

Superintendent's Report

Strategic Priority Update

Dr. Karen C. Molinar, Superintendent
Tuesday, November 18, 2025

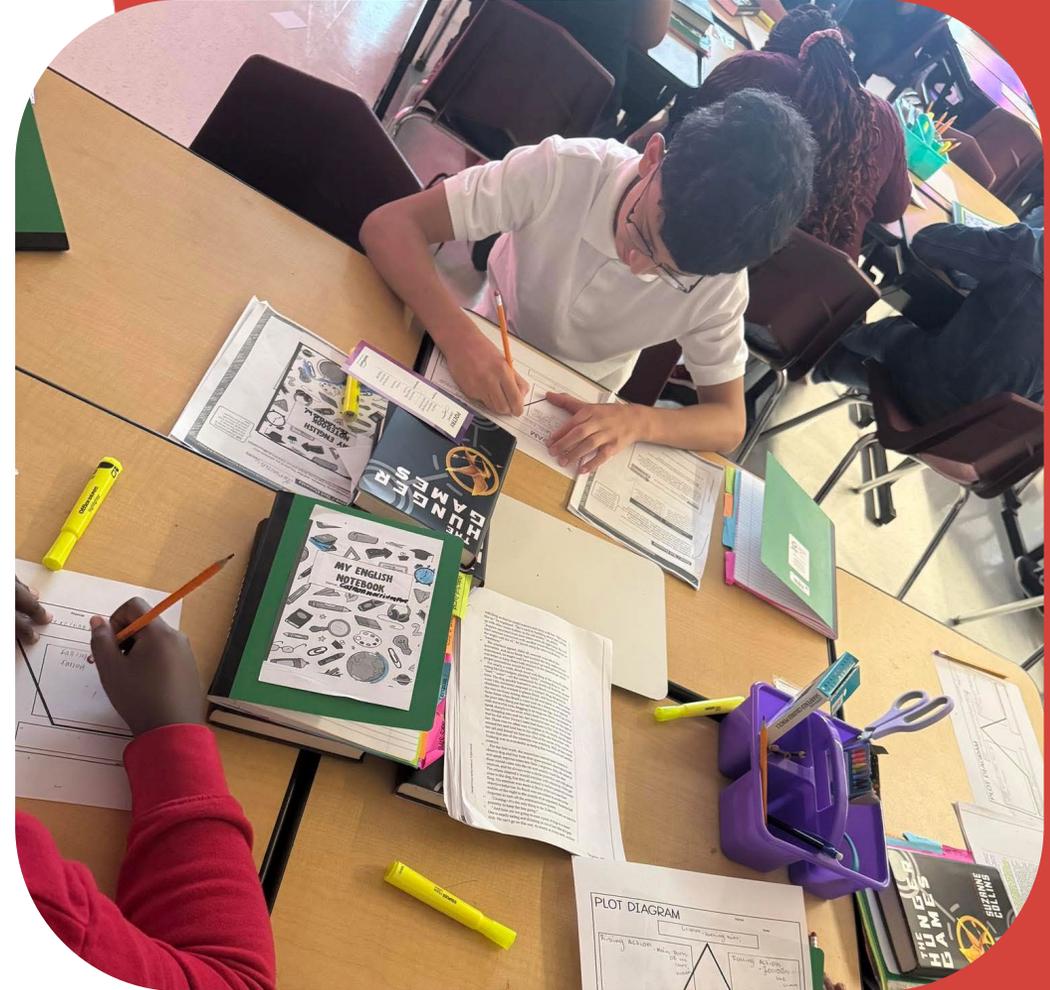


Six Week Assessments

As we implement the new Instructional Framework and Planning Calendars, we are closely monitoring student performance data.



