



## **Agenda of Special Meeting**

### **The Board of Trustees Belton Independent School District**

---

A Special Meeting of the Board of Trustees of Belton Independent School District will be held January 10, 2022, beginning at 4:00 PM in the Big Red Room, 400 N. Wall Street, Belton, TX 76513. One or more trustees may participate via video conference.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. **Call to Order**
2. **Public Comments**
3. **Board Training Regarding Evaluating & Improving Student Outcomes (EISO)** **2**
4. **Adjourn**



2

# Evaluating & Improving Student Outcomes

Belton ISD Board of Trustees

Special Meeting for Training

Monday, January 10, 2022

# EISO

Evaluating and Improving  
Student Outcomes

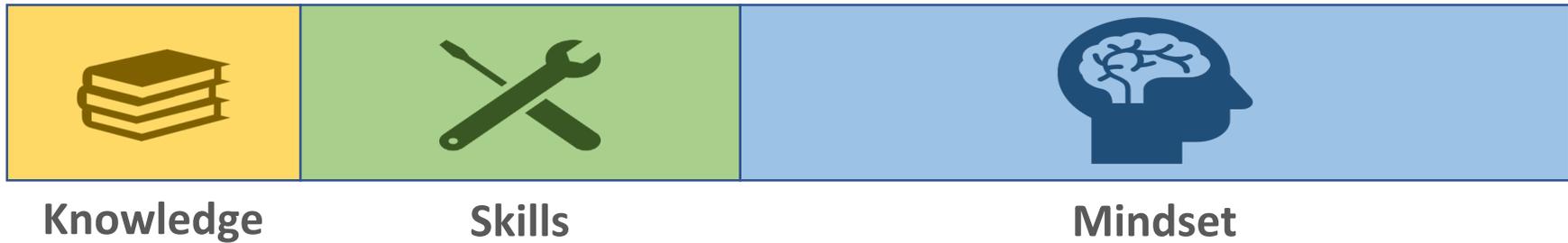
## **AT THIS TIME**

**Please silence and store  
your phones**

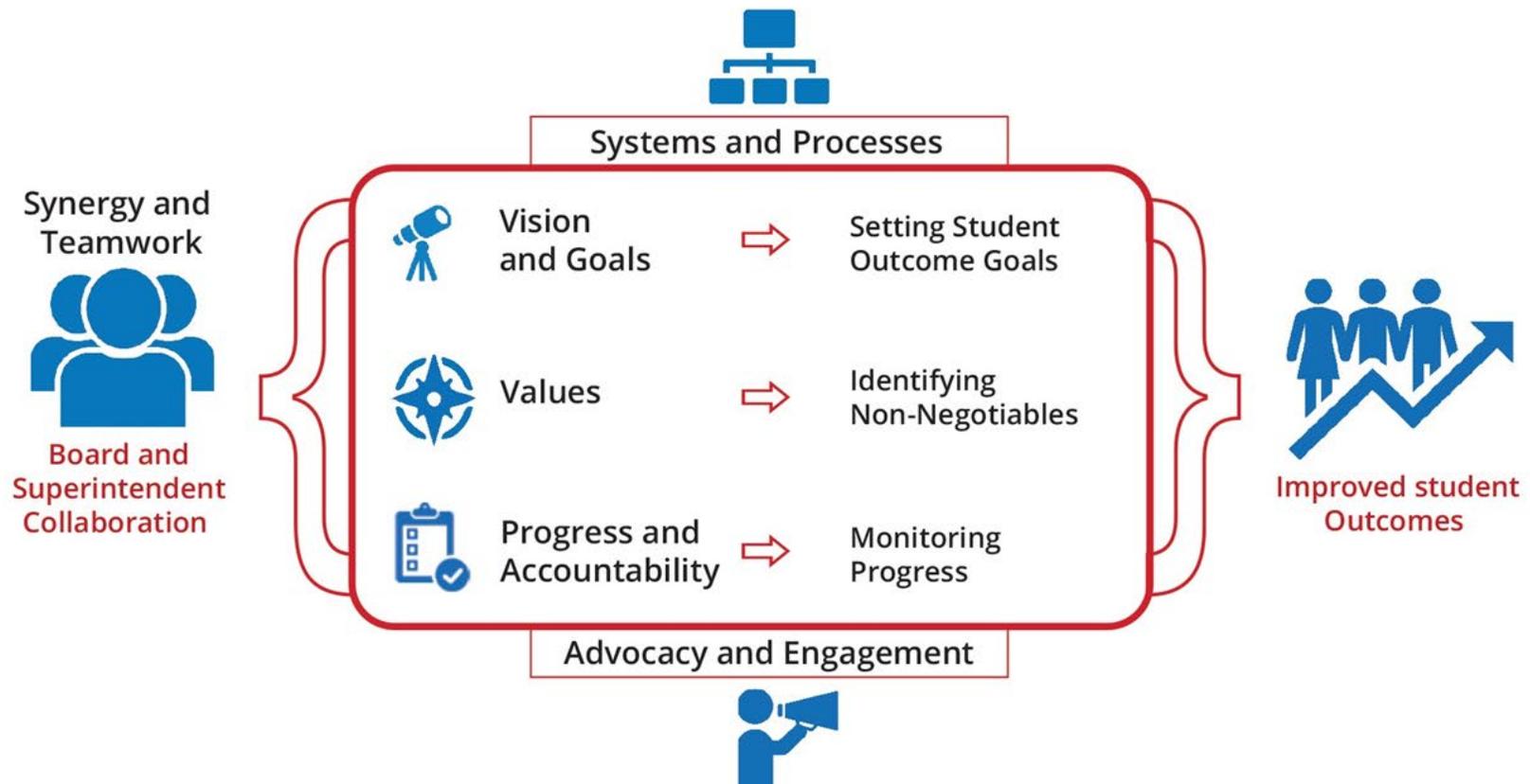
It will be appropriate to use <sup>3</sup>  
them during the regularly  
scheduled breaks.

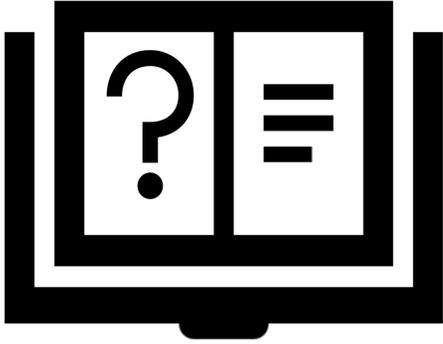
We ask that you be fully  
present for the entirety of this  
workshop.

# Adult Behavior Change



## School Board Behaviors That Improve Student Outcomes



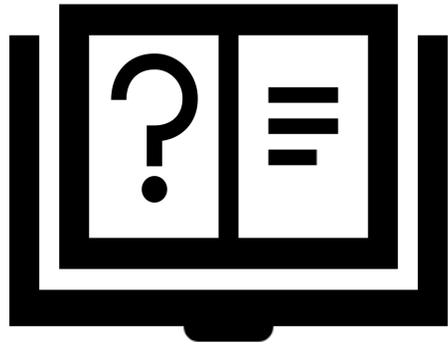


# Inputs, Outputs, Outcomes

**Inputs:** resources and activities invested in a particular program or strategy; usually knowable at the beginning of a cycle; a measure of effort applied. <sup>5</sup>

