

# Lone Star Governance

## Student Outcome Goals Superintendent Constraints

Board Approved  
Tuesday, November 18, 2025



# Student Outcome Goal 1 Early Childhood Literacy

**Goal 1:** The percent of 3rd grade students that score meets grade level or above on STAAR English Language Arts and Reading (ELAR) will increase from 38% to 53% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
41%	44%	47%	50%	53%

Goal Progress Measures		
Six-Week Tests	MAP Growth Grades K-3	Benchmark
3rd grade students that score meets grade level or above on ELAR six weeks assessments	K-3rd grade students that meet or exceed grade level norms on MAP Reading EOY assessments	3rd grade students that score meets grade level or above on ELAR benchmark assessments

# Student Outcome Goal 2 Early Childhood Math

**Goal 2:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 35% to 50% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
37%	39%	43%	46%	50%

Goal Progress Measures		
Six-Week Tests	MAP Growth Grades K-3	Benchmark
3rd grade students that score meets grade level or above on Math six weeks assessments	K-3rd grade students that meet or exceed grade level norms on MAP Math EOY assessments	3rd grade students that score meets grade level or above on Math benchmark assessments

# Student Outcome Goal 3

## College, Career and Military Readiness (CCMR)

**Goal 3:** The percentage of graduates that meet the criteria for CCMR Outcomes Bonuses will increase from 19% to 47% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
24%	28%	33%	40%	47%

Goal Progress Measures		
Texas Success Initiative Assessment (TSIA)	Industry Based Certification (IBC)	College Applications
10th through 12th grade students scoring at or above the college ready standard on TSIA2 by assessment	10th through 12th grade students on track to complete a Program of Study and earn an associated IBC	12th grade students completing 3 or more college applications

# Accountability vs. Outcomes Bonuses

81% Met CCMR Criteria (Class of 2023)

19% Qualified for Funding (Class of 2023)  
\$1.4 M Total Funding Accessed



## CCMR in Accountability

## CCMR in Outcomes Bonuses

College Ready



Meets Texas Success Initiative (TSI) Criteria  
or  
Earns dual course credits  
or  
Meets criteria on AP/IB exams  
or  
Earns an associate degree  
or  
Qualifies for OnRamps course credits

Meets TSI Criteria (college prep courses not applicable)

AND

Enrolls at a postsecondary educational institution immediately following high school  
or  
Earns an associate degree

Career Ready



Earns an Industry-based certification (IBC)  
or  
Graduates with completed IEP and workforce readiness  
or  
Graduates with an advanced degree plan and received special education services  
or  
Earns a level I or level II certificate

Meets TSI Criteria (college prep courses not applicable)

AND

Earns an IBC  
or  
Earns a level I or level II certificate

Military Ready



Enlists in the U.S. Armed Forces (Not Applicable—Temporarily Suspended)

Enlists in the U.S. Armed Forces (Not Applicable—Temporarily Suspended)

# Student Outcome Goal 4

## End of Course English Language Arts and Reading (ELAR)

**Goal 4:** By the end of 9 grade, the percent of students that score meets grade level or above on STAAR English I EOC will increase from 40% to 50%.

Annual Targets				
2026	2027	2028	2029	2030
42%	44%	46%	48%	50%

Goal Progress Measures		
Six Week Tests	Benchmark	Extended Constructed Responses
9th grade students that score meets grade level or above on ELAR six weeks assessments	9th grade students that score meets grade level or above on ELAR benchmark assessments	6th through 9th grade students that score '0' on extended constructed responses (ECR) on their relevant grade level assessment (decrease)

# Student Outcome Goal 6 State Accountability

**Goal 5:** The percentage/ number of F-rated campuses will decrease from 9% (11) to 0% by 2030.

Annual Targets				
2026	2027	2028	2029	2030
8%	7%	5%	3%	0%

Goal Progress Measures		
Multi-Year Unacceptable	D-rated Campuses	F-rated Campuses
students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>multi-year unacceptable</u> campuses	students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>D-rated</u> campuses	students that score meets grade level or above on benchmark assessments for all subjects and grades combined at <u>F-rated</u> campuses

# Superintendent Guardrails (Constraints)

## Guardrail 1: Employee Effectiveness and Retention

The Superintendent will not allow the District to operate without a system designed to recruit, employ, develop and retain highly effective and qualified staff.

### Progress Measures

1. Percentage of teachers and campus administrators retained after one year.  
(2 years and 3 years)

*The measure of attrition rates helps districts identify "hot spots" within a district by tracking, monitoring and examining teacher retention on a school-by school basis. The data can be used to show that continuity of teaching staff within a school has a positive effect on student achievement.*

2. Percentage of TIA designated teachers.

*The Teacher Incentive Allotment (TIA) was established to attract and retain highly effective teachers in hard-to-staff schools by providing outstanding teachers an accessible pathway to a six-figure salary.*

3. Average number of days from job posting to an accepted offer; from accepted offer to completion of onboarding process.

*This measure is an indication of the efficiency of the hiring process.*

Highly Effective as defined by state performance standards for student growth.

Highly Qualified as defined by state certification standards.

# Superintendent Guardrails (Constraints)

## Guardrail 2: Student and Family Engagement

The Superintendent will not allow the District to operate without implementing strategies to mitigate barriers to student engagement in extracurricular activities.

### Progress Measures

1. Percentage of students that are enrolled in Visual Performing Arts (Fine Arts) courses.  
(All Students, Secondary Only)
2. Student participation rates for Fort Worth After School. (spots filled / total spots)

**Extracurricular Activities**  
Strategic Priority Alignment  
2.1 Athletics, Fine Arts, JROTC  
2.2 Fort Worth After School

# Superintendent Guardrails (Constraints)

## Guardrail 3: Operational Alignment

The Superintendent will not allow the District to operate without a budget process that allocates resources in alignment with the District's strategic priorities.

### Progress Measures

1. Percentage of the budget that is allocated to Strategic Priority 1 – Student Academic Excellence.
2. Percentage of the budget that is not directly aligned to at least one of the District's strategic priorities.

Priority 1: Student Academic Excellence

Priority 2: Student and Family Engagement

Priority 3: Employee Effectiveness and Retention

Priority 4: Operational Alignment and Efficiency

# Superintendent Guardrails (Constraint)

## Guardrail 4: Operational Efficiency

The Superintendent will not allow the District to operate without implementing strategies to monitor and improve operational efficiency.

### Progress Measures

1. On-time bus transportation percentage
2. Average of submit days to close for maintenance service requests
3. Average resolution time for technology service requests

### Operational Efficiency

Strategic Priority Alignment

4.2 Bus Transportation (on-time)

4.3 Maintenance Service Requests

4.4 Technology Service Requests

# Fort Worth

## INDEPENDENT SCHOOL DISTRICT

### MISSION

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