

# Superintendent's Report

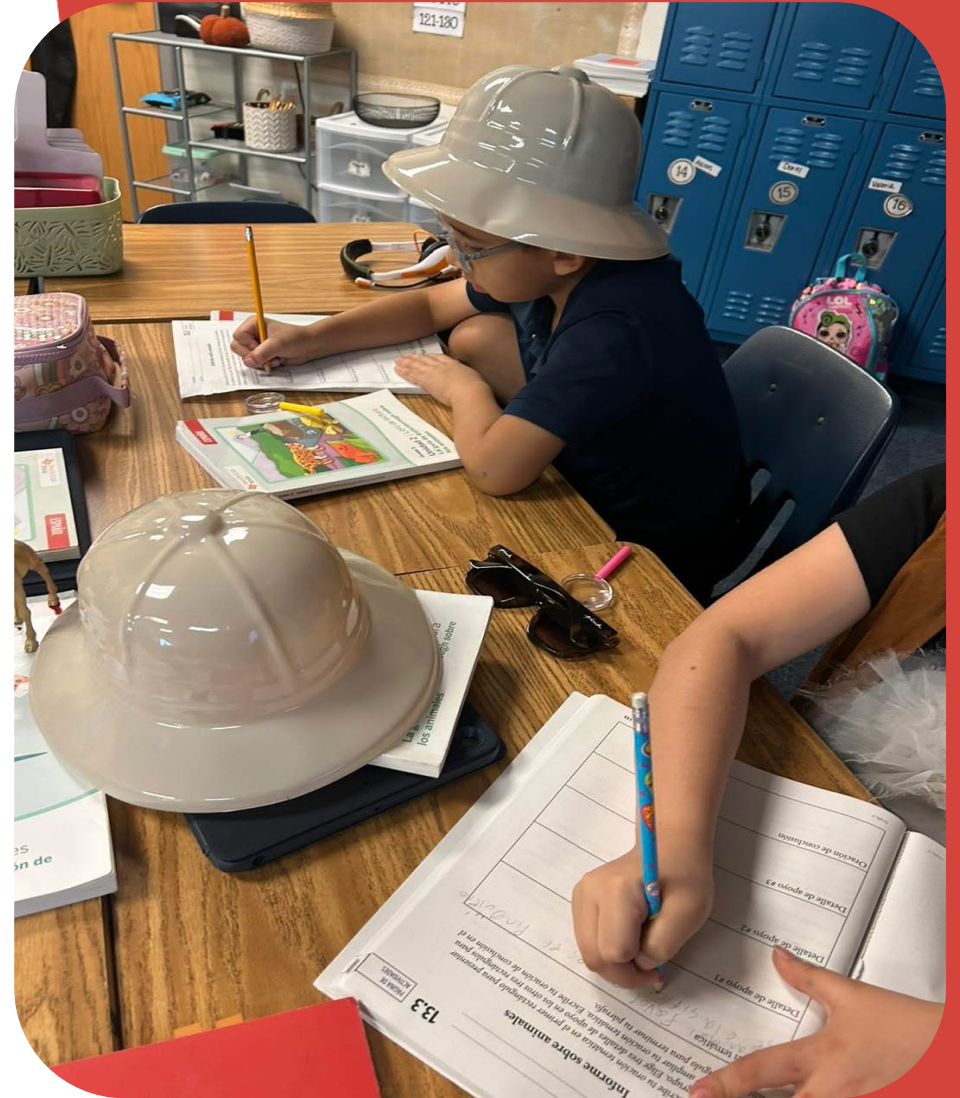
## Strategic Priority Update

Dr. Karen C. Molinar, Superintendent  
Tuesday, October 28, 2025



# Strengthening the Framework

Structured writing strategies will be emphasized in the Daily Instructional Planning Calendar, providing students with a clear and replicable framework for consistently developing and organizing their writing across grade levels.



# Recalibrating For Writing Success



## STAAR Writing Performance

One of the goals of the STAAR redesign in 2023 was to align the assessment to the classroom experience, including asking students to write in response to what they have read. STAAR Reading Language Arts (RLA) assessments assess both reading and writing and include an extended constructed response, or essay, on every assessment.