**Outputs:** the result of 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.



# Other Outcomes

# Student Outcomes

6

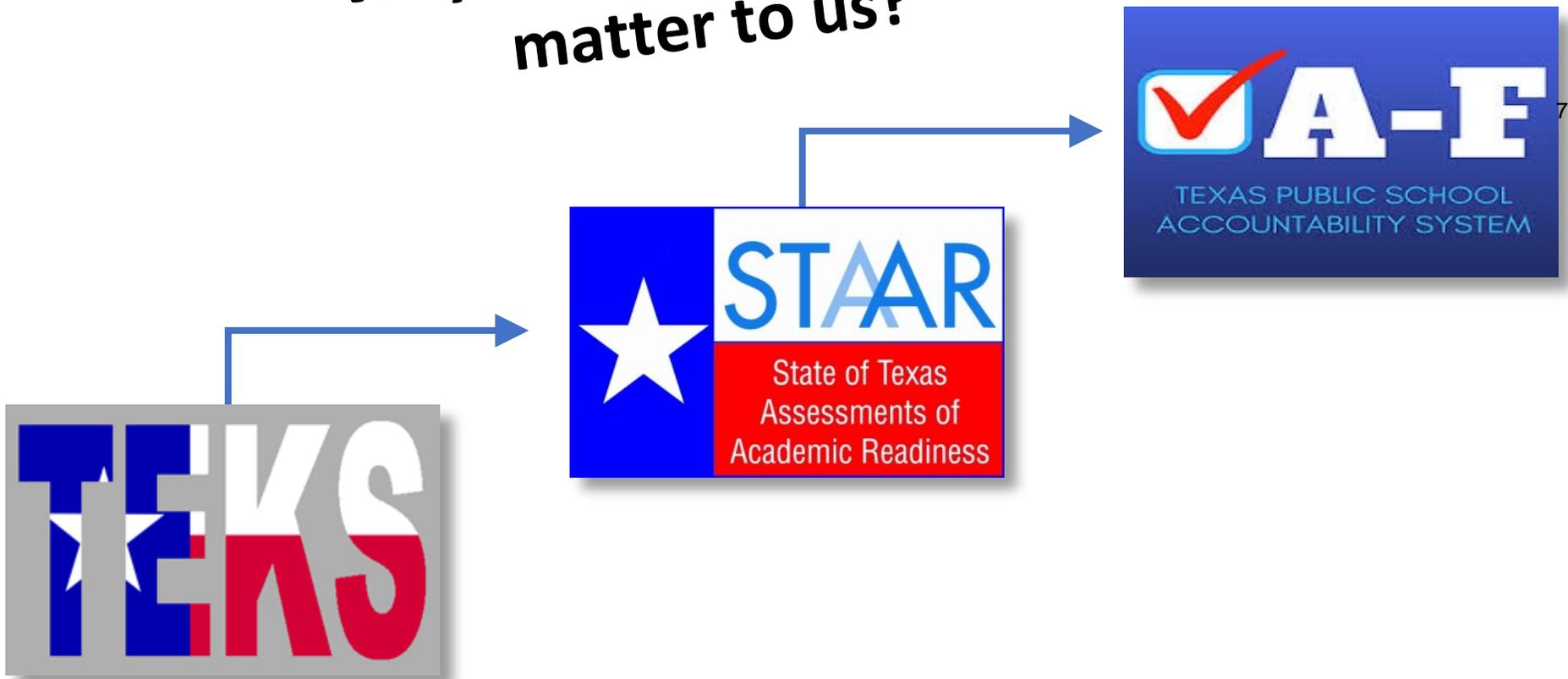
**Other Outcomes:** A measure of school system results that are not student results; outcomes that are not student outcomes.

**Student Outcomes:** A measure of school system results that are student results rather than adult results; Outcomes that are a measure of *what students know and are able to do.*

# Texans want an accountability system for our public schools

Why is that?

Why does accountability matter to us?



# ACCOUNTABILITY MATTERS

## USING TEKS TO EVALUATE AND IMPROVE STUDENT OUTCOMES

**TEKS 3.5A:** Algebraic reasoning. Represent one- and two-step problems involving addition and subtraction of whole numbers to 1,000 using pictorial models, number lines, and equations <sup>8</sup>

An example of a student's work showing a two-step equation involving addition and subtraction of whole numbers to 1,000:

$$500 + 300 - 100 = 700$$

# USING TEKS AND STAAR TO EVALUATE AND IMPROVE STUDENT OUTCOMES

**TEKS 3.5A:** Represent one- and two-step problems involving addition and subtraction of whole numbers to 1,000 using pictorial models, number lines, and equations

**Actual STAAR Question:** An art teacher had 736 crayons. She threw away 197 broken crayons. Then she bought 150 more crayons. Which equation shows how to find the number of crayons the art teacher has now?

- A  $736 - 197 - 150 = \underline{\hspace{2cm}}$
- B  $736 - 197 + 150 = \underline{\hspace{2cm}}$
- C  $736 + 197 + 150 = \underline{\hspace{2cm}}$
- D  $736 + 197 - 150 = \underline{\hspace{2cm}}$

9

---

## STAAR is designed for:

- Measuring student mastery of the TEKS
- For example, the STAAR Math test is designed to describe how much math students know and are able to do given grade level expectations.

## STAAR is not designed for:

- Formative assessment throughout the school year
- Describing a child's worth or value

# STAAR STUDENT PERFORMANCE

**Masters Grade Level:** Students are expected to succeed in the next grade or course with little or no academic intervention.

- 75% chance of post-secondary success without remediation

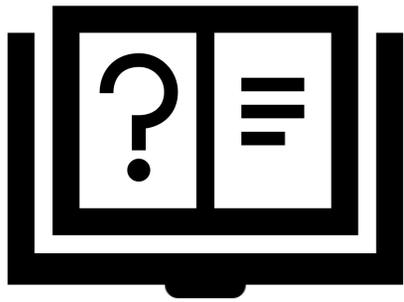
**Meets Grade Level:** Students have a high likelihood of success in the next grade or course but may still need some short-term, targeted academic intervention.

- 60% chance of post-secondary success without remediation

10

**Approaches Grade Level:** Students are likely to succeed in the next grade or course with targeted academic intervention.

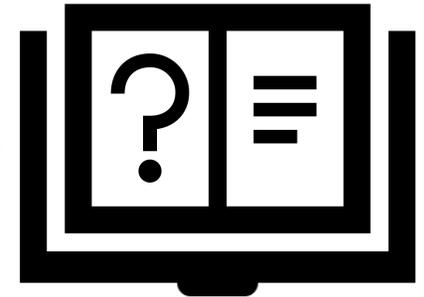
**Did Not Meet Grade Level:** Students are unlikely to succeed in the next grade or course without significant, ongoing academic intervention.



**TEKS**



**STAAR**



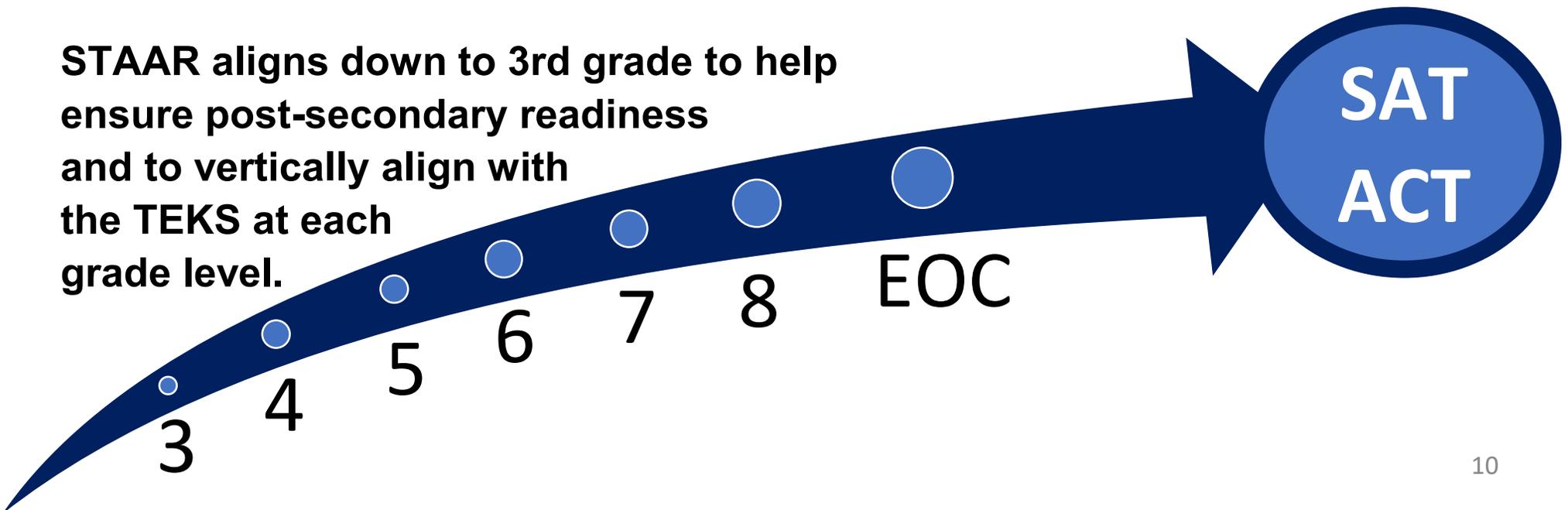
Every STAAR question is directly aligned to the TEKS for the grade/subject or course being assessed.

