

KILLEEN ISD • BOARD OF TRUSTEES BRIEFING

Third Future Schools SB 1882 In-District Charter Partnership

Manor Middle School — Campus 014906044

Prepared for the Board of Trustees | September 2026





Current Enrollment



589

APPLICATION PROJECTION (YR. 1, 26–27)

367

ACTUAL CURRENT ENROLLMENT

▼ 37.7%

ACTUAL VS. APPLICATION PROJECTION

▼ 30.8%

ACTUAL VS. BUDGETED PHYSICAL COUNT (530)

92.0%

BUDGETED AVERAGE DAILY ATTENDANCE

TEACHER INCREASE BY GRADE LEVEL — PROJECTED (YEARS 1–3)

	Grade		Yr 1 26-27	Yr 2 27-28	Yr 3 28-29
	6		200	205	210
	7		211	215	220
	8		178	180	185
	Total		589	600	615

Source: Local Campus Partner Application, Enrollment Summary.

YEAR 1: PROJECTED VS. ACTUAL CURRENT ENROLLMENT

Grade	Projected	Actual	Variance
6	200	150	-50 (-25.0%)
7	211	116	-95 (-45.0%)
8	178	101	-77 (-43.3%)
Total	589	367	-222 (-37.7%)

STUDENT DEMOGRAPHICS

- Economically disadvantaged: 73.3% (application projection)
- Special education: 25.3% (application projection)
- English Learners: 21.7% (application projection)
- A campus-level actual demographic breakdown is not yet available; the contract re-calculates funding at mid-year from the PEIMS snapshot enrollment (\$ 14.04)

ATTENDANCE AREA

- Defined in Addendum A-5, subject to TEC § 12.065; students residing in the zone may attend, with a transfer process for others and preference to in-district residents
- All students enrolled at the campus remain enrolled in Killeen ISD



State Law Requirements



WHY THIS PARTNERSHIP IS POSSIBLE

- A 2017 state law (Senate Bill 1882) lets a school district partner with an outside operator to run one of its campuses as an in-district charter
- This partnership isn't limited by the state's usual cap on how many students a district can serve this way
- TFS, not KISD, is the legal employer of everyone working at the campus

WHAT'S REQUIRED OF TFS'S OWN BOARD

- A separate 5-person board, with no KISD trustees, the Superintendent, or related staff on it
- All members complete state governance training and confirm they have no conflicts of interest
- The board must hire and evaluate the person who runs the campus, approve the budget, and follow state/federal funding rules

LAWS TFS STILL HAS TO FOLLOW

- The same civil-rights and disability laws as any public school (Title VI/VII, Title IX, Section 504, ADA, IDEA)
- Student-privacy law (FERPA) and federal education law, where it applies
- Most of the Texas Education Code, except the specific parts a charter is exempt from
- Texas' open-meetings and public-records laws

HOW KISD OVERSEES THE PARTNERSHIP

- A district policy adopted in November 2025 spells out the approval steps: application, review committee, and a Board vote
- KISD evaluates the campus every year and publishes the results
- KISD can place the campus on probation, or end the charter, if TFS falls short



Contract Requirements — Term & Performance

HOW LONG THE CONTRACT LASTS

- Signed March 25, 2026; covers three school years, July 2026 through June 2029, and can only be renewed if both boards agree in writing
- Either side can end it early if the other breaks a major promise and doesn't fix it within 60 days — immediately if student safety is at risk
- KISD can end the contract if TFS misses the goals below; TFS can end it if KISD doesn't fund the campus as agreed
- The Board reviews TFS's performance at least once a year

THE GOALS TFS HAS TO HIT

- A state school rating of at least 72 out of 100 this year, rising to 76 next year and 80 the year after — the campus scored 59 last year
- Reading and math growth of 1.7× the national average
- A clean financial audit and healthy finances
- Doing right by students with disabilities and English learners, keeping a positive school culture, and delivering the education plan TFS proposed

WHAT HAPPENS IF TFS FALLS SHORT

- Missing the goals above gives KISD grounds to end the contract, effective at the end of that school year
- If TFS is meeting its goals, KISD must hold a public hearing before ending or not renewing the contract; if it isn't, the Board can move straight to that decision



Contract Requirements — Funding & Responsibilities

\$13,774

PER-PUPIL REVENUE (STATE + 1882 FUNDS)

16%

SHARE KISD KEEPS FOR YEARS 1–2

\$7.34M

FY26-27 PRELIMINARY TOTAL REVENUE (BUDGET)

