GOAL 1	Increase the percentage of 3rd grade students that score meets grade level or above on STAAR Reading from 34% to 54% by August 2024													
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline	*34%*	*18%*	*0%**	*74%**	*33%*	*10%**	*40%*	*40%*	*27%*	*9%*				
Aug-20	*37%*	*21%*	*3%*	*77%*	*36%*	*13%*	*43%*	*43%*	*30%*	*12%*				
Aug-21	*40%*	*24%*	*6%*	*80%*	*39%*	*16%*	*46%*	*46%*	*33%*	*15%*				
Aug-22	*44%*	*28%*	*10%*	*84%*	*43%*	*20%*	*50%*	*50%*	*37%*	*19%*				
Aug-23	*48%*	*32%*	*14%*	*88%*	*47%*	*24%*	*54%*	*54%*	*41%*	*23%*				
Aug-24	*53%*	*37%*	*19%*	*93%*	*52%*	*29%*	*59%*	*59%*	*47%*	*28%*				

GPM 1.1	Increase Phonological Awareness Overall Measure for Pre K students from 47% to 66% by 2024													
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline	*47%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					
Aug-20	*50%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					
Aug-21	*53%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					
Aug-22	*57%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					
Aug-23	*61%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					
Aug-24	*66%*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*	*N/A*					

GPM 1.2	The percentage of Kindergarten students will increase overall Istation scores from 53% to 72% by 2024.													
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline	*53%*	*52%*	*N/A*	*N/A*	*51%*	*N/A*	*N/A*	*53%*	*40%*	*21% **	*N/A*	*20%*	*N/A*	*N/A*
Aug-20	*56%*	*55%*	*N/A*	*N/A*	*54%*	*N/A*	*N/A*	*56%*	*43%*	*24%*	*N/A*	*23%*	*N/A*	*N/A*
Aug-21	*59%*	*58%*	*N/A*	*N/A*	*57%*	*N/A*	*N/A*	*59%*	*46%*	*27%*	*N/A*	*26%*	*N/A*	*N/A*
Aug-22	*63%*	*62%*	*N/A*	*N/A*	*61%*	*N/A*	*N/A*	*63%*	*50%*	*31%*	*N/A*	*30%*	*N/A*	*N/A*
Aug-23	*67%*	*66%*	*N/A*	*N/A*	*65%*	*N/A*	*N/A*	*67%*	*54%*	*35%*	*N/A*	*34%*	*N/A*	*N/A*
Aug-24	*72%*	*71%*	*N/A*	*N/A*	*70%*	*N/A*	*N/A*	*72%*	*59%*	*40%*	*N/A*	*39%*	*N/A*	*N/A*

GPM 1.3	The percentage of 1st through 3rd grade students on grade level or above in Istation will increase from 50% to 69% by 2024.													
TARGETS	ALL	AA	AI	A	H	PI	TR	W	ED	SE	FSE	EL	CE	NCE
Baseline	*50%*	*49%*	*N/A*	*N/A*	*46%*	*N/A*	*N/A*	*49%*	*42%*	*53%*	*N/A*	*15%*	*N/A*	*N/A*
Aug-20	*53%*	*52%*	*N/A*	*N/A*	*49%*	*N/A*	*N/A*	*52%*	*45%*	*56%*	*N/A*	*18%*	*N/A*	*N/A*
Aug-21	*56%*	*55%*	*N/A*	*N/A*	*52%*	*N/A*	*N/A*	*55%*	*48%*	*59%*	*N/A*	*21%*	*N/A*	*N/A*
Aug-22	*60%*	*59%*	*N/A*	*N/A*	*56%*	*N/A*	*N/A*	*59%*	*52%*	*63%*	*N/A*	*25%*	*N/A*	*N/A*
Aug-23	*64%*	*63%*	*N/A*	*N/A*	*60%*	*N/A*	*N/A*	*63%*	*56%*	*67%*	*N/A*	*29%*	*N/A*	*N/A*
Aug-24	*69%*	*68%*	*N/A*	*N/A*	*65%*	*N/A*	*N/A*	*68%*	*61%*	*72%*	*N/A*	*34%*	*N/A*	*N/A*