1 Student
Academic
Excellence



Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Reading Grades 3-5 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
3rd Grade Reading English & Spanish Combined	Average Percent Score	28.19%	38.09%	49.70%
	Approaches Grade Level	25.13%	44.93%	66.95%
	Meets Grade Level	9.82%	20.67%	40.29%
	Masters Grade Level	3.51%	7.37%	19.85%
4th Grade Reading English & Spanish Combined	Average Percent Score	36.70%	37.04%	58.25%
	Approaches Grade Level	54.27%	51.14%	85.70%
	Meets Grade Level	22.77%	13.43%	57.48%
	Masters Grade Level	9.02%	1.97%	23.15%
5th Grade Reading English & Spanish Combined	Average Percent Score	36.28%	48.56%	52.95%
	Approaches Grade Level	42.29%	56.28%	65.59%
	Meets Grade Level	22.74%	35.36%	41.09%
	Masters Grade Level	9.54%	12.91%	19.18%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Reading Grades 6-8 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Reading	Average Percent Score	53.39%	38.82%	53.76%
	Approaches Grade Level	82.34%	46.71%	74.84%
	Meets Grade Level	56.12%	16.63%	47.05%
	Masters Grade Level	26.49%	2.31%	17.75%
7th Grade Reading	Average Percent Score	47.06%	40.89%	47.57%
	Approaches Grade Level	50.08%	45.70%	60.38%
	Meets Grade Level	27.66%	14.05%	32.06%
	Masters Grade Level	17.58%	0.96%	5.78%
8th Grade Reading	Average Percent Score	37.58%	35.62%	43.99%
	Approaches Grade Level	55.49%	44.70%	63.06%
	Meets Grade Level	21.76%	10.29%	27.32%
	Masters Grade Level	9.06%	0.22%	5.94%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

English End of Course All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
English I	Average Percent Score	49.43%	60.40%	44.97%
	Approaches Grade Level	64.66%	75.93%	53.75%
	Meets Grade Level	41.69%	58.48%	29.68%
	Masters Grade Level	8.32%	13.91%	1.58%
English II	Average Percent Score	46.49%	60.76%	51.45%
	Approaches Grade Level	56.51%	76.87%	66.42%
	Meets Grade Level	40.01%	62.54%	42.56%
	Masters Grade Level	4.32%	8.62%	1.89%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Grades 3-5 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
3rd Grade Math	Average Percent Score	53.75%	40.67%	65.75%
	Approaches Grade Level	61.14%	41.44%	81.58%
	Meets Grade Level	48.82%	29.40%	60.77%
	Masters Grade Level	22.83%	10.99%	43.36%
4th Grade Math	Average Percent Score	56.52%	47.98%	58.89%
	Approaches Grade Level	73.48%	53.27%	68.04%
	Meets Grade Level	45.52%	41.44%	48.05%
	Masters Grade Level	20.61%	18.18%	26.47%
5th Grade Math	Average Percent Score	57.65%	57.54%	54.02%
	Approaches Grade Level	73.20%	72.89%	69.98%
	Meets Grade Level	52.21%	45.48%	39.49%
	Masters Grade Level	30.80%	22.22%	17.31%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Grades 6-8 All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Math	Average Percent Score	31.34%	30.18%	46.04%
	Approaches Grade Level	38.97%	32.95%	66.62%
	Meets Grade Level	13.09%	12.57%	26.46%
	Masters Grade Level	2.53%	4.10%	7.58%
7th Grade Math	Average Percent Score	36.19%	39.54%	41.04%
	Approaches Grade Level	30.91%	43.98%	52.99%
	Meets Grade Level	11.27%	18.10%	26.60%
	Masters Grade Level	0.87%	4.43%	4.73%
8th Grade Math	Average Percent Score	39.57%	42.00%	39.50%
	Approaches Grade Level	43.02%	59.95%	50.55%
	Meets Grade Level	22.99%	28.14%	23.51%
	Masters Grade Level	4.20%	7.30%	4.83%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math Advanced / Accelerated All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
6th Grade Advanced Math	Average Percent Score	45.74%	45.57%	63.11%
	Approaches Grade Level	67.71%	62.71%	88.10%
	Meets Grade Level	25.78%	34.90%	59.41%
	Masters Grade Level	3.97%	12.41%	26.11%
6th Grade Accelerated Math	Average Percent Score	76.11%	78.17%	68.59%
	Approaches Grade Level	96.04%	96.33%	97.35%
	Meets Grade Level	89.21%	85.67%	83.44%
	Masters Grade Level	47.12%	64.33%	28.48%
7th Grade Advanced Math	Average Percent Score	51.88%	55.63%	53.21%
	Approaches Grade Level	76.72%	82.74%	75.68%
	Meets Grade Level	47.61%	52.10%	49.22%
	Masters Grade Level	13.26%	19.11%	11.38%

Six-Week Assessments

Achievement levels **ARE** cumulative, meaning the Approaches level includes students at the Meets and Masters levels, and the Meets level includes students at the Masters level.