**TEKS:** Texas Essential Knowledge & Skills. Describe specific knowledge or skills that every child, K–12, in Texas is expected to know and be able to do.

**STAAR:** State of Texas Assessment of Academic Readiness. Measures the extent students have learned and are able to apply the TEKS.

11

**STAAR aligns down to 3rd grade to help ensure post-secondary readiness and to vertically align with the TEKS at each grade level.**



10

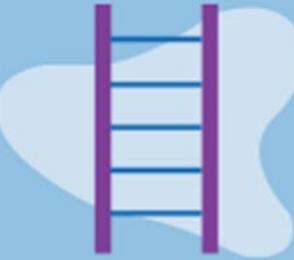


**Best of Achievement or Progress: 70%**

**30%**



**Student  
Achievement**



**School  
Progress**



**Closing  
The Gaps**

12

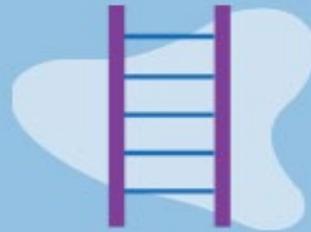
**THREE DOMAINS COMBINE FOR OVERALL  
GRADE**

Best of Achievement or Progress: 70%

30%



Student Achievement



School Progress



Closing The Gaps

13



Elementary School



Middle School



High School



District



12

	All Students
Total Tests	3,212
# Approaches or Above	2,977
# Meets or Above	1,945
# Masters	878
% Approaches or above	92.7
% Meets or above	60.6
% Masters	27.3

$$92.7 + 60.6 + 27.3 / 3 = 60.2$$

**A - F  
GRADE**

**40 %**

+

**40 %**

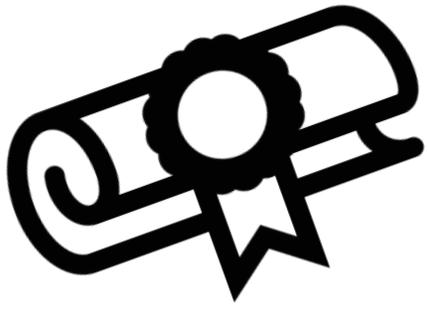
+

**20 %**

14

Example Calculation: CCMR Component Score		
	Number of Graduates Who Accomplished at Least One of the CCMR Indicators	Number of 2018 Annual Graduates
<b>Total</b>	<b>208.5</b>	<b>365</b>
<b>Student Achievement Domain CCMR Component Score</b> (Number of Graduates Who Accomplished at Least One of the CCMR Indicators ÷ Number of 2018 Annual Graduates)		<b>57</b>

Example Calculation: Graduation Rate	
Graduation Rate	All Students
Class of 2018, 4-year	85.2%
Class of 2017, 5-year	87.3%
Class of 2016, 6-year	85.0%
<b>Graduation Rate Score</b>	<b>87.3</b>



# College Ready

- Meet **TSI criteria** in reading and mathematics (SAT/ACT/TSIA/College Prep course)
- Meet criteria of 3 on **AP** or 4 on **IB exams**
- Complete **dual credit** courses (9 hours or more in any subject or 3 hours or more in ELA or mathematics)
- Earn an **associate's degree**
- Complete and qualify for college credit in any subject **OnRamps** course

15



## CCMR Outcomes Bonus

1. Meet **TSI criteria** in reading and mathematics (SAT/ACT/TSIA)

AND

2. Earn an **associate's degree** or **enroll** in college by fall after graduation

14



# Career Ready

- Earn an **industry-based certification**
- Earn a **Level I or Level II** certificate
- Complete **coherent sequence** of coursework aligned with certification\*

## ***Special Education Students:***

- Graduate with **completed IEP** and **workforce readiness**
- Graduate under an **advanced degree plan**



## **CCMR Outcome Bonus**

1. Meet **TSI criteria** in reading and mathematics (SAT/ACT/TSIA)

AND

2. Earn an **industry-based certification** or Earn a **Level I or Level II certificate**

## **Industry Certifications**

- State, nationally, or internationally recognized
- End of program
- Stackable
- Valuable for industry

<sup>16</sup>  
**245**



# Military Ready

- Enlist in the armed forces
  - Air Force
  - Army
  - Marines
  - Coast Guard
  - Navy