**-Just below 25 students

| GOAL 2 | Increase the percentage of 3rd grade students
34% to 54% by August 2024 | | | | | |
|---|---|---|---|---|---|---|
| *TARGETS* | ALL | AA | AI | A | H | PI |
| Baseline | *34%* | *18%* | *50%** | *70%** | *33%* | *30%** |
| Aug-20 | *37%* | *21%* | *53* | *73%* | *36%* | *33* |
| Aug-21 | *40%* | *24%* | *56* | *76%* | *39%* | *36* |
| Aug-22 | *44%* | *28%* | *60* | *80%* | *44%* | *40* |
| Aug-23 | *48%* | *32%* | *64* | *84%* | *48%* | *44* |
| Aug-24 | *53%* | *37%* | *69* | *89%* | *53%* | *49* |

GPM 2.1	Increase Overall Measure for Pre K students in

TARGETS	ALL	AA	AI	A	H	PI
Baseline	*63%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-20	*66%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-21	*69%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-22	*73%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-23	*77%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-24	*82%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

GPM 2.2 The percentage of Kindergarten students will i

TARGETS	ALL	AA	AI	A	H	PI
Baseline	*17%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-20	*20%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-21	*23%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

Aug-22	*27%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-23	*31%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-24	*36%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

GPM 2.3	**The percentage of students in 1st-3rd grade wi**					
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline	*44%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-20	*47%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-21	*50%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-22	*54%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-23	*58%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
Aug-24	*63%*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

*** Just below 25 students**

that score meets grade level or above on STAAR Math from

TR	W	ED	SE	FSE	EL	CE	NCE
43%	*39%*	*28%*	*11%*	*n/a*	*n/a*	*n/a*	*n/a*
46	*42%*	*31%*	*14%*	*n/a*	*n/a*	*n/a*	*n/a*
49	*45%*	*34%*	*17%*	*n/a*	*n/a*	*n/a*	*n/a*
53	*49%*	*38%*	*21%*	*n/a*	*n/a*	*n/a*	*n/a*
57	*53%*	*43%*	*25%*	*n/a*	*n/a*	*n/a*	*n/a*
62	*58%*	*47%*	*30%*	*n/a*	*n/a*	*n/a*	*n/a*

Math from 63% to 82% by August 2024

TR	W	ED	SE	FSE	EL	CE	NCE
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

ncrease overall w/Imagine Math Benchmark Scores from

TR	W	ED	SE	FSE	EL	CE	NCE
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

ll increase overall w/Imagine Benchmark Math scores from 44

TR	W	ED	SE	FSE	EL	CE	NCE
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*
n/a	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*	*n/a*

GOAL 3 Increase the percentage of students meeting one or more C						
TARGETS	ALL	AA	AI	A	H	PI
Baseline	*56%*	*39%*	*41%*	*90%*	*54%*	*n/a*
Aug-20	*59%*	*42%*	*44%*	*93%*	*57%*	*n/a*
Aug-21	*62%*	*45%*	*47%*	*96%*	*60%*	*n/a*
Aug-22	*65%*	*48%*	*50%*	*99%*	*63%*	*n/a*
Aug 2023	*68%*	*51%*	*53%*	*100%*	*66%*	*n/a*
Aug 2024	*71%*	*54%*	*56%*	*100%*	*69%*	*n/a*

GPM 3.1 Increase the number of students earning industry-recognized						
TARGETS	ALL	AA	AI	A	H	PI

Baseline	*7%*	*6%*	*9%*	*0%*	*9%*	*n/a*
Aug-20	*10%*	*9%*	*12%*	*3%*	*12%*	
Aug-21	*13%*	*12%*	*15%*	*6%*	*15%*	
Aug-22	*16%*	*15%*	*18%*	*9%*	*18%*	
Aug-23	*19%*	*18%*	*21%*	*12%*	*21%*	
Aug-24	*22%*	*21%*	*24%*	*15%*	*24%*	

GPM 3.2	**Increase the number of students successfully completing the T**					
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline	*39%*	*26%*	*36%*	*84%*	*37%*	*n/a*
Aug-20	*42%*	*29%*	*39%*	*87%*	*40%*	
Aug-21	*45%*	*32%*	*42%*	*90%*	*43%*	
Aug-22	*48%*	*35%*	*45%*	*93%*	*46%*	
Aug-23	*51%*	*38%*	*48%*	*96%*	*49%*	
Aug-24	*54%*	*41%*	*51%*	*99%*	*52%*	