Math End of Course All Students		2024 <u>1st 9-Week</u> Assessment	2025 <u>1st 6-Week</u> Assessment	2025 <u>2nd 6-Week</u> Assessment
Pre-Algebra	Average Percent Score	50.69%	65.78%	57.98%
	Approaches Grade Level	79.24%	90.62%	85.05%
	Meets Grade Level	33.33%	73.96%	61.22%
	Masters Grade Level	7.10%	38.54%	22.43%
Algebra I	Average Percent Score	39.30%	51.20%	51.47%
	Approaches Grade Level	53.79%	79.22%	69.15%
	Meets Grade Level	23.88%	36.56%	43.94%
	Masters Grade Level	9.03%	24.99%	26.74%
Honors Algebra	Average Percent Score	57.29%	58.53%	60.93%
	Approaches Grade Level	87.42%	83.72%	88.40%
	Meets Grade Level	55.19%	59.13%	56.64%
	Masters Grade Level	28.19%	30.15%	45.25%

STAAR Writing Performance

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

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%
Total	41,504	49%	35%

Recalibrating
For Writing
Success



1

Student
Academic
Excellence

Writing Constructed Response Performance

Six-Week Assessments

All Levels	“0” Score	“1” Score	“2” Score	Blank (No Response)
English Language Arts	36.81%	29.61%	27.30%	6.28%
Science	33.17%	29.70%	28.62%	8.52%
Social Studies	29.27%	30.11%	33.04%	7.59%

ELA Extended Response	“0” Score	“1” Score	“2” Score	Blank (No Response)
3rd Grade Eng/Span	50.63%	29.09%	15.13%	5.15%
4th Grade Eng/Span	34.32%	35.44%	27.73%	2.51%
5th Grade Eng/Span	43.45%	29.69%	23.13%	3.73%
6th Grade	43.04%	27.30%	21.00%	8.66%
7th Grade	26.59%	26.45%	35.57%	11.39%
8th Grade	35.10%	34.47%	27.00%	3.43%
English I	31.64%	27.70%	31.80%	8.86%
English II	29.68%	26.76%	37.02%	6.54%

