



EARNED AUTONOMY FRAMEWORK

**Support Where It Is Needed.
Autonomy Where It Is Earned.**

August 11, 2026 | Board Meeting

One District. One Standard.

65,000+

students depending on us
across every neighborhood
in Fort Worth

3 Levels

of support and autonomy,
assigned by student
outcomes

100%

of campuses held to the
same non-negotiable
instructional expectations

What the framework does

- Matches the level of district direction to what each campus needs to move student outcomes
- Rewards sustained excellence with real decision rights over program, schedule, staffing and budget
- Creates a published, objective path for every campus to earn greater autonomy
- Holds every campus — at every level — to the same instructional and safety non-negotiables

The Three Levels



ELEVATE

24 campuses

Highest level of district support, structure and partnership, with a clearly defined, non-negotiable instructional model.

DESIGNATION CRITERIA

Overall D or F, Domain 1 F, Domain 3 at or below 70



EMERGE

All other campuses

Mostly district-directed framework with coaching, clear expectations and guided autonomy owned by the campus leadership team.

DESIGNATION CRITERIA

Overall A, B, C or D rating



EXEMPLAR

8 campuses

Sustained record of excellence, earning the greatest degree of autonomy in the district over program, schedule and budget.

DESIGNATION CRITERIA

An overall and Domain 1 (student achievement) A for three consecutive years

WHAT DOES NOT CHANGE

Non-Negotiables at Every Level

Regardless of designation, every FWISD campus is bound by the same expectations. These exist to guarantee that every student, in every classroom, receives a consistently excellent education.

Curriculum & Instruction

- 100% of the TEKS covered in all core courses
- High-quality Tier 1 instruction protected – Cowtown 12
- Objectives posted and communicated daily
- Regular instructional observations by campus leaders
- Daily DOLs or exit tickets in all core courses

Assessment & Data

- All district assessments administered as scheduled
- Assessment data drives instructional decisions
- Teacher and principal evaluation requirements

Governance, Calendar & Safety

- Board policy and all state and federal law
- District calendar, start and end times, PD days
- Safe, supportive and inclusive environment for all students

Level 1 — Elevate

Structure at this level is a resource, not a restriction. The district steps in as a partner to accelerate achievement and build the conditions for long-term success — 24 campuses.

Directed by the district

- Program and instructional model defined by the district, implemented with fidelity
- District-assigned curriculum; no substitutions or supplements without approval
- Master schedule prescribed to maximize instructional time
- Staffing model and ratios directed
- Professional development fully district-designed and directed

Guardrails and approvals

- No external vendors or coaches for instruction
- No external professional development
- All purchased services approved by the regional office before requisition, with a clear link to student outcomes
- District-wide budget process; campus may not exceed budget
- District evaluation and compensation structures apply

Path forward: Three consecutive years at B or above moves an Elevate campus to Emerge, confirmed by the Division of School Leadership.

Level 2 — Emerge

Campus leaders own their work inside structures the district has established. Every remaining FWISD campus sits at this level — the largest group in the district.

Decided by the campus

- Bluebonnet+ curriculum and supplemental resources from a district-approved list
- Build the master schedule within district parameters, including minimum core instructional minutes
- Staff the campus as the leadership team sees fit, within budget and district guidelines
- Propose campus-based professional development to Regional Chief
- Specialty programs shaped in partnership with the Regional Chief

Approved by the Regional Chief

- Curriculum selections and any supplemental materials
- Master schedule prior to implementation
- Staffing plans reviewed by the Regional Chief
- Vendors and purchased services, with a clear link to student outcomes
- District instructional model, observation tools.
- Daily DOLs remain required

Path forward: Three consecutive years at A, with an A in Domain 1, moves an Emerge campus to Exemplar.

Level 3 — Exemplar

An A overall and an A in Domain 1 for three consecutive years. Trust earned through consistency.

Autonomies earned

- Full autonomy over campus program design
- Selection from the state's High-Quality Instructional Materials (HQIM) including discretion over supplemental resources
- Full autonomy over the master schedule
- Broad discretion over budget allocation
- Campus-designed professional development on designated dates/times

Still required

- Program, curriculum, schedule and staffing decisions carry Regional Chief approval
- District instructional delivery model and observation tools (Cowtown 12)
- Daily DOLs
- District evaluation and compensation structures
- No vendors hired to coach instruction
- Campus may not exceed budget; district PD days remain non-negotiable

Maintaining the designation: A rating below A prompts review; one year below A returns the campus to Emerge or Elevate.

THREE CONSECUTIVE YEARS AT OVERALL AND DOMAIN 1 A

The Eight Exemplar Campuses

CAMPUS	GRADE SPAN	ENROLLMENT
I.M. Terrell Academy for STEM and VPA	High School	415
Young Women's Leadership Academy	Grades 6–12	388
Texas Academy of Biomedical Science	High School	368
TCC South Campus / Collegiate HS	High School	325
Marine Creek Collegiate HS	High School	293
Tanglewood ES	Elementary	547
Overton Park ES	Elementary	537
Westpark ES	Elementary	381

3,254 students are enrolled in a campus that has delivered an A three years running.

Enrollment as of the October 31, 2025 snapshot. Source: FWISD Data Analytics & Reporting.

Exemplar Campus Demographics

CAMPUS	ENROLL	HISPANIC	BLACK/AA	WHITE	EMERGENT BILINGUAL	ECON DIS	SPED
I.M. Terrell Academy	415	41.2%	19.3%	35.2%	7.7%	44.1%	9.4%
Young Women's Leadership	388	57.7%	19.6%	14.4%	10.3%	59.0%	4.1%
Texas Academy of Biomedical	368	71.2%	13.9%	7.9%	20.7%	70.7%	0.8%
TCC South / Collegiate HS	325	73.2%	18.5%	3.1%	29.8%	77.5%	4.3%
Marine Creek Collegiate HS	293	81.6%	8.9%	6.1%	22.5%	74.4%	2.7%
Tanglewood ES	547	14.4%	9.1%	67.5%	8.2%	17.9%	16.1%
Overton Park ES	537	10.1%	2.2%	81.8%	1.1%	5.8%	15.3%
Westpark ES	381	26.8%	7.1%	59.6%	3.7%	39.4%	25.5%

Source: FWISD Campus Demographic Profiles, Student Information System snapshot October 31, 2025. Percentages are of total campus enrollment.



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