GPM 3.3	**Increase the percentage of students completing dual credit courses f**					
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline	*25%*	*16%*	*27%*	*52%*	*23%*	*n/a*

Aug-20	*28%*	*19%*	*30%*	*55%*	*26%*	
Aug-21	*31%*	*22%*	*33%*	*58%*	*29%*	
Aug-22	*34%*	*25%*	*36%*	*61%*	*32%*	
Aug-23	*37%*	*28%*	*39%*	*64%*	*35%*	
Aug-24	*40%*	*31%*	*42%*	*67%*	*38%*	

College, Career, Military Readiness indicators from 56% to71% by August 2024.

TR	W	ED	SE	FSE	EL	CE	NCE
43%	*63%*	*47%*	*60%*	*n/a*	*42%*	*n/a*	*n/a*
46%	*66%*	*50%*	*63%*		*45%*		
49%	*69%*	*53%*	*66%*		*48%*		
52%	*72%*	*56%*	*69%*		*51%*		
55%	*75%*	*59%*	*72%*		*54%*		
58%	*78%*	*62%*	*75%*		*57%*		

certifications from 7% to 22% by August 2024.

TR	W	ED	SE	FSE	EL	CE	NCE

7%	*6%*	*8%*	*10%*	*n/a*	*11%*	*n/a*	*n/a*
10%	*9%*	*11%*	*13%*		*14%*		
13%	*12%*	*14%*	*16%*		*17%*		
16%	*15%*	*17%*	*19%*		*20%*		
19%	*18%*	*20%*	*22%*		*23%*		
22%	*21%*	*23%*	*25%*		*26%*		

TSIA from 39% to 54% by August 2024

TR	W	ED	SE	FSE	EL	CE	NCE
36%	*45%*	*28%*	*13%*	*n/a*	*22%*	*n/a*	*n/a*
39%	*48%*	*31%*	*16%*		*25%*		
42%	*51%*	*34%*	*19%*		*28%*		
45%	*54%*	*37%*	*22%*		*31%*		
48%	*57%*	*40%*	*25%*		*34%*		
51%	*60%*	*43%*	*28%*		*37%*		

rom 25% to 40% by August 2024

TR	W	ED	SE	FSE	EL	CE	NCE
14%	*32%*	*17%*	*9%*	*n/a*	*4%*	*n/a*	*n/a*

17%	*35%*	*20%*	*12%*		*7%*		
20%	*38%*	*23%*	*15%*		*10%*		
23%	*41%*	*26%*	*18%*		*13%*		
26%	*44%*	*29%*	*21%*		*16%*		
29%	*47%*	*32%*	*24%*		*19%*		

GOAL 4

TARGETS	ALL	AA	AI	A	H	PI
Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

GPM 4.1

TARGETS	ALL	AA	AI	A	H	PI

Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

GPM 4.2						
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline						
Month Year						
Month Year						
Month Year						

Month Year						
Month Year						

GPM 4.3						
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

TR	W	ED	SE	FSE	EL	CE	NCE

TR	W	ED	SE	FSE	EL	CE	NCE

TR	W	ED	SE	FSE	EL	CE	NCE

TR	**W**	**ED**	**SE**	**FSE**	**EL**	**CE**	**NCE**

GOAL 5

TARGETS	ALL	AA	AI	A	H	PI
Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

GPM 5.1

TARGETS	ALL	AA	AI	A	H	PI

Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

GPM 5.2						
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline						
Month Year						
Month Year						
Month Year						

Month Year						
Month Year						

GPM 5.3						
TARGETS	**ALL**	**AA**	**AI**	**A**	**H**	**PI**
Baseline						
Month Year						
Month Year						
Month Year						
Month Year						
Month Year						