Reducing the number of “0” scores on STAAR Extended Constructed Responses (ECR) for Grades 3-8 Reading, English I and English II would lead to significant improvement in student performance outcomes.

Approximately 936 out of 41,500 students taking a Reading or English assessment would have increased at least one achievement level by scoring above “0” on the ECR.

This is only considering ECRs, not Short Constructed Responses (SCR), and only considering the movement of “0” to “1” (not 0 to 2, or 1 to 2, etc.)

ECR and SCR are the formal statewide terms used by the Texas Education Agency for constructed responses. They are officially scored and publicly reported as part of state accountability.

See the Writing Rubrics and Constructed Response Scoring Guides from TEA for detailed guidance here:

<https://tea.texas.gov/student-assessment/staar/reading-language-arts-resources>

## STAAR Writing Performance

May 2025 STAAR Breakdown of Percentage of Zero Scores for ECRs and SCR

STAAR RLA	Number of Testers	<u>ECR</u> Percent with 0 score	<u>SCR</u> Percent with 0 score
Grade 3 Spanish	830	63%	68%
Grade 3 English	4,179	62%	41%
Grade 4 Spanish	597	44%	35%
Grade 4 English	4,347	51%	34%
Grade 5 Spanish	488	44%	19%
Grade 5 English	4,475	50%	19%
Grade 6	4,461	39%	32%
Grade 7	4,399	45%	24%
Grade 8	3,584	46%	49%
English I	7,584	49%	40%
English II	6,560	49%	37%
<b>Total</b>	<b>41,504</b>	<b>49%</b>	<b>35%</b>

Recalibrating  
For Writing  
Success



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Student  
Academic  
Excellence

# Recalibrating For Writing Success



## Professional Learning to Support Student Writing

October through December, the entire **Literacy Department** will participate in train-the-trainer sessions, while principals and assistant principals will receive professional learning on the foundations of our writing approach.

**Reading Demonstration Teachers** will participate in an intensive, full-day training on November 7, and we will launch multiple training opportunities, with extra-duty pay for **teacher leaders across all campuses**, beginning with grades 3 through English I and II throughout November and December.

During the spring semester, we will expand training opportunities, continuing to support **campus-based teacher leaders** and culminating in the March Professional Development Day, which will feature an intensive writing focus.

This approach ensures that we build systemic capacity and coherence across the District, setting a strong foundation for writing excellence in every classroom.

Jane Schaffer Academic Writing Program - <https://www.janeschaffer.com/>

# Recalibrating For Writing Success



## Instructional Framework Adjustments

Writing is taught daily across all grade levels within the Fort Worth ISD Instructional Framework, utilizing the district-approved instructional materials.

Beginning in the third six weeks, our IPCs for grades 3 through English I and II will include one SCR each week and two ECRs per six-week cycle to ensure consistent writing practice and alignment to statewide expectations.

The writing opportunities are directly aligned to STAAR expectations and standardized across the District for alignment and consistency.

## Parent Engagement to Support Writing

### Supporting Your Child as a Writer

The Fall Parent/Teacher Conference Day on November 11 will focus on parent engagement to support student writing performance.

Conference Day materials will support awareness and tools for parents of students that earned a zero score on ECRs or SCRs due to no response.



# CCMR Outcomes Bonus

College, Career, or Military Readiness Outcomes Bonus funding rewards school systems for not only preparing students for college, a career, and the military, but for students taking the next step in their career planning by enrolling in postsecondary institutions, completing a credential, and/or enlisting in the military.



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Student  
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# College, Career, or Military Readiness Outcomes Bonus (CCMR OB)

CCMR OBs are paid annually to recognize the accomplishments of graduates who exceed a certain percentage threshold across three specific student groups: economically disadvantaged, non-economically disadvantaged, and students served in special education programs.

## **The CCMR OB thresholds are:**

- 11% of annual graduates who were economically disadvantaged
- 24% of annual graduates who were not economically disadvantaged
- There is no threshold for annual graduates who were enrolled in a special education program. Graduates who were enrolled in a special education program count towards either economically disadvantaged or non-economically disadvantaged in addition to the special education group.