17



## CCMR Outcome Bonus

1. Earn a passing score on **ASVAB** (Armed Services Vocational Aptitude Battery)

AND

2. **Enlist** in the US Armed Forces after graduation

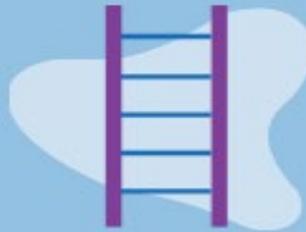
16

Best of Achievement or Progress: 70%

30%



Student Achievement



School Progress

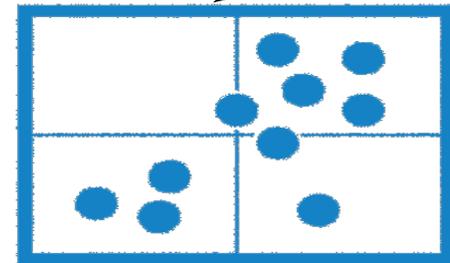


Closing The Gaps

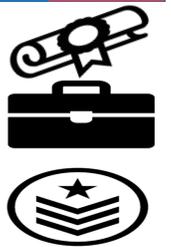
18



Academic Growth



Relative Performance

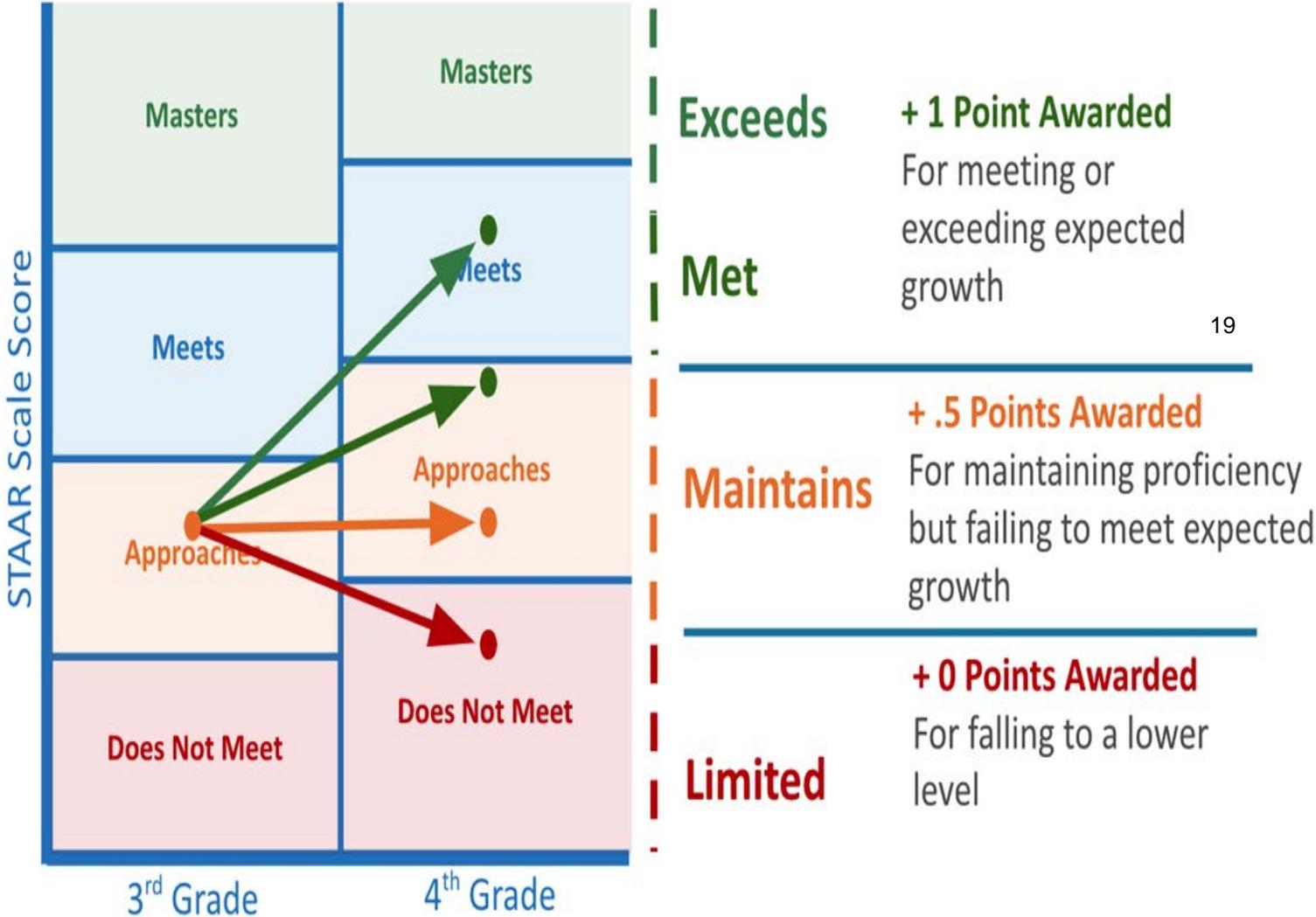


BEST OF  
=  
A - F  
GRADE

17

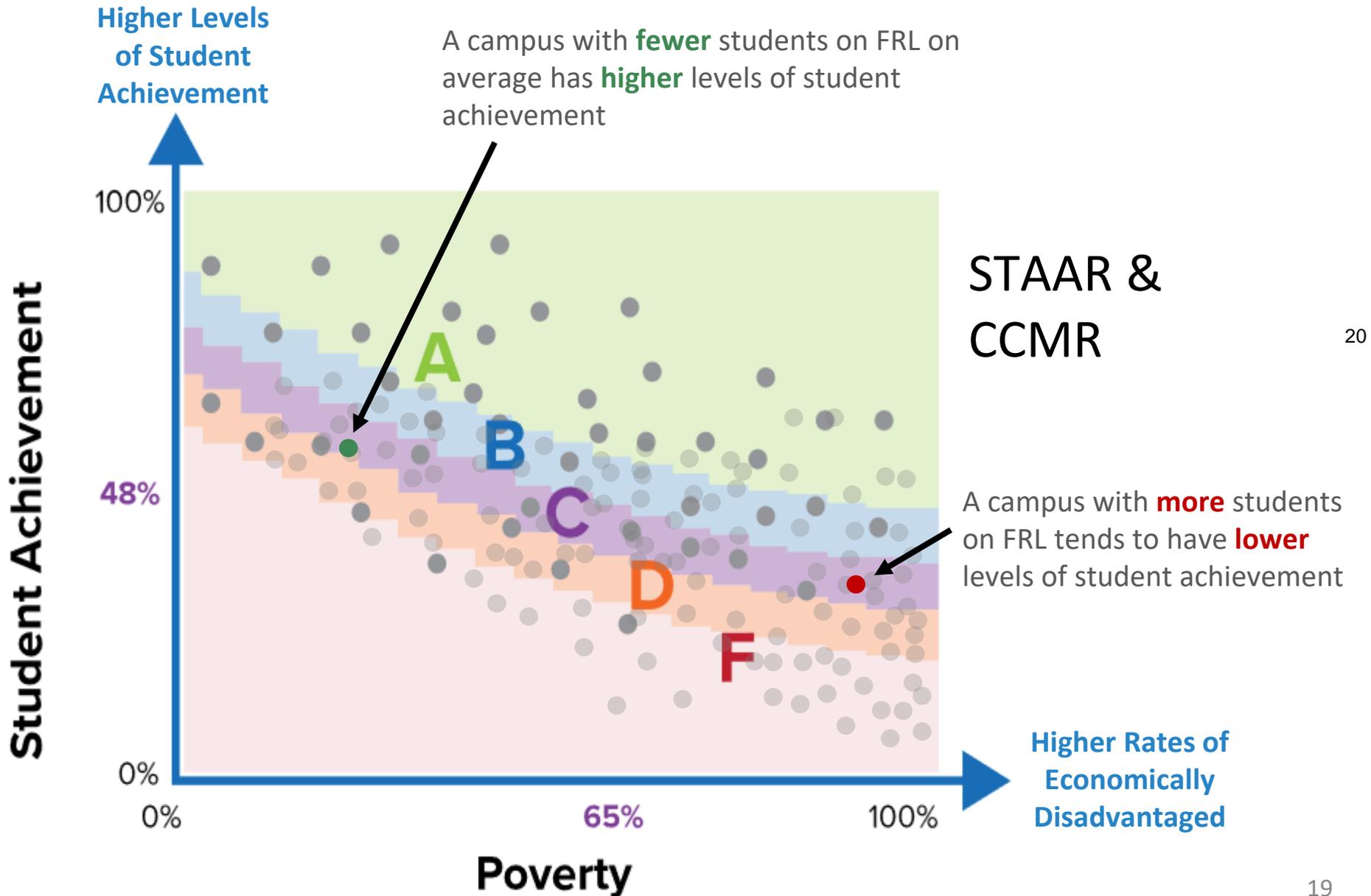
# DOMAIN II: SCHOOL PROGRESS

## Academic Growth



# DOMAIN II: SCHOOL PROGRESS

## Relative Performance

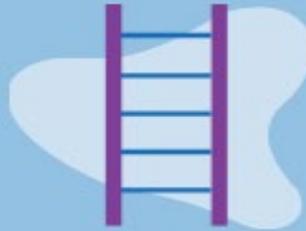


Best of Achievement or Progress: 70%

30%



Student Achievement



School Progress



Closing The Gaps

21



*Ties into federal accountability requirements of ESSA*

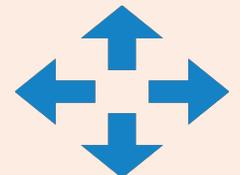
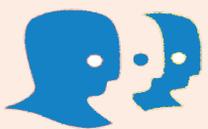
Race/Ethnicity

Special Education

Economically Disadvantaged

English Learners (ELs)

Continuously Enrolled and Mobile



# Domain III

## Closing the Gaps



### STUDENT GROUPS

1. All Students
2. African American
3. American Indian
4. Asian
5. Hispanic
6. Pacific Islander
7. Two or More Races
8. White
9. Economically Disadvantaged
10. Special Education Current
11. Special Education Former
12. Continuously Enrolled
13. Non-Continuously Enrolled
14. English Learner

### WEIGHTED COMPONENTS

1. Academic Achievement
1. Graduation Rates or Academic Growth
1. CCMR or Student Achievement

---

1. English Language Proficiency (TELPAS)



Total  
Targets Met

÷

Total Possible<sup>22</sup>  
Targets

**A – F**

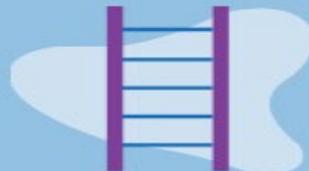
**GRADE**

Best of Achievement or Progress: 70%

30%



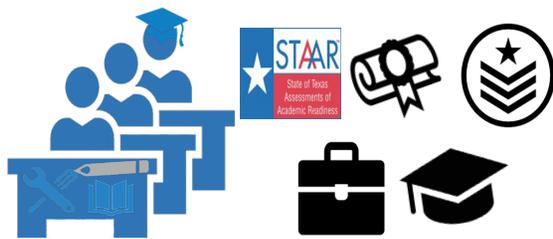
Student Achievement



School Progress



Closing The Gaps



Grade



Academic Growth

Relative Performance

Best of

Grade



Grade

Best of

70%

30%

FINAL GRADE



[TXschools.gov](http://TXschools.gov)

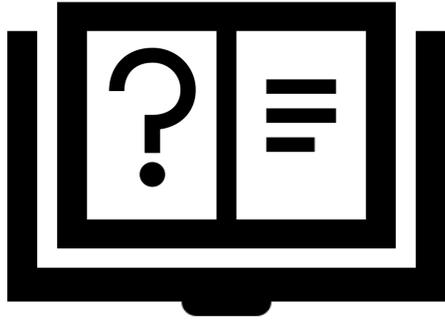


Let's Take a Break

25



**10 Minutes**



# Student Outcomes Goals

**Student Outcome Goals:** Student outcomes that describe what students know or be able to do -- as distinct from adult inputs, adult outputs, student inputs, and student outputs.