\$179.8K

PROJECTED SURPLUS BEFORE NETWORK SUPPORT

HOW THE MONEY WORKS

- TFS receives the same state per-student funding KISD would otherwise get, plus the extra state dollars this kind of partnership brings in
- KISD keeps 16% of that funding for its first two years, to cover the services it still provides
- TFS pays actual cost for any extra district services it chooses to use — copier, security, health, transportation
- Funding is trued up once a year to match actual attendance

WHO IS RESPONSIBLE FOR WHAT

- TFS runs the school day-to-day: curriculum, hiring and managing staff, the schedule, and student discipline — following KISD's discipline rules
- KISD keeps the building in good repair, pays for utilities, and runs busing, food service, and technology infrastructure
- KISD still owns the building and everything in it; TFS simply uses it to run the school



DISCIPLINE

- TFS follows the same state discipline law and KISD's own discipline and DAEP rules
- TFS pays KISD \$36 a day for any student it sends to the district's disciplinary campus (DAEP); KISD gives TFS 4 seats there for free
- TFS can't suspend, send to DAEP, or expel a student just for missing school or for poor grades
- Students keep their normal due-process rights, and TFS must take them back once a DAEP placement or expulsion is over

BACKGROUND CHECKS & REPORTING

- TFS runs its own background checks on its staff, vendors, and volunteers
- TFS must tell KISD within 48 hours about any staff misconduct
- Every adult on campus, TFS or KISD, follows the same child-abuse reporting law

CAMPUS SECURITY & HEALTH

- KISD still supplies and oversees the campus's security officers and school nurse. TFS pays the actual cost
- Day-to-day campus safety becomes TFS's job under the contract
- TFS can add its own hall monitors if it wants, at its own cost

INSURANCE

- TFS must carry at least \$1 million/\$2 million in liability insurance
- TFS must also carry specific coverage for sexual-misconduct claims, with KISD listed as protected under the policy



TFS Brief — From the Superintendent

WHO IS THIRD FUTURE SCHOOLS

- Third Future Schools-Texas is a Texas 501(c)(3) nonprofit; the national network is based in Aurora, Colorado, operating since 2017 (Texas since 2020)
- Mission: “Prepares students for college and the modern workplace... through personalized learning with a focus on critical thinking skills, our schools close achievement gaps and allow every student to reach his/her potential”

THE LSAE INSTRUCTIONAL MODEL

- 40–45 minutes of grade-level direct instruction, followed by a daily “Demonstration of Learning” and differentiated small-group instruction (Learning / Securing / Secured / Accelerated)
- “Dyad Concept”: an Art of Thinking course plus community-taught enrichment, with required participation in a team sport, performing arts, community service, and travel
- Progress monitored via NWEA MAP (BOY/MOY/EOY) and weekly Professional Learning Communities

TRACK RECORD — 2026 EOY NWEA MAP Data

Network Wide: 1.88

ELA: 1.86

Math: 1.78

Science: 2.01

- Broke UA chain in Manor ISD, Wichita Falls ISD, Jasper ISD, Midland ISD and Austin ISD, all TX schools have clean audits with no material findings
- TFS reports no history of contract revocation, non-renewal, withdrawal, or failure to open



TFS Brief — Leadership & Governance

PROPOSED LEADERSHIP TEAM — MANOR MS

Name	Role	Focus
Zach Craddock	Superintendent	Oversight of all areas
Latoya Miles	Deputy Superintendent	Leadership
Jeremiah Willis	Director of Schools, Central Texas	Instruction, Leadership and Culture
Dennise Wooden	Principal	Building Leadership

- Campus opened on time and ready for students on August 4, 2026
- Stand Up Team had campus ready for student by July 20, 2026
- Challenges with Enrollment

SUPERINTENDENT'S BRIEF

- Focus on quality of instruction
- Habits of Success
- Athletics
- Professional Development

TFS-TEXAS GOVERNING BOARD (INDEPENDENT OF KISD)

Name	Position	Relevant Competencies
Conrad Coleman	President	Finance; organizational
Dorothy Reyes	Sec./Treasurer	Human resources; ed. policy
Sarah Arrambide	Director	Ed. policy; parent
Martina Van Norden	Director	Finance; ed. policy; program
Blake Roach	Director	Education policy

- All five members completed Lone Star Governance training (March 2021); board meets monthly under the Texas Open Meetings Act

QUESTIONS & COMMENTS