TR	W	ED	SE	FSE	EL	CE	NCE

TR	W	ED	SE	FSE	EL	CE	NCE

TR	W	ED	SE	FSE	EL	CE	NCE

TR	**W**	**ED**	**SE**	**FSE**	**EL**	**CE**	**NCE**

SUPERINTENDENT CONSTRAINT 1

CPM 1.1		
Baseline	Month Year	Month Year

CPM 1.2		
Baseline	Month Year	Month Year

CPM 1.3		
Baseline	Month Year	Month Year

SUPERINTENDENT CONSTRAINT 2

CPM 2.1		
Baseline	Month Year	Month Year

CPM 2.2		
Baseline	Month Year	Month Year

CPM 2.3

Baseline	Month Year	Month Year

SUPERINTENDENT CONSTRAINT 3

CPM 3.1

Baseline	Month Year	Month Year

CPM 3.2

Baseline	Month Year	Month Year

CPM 3.3

Baseline	Month Year	Month Year

SUPERINTENDENT CONSTRAINT 4

CPM 4.1

Baseline	Month Year	Month Year

CPM 4.2

Baseline	Month Year	Month Year

CPM 4.3		
Baseline	**Month Year**	**Month Year**

SUPERINTENDENT CONSTRAINT 5		
CPM 5.1		
Baseline	**Month Year**	**Month Year**
CPM 5.2		
Baseline	**Month Year**	**Month Year**
CPM 5.3		
Baseline	**Month Year**	**Month Year**

Month Year	Month Year	Month Year
Month Year	**Month Year**	**Month Year**
Month Year	**Month Year**	**Month Year**

Month Year	Month Year	Month Year
Month Year	**Month Year**	**Month Year**

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	Month Year	Month Year

Month Year	**Month Year**	**Month Year**

Month Year	**Month Year**	**Month Year**
Month Year	**Month Year**	**Month Year**
Month Year	**Month Year**	**Month Year**

BOARD CONSTRAINT 1

BOARD CONSTRAINT 2

BOARD CONSTRAINT 3

BOARD CONSTRAINT 4

BOARD CONSTRAINT 5

MONITORING CALENDAR					
LEA:			Years:		
Month	Student Outcome Goals GPMs	Constraints CPMs	Leadership Evaluations	Trainings	Other
August					
September					
October					
November					
December					
January					
February					
March					
April					
May					
June					
July					

SUPERINTENDENT EVALUATION

STUDENT OUTCOME GOAL and GOAL PROGRESS MEASURES	TARGET	ACTUAL	MET or 2/3 MET
Student Outcome Goal 1			
GPM 1.1			
GPM 1.2			
GPM 1.3			
Student Outcome Goal 2			
GPM 2.1			
GPM 2.2			
GPM 2.3			
Student Outcome Goal 3			
GPM 3.1			
GPM 3.2			
GPM 3.3			
Student Outcome Goal 4			
GPM 4.1			
GPM 4.2			
GPM 4.3			
Student Outcome Goal 5			
GPM 5.1			
GPM 5.2			
GPM 5.3			

CONSTRAINT and CONSTRAINT PROGRESS MEASURES	TARGET	ACTUAL	MET or 2/3 MET
Constraint 1			
CPM 1.1			
CPM 1.2			
CPM 1.3			
Constraint 2			
CPM 2.1			
CPM 2.2			
CPM 2.3			
Constraint 3			
CPM 3.1			
CPM 3.2			
CPM 3.3			
Constraint 4			
CPM 4.1			
CPM 4.2			
CPM 4.3			
Constraint 5			
CPM 5.1			
CPM 5.2			
CPM 5.3			

By signing below, I affirm that the information being evaluated is complete and accurate

	Board President	**Targets Met**	
	Board Secretary	**Targets Not Met**	
	Superintendent	**% Targets Met**	**####**

EVALUATION NOTES

Superintendent summative evaluation targets are considered met if the Student Outcome Goal or Constraint is met OR 2/3 of the respective GPMs or CPMs are met.

Superintendent performance is considered met if 75% or more summative evaluation targets are met.

If 75% of the evaluation targets are not met, The Board will use their own judgement for performance based upon the Monitoring Reports received and voted on according to the Monitoring Calendar.