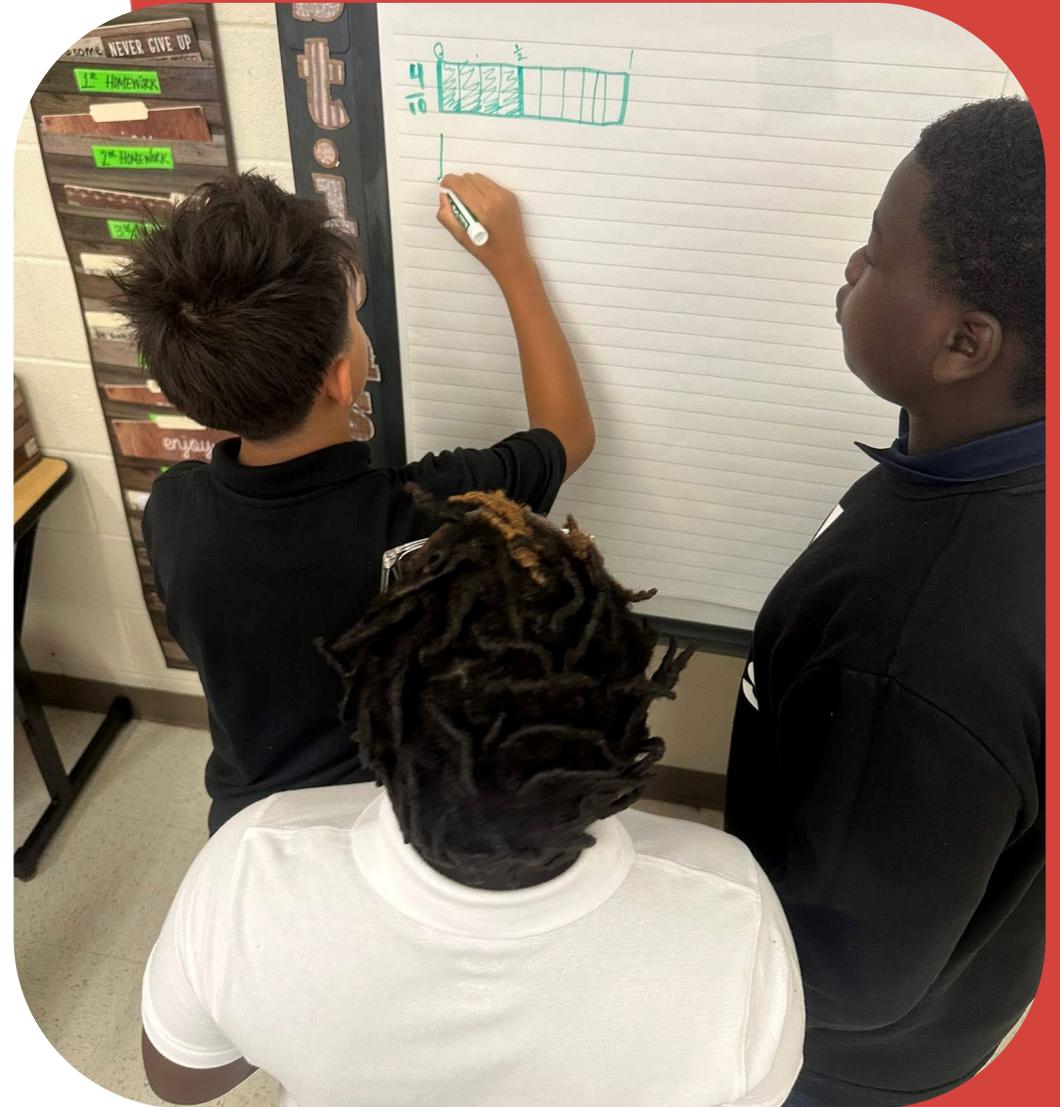


ACCELERATING CAMPUS EXCELLENCE

FORT WORTH ISD

Fort Worth ISD's Accelerating Campus Excellence (ACE) schools are focused on transforming historically low-performing campuses into high-achieving learning environments.

The **Resource Campus Initiative** has been rebranded as ACE or Accelerating Campus Excellence Initiative.



