

# Red Oak ISD Board Goals

## **Purpose and Commitment**

The Texas public education system exists to ensure that every student has access to a high-quality education that prepares them to reach their full potential and contribute meaningfully to their community, state, and nation. Red Oak ISD recognizes that student success is strengthened through strong family partnerships, meaningful parent engagement, and collaboration with the broader community.

In alignment with the Board's vision, beliefs, commitments, and Strategic Plan, the Red Oak ISD Board of Trustees is committed to continuous improvement that advances grade-level achievement, accelerates annual academic growth, and prepares every student for college, career, military service, and future success.

Student achievement, staff development, school safety, and organizational effectiveness will be intentionally designed, supported, monitored, and continuously improved. Through high expectations, responsible stewardship, transparency, and accountability, Red Oak ISD will pursue excellence that extends beyond state and federal requirements.

## **Governance Priorities**

The Board of Trustees will provide strategic governance and oversight by:

- Developing and monitoring district strategic priorities within a comprehensive strategic framework, including periodic review of the District's vision, mission, values, and strategic direction.
- Reviewing internal audit findings and monitoring the timely implementation of Board-approved recommendations.
- Evaluating fiscal strategies and long-term financial options that support organizational stability, sustainability, and responsible stewardship of taxpayer resources.
- Evaluating and planning for current and future facility, infrastructure, and technology needs in alignment with student enrollment, instructional priorities, safety requirements, and long-term district growth.

## **Student Learning Goals**

### ***Goal 1: Early Literacy***

Increase the percentage of 3<sup>rd</sup> grade students achieving Meets Grade Level or above on the STAAR Reading Language Arts assessment. *Most recent data 51% Meets.*

Performance Targets:

- Acceptable Progress: Increase by at least 3 percentage points annually.
- Accomplished: Increase by at least 5 percentage points annually.

Targets may be reviewed and adjusted as appropriate in response to changes in state standards, assessments, accountability requirements, or methodology.

### **Goal 2: Mathematics**

**2a:** Increase the percentage of 3<sup>rd</sup> grade students achieving Meets Grade Level or Above on the STAAR Mathematics assessment. *Most recent data 37% Meets.*

Performance Targets:

- Acceptable Progress: Increase by at least 3 percentage points annually.
- Accomplished: Increase by at least 5 percentage points annually.

Targets may be reviewed and adjusted as appropriate in response to changes in state standards, assessments, accountability requirements, or methodology.

**2b:** Increase the percentage of 7<sup>th</sup> grade students achieving Meets Grade Level or Above on the STAAR Mathematics assessment. *Most recent data 8% Meets.*

Performance Targets:

- Acceptable Progress: Increase by at least 3 percentage points annually.
- Accomplished: Increase by at least 5 percentage points annually.

Targets may be reviewed and adjusted as appropriate in response to changes in state standards, assessments, accountability requirements, or methodology.

### **Goal 3: College, Career, and Military Readiness**

Increase the percentage of Red Oak ISD graduates who meet the state-established criteria for College, Career, and Military Readiness (CCMR).

Performance Targets: *Most recent data 92%.*

- Acceptable Performance: At least 90% of graduates meet CCMR criteria.
- Accomplished: At least 95% of graduates meet CCMR criteria.

Targets may be reviewed and adjusted as appropriate to remain aligned with changes in state CCMR criteria and accountability requirements.

## **Student Experience Goal**

### ***Goal 4: Career and Industry Readiness***

Expand opportunities for students to graduate prepared for high-demand careers by increasing successful completion of industry-based certification (IBC) examinations aligned with approved programs of study.

Progress will be evaluated by individual certification and program of study to ensure that performance data accurately reflects student participation, successful completion, and year-over-year improvement within each career pathway.

## **Community Engagement Goal**

### ***Goal 5: Family and Community Partnerships***

Strengthen partnerships among Red Oak ISD, families, businesses, community organizations, and other stakeholders to support student success and increase meaningful engagement with the District.

Red Oak ISD will communicate transparently and effectively while intentionally expanding opportunities for stakeholders to participate, provide input, and partner with schools at both the campus and district levels.

Progress will be monitored through measures of stakeholder participation, engagement opportunities, partnerships, and communication effectiveness.

## **Resource Stewardship Goals**

### **Goal 6: Safety, Financial Stability, and Facilities**

Responsibly prioritize and allocate District resources to provide safe and secure learning and working environments while maintaining long-term financial stability and facilities that effectively support students, staff, and instructional programs.

The District will continuously evaluate safety and security practices, financial strategies, facility conditions, and emerging needs to identify opportunities for improvement and ensure responsible stewardship of public resources.

### **Goal 7: High-Quality Staff Recruitment and Retention**

Recruit, develop, and retain high-quality staff to ensure every Red Oak ISD student has access to excellent instruction and support.

The District will intentionally implement strategies to increase the number of appropriately certified teachers and strengthen overall employee retention.

**Performance Targets:**

- Acceptable Progress: Achieve at least a 3 percentage-point improvement in identified teacher certification and staff retention measures.
- Accomplished: Achieve at least a 5 percentage-point improvement in identified teacher certification and staff retention measures.

Progress will be monitored annually using clearly defined baseline data for teacher certification, vacancies, turnover, and employee retention.

Goals adopted this the 17<sup>th</sup> day of August, 2026.

*Melanie Petersen*

Melanie Petersen, President

*Johnny Knight*

Johnny Knight, Vice President

*Sean Kelly*

Sean Kelly, Secretary

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*Donna Knight*

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*Michelle Porter*

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*Brian Sebring*

Brian Sebring, Board Member