STAFF USE TRACKER				Date:		
STAFF	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	**Total Average Monthly Hours**	**Hourly Rate** (compensation/2080)	**Total Average Monthly Hours** X **Hourly Rate**
SUPERINTENDENT						
				0		**0**
SENIOR STAFF						
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
OTHER STAFF						
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
				0		**0**
TOTALS	0	0	0	0	#DIV/0!	***0***

TEXAS FRAMEWORK: VISION

Vision 1: The Board has adopted student outcome goals

Does Not Meet Focus	0	Preparing To Focus	1
The board does not meet focus if any of the following statements are true:		*The board is preparing to focus if all of the following conditions are true:*	
The Board does not have a vision. The Board does not have goals. The Board does not consistently distinguish between inputs, outputs, and outcomes.		The Board has: qadopted a vision statement; qowned the vision development process while working collaboratively with the Superintendent; qadopted 3 to 5 goals; and qowned the goal development process while working collaboratively with the Superintendent.	

Vision 2: The Board has adopted goal progress measures

Does Not Meet Focus	0	Preparing To Focus	1
The board does not meet focus if any of the following statements are true:		*The board is preparing to focus if all of the following conditions are true:*	
The Board does not have goal progress measures (GPMs).		qThe Board has adopted GPMs for each student outcome goal.	

The Board is treating the annual targets for student outcome goals as if they are GPMs.	qThe Superintendent owned the GPM development process while working collaboratively with the Board. qThe status of each adopted GPM is able to be updated multiple times during each school year.

Vision 3: The Board has adopted constraints

Does Not Meet Focus	**0**	**Preparing To Focus**	**1**

The board does not meet focus if any of the following statements are true:	*The board is preparing to focus if all of the following conditions are true:*
The Board does not have constraints.	The Board has: qadopted 1 to 5 Superintendent constraints; and qowned the constraint development process while working collaboratively with the Superintendent.

Vision 4: The Board has adopted Superintendent constrai

Does Not Meet Focus	**0**	**Preparing To Focus**	**1**

The board does not meet focus if any of the following statements are true:	*The board is preparing to focus if all of the following conditions are true:*
The Board does not have constraint progress measures (CPMs). The Board is treating the annual targets for constraints as if they are CPMs.	qThe Board has adopted CPMs for each Superintendent constraint. qThe Superintendent owned the CPM development process while working collaboratively with the Board. qThe status of each adopted CPM is able to be updated multiple times during each school year.

TEXAS FRAMEWORK: ACCOUNTABILITY

Accountability 1: The Board invests at least half of its tim

Does Not Meet Focus	0	**Preparing To Focus**	1

The board does not meet focus if any of the following statements are true:	*The board is preparing to focus if all of the following conditions are true:*
The Board does not have student outcome goals, GPMs, Constraints, CPMs, or annual targets. The Board does not track its use of time in Board authorized public meetings.	qThe Board tracks its monthly use of time in Board authorized public meetings, categorizing every minute according to the Time Use Tracker. The Board receives and votes on monitoring reports that include: qthe student outcome goal and GPM or constraint and CPM being monitored;

The Board has not received a monitoring report.	qthe current status of the student outcome goal and GPM or constraint and CPM compared to previous, annual, and deadline targets; qthe Superintendent's interpretation of performance; and qsupporting information that describes any needed next steps.

Accountability 2: The Board evaluates, but does not inter

Does Not Meet Focus	**0**	**Preparing To Focus**	**1**
The board does not meet focus if any of the following statements are true:		*The board is preparing to focus if all of the following conditions are true:*	
Any individual board member does not know if the school system is in low performing status and for how long. The Board has not voted to approve a self-evaluation within the past 12 months. Any individual board member agrees that their first loyalty is owed to staff or vendors, rather than the vision, community values, and improving student outcomes. Any individual board member does not know if any campus is in low performing status and for how long.		The Board has: qperformed a self-evaluation within the previous 12 months using a research aligned instrument; qperformed a superintendent annual evaluation no more than 15 months ago; qbeen provided copies of the Superintendent's implementation plan(s) to make progress towards the student outcome goals; and qnot voted to approve the Superintendent's implementation plan unless required by law.	