# College, Career, or Military Readiness Outcomes Bonus (CCMR OB)

The awards for each annual graduate in a cohort above the threshold are:

- \$5,000 if the annual graduate was economically disadvantaged
- \$3,000 if the annual graduate was not economically disadvantaged
- \$4,000 if the annual graduate was enrolled in a special education program, regardless of whether the annual graduate was economically disadvantaged.



CCMR OB Readiness Criteria		
College Ready	Career Ready	Military Ready
Earns an associate degree or Meets Texas Success Initiative (TSI) criteria and enrolls at a postsecondary institution immediately following high school	Meets TSI criteria and Earns an industry-based certification (IBC), a level I certificate, or a level II certificate	Enlisting in the Armed Forces of the United States or the Texas National Guard.

**Roughly \$103 million of potential CCMR outcomes funding was not accessed by Fort Worth ISD over the first six years**

**Nearly \$18 million was not accessed for Class of 2023**

Percentage of Students Qualifying for Funding	19% for Class of 2023
Total Graduates	4,648
Percentage of Outcomes Based Funding Accessed	7%
Max Total Funding Possible Based on Graduates	\$19,423,000
Total Funding Accessed	\$1,433,000
Total Funding Not Accessed	\$17,990,000



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**Student  
Academic  
Excellence**

## **CCMR OB District Strategy**

New campus based funding incentive that allocates a percentage of earned CCMR OB funding directly to the campus.

# Teacher Incentive Allotment (TIA)

Current Teacher Designations – 1,004:

274 Recognized  
506 Exemplary  
224 Master



2025-2026 Projections

Based on 2024-25 Data Capture:

594 New Pending Teacher Designations

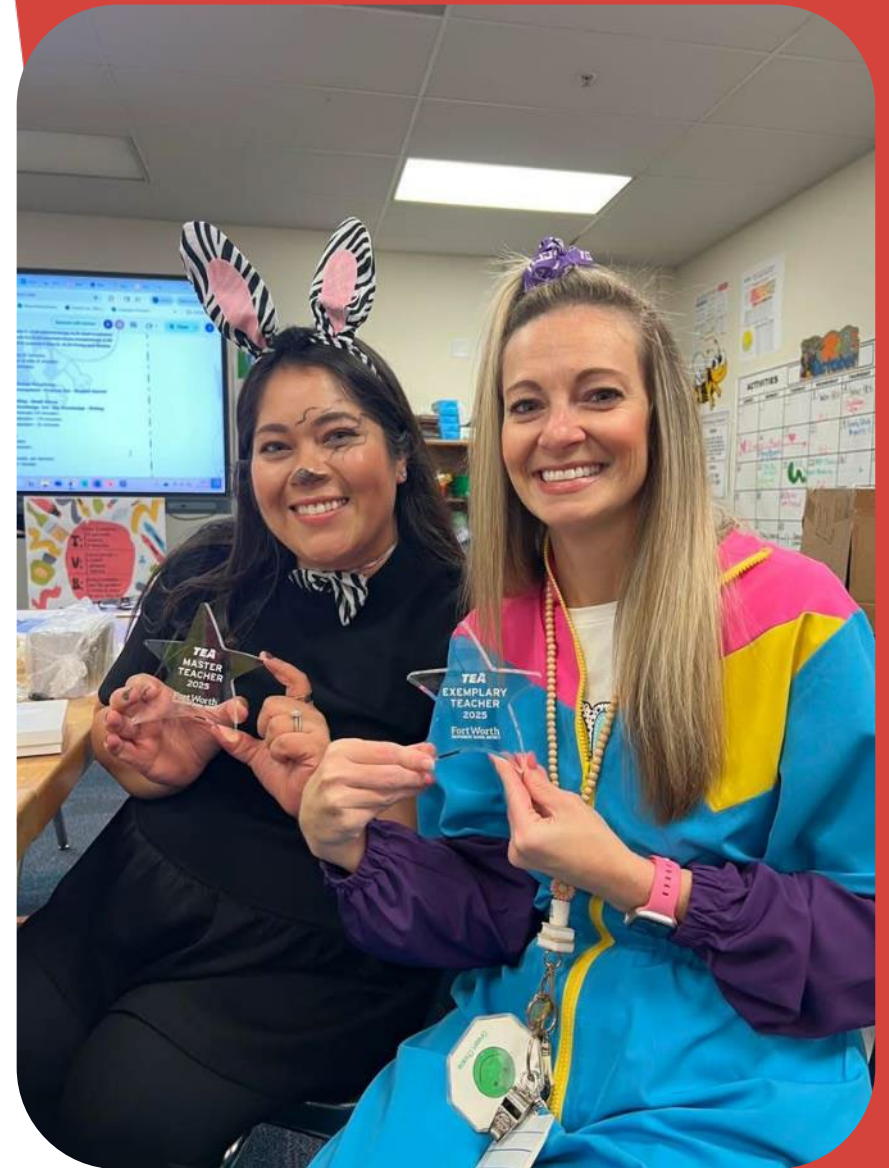
181 Teachers “Leveling Up” to a Higher Designation

