

Possible Superintendent Performance Measures, Beginning with 2016-2017

1. Improve academic performance

- a. By the end of 2017, the gap between ECISD and the State in all tested areas and all subpopulations will be reduced by 10% by 2017.
- b. By the end of 2017, Bilingual and Special Education will move from level 4 to level 3.
- c. By the end of the 2020 school year, 90% of 3<sup>rd</sup> graders will be at grade level in reading and math, while maintaining performance in all other areas.

- i. Reading scores in the Total category will improve by 11.3% each year;

3 <sup>rd</sup> Grade Reading Scores: 2015-2016								
TOT: 56%	AA: 45%	Hispanic: 54%	White: 65%	Asian: 78%	2 or more races: 71%	SPED: 25%	ECO- DIS: 47%	ELL: 55%

- ii. Math scores in the Total category will improve least 11.6% each year;

3 <sup>rd</sup> Grade Math Scores: 2015-2016								
TOT: 55%	AA: 32%	Hispanic: 55%	White: 60%	Asian: 83%	2 or more races: 68%	SPED: 29%	ECO- DIS: 48%	ELL: 60%

- d. By the end of the 2020 school year, 90% of 7th graders will be at grade level in reading and math, while maintaining performance in all other areas.

- i. Reading scores will improve by 12.6% each year;

7th Grade Reading Scores: 2015-2016								
TOT: 52%	AA: 35%	Hispanic: 48%	White: 65%	Asian: 88%	2 or more races: 42%	SPED: 13%	ECO- DIS: 43%	ELL: 20%

- ii. Math scores will improve by 18.6% each year;

7th Grade Math Scores: 2015-2016								
TOT: 34%	AA: 22%	Hispanic: 32%	White: 43%	Asian: *	2 or more races: 36%	SPED: 16%	ECO- DIS: 31%	ELL: 25%

- e. By the end of 2017, no ECISD campuses will be IR.
- 2. Maintain acceptable financial standards
  - a. Maintain bond rating
  - b. Maintain acceptable FIRST rating
  - c. Maintain a fund balance equivalent to three months of operating expenses.
- 3. Improve the quality of instruction on all campuses
  - a. Using accountability data, document teaching quality both horizontally and vertically at each campus by providing the success rates for each teacher in each grade and/or subject area in each tested area.
  - b. Maintain a teacher turnover rate at or below the state average.\*
    - i. Maintain a first year teacher turnover rate at or below the state average;
    - ii. Provide teacher turnover rates years, listed in order by socioeconomic rankings of the campus;
  - c. Allocate financial and human resources based on campus academic needs.