TEXAS FRAMEWORK: STRUCTURE

Structure: The Board operates in a way to allow the Superinten

Does Not Meet Focus	0	Preparing To Focus	1
The board does not meet focus if any of the following statements are true:		*The board is preparing to focus if all of the following conditions are true:*	
Board Members did not receive the final version of materials to be voted on at least 3 calendar days in advance of the board authorized public meeting. There were 6 or more Board authorized public meetings in a month (unless a state of emergency was declared). Any meeting of the board lasted longer than 8 hours. The Board does not have a Monitoring Calendar.		The Superintendent owned the Monitoring Calendar development process while working collaboratively with the board to adopt a monitoring calendar that: qmonitors each student outcome goal at least 4 times per year; qmonitors no more than 2 student outcome goals per month; qmonitors each constraint at least once per year; and qspans at least 5 years, to mirror the length of the student outcome goals.	

TEXAS FRAMEWORK: ADVOCACY

Advocacy: The Board promotes the vision

Does Not Meet Focus	0	Preparing To Focus	1

The board does not meet focus if any of the following statements are true:	*The board is preparing to focus if all of the following conditions are true:*
The Board has not publicly communicated the Board adopted student outcome goals. The Board has not arranged for any community engagement activities during the previous 12 month period beyond public comments during Board authorized public meetings and/or required hearings.	The Board has a two-way communication system in place where the Board Members at least once per year: qlisten for and discuss the vision and values of their students; and qlisten for and discuss the vision and values of their staff and community members.

TEXAS FRAMEWORK: UNITY

Unity: The Board works collaboratively and with the Supe

Does Not Meet Focus	0	Preparing To Focus	1

The board does not meet focus if any of the following statements are true:	*The board is preparing to focus if all of the following conditions are true:*
The Board has not adopted board operating procedures. The Board does not have a policy that contains a template of Ethics & Conflicts of Interest Statement.	The Board: qaffirms that at least once every other year, it has reviewed all policies governing board operating procedures;

Board Members serve on committees formed by the superintendent or staff. The board has not been able to achieve a quorum in 2 or more Board authorized public meetings during the previous 3 months. A Board Member voted on an item for which they had a conflict of interest, as defined by law, during the previous 3 months.	qaffirms that all Members have signed the Ethics & Conflict of Interest Statement in the past 12 months; qagrees that if the board has committees, their role is to advise the board not to advise the staff; qagrees that a Board officers' role is to advise the board not to advise the staff; and qmaintained a quorum throughout all regularly scheduled board meetings over the previous 3 months.

Approaches Focus	4	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
All goals are specific, quantifiable, student outcome goals that include: qa population; qa 5 year deadline of a month and year; qa baseline; and qannual student group targets.		All Board Members and the Superin agree that the student outcome goa qwill challenge the organization; qrequire adult behavior change; qare influenceable by the Superinte and qare the Superintendents first prior resource allocation. qThe Board relied on a root cause a comprehensive student needs asse and/or similar research-based tool the identification of and prioritizati student outcome goals.

(GPMs) aligned to each student outcome goal

Approaches Focus	4	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
qThe Board has adopted no more than 3 GPMs for each student outcome goal.		All Board Members and the Superin agree that the GPMs:

All GPMs are student outputs, not adult inputs or outputs, that include: qa population; qa 5 year deadline of a month and year; qa baseline; and qannual student group targets.	qwill challenge the organization; qrequire adult behavior change; qare influenceable by the Superinte and qare all predictive of their respectiv outcome goals.

Approaches Focus	3	**Meets Focus**
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
qEach Superintendent constraint describes a single operational action or class of actions the Superintendent may not use or allow.		qThe Board has adopted 1 to 5 Boa constraints. qThe Board, where appropriate, rel root cause analysis, comprehensive needs assessment, and/or similar re based tool to inform the identificati prioritization of Superintendent cor qAll Board Members and the Super agree that the constraints will chall organization to focus on the vision a uphold community values.

int progress measures (CPMs)