26

- Includes a **baseline, target, population, and deadline**
- They challenge the organization
- Require adult behavior change
- Superintendent's first priority for resource allocation
- **Influenceable** by the superintendent

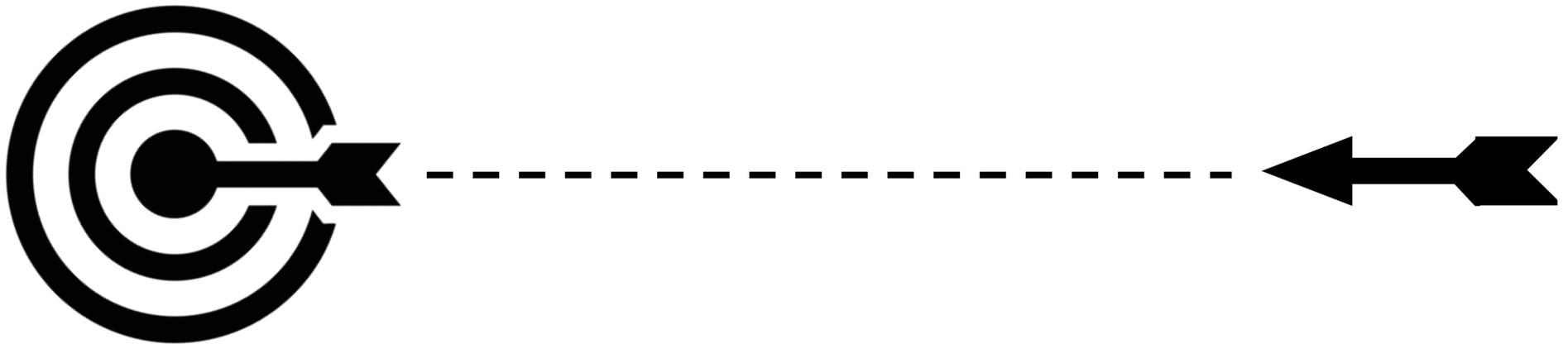
**How many student outcome goals should you have?**

**How many is too many?**

**Can you help ensure you hit your targets?**

**1, 2, 3, 4, 5, 6, 7, 8 . . .**

27



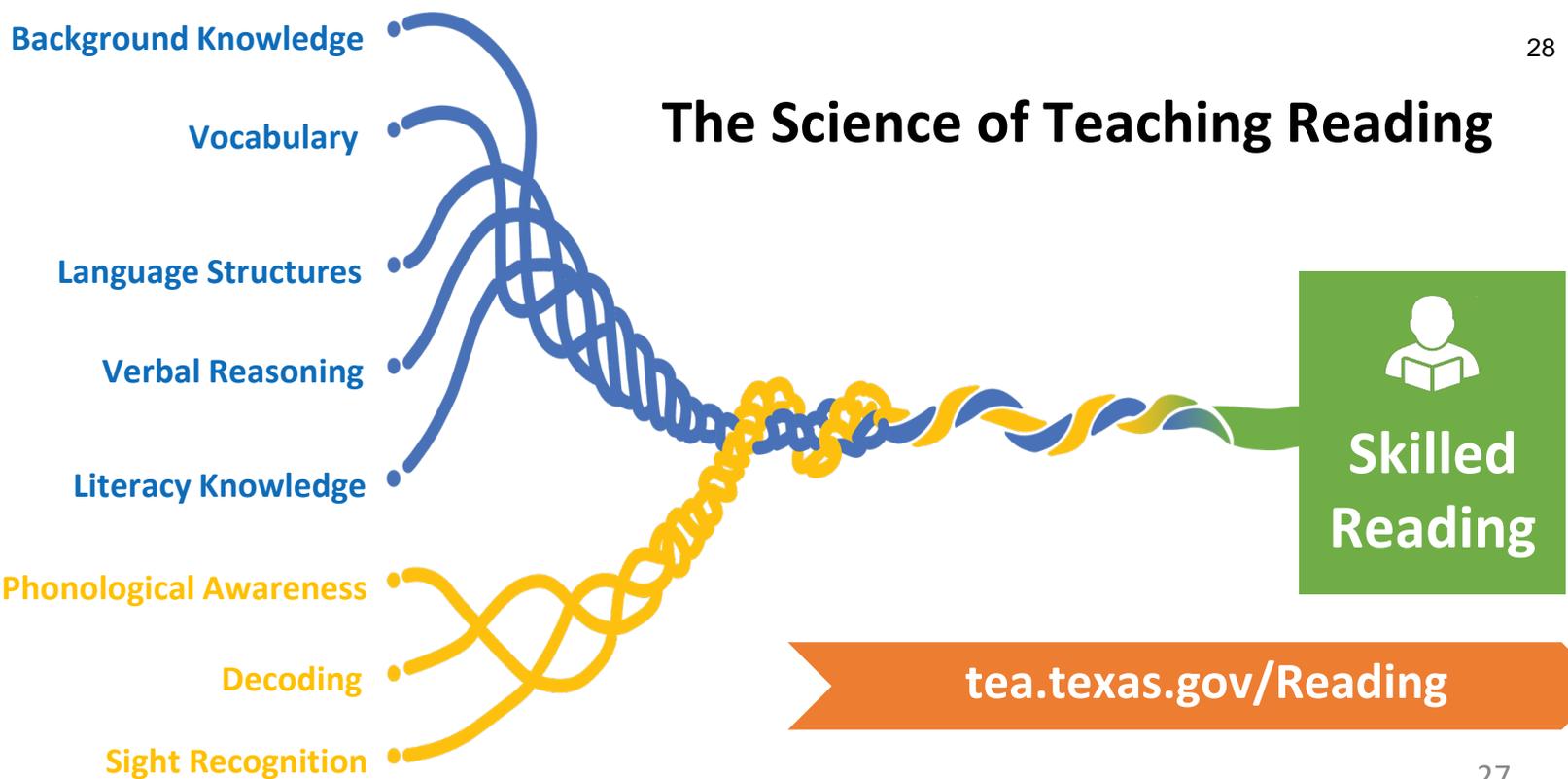
# Statewide Student Outcomes



- GOAL ONE - 60x30: EDUCATED POPULATION
- GOAL TWO - COMPLETION
- GOAL THREE - MARKETABLE SKILLS
- GOAL FOUR - STUDENT DEBT

**Language Comprehension**  
Ability to understand spoken language

**Word Recognition**  
Ability to apply sound symbol relationships to read words





Statute requires school boards to adopt detailed plans developed by their management teams that contain **specific, quantifiable goals** in three areas:

## EC – Literacy & Mathematics

- 5- year goals for aggregate student growth on **3<sup>rd</sup> grade reading and math STAAR**
- Annual student group targets for each group evaluated under closing the gaps domain (Domain III) with 25 or more students in a group.
- Assign at least one district-level administrator or employee of the regional education service center to oversee the coordination of each plan
- Be reviewed at least annually by the board at a public meeting
- Post annual report on district and campus websites
- *Targeted professional development for classroom teachers in kindergarten through 3<sup>rd</sup> grade for campuses that the board identifies as not meeting the plan's goals and that considers the unique needs of students in bilingual education or special language programs = **Reading Academies***

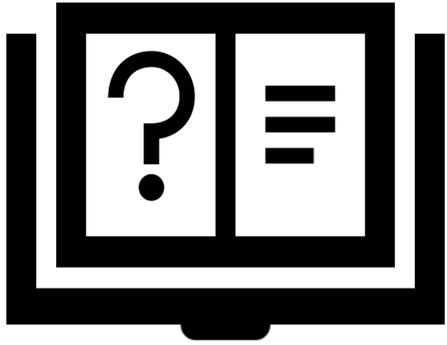
## CCMR

- 5-year goals for aggregate student growth on **CCMR indicators** evaluated under the student achievement domain (Domain I)
- Annual student group targets for each group evaluated under closing the gaps domain (Domain III) with 25 or more students in a group. 29
- Assign at least one district-level administrator or employee of the regional education service center to oversee the coordination of each plan
- Be reviewed at least annually by the board at a public meeting
- Post annual report on district and campus websites



