

# Student Outcome Goals & GPMs

Student Outcome Goals		
	<b>Goal 1:</b>	The percentage of students achieving or exceeding the Meets Standard on state assessments will increase across all tested content areas from 30% to 60% by May 2024.
	<b>Goal 1 Annual Targets:</b>	SY 18/19 = 34% Meets, SY 19/20 = 40% Meets, SY 20/21 = 46% Meets, SY 21/22 = 54% Meets, SY 22/23 = 58% Meets
	<b>GPM 1.1:</b>	Percentage of students who demonstrate meets grade level performance on STAAR aligned short cycle cumulative assessments will increase from 36% to 54% in May 2022.
	<b>GPM 1.1 Annual Targets:</b>	The percentage of students who demonstrate meets grade level performance on short cycle cumulative assessments will increase from SY 18-19 40%, SY 19-20 43%, and SY 20-21 46%.
	<b>GPM 1.2</b>	
	<b>GPM 1.2 Annual Targets</b>	
	<b>GPM 1.3</b>	
	<b>GPM 1.3 Annual Targets</b>	
	<b>Goal 2:</b>	The percentage of all students in K-3 reading on or above grade level, as measured by iStation end-of-year results, will increase from 60% to 85% by May 2024.

		<b>Goal 2 Annual Targets:</b>	SY 18/19 = 64% GL, SY 19/20 = 69% GL, SY 20/21 = 74% GL, SY 21/22 = 79% GL, SY 22/23 = 82% GL
		<b>GPM 2.1:</b>	The percentage of students reading on grade level, as measured by Istation K-3/Guided Reading levels will increase from 60% to 69% by May 2022.
		<b>GPM 2.1 Annual Targets:</b>	May 2020 63%, May 2021 66% and 69% reading on grade level by May 2022
		<b>GPM 2.2</b>	The percentage of students in Pre-Kindergarten who demonstrate proficiency in the phonological awareness overall measure on the circle assessment will increase from 61% to 70% in English by December 2022.
		<b>GPM 2.2 Annual Targets</b>	May 2020 63%, May 2021 66%
		<b>GPM 2.3</b>	The percentage of students in Pre-Kindergarten who demonstrate proficiency in the phonological awareness overall measure on the circle assessment will increase from 61% to 70% in Spanish by December 2022.
		<b>GPM 2.3 Annual Targets</b>	May 2020 63%, May 2021 66%, and 70% by May 2022
	<b>Goal 3:</b>		The percentage of high school graduates considered College, Career or Military Ready will increase from 11% to 34% by May 2024.
		<b>Goal 3 Annual Targets:</b>	SY 18/19 = 15% , SY 19/20 = 22% , SY 20/21 = 26% , SY 21/22 = 30%, SY 22/23 = 32%
		<b>GPM 3.1:</b>	Percentage of students meeting the ELAR proficiency standard on the Texas Student Initiative Assessment or successfully completing the college readiness course will increase from 15 to SY 19-20 22%, 20-21 26%.
		<b>GPM 3.1 Annual Targets:</b>	May 2022 to 30%
		<b>GPM 3.2</b>	Percentage of students meeting the Math proficiency standard on the Texas Student Initiative Assessment or successfully completing the college readiness course will increase from 12% to SY 19-20 20%, 20-21 30%.
		<b>GPM 3.2 Annual Targets</b>	May 2022 to 50%

		<b>GPM 3.3</b>	Percentage of students earning dual credit for at least 3 hours in ELA or Mathematics or 9 hours in any subject will increase from 24% to 30% by May 2022.
		<b>GPM 3.3 Annual Targets</b>	SY 19-20 26%, 20-21 28%

# Constraints & CPMs

Constraints		
	<b>Constraint 1:</b>	
	CONSTRAINT 1: The Superintendent shall not allow a campus to remain in IR status for more than three years without a significant turnaround plan and preparations on options for a restart plan.	
	<b>CPM 1.1:</b>	The percentage of ECISD campuses that have an improvement plan based on Leverage Leadership and Get Better Faster will increase from 0% to 100% by May 2022.
	<b>CPM 1.1 Annual Targets:</b>	100% of campuses will implement and monitor their Improvement Plan quarterly (October, January, March, and May). School year 2019-2020 31% of the campuses will be implemented, school year 2020-2021 59% of the campuses will have implemented
	<b>CPM 1.2</b>	The percentage of ECISD 3rd year IR campuses that have developed a restart plan by the end of the accountability year will increase from 0% to 100% by August 2020.
	<b>CPM 1.2 Annual Targets</b>	School year 2019-2020 - 100%, 2020-2021 - 100%, 2021-2022 - 100%
	<b>CPM 1.3</b>	
	<b>CPM 1.3 Annual Targets</b>	
	<b>Constraint 2:</b>	The Superintendent shall not allow a principal to remain on an IR campus for more than 3 years without documented continuous improvement.
	<b>CPM 2.1:</b>	The percentage of campus principals who are on- track with their TPESS accountability goals will increase from 0% in June 2019 to 100% by June 2021.
	<b>CPM 2.1 Annual Targets:</b>	2019-2020 - 100%
	<b>CPM 2.2</b>	
	<b>CPM 2.2 Annual Targets</b>	
	<b>CPM 2.3</b>	

		<b>CPM 2.3 Annual Targets</b>	
	<b>Constraint 3:</b>	The Superintendent shall not hire a campus principal in the District with less than five years of successful classroom and assistant principal experience.	
		<b>CPM 3.1:</b>	100% of new principal assignments will have a combination of 5 years of classroom experience and assistant principal experience based on their service record starting 2019-2020
		<b>CPM 3.1 Annual Targets:</b>	2019-2020 - 100% meet the constraint, 2020-2021 - 100% meet the constraint, 2021-2022 - 100%
		<b>CPM 3.2</b>	
		<b>CPM 3.2 Annual Targets</b>	
		<b>CPM 3.3</b>	
		<b>CPM 3.3 Annual Targets</b>	
	<b>Constraint 4:</b>	Superintendent shall not allow D & F campuses to have inequitable access to resources that impact student outcomes.	
		<b>CPM 4.1:</b>	HR will prioritize placing long-term, certified substitutes in June at D and F rated campuses in core tested areas thus reducing the uncertified long-term substitutes in core tested subject areas from 33 to 0 by September 2022.
		<b>CPM 4.1 Annual Targets:</b>	The percentage of long-term, uncertified substitutes at D & F campuses will be reduced from 33 to 20 by September 2020, to 10 by September 2021, and to 0 by September 2022.
		<b>CPM 4.2</b>	
		<b>CPM 4.2 Annual Targets</b>	
	<b>Constraint 5:</b>		