Fort Worth ISD Board Constraints for the Superintendent

FWISD Mission: Preparing ALL Students for Success in College, Career, and Community Leadership

Constraint 1: The Superintendent shall not allow a low level of campus culture satisfaction.

- Constraint Progress Measure 1.1: Percent of teacher attendance, as measured by employee attendance data, will increase from 94.6% to 95.6% by 2019.
  - CPM 1.1 Annual Targets:
    - SY 16/17 (Baseline) = 94.6%
    - SY 17/18 = 95.1%
    - SY 18/19 = 95.6%

- Constraint Progress Measure 1.2: Percent of campuses with positive staff responses on campus survey about the “Campus Direction” shall increase from 69% to 75% by 2019.
  - CPM 1.2 Annual Targets:
    - SY 16/17 (New Measure) = 69%
    - SY 17/18 = 72%
    - SY 18/19 = 75%

- Constraint Progress Measure 1.3: Percent of students not chronically absent, as measured by student attendance data, will increase from 88.4% to 88.8% by 2019.
  - CPM 1.3 Annual Targets:
    - SY 16/17 (Baseline) = 88.4%
    - SY 17/18 = 88.6%
    - SY 18/19 = 88.8%

- Constraint Progress Measure 1.4: Percent of campus with students responding positively to campus survey shall increase from X% to Y% by 2019.
  - CPM 1.4 Annual Targets:
    - SY 16/17 (New Measure) = N/A
    - SY 17/18 = Y%
    - SY 18/19 = Y%
Constraint 2: The Superintendent shall not allow low performing campuses to have inequitable access to resources.

- Constraint Progress Measure 2.1: Percent of teaching staff at Improvement Required campuses, who are first year teachers, as measured by HCM Staffing Report, will decrease from 14.6% to 12.6% by 2019.
  - CPM 2.1 Annual Targets:  
    - SY 16/17 (Baseline) = 14.6%  
    - SY 17/18 = 13.5%  
    - SY 18/19 = 12.6%

Constraint 3: The Superintendent shall not allow adult convenience or preference to take priority over the academic progress of our students.

- Constraint Progress Measure 3.1: Percent of campuses meeting FWISD standard of 2 weekly lessons on FWISD progress monitoring system for reading will increase from 18.6% to 31.6% by 2019. (2016-2017 is the implementation year; these targets will be set in June 2017 when baseline data are available.)
  - CPM 3.1 Annual Targets:  
    - SY 16/17 (Baseline) = 18.6%  
    - SY 17/18 = 23.6% (Actual 36.9%)  
    - SY 18/19 = 31.6%

- Constraint Progress Measure 3.2: Percent of teachers continuing assignment at FWISD “District Initiative” campuses will increase from X% to Y% by Z, as measured by FWISD annual staffing report.
  - CPM 3.2 Annual Targets:  
    - SY 16/17 (New Measure) = Y%  
    - SY 17/18 = Y%  
    - SY 18/19 = Y%