Approaches Focus	2	**Meets Focus**

The board approaches focus if all prior conditions and the following conditions are true:	*The board meets focus if all prior conditions a following conditions are true:*
qThe Board has adopted no more than 3 CPMs for each Superintendent constraint. All CPMs include: qa 1 to 5 year deadline of a month and year; qa baseline; and qannual targets.	All Board Members and the Superin agree that the CPMs: qwill challenge the organization to the vision; qwill challenge the the organizatior uphold community values; qare all predictive of their respectiv constraint; and qare influenceable by the Superinte

e monitoring the vision

Approaches Focus	4	**Meets Focus**

The board approaches focus if all prior conditions and the following conditions are true:	*The board meets focus if all prior conditions a following conditions are true:*
q10% or more of the total quarterly minutes in Board authorized public meetings were invested in student outcomes according to the Time Use Tracker.	q25% or more of the total quarterly in Board authorized public meetings invested in student outcomes accor the Time Use Tracker.

fere with, progress toward the vision

Approaches Focus	2	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
The Board: qperforms self-evaluations using the LSG Integrity Instrument; qperformed a self-evaluation no more than 45 days prior to the most recent Superintendent's evaluation; and qevaluates the Superintendent in part on the results and progress toward the student outcome goals and constraints using information within monitoring reports according to the Monitoring Calendar.		The Board: qconsiders Superintendent perform indistinguishable from school syste performance; and qreceives, at least annually, a repor average cost of staff time spent on governance using the Staff Use Trac One quarter ago The Board: qPerformed a self-evaluation using Integrity Instrument; and

	qvoted to approve the Quarterly Pr Tracker.

dent to accomplish the vision

Approaches Focus	4	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
qAll consent-eligible items were placed on the consent agenda and more than ¾ of the items were voted on using a consent agenda. qThe board limits its adoption of local policies regarding school system operations to Board work.		Board authorized public meetings ir quarter did not exceed: qan average of 4 meetings per mon qan average time of 3 hours per me and qan average of 5 other topics per m The Board has: qreviewed its existing local policies; qonly adopted local policies pertain Board work. qThe adopted monitoring calendar been modified during the past quar

Approaches Focus	3	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
qThe Board has hosted a community meeting to discuss progress toward student outcome goals within each feeder pattern with low performing campuses during the previous 12 month period. qThe Board provids time during regular scheduled Board authorized public meetings to recognize the accomplishments of its students and staff regarding progress on student outcome goals.		qThe Board has led or co-led at lea training on Lone Star Governance fo community during the previous 6 m period. qThe Board displays and keeps up status and targets of all student out goals and GPMs permanently and p the room in which the Board most f holds regularly scheduled meetings

erintendent to lead toward the vision

Approaches Focus	3	Meets Focus
The board approaches focus if all prior conditions and the following conditions are true:		*The board meets focus if all prior conditions a following conditions are true:*
The Board: qagrees that every member is responsible for the outcomes of all students, not just students in their region of the school system;		The Board: qmaintained an average attendance or higher throughout all regularly sc board meetings over the previous 3

qmaintained an average attendance of 70% or higher throughout all regularly scheduled board meetings over the previous 3 months; and	qagrees that all Members have adh policies governing board operating procedures;
qhas set the expectation that information provided to one Board Member is provided to all Board Members.	qagrees that every member has cor all statutorily required trainings; an
	qrather than the Superintendent, le completion of Lone Star Governanc

12	Masters Focus	15
nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
ntendent als:	All Board Members and the Superintendent:	
	qhave committed the vision and student outcome goals to memory;	
	qknow the current status of each student outcome goal; and	
endent;	qagree there is broad community ownership of the Board's vision and student outcome goals through involvement and communication with students, staff, and community members.	
rity for		
nalysis, ssment, to inform on of all		

12	Masters Focus	15
nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
ntendent	qAll Board Members and the Superintendent agree there is broad community ownership of the GPMs through involvement and	

	communication with students, staff, and community members.	
endent; ve student		
9	**Masters Focus**	10
nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
rd self- ied on a student esearch- ion of and nstraints. intendent enge the and	qAll Board Members and the Superintendent agree there is broad community ownership of the constraints through involvement and communication with students, staff, and community members. qThe Board, in collaboration with the Superintendent, has adopted one or more theories of action to drive overall strategic direction.	
4	**Masters Focus**	5

ınd the	*The board masters focus if all prior conditions and the following conditions are true:*	
ıtendent focus on ı to ve endent.	qAll Board Members and the Superintendent agree there is broad community ownership of the CPMs through involvement and communication with students, staff, and community members.	
12	**Masters Focus**	15
ınd the	*The board masters focus if all prior conditions and the following conditions are true:*	
y minutes s were rding to	q50% or more of the total quarterly minutes in Board authorized public meetings were invested in student outcomes according to the Time Use Tracker.	