In Statute

Texas Education Code (TEC), Sections 11.185 and 11.186



# Baseline, Deadline, Population, Target

**Baseline:** Measure's agreed starting point. Used for comparing and monitoring growth.

30

**Target:** A measure's desired future state. Targets are needed for each student group with 25 or more tested students.

**Deadline:** Month and year when the measure will reach the target.

**Population :** The group of students who will be impacted and/or who are being measured.

# Student Outcome Goal – Partner Activity

1. Create a **student outcome goal**.
1. Include a **baseline, target, population, and deadline**.

25 | Lone Star Governance

GOAL & CONSTRAINT (examples)														
Student Outcome Goal														
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline														
GPM 1.1:														
GPM 1.2:														
GPM 1.3:														

31

Page 7



# Student Outcome Goal Example

**GOAL 1**

**Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading from 39% to 52% by August 2025.**

TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline	39%	37%	NA	42%	39%	NA	NA	40%	32%	20%	NA	30%	42%	36%
August 2021	41%	39%	NA	44%	41%	NA	NA	42%	35%	22%	NA	33%	44%	<sup>32</sup> 38%
August 2022	43%	42%	NA	46%	43%	NA	NA	44%	38%	24%	NA	36%	47%	40%
August 2023	46%	45%	NA	49%	46%	NA	NA	47%	41%	26%	NA	39%	50%	42%
August 2024	49%	48%	NA	52%	49%	NA	NA	50%	44%	28%	NA	42%	53%	44%
August 2025	52%	51%	NA	55%	52%	NA	NA	53%	47%	30%	NA	45%	56%	46%



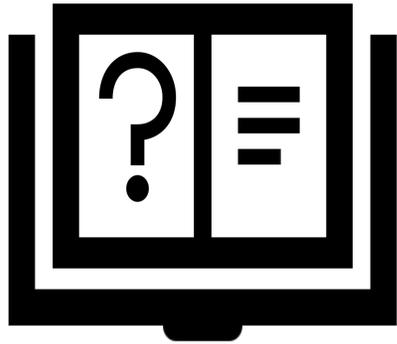
# Student Outcome Goal Example

GOAL 2 Increase the percent of 3 <sup>rd</sup> grade students that score meets grade level or above on STAAR Math from 41% TO 54% By August 2025.										
TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE	NCE
Baseline	41%	34%	50%	39%	40%	32%	20%	30%	45%	37%
August 2021	43%	37%	52%	41%	42%	35%	22%	33%	47%	<sup>33</sup> 39%
August 2022	45%	40%	54%	44%	44%	38%	24%	36%	49%	42%
August 2023	48%	43%	57%	47%	47%	41%	26%	39%	51%	45%
August 2024	51%	46%	60%	50%	50%	44%	28%	42%	53%	48%
August 2025	54%	49%	63%	53%	53%	47%	30%	45%	55%	51%



# Student Outcome Goal Example

GOAL 3 Increase the percent of graduates that are college, career, or military ready (CCMR) from 40% to 55% by August 2025.											
TARGETS	ALL	AA	A	H	W	ED	SE	FSE	EL	CE	NCE
Baseline	40%	34%	50%	39%	40%	32%	20%	35%	30%	45%	37%
August 2021	43%	37%	52%	41%	42%	35%	22%	38%	33%	47%	39% <sup>34</sup>
August 2022	46%	40%	54%	44%	44%	38%	24%	41%	36%	49%	42%
August 2023	49%	43%	57%	47%	47%	41%	26%	45%	39%	51%	45%
August 2024	52%	46%	60%	50%	50%	44%	28%	48%	42%	53%	48%
August 2025	55%	49%	63%	53%	53%	47%	30%	52%	45%	56%	52%



# Goal Progress Measures (GPMs)

**Goal progress measures (GPMs)** specific graph-plottable indicators used to determine if the Student Outcome Goal is likely to be met or not.

35

- **GPMs** include a **baseline, target, population, and deadline**
- **Predictive** of the goal
- **Influenceable** by the Superintendent

# Goal Progress Measure – Partner Activity

1. Create **GPMs** for your **Student Outcome Goal**.
1. Remember Goal Progress Measures include a **population, baseline, target, deadline**, and must be predictive and influenceable by the superintendent.

GPM 1.1																				
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE						
Baseline						25   Lone Star Governance														
Month 2020						GOAL & CONSTRAINT (examples)														
Month 2021						Student Outcome Goal														
Month 2022						TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Month 2023						Baseline														
Month 2024																				
	GPM 1.1:																			
	GPM 1.2:																			
	GPM 1.3:																			

Page 7

**GOAL 1**

**Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading from 39% to 52% by August 2025.**

TARGETS	ALL	AA
Baseline	39%	37%
August 2021	41%	39%
August 2022	43%	42%
August 2023	46%	45%
August 2024	49%	48%
August 2025	52%	51%

**GPM 1.1: The percent of PreK students that score on grade level or above in literacy will increase from 50% to 64% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	50%	xx%	N/A						
June 2021	52%	xx%	N/A						
June 2022	54%	xx%	N/A						
June 2023	57%	xx%	N/A						
June 2024	60%	xx%	N/A						
June 2025	64%	xx%	N/A						

**GPM 1.2: The percent of K students that can read on grade level will increase from 48% to 62% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	48%	xx%	N/A						
June 2021	50%	xx%	N/A						
June 2022	52%	xx%	N/A						
June 2023	55%	xx%	N/A						
June 2024	58%	xx%	N/A						
June 2025	62%	xx%	N/A						

**GPM 1.3: The percent of 1st through 3<sup>rd</sup> grade students on grade level or above in reading comprehension will increase from 48% to 62% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	48%	xx%							
June 2021	50%	xx%							
June 2022	52%	xx%							
June 2023	55%	xx%							
June 2024	58%	xx%							
June 2025	62%	xx%							

**GOAL 1**

**Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading from 39% to 52% by August 2025.**

TARGETS	ALL	AA
Baseline	39%	37%
August 2021	41%	39%
August 2022	43%	42%
August 2023	46%	45%
August 2024	49%	48%
August 2025	52%	51%

**GPM 1.1: The percent of K through 3<sup>rd</sup> grade student that score on grade level in phonemic awareness will increase from 50% to 64% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	50%	xx%							
June 2021	52%	xx%							
June 2022	54%	xx%							
June 2023	57%	xx%							
June 2024	60%	xx%							
June 2025	64%	xx%							

**GPM 1.2: The percent of K through 3<sup>rd</sup> grade students that score on grade level in reading comprehension will increase from 48% to 62% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	48%	xx%							
June 2021	50%	xx%							
June 2022	52%	xx%							
June 2023	55%	xx%							
June 2024	58%	xx%							
June 2025	62%	xx%							

**GPM 1.3: The percent of K through 3<sup>rd</sup> grade students that score on grade level in reading fluency will increase from 48% to 62% by June 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE
Baseline	48%	xx%							
June 2021	50%	xx%							
June 2022	52%	xx%							
June 2023	55%	xx%							
June 2024	58%	xx%							
June 2025	62%	xx%							

**GOAL 2**

Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Math from 52% TO 66% By August 2025.

**TARGETS**

ALL	AA	H	W	ED	EL	CE
-----	----	---	---	----	----	----

Baseline

52%	55%	48%	54%	43%	42%	55%
-----	-----	-----	-----	-----	-----	-----

August 2021

54%

**GPM 2.1:** The percent of PreK students that score on grade level or above in numeracy will increase from 55% to 70% by June 2025.

August 2022

57%

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	55%	xx%	xx%	xx%	xx%	xx%	N/A
June 2021	58%	xx%	xx%	xx%	xx%	xx%	N/A
June 2022	62%	xx%	xx%	xx%	xx%	xx%	N/A
June 2023	66%	xx%	xx%	xx%	xx%	xx%	N/A
June 2024	70%	xx%	xx%	xx%	xx%	xx%	N/A
June 2025	75%	xx%	xx%	xx%	xx%	xx%	N/A

August 2023

60%

August 2024

63%

August 2025

66%

**GPM 2.2:** The percent of students that score on or above grade level in math will increase from 54% to 68% by June 2025.

