BE IN THE TOP 20% OF SCHOOL DISTRICTS

NOTE: STATEWIDE DATA FOR 2014-19 WAS USED TO AVOID COVID DISRUPTIONS. ONLY THE DISTRICTS THAT IMPROVED FROM 2014 TO 2019 WERE CONSIDERED AND THEN SPLIT INTO QUINTILES. STUDENT ENROLLMENT IN 2024 WAS USED TO CALCULATE NUMBER OF STUDENTS. ALL EXPECTED GROWTH PERCENTAGES WERE ROUNDED UP.
SOURCE: TEA, 8TH GRADE SCIENCE 2014-2019

CHISD HB3 Drafted Goals

- Goal 1: The percentage of third graders at Meets+ on STAAR Reading will increase from 38% in August 2025 to 46% in August 2030
- Goal 2: The percentage of third graders at Meets+ on STAAR Math will increase from 36% in August 2025 to 51% in August 2030
- The percentage of scholars graduating CCMR ready as measured by state accountability metrics will increase from 80% in August 2025 to 90% in August 2030
- The percentage of 8th graders achieving Meets+ on Science STAAR will grow from 34% in August 2025 to 48% in 2030

Next Steps

- **Adopt Board Goals (August 18, 2025)**
- **Present the Goal Progress Measures (August 18, 2025)**
- **Present Measures for the Superintendent Guardrails (September 2, 2025)**
- **Present the Superintendent Superintendent Guardrail Goal Progress Measures (September 15, 2025)**
- **District Improvement Plan Presentation (October 6, 2025)**
- **Campus Improvement Plans Approved (October 20, 2025)**

Questions?