2025-2026 Projections are still pending and not included in total current designations counts.



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Employee  
Effectiveness  
and Retention



# Teacher Incentive Allotment (TIA)

## About TIA

### Designations & Allotments



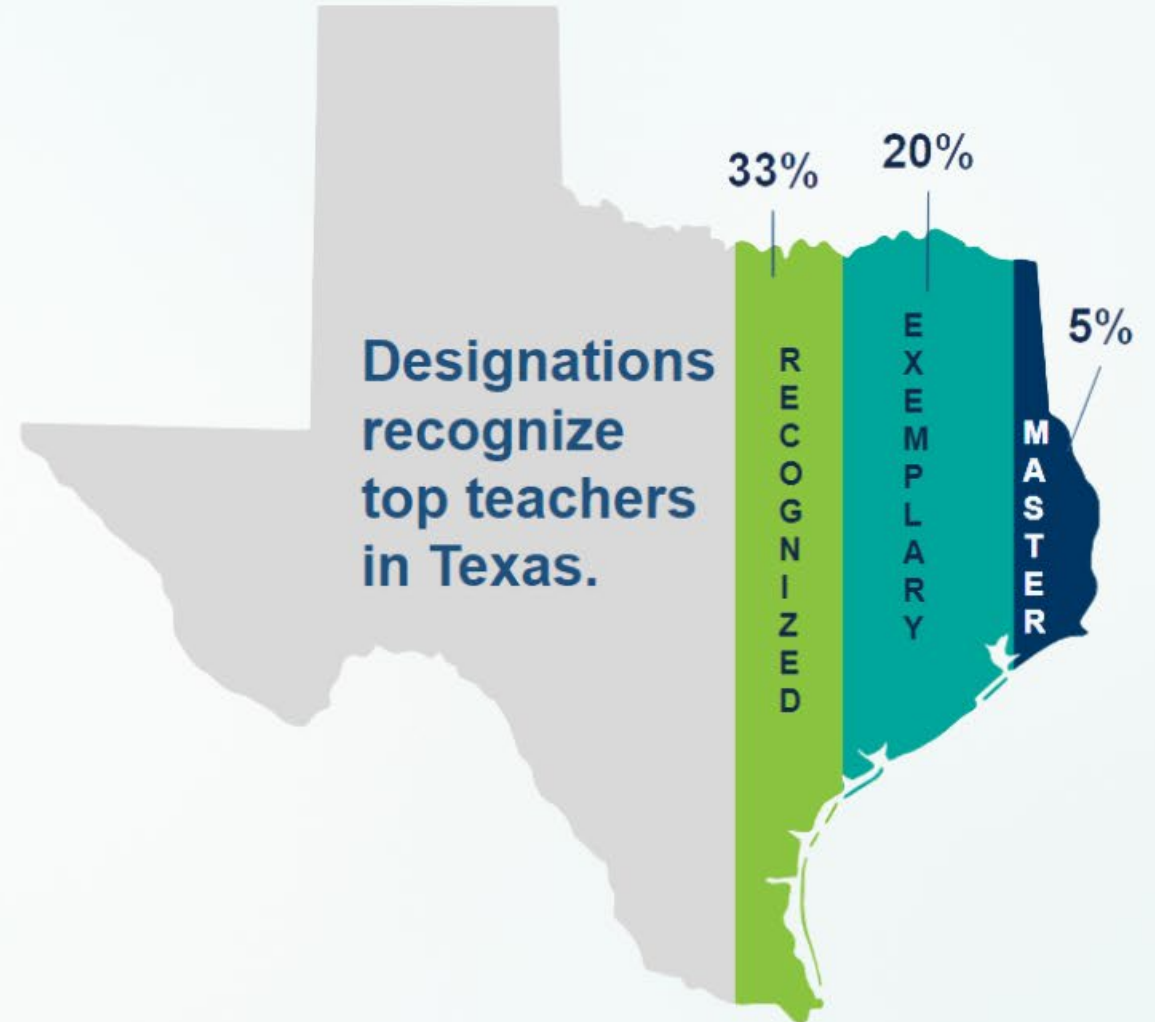
**3** Employee Effectiveness and Retention