4	**Masters Focus**	5
nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
	The Board:	
nance as m	qvoted unanimously to approve the most current Quarterly Progress Tracker;	
t on the		
cker.	qhas not modified the adopted student outcome goals, GPMs, constraints, CPMs, or targets during the school year or cycle applicable to the annual Superintendent evaluation; and	
the LSG	qevaluates the Superintendent exclusively on the results and progress toward the student outcome goals and constraints using	

ogress	information within monitoring reports according to the Monitoring Calendar.	
12	**Masters Focus**	15
nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
n the last th; eeting; neeting. ; and ning to has not ter.	qBoard Members received the final version of materials to be voted on at least 7 calendar days in advance of the board authorized public meeting. qNo edits were made to the Board's regularly scheduled meeting agenda the 3 days prior to the meeting or during the meeting (unless a state of emergency was declared). Board authorized public meetings in the last quarter did not exceed: qan average of 3 meetings per month; qan average time of 2 hours per meeting; and qan average of 3 other topics per meeting.	

9	Masters Focus	10
...nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
...ast one ...or its ...onth	qNewly selected Board Members have received an orientation on Lone Star Governance by Fellow Board Members or an LSG Coach prior to being seated.	
...dated the ...come ...ublicly in ...requently ; and	qStudents have been included in at least one Lone Star Governance training or two-way communication meeting in the previous 12 month period.	

9	Masters Focus	10
...nd the	*The board masters focus if all prior conditions and the following conditions are true:*	
...e of 80% ...cheduled ...months;	All Board Members and the Superintendent: qagree that all Board Members have adhered to all adopted board constraints during the previous 3 months; and	

ered to all	qagree that no Board Member has given operational advice or instructions to staff members during the previous 3 months.
npleted d	qhave completed the Lone Star Governance Workshop;
ed the e tasks.	

TIME USE TRACKER			Date:
Framework	**Student Outcome Minutes**	**The Board tracks its time spent during public authorized meetings**	**Other Topic Minutes**
Vision		***Minutes setting student outcome goals*** ←	
		Minutes setting constraints or theories of action ←	
		→	
Accountability		**Minutes performing Board self-evaluations using the LSG Integrity Instrument** ←	
		→	
Structure		→	
Advocacy		**Minutes hosting two-way communication meetings on student outcome goals, constraints, or theories of action** ←	
		→	
Unity	Minutes fulfilling statutorily required public hearings, forums, and comments Minutes fulfilling statutorily required or Lone Star Governance workshops Minutes in closed session as permitted by law		
Other	Any time spent on an activity that does not meet the conditions listed above		
TOTALS	0	0	0

Use For Student Outcome Minutes Percentage Calculation:	0	0	100 =	#####	**% Student Outcome Minutes**

QUARTERLY PROGRESS TRACKER

School Board:				Date:		Quarter:
Framework	**Three Quarters Ago**	**Two Quarters Ago**	**One Quarter Ago**	**Current Quarter**	**Next Quarter**	**Total Possible Points**
Vision 1						**15**
Vision 2						**15**
Vision 3						**10**
Vision 4						**5**
Accountability 1						**15**
Accountability 2						**5**
Structure						**15**
Advocacy						**10**
Unity						**10**
TOTAL SCORE	0	0	0	**0**	*0*	**100**

By signing below, I affirm that the Lone Star Governance Integrity Instrument was completed and is accurate

Board Member Signatures:	**%** **Student Outcome Minutes**	**Vote Count For**	**Vote Count Against**

EVALUATION NOTES

The Standard of evidence for items where board action is required will be the minutes of the meeting during which the Board voted to take the described action. Where an opinion of the Board is required, a resolution or vote passed by the Board will meet the standard of evidence. Any Board completing a self-evaluation using the LSG Integrity Instrument that is supported or reviewed by an LSG Coach may submit the review for the LSG Leaderboard. If the Board would like their self-evaluation reviewed by an LSG Coach, please email the completed LSG Integrity Instrument to LSG@tea.texas.gov.