

	Constraint Progress Measure	Baseline	2020-21	2021-22	2022-23	2023-24	2024-25
Const. 1	The superintendent will not allow fewer than 70% of educators who directly impact Board Goal 4 (Individual Growth) to grow students at or above their growth targets.	44.4%	44.4%	48.2%	53.4%	61.0%	70.0%
CPM 1.1	The percent of educators who directly impact Board Goal 4 whose evaluation is primarily based on data aligned to board goals or have a student feedback component will increase from 0.0% in May 2021 to 85% in May 2025.	0.0%	0.0%	50.0%	65.0%	75.0%	85.0%
CPM 1.2	The percentage of campuses serving students aligned with Board Goal 4 attaining at least 50 coaching and feedback sessions per year will increase from unknown in May 2021 to 100% in May 2025	Unknown	Unknown	100.0%	100.0%	100.0%	100.0%
CPM 1.3	The percentage of educators who directly impact Board Goal 4 (Individual Growth) that meet their growth goal on the MOY screener will increase from 47% in May 2021 to 70.0% in May 2025.	47.0%	47.0%	50.4%	55.0%	61.9%	70.0%
Const. 2	The superintendent will not allow educators to be without content- or pedagogy-focused PD that is aligned to their student growth expectations.						
CPM 2.1	The percentage of overall positive responses on the Professional Learning questions on Teacher Panorama survey will increase from 41% in December 2019 to 75% in May 2025.	41.0%	43.0%	50.0%	58.0%	66.0%	75.0%
CPM 2.2	The number of teachers who attain 21 completed hours of content- or pedagogy-focused PD and have a personalized professional development plan will increase from 0% in May 2021 to 100% in May 2025.	Unknown	Unknown	100%	100%	100%	100%
CPM 2.3	The number Continuous Improvement Reports on Professional Development from stakeholder feedback around district-led PD will increase from 0 in May 2021 to 4 in May 2025.	0	0	4	4	4	4
Const. 3	The superintendent will not allow the district to operate without a focus on high priority TEKS in the aligned curriculum.						
CPM 3.1	The number of core subjects with Scope & Sequence Documents will increase from 0 in May 2019 to 52 in May 2025.	0	0	26	40	52	52
CPM 3.2	The number of core subjects with Power Standards embedded within the Instructional Planning Guides will increase from 0 in May 2019 to 52 in May 2025.	0	0	26	40	52	52
CPM 3.3	The number of core subjects scoring at the highest level on a curriculum document rubric will increase from 0 in May 2019 to 52 core subjects in May of 2025	Unknown	Unknown	12	26	40	52

	Constraint Progress Measure	Baseline	2020-21	2021-22	2022-23	2023-24	2024-25
Const. 4	The superintendent will not make major decisions without a drafted plan presented to the board no later than 60 days prior to engaging the impacted students, families, staff and community with an implementation plan in order to recommend items for board approval.						
CPM 4.1	The number of times the Superintendent will solicit authentic feedback from trustees and identify the semester "major decisions" to be approved by board president and guide quarterly workshops will increase from 0 times a year in May 2019 to 2 in May 2025.	0	0	2	2	2	2
CPM 4.2	The number of public-facing summaries of key learnings from stakeholder feedback around major decisions, including actions taken due to feedback, will increase from 0% of major decision in May 2020 to 100% of major decisions by May 2025.	0%	0%	100%	100%	100%	100%
CPM 4.3	The number of quarterly workshops with the board to dive into "major decisions" and district updates increases from 0 standing workshops by May 2019 to 4 by May 2025.	0	0	4	4	4	4
Const. 5	The superintendent will not allow culture & climate to fall below the nationally normed 80th percentile on satisfaction per survey data amongst students and staff with at least 70% respondents.						
CPM 5.1	The percentage of overall positive responses on the School Climate questions for students on the Panorama survey will increase from 39.1% in December 2019 to 71.3% in May 2025.	39.1%	40.7%	43.9%	50.4%	60.0%	71.3%
CPM 5.2	The percentage of overall positive responses on the School Climate questions for School Staff and Teachers on the Panorama survey will increase from 39.8% in December 2019 to 75.2% in May 2025.	39.8%	41.6%	45.1%	52.2%	62.8%	75.2%
CPM 5.3	The number of Continuous Improvement Reports from Panorama data & personal experience feedback provided by the Superintendent will increase from 0 in December 2019 to 2 by May 2025.	0	0	2	2	2	2