### Designations

Designations are distinctions awarded to highly effective teachers at the state level by TEA. In 2025-2026, there are three levels of designation: Recognized, Exemplary, and Master.

The designations are **state recognitions of teacher performance** and serve to identify, distinguish, and reward the top teachers in Texas.

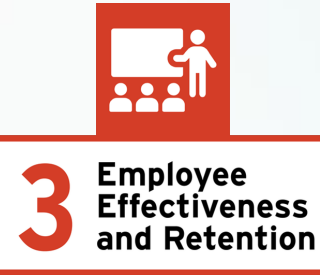
- Recognized = Performance of Top 33% of Texas teachers
- Exemplary = Performance of Top 20% of Texas teachers
- Master = Performance of Top 5% of Texas teachers





# About TIA

## Designations & Allotments



### Allotments

The Teacher Incentive Allotment designation levels generate different allotment amount ranges.

TEA calculates allotment amounts **annually**. Allotment amounts are based on the following factors and may increase or decrease each year:

1. Designation Level
2. **Campus** Socioeconomic Data
3. Rural Status of the District

More information about the allotment calculations are provided later in this document (see Allotment Funding Factors) as well as on the TIA Texas website (<https://tiatexas.org/>).







## What is National Board Certification?

National Board Certification is a 5-year teaching certification recognized across the nation as representative of accomplished teaching practice. The process is **entirely voluntary**. Teachers must have **at least three years of experience** in order to submit a National Board portfolio for certification.

## National Board Certification and Teacher Incentive Allotment (TIA)

- Eligible National Board Certified Teachers (NBCTs) may earn a **Recognized** TIA designation.
- The National Board assessment is grouped into four components. With each of the four components costing \$475, the total certification cost is \$1,900. There is a \$75 non-refundable registration fee for each year a candidate completes components. (For more detailed payment information, visit [www.nbpts.org](http://www.nbpts.org)).
- Maximum reimbursable from TIA is \$1,900.00 upon full completion and awarding of National Certificate.
- Once the certification is earned, TEA will award a TIA designation and apply the rules of TIA to the National Board Certificate ([www.fwisd.org/tia](http://www.fwisd.org/tia)).

## **LEVEL UP YOUR TEACHING**

**BECOME A NATIONAL BOARD CERTIFIED TEACHER**

Fort Worth ISD is offering a cohort supporting highly-motivated teachers to become nationally certified. Attend an informational session to find out more.

### Informational Sessions

5 p.m. on Zoom\*

October 14, 21, or 28

[bit.ly/4oOR3oH](https://bit.ly/4oOR3oH)

\*authentication required

Find out more about National Board Certification at [nbpts.org](https://nbpts.org).



**3** Employee Effectiveness and Retention

The cohort will begin in January 2026.



## Choices EXPO

Exposición de  
SELECCIONES

**Saturday,  
Nov. 8**

**sábado,  
8 de nov.**

9 a.m. – 1 p.m. @ Wilkerson-Greines



## Mark Your Calendar

**Tuesday, November 11, 2025**

### **Traditional & Intersessional Calendar**

- Parent / Teacher Conference Day
- No Students

### **ADSY Calendar**

- Student / Parent / Teacher Conference Day
- Student Regular School Day



# Fort Worth

## INDEPENDENT SCHOOL DISTRICT

### MISSION

*Preparing ALL students for success  
in college, career, and community leadership.*