1 Student
Academic
Excellence

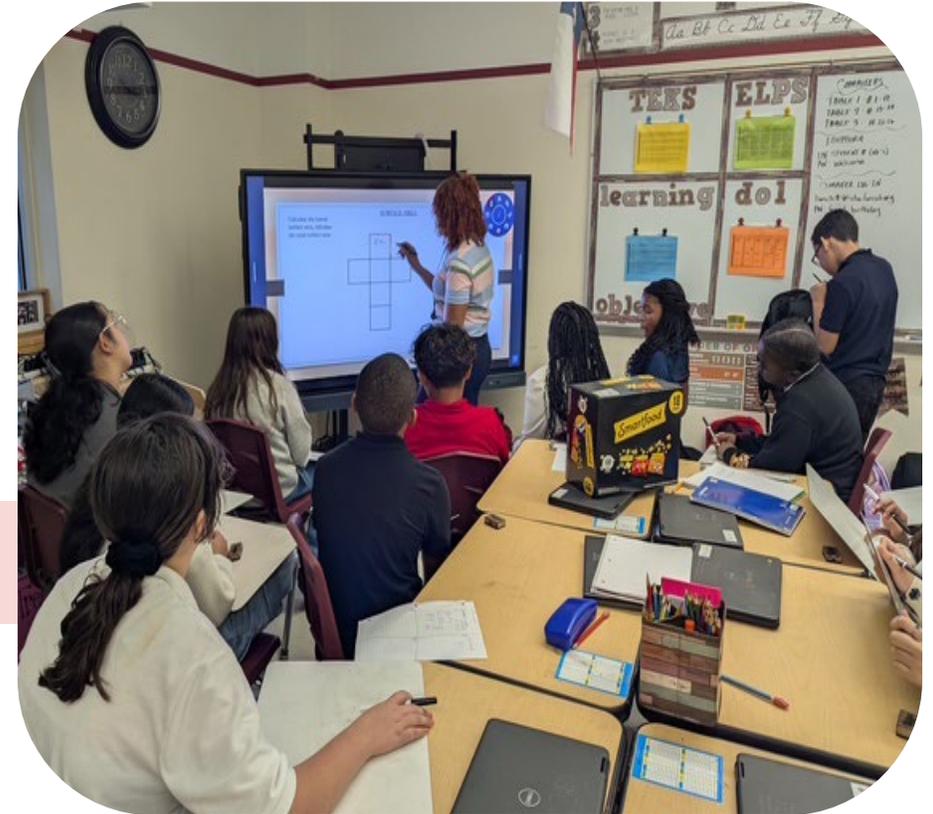
School Actions Timeline

Status	Campus	2025-2026	2026-2027
U4	Western Hills ES / Western Hills Prim (Paired)	ADSY	<p>Resource Campus</p> 
U3	Clifford Davis ES	ADSY	
U3 / U2	Eastern Hills ES / West Handley ES (Consolidated)	ADSY	
U4	William James MS	ADSY	
U3	Morningside MS	ADSY	
U3	Wedgwood MS	ADSY	

Multi-Year Unacceptable Count: 2-year count (U2), 3-year count (U3), 4-year count (U4)

The Additional Days School Year (ADSY) calendar extends the school year to June 30.

- Accelerating Campus Excellence (ACE) has been implemented at over forty campuses, impacting more than 50,000 students.
- According to the TEA 2023 Annual Report, ACE campuses see substantial progress in accountability ratings, often transforming from F-rated to B-rated schools in a single year.
- Accelerating Campus Excellence (ACE) Restart Model improves student outcomes by:
 - ✓ incentivizing the most impactful teachers to serve on highest-need campuses,
 - ✓ implementing evidence-based academic programming, and
 - ✓ extending learning time.



What happens to current school staff?

In accordance with ACE model requirements, instructional staff must reapply and meet Teacher Incentive Allotment designation requirements if applicable. Custodial, safety and child nutrition staff may continue in their roles at all ACE campuses.

How are we going to make sure the best teachers are at ACE Campuses?

ACE campuses will have a competitive teacher salary schedule plus additional incentives providing a funding structure to match the level of transformation required. **The District will launch a targeted recruitment plan starting this school year (2025-2026) in order to meet staffing goals.**



3 Employee Effectiveness and Retention

ACE Staff Expectations

- Work 187 + 25 Days
- Participate in a minimum of 2 hours of Professional Development a week (does not include extra duty pay)
- Maintain no more than 10 absences, excluding approved FMLA leave
- Engage in data-driven planning and follow the instructional framework and planning calendar with fidelity
- Communicate and collaborate with parents, including utilizing planning periods when necessary
- Maintain professionalism during the 2025-2026 school year



3 Employee Effectiveness and Retention

ACE Instructional Staff Criteria for Consideration

- Have at least 2 years of certified teaching experience by May 2026
- Have no written reprimands in personnel file
- Evidence of commitment to student, campus and community
- Applicants must submit verifiable student achievement data demonstrating a track record of accelerating achievement/growth
- Recognized or above Teacher Incentive Allotment (TIA) designation (current TIA teachers only)

Staff must reapply to be considered.



3 Employee
Effectiveness
and Retention

Proposed ACE Salary Schedule

Teacher Assignment	Current * Average Base	New Base Salary Elementary & Middle
Category One: STAAR Tested	\$ 73,576.00	\$ 100,000.00
Category Two: Non-STAAR, Core	\$ 72,063.00	\$ 100,000.00
Category Three: Non-Tested	\$ 75,190.00	\$ 91,000.00
Category Four: Student Support	\$ 76,110.00	\$ 88,000.00



**Teacher
Incentive
Allotment**

STAAR assessments are administered for: grades 3 - 8 mathematics, grades 3 - 8 reading language arts (RLA), elementary and middle school science (administered in grades 5 and 8, respectively), grade 8 social studies, and Algebra I, English I, English II, Biology, and U.S. History.