39

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	62%	xx%	xx%	xx%	xx%	xx%	N/A
June 2021	65%	xx%	xx%	xx%	xx%	xx%	N/A
June 2022	68%	xx%	xx%	xx%	xx%	xx%	N/A
June 2023	70%	xx%	xx%	xx%	xx%	xx%	N/A
June 2024	73%	xx%	xx%	xx%	xx%	xx%	N/A
June 2025	76%	xx%	xx%	xx%	xx%	xx%	N/A

**GPM 2.3:** The percent of 1<sup>st</sup> through 2<sup>nd</sup> grade students on grade level or above using math problem solving skills will increase from 53% to 67% by June 2025.

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	62%	xx%	xx%	xx%	xx%	xx%	xx%
June 2021	65%	xx%	xx%	xx%	xx%	xx%	xx%
June 2022	68%	xx%	xx%	xx%	xx%	xx%	xx%
June 2023	70%	xx%	xx%	xx%	xx%	xx%	xx%
June 2024	73%	xx%	xx%	xx%	xx%	xx%	xx%
June 2025	76%	xx%	xx%	xx%	xx%	xx%	xx%

**GOAL 3**

**Increase the percent of graduates that are college, career, or military ready (CCMR) from 40% to 55% by August 2025.**

TARGETS	ALL	AA	A	H	W	ED	SE	FSE	EL	CE	NCE		
Baseline	40%	<b>GPM 3.1: Special Education Graduates that are workforce ready will increase from 20% to 40% by June 2025.</b>											
		TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE
August 2021	43%	Baseline	50%	xx%									
		June 2021	52%	xx%									
		June 2022	54%	xx%									
August 2022	46%	June 2023	57%	xx%									
		June 2024	60%	xx%									
		June 2025	64%	xx%									
August 2023	49%	<b>GPM 3.2: Graduates that earn an industry certificate will increase from 28% to 40% by June 2025.</b>											
		TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE
August 2024	52%	Baseline	28%	xx%									
		June 2021	30%	xx%									
		June 2022	32%	xx%									
August 2025	55%	June 2023	34%	xx%									
		June 2024	37%	xx%									
		June 2025	40%	xx%									
<b>GPM 3.3: Graduates that meet CCMR threshold will increase from 34% to 58% by June 2025.</b>													
TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE		
Baseline	34%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		
June 2021	38%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		
June 2022	43%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		
June 2023	48%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		
June 2024	53%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		
June 2025	58%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%	xx%		

# What if we are a K–12 Campus or only have one elementary?

**GOAL 1** Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Reading from 39% to 52% by August 2025.

TARGETS	ALL	AA	A	H	W	ED	SE	EL	CE	NCE	
<b>GPM 1.1:</b> The percent of PreK students that score on grade level or above in literacy will increase from 50% to 64% by June 2025.											
Baseline	39%										
August 2021	41%	Baseline	50%	xx%	N/A						
		June 2021	52%	xx%	N/A						
		June 2022	54%	xx%	N/A						
August 2022	43%	June 2023	57%	xx%	N/A						
		June 2024	60%	xx%	N/A						
		June 2025	64%	xx%	N/A						
<b>GPM 1.2:</b> The percent of K students that can read on grade level will increase from 48% to 62% by June 2025.											
Baseline	46%										
August 2024	49%	Baseline	48%	xx%	N/A						
		June 2021	50%	xx%	N/A						
		June 2022	52%	xx%	N/A						
August 2025	52%	June 2023	55%	xx%	N/A						
		June 2023	58%	xx%	N/A						
		June 2025	62%	xx%	N/A						
<b>GPM 1.3:</b> The percent of 1 <sup>st</sup> through 3 <sup>rd</sup> grade students on grade level or above in reading comprehension will increase from 48% to 62% by June 2025.											
Baseline											
June 2021											
June 2022											
June 2023											
June 2024											
June 2025											

Your District Goals are your Campus Goals

# We have multiple elementary campuses. What does this look like on each campus?

**GOAL 2** Increase the percent of 3<sup>rd</sup> grade students that score meets grade level or above on STAAR Math from 52% TO 66% By August 2025.

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	52%						
August 2021	54%						
August 2022	57%						
August 2023	60%						
August 2024	63%						
August 2025	66%						

**GPM 2.1:** PreK students that score “on track” on the CIRCLE PM math diagnostic will increase from 55% to 75% by June 2025.

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	55%	xx%	xx%	xx%	xx%	xx%	N/A
June 2021	58%	xx%	xx%	xx%	xx%	xx%	N/A
June 2022	62%	xx%	xx%	xx%	xx%	xx%	N/A
June 2023	66%	xx%	xx%	xx%	xx%	xx%	N/A
June 2024	70%	xx%	xx%	xx%	xx%	xx%	N/A
June 2025	75%	xx%	xx%	xx%	xx%	xx%	N/A

**GPM 2.2:** Kindergarten students that score on “on track” on TX-KEA math diagnostic will increase from 62% to 76% by June 2025.

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	62%	xx%	xx%	xx%	xx%	xx%	N/A
June 2021	65%	xx%	xx%	xx%	xx%	xx%	N/A
June 2022	68%	xx%	xx%	xx%	xx%	xx%	N/A
June 2023	70%	xx%	xx%	xx%	xx%	xx%	N/A
June 2024	73%	xx%	xx%	xx%	xx%	xx%	N/A
June 2025	76%	xx%	xx%	xx%	xx%	xx%	N/A

**GPM 2.3:** 1st through 3<sup>rd</sup> grade students that score on “on track” on the TEMI-O 2.0 diagnostic will increase from 62% to 76% by June 2025.

TARGETS	ALL	AA	H	W	ED	EL	CE
Baseline	62%	xx%	xx%	xx%	xx%	xx%	xx%
June 2021	65%	xx%	xx%	xx%	xx%	xx%	xx%
June 2022	68%	xx%	xx%	xx%	xx%	xx%	xx%
June 2023	70%	xx%	xx%	xx%	xx%	xx%	xx%
June 2024	73%	xx%	xx%	xx%	xx%	xx%	xx%
June 2025	76%	xx%	xx%	xx%	xx%	xx%	xx%

Campuses Set their own targets to support the overall district targets

Campus goals will most likely have less student groups than the district targets

Campus Progress Measures can name specific Assessment tools

We have a PreK–K campus. What plan and goals do we use on that campus?

GPM 1.1: The percent of PreK students that score on grade level or above in literacy will increase from 50% to 64% by June 2025.						
TARGETS	ALL	AA	H	W	ED	EL
Baseline	50%	xx%	xx%	xx%	xx%	xx%
June 2021	52%	xx%	xx%	xx%	xx%	xx%
June 2022	54%	xx%	xx%	xx%	xx%	xx%
June 2023	57%	xx%	xx%	xx%	xx%	xx%
June 2024	60%	xx%	xx%	xx%	xx%	xx%
June 2025	64%	xx%	xx%	xx%	xx%	xx%

GPM 1.2: The percent of K students that can read on grade level will increase from 48% to 62% by June 2025.						
TARGETS	ALL	AA	H	W	ED	EL
Baseline	48%	xx%	xx%	xx%	xx%	xx%
June 2021	50%	xx%	xx%	xx%	xx%	xx%
June 2022	52%	xx%	xx%	xx%	xx%	xx%
June 2023	55%	xx%	xx%	xx%	xx%	xx%
June 2024	58%	xx%	xx%	xx%	xx%	xx%
June 2025	62%	xx%	xx%	xx%	xx%	xx%

GPM 2.1: PreK students that score “on track” on the CIRCLE PM math diagnostic will increase from 55% to 75% by June 2025.						
TARGETS	ALL	AA	H	W	ED	EL
Baseline	55%	xx%	xx%	xx%	xx%	xx%
June 2021	58%	xx%	xx%	xx%	xx%	xx%
June 2022	62%	xx%	xx%	xx%	xx%	xx%
June 2023	66%	xx%	xx%	xx%	xx%	xx%
June 2024	70%	xx%	xx%	xx%	xx%	xx%
June 2025	75%	xx%	xx%	xx%	xx%	xx%

GPM 2.2: Kindergarten students that score on “on track” on TX-KEA math diagnostic will increase from 62% to 76% by June 2025.						
TARGETS	ALL	AA	H	W	ED	EL
Baseline	62%	xx%	xx%	xx%	xx%	xx%
June 2021	65%	xx%	xx%	xx%	xx%	xx%
June 2022	68%	xx%	xx%	xx%	xx%	xx%
June 2023	70%	xx%	xx%	xx%	xx%	xx%
June 2024	73%	xx%	xx%	xx%	xx%	xx%
June 2025	76%	xx%	xx%	xx%	xx%	xx%

Campuses use the applicable progress measures as their goals

**GOAL 3** Increase the percent of graduates that meet the college, career, or military ready (CCMR) outcome bonus from 40% to 55% by August 2025.

