

Brackett ISD Superintendent Goals

2025 – 2026

Revised/Adopted June 9, 2025

Goal 1 - INSTRUCTIONAL

Based on reading indicators (STAR Reading Renaissance & State Required Reading Inventories), the percent of K-2nd graders reading on level will increase by 5%

Through the implementation of district instructional initiative, the percent of students making progress and show growth in the areas of Reading and Math on the district reading and math screeners will increase by 5%.

District Reading and Math Screeners - Test students at the beginning of the year, midyear and end of year to indicate that students are making progress;

Key Performance Indicators

- Data from district screeners indicating student progress
- Benchmarks will indicate being on track to meet the goal
- Improved STAAR scores, closing of the academic gaps and improved scores in special populations-
- Use of Early Reading Inventories and Other Assessments to effectively plan for intervention (intervention plans documented)
- Implement a Professional Development to meet district needs (utilize the advisory committee)
- Purchases instructional resources, curriculum and trainings for effective implementation. (Curriculum/Resources)
- Close the success gap amongst student groups
- Increase success in the area of CCMR (college/career/military readiness) to include
- TSI, SAT/ACT and industry-based certifications
- Use District Advisory committee and Campus Based committees for feedback.

Goal 2 – HUMAN RESOURCES/TEACHER HIRING

By closely monitoring the district's DOI program and implementation of support services for non-certified teachers, the district will reduce the number of uncertified teachers to less than 10%.

Key Performance Indicators

- Higher percentage of certified teachers
- Increase completion of DOI

- Decrease or eliminate Intern positions
- Attend job fairs
- Grow the education pathway
- Reach out to alumni
- Program building for athletics, especially female sports

Goal 3 - Finance

In order to increase revenue for Brackett ISD, ADA will improve to 96%.

In order to improve the generation of revenue through ADA, Brackett ISD will improve every six weeks attendance rate to 96% and focus on student enrollment.

Key Performance Indicators

- Monitor and report on six weeks attendance
- ~~Implement district developed procedures for use of local funds and budget planning~~
- ~~Apply for grants when suitable~~
- ~~Effectively plan for the use of state and federal funds and align funds appropriately to assist with fund balance~~
- Student recruitment plan
- Parent assistance plan
- Attendance improvement committees to include parents

Goal 4 - COMMUNICATION/CLIMATE/CULTURE

In order to improve the transparency between all stakeholders and the district, a minimum of two community engagement meetings will be hold throughout the year at the campus level. (topics safety, academic requirements)

Key Performance Indicators

- Conduct Parent meetings
- Provide opportunities for community involvement
- Use method of communication to include – Newspaper, Emails, Website and social media

**Superintendent Evaluation Planning Calendar
2025-2026**

Month	TASK	SCHEDULED/COMPLETED
January	Summative evaluation meeting (Board reviews individual evaluations, compiles a composite evaluation reflecting board consensus on ratings, and meets with the superintendent to discuss the evaluation.)	Supt evaluation scheduled for 01/8/25
February	Board workshop to develop superintendent performance goals, data from TAPR report, and results of most recent summative evaluation; determine progress reports needed and dates to present to board	Workshop scheduled for February 13th
March	Board workshop to review instrument and process; revise if needed and adopt instrument for the coming year	
April	Superintendent incorporates priorities from district goals and superintendent performance goals into district improvement plans and budget being drafted for next year	
May	Board elections	May 3, 2025
June	Review evaluation process with new board members	Board revised and approved goals
July	Formative evaluation; superintendent gives progress report on this year's performance goals	July progress provided on Goal 2
October	Board reviews superintendent calendar, goals and evaluation instrument and confirms dates and process for January summative evaluation	
November	Board review and update district goals using data from most recent TAPR report	
Early December	Superintendent's "state of the district" report to the board; blank evaluation forms, copy of superintendent contract, and comparison information regarding superintendents' salaries and benefits distributed to board members.	