**Current Average Base salary is the average of the current teacher salaries for ACE schools.*

Proposed ACE Salary Schedule

Teacher Salary Scenario

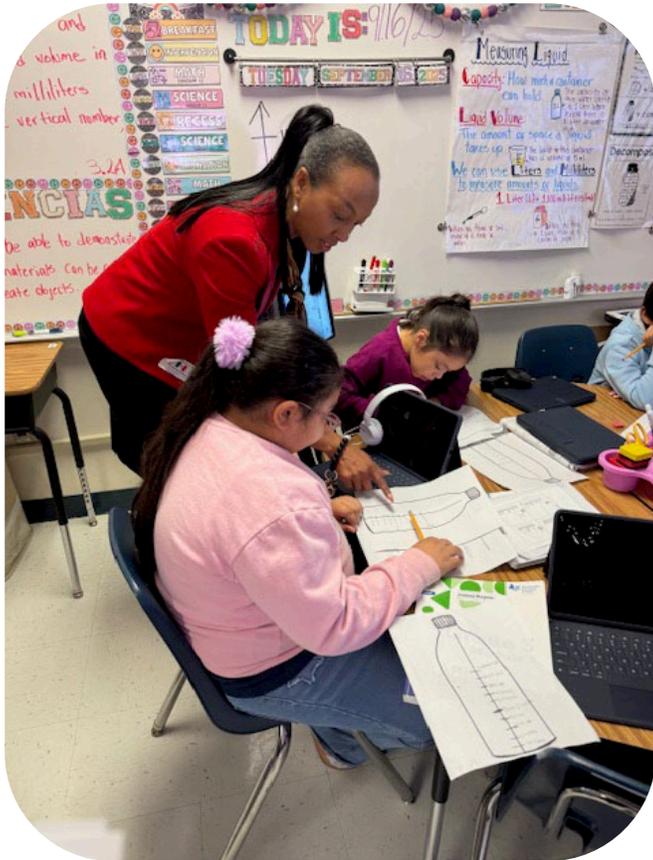


Category	Current 2025-2026	Projected 2026-2027
Position	3 rd Grade Reading/ELA	3 rd Grade Reading/ELA
Experience	10 years	11 years
TIA Designation	Master Teacher	Master Teacher
Contract Days	187 Days	187 + 25 ADSY Days
Base Salary	\$72,005	\$100,000
TIA Allotment	\$24,188 (July 2025)	\$24,000 (July 2026)
Total Compensation	\$96,193	\$124,000
Difference		+ \$27,807

Current 2025-2026 daily rate is \$385.05 @ 25 additional days = \$9,626.25

Current 2025-2026 base salary plus 25 days = \$81,631.25

Timeline & Next Steps



Nov	ACE Principal Positions Posted on FWISD.org
Nov – Dec	Informational Meetings for Staff
Dec - Jan	2026-2027 Academic Calendars Presented to the Board
Jan	Compensation Plan Presented to the Board
Jan	Selected ACE Principals Announced
Jan	ACE Teaching Positions Posted
Feb	Red Carpet Recruiting Event
March	Parent and Community Meetings

District Support Initiative: ACE Schools

Fort Worth ISD's Accelerating Campus Excellence (ACE) schools are designed to put the most effective teachers in front of students who need them the most. **It's about fairness, opportunity, and making sure no child is left behind because of the school they attend.**



2 Student & Family Engagement

2026-2027 ADSY Calendar Option Feedback Survey

ADSY campus families we want to hear from you!

Please share your feedback on the proposed 2026-2027 ADSY Calendar. The survey will be shared with ADSY campus families in ParentSquare.

ADSY... 
ADDITIONAL DAY SCHOOL YEAR

PARENT-TEACHER CONFERENCES

or ADSY Day at Select Campuses

Tuesday, November 11







fwisd.org/choices

GOLD SEAL

Programs and Schools of Choice



2 Student & Family Engagement

Student Applications Count (Running Total)

	2025-2026	2024-2025	
Day of Expo (Nov 8)	786	520	+ 51.2%
Day 2 (Nov 9)	899	616	+ 45.9%
Day 3 (Nov 10)	1,044	877	+19.0%
Day 8 (Nov 17)	1,491	1,435	+3.9%

Fort Worth

INDEPENDENT SCHOOL DISTRICT

MISSION

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