TARGETS	ALL	AA	A	H	W	ED	SE	FSE	EL	CE	NCE
---------	-----	----	---	---	---	----	----	-----	----	----	-----

Baseline 40%

August 2021 40%

August 2022 40%

August 2023 40%

August 2024 40%

August 2025 40%

**GPM 3.1:** Special Education Graduates that are workforce ready will increase from 20% to 40% by June 2025.

TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE
Baseline	50%	xx%									
June 2021	52%	xx%									
June 2022	54%	xx%									
June 2023	57%	xx%									
June 2024	60%	xx%									
June 2025	64%	xx%									

**GPM 3.2:** Graduates that earn an industry certificate will increase from 28% to 40% by June 2025.

TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE
Baseline	28%	xx%									
June 2021	30%	xx%									
June 2022	32%	xx%									
June 2023	34%	xx%									
June 2024	37%	xx%									
June 2025	40%	xx%									

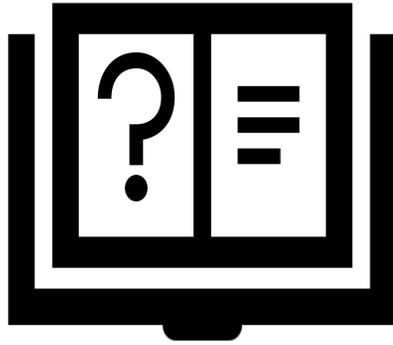
**GPM 3.3:** Graduates that meet CCMR threshold will increase from 34% to 58% by June 2025.

TARGETS	ALL	AA	AI	H	W	ED	SE	FSE	EL	CE	NCE
Baseline	34%	xx%									
June 2021	38%	xx%									
June 2022	43%	xx%									
June 2023	48%	xx%									
June 2024	53%	xx%									
June 2025	58%	xx%									

You are not required to align the goal to the CCMR Bonuses

The outcome bonus are a higher standard that we should all aim for our students to achieve

You can choose what is used as progress measures, but they need to be predictive of the goal

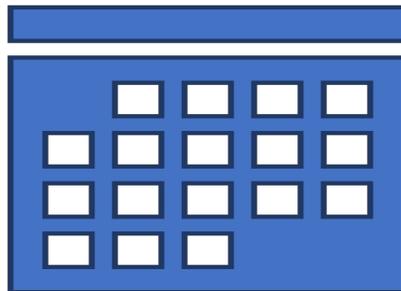


# Monitoring Calendar

**Monitoring Calendar:** A Board-adopted multi-year schedule that describes the months during which student outcome goals, constraints, and progress measures are reported to the Board and when leadership evaluations are conducted.

1. Monitors each student outcome goal at least 4 times per year.
2. Monitors no more than 2 student outcome goals per month.
3. Spans at least 5 years to mirror the student outcome goals.

45



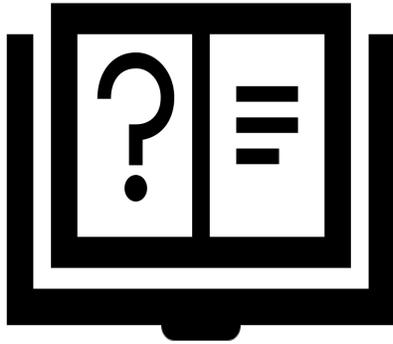
34 | Lone Star Governance

MONITORING CALENDAR (EXAMPLE)					
School Board: Lone Star ISD				Years: 2019/20 - 2023/24	
Month	Student Outcome Goals GPMs	Constraints CPMs	Leadership Evaluations	Trainings	Other
August	G5: GPM 5.1		Board Self-Evaluation	Team Building	Budget Hearing
September	Goals : Yearly Target Report	Constraint: Yearly Target Report	Superintendent Annual Evaluation	TASB Conference	TAPR Hearing
October	G1: GPM 1.1, 1.2, 1.3 G2: GPM 2.1, 2.2, 2.3				FIRST Hearing
November	G4: 4.3		Board Self-Evaluation		
December	G5: GPM 5.1				
January	G3: GPM 3.1, 3.2 G4: GPM 4.1, 4.2	C1: CPM 1.1, 1.2			
February	G1: GPM 1.1, 1.2, 1.3 G2: GPM 2.1, 2.2, 2.3		Board Self-Evaluation		
March	G3: GPM 3.3	C2: CPM 2.1			
April	G4: GPM 4.1, 4.2			Local Orientation	
May	G5: GPM 5.1		Board Self-Evaluation	Intro/Update to the code	
June	G1: GPM 1.1, 1.2, 1.3 G2: GPM 2.1, 2.2, 2.3	C1: CPM 1.1, 1.2		EISO Training	
July	G3: GPM 3.1, 3.2			Cyber Security Human Trafficking	Budget Workshop

37/38

Copyright 2019-2020 Texas Education Agency (TEA). All rights reserved.

Page 8



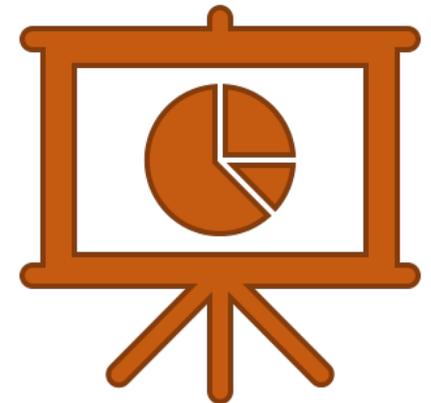
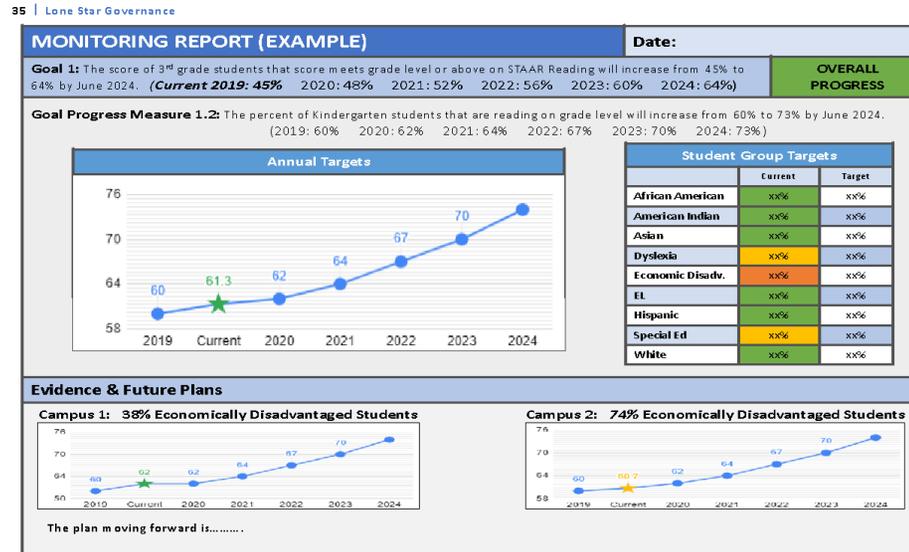
# Monitoring Report

**Monitoring Report:** A report that provides evidence of progress to the Board regarding their adopted student outcomes goals and constraints according to the Monitoring Calendar. A monitoring report must contain:

1. The student outcome goal and GPM or constraint and CPM being monitored
2. The current status of the student outcome goal and GPM or constraint and CPM compared to previous, annual, and deadline targets
3. The Superintendent's interpretation of performance
4. Supporting information that describes any needed next steps

46

Page 10



45

**STUDENT OUTCOMES DO NOT CHANGE  
UNTIL ADULT BEHAVIORS CHANGE**

47

**STARTING WITH ME**