



TO: Dr. Gary Bates, Superintendent
FROM: Dr. Mina Schnitta, Assistant Superintendent of Teaching and Learning
VIA: Lori Fuller, Teaching and Learning Coordinator
RE: Executive Summary – FSHISD District Improvement Plan 2026-2027
Date: October 28, 2026

Ft Sam Houston ISD will use the following Performance Objectives to reach the goals set by the Board of Trustees for the 2026-2027 school year.

Goal 1 is FSHISD will recruit, support & retain a highly effective workforce.

- FSHISD will continue to build programs to recruit a diverse candidate pool and retain all high performing teachers.
- The district will maintain efforts to welcome and support new employees throughout their first year with FSHISD.
- The district will continue professional development to support staff, district initiatives and goals and raise student achievement outcomes.

Goal 2 is the HB3 required goal to increase Grade 3 Reading scores on STAAR from 62% to 75% by June 2029.

- The percent of 3rd grade students that score "meets grade level or above" by June of 2027 will be 65% or higher.
- FSHISD will continue to strengthen & support campus MTSS in Reading.

Goal 3 is the HB3 required goal to increase Grade 3 Math scores on STAAR from 51% to 63% by June 2029.

- The percentage of 3rd grade students that score "meets grade level or above" by June of 2027 will be 51%.

Goal 4 is the HB3 required goal to increase the percentage of graduates that qualify as college, career or military ready from 88% to 97% by 2029.

- The percentage of graduates that qualify as college, career, or military ready will be at least 88% by June of 2027.