

## BOARD CONSTRAINTS

**CONSTRAINT 1:** The Superintendent shall not allow a campus to remain in IR status for more than four years without a restart plan.

**CPM 1-1:** Jan. 2018 Restart plans for Ector, Zavala, and Noel

**CPM 1-2:** Jan. 2019 Restart plans for all four-year IR campuses

**CONSTRAINT 2:** The Superintendent shall not allow a principal to remain on an IR campus for more than 3 years, and that principal may not remain as an administrator in the District.

**CPM 2-1:** SY 17-18 6 principals

**CPM 2-2:** SY 18-19 6 principals

**CPM 2-3:** SY 19-20 0 principals

**CONSTRAINT 3:** The Superintendent shall not hire any administrator in the District with less than five years of successful classroom experience.

**CPM 3-1:** SY 17-18 0

**CPM 3-2:** SY 18-19 0

**CPM 3-3:** SY 19-20 0

**CONSTRAINT 4:** The Superintendent shall not place any Long-Term Substitutes in a core subject area on a campus that has been in IR status for more than one year.

**CPM 4-1:** SY 17-18

Bonham MS 3

Ector MS 6

Blackshear EI 2

Goliad EI 0

Noel EI 0

Pease EI 2

Zavala 4

SY 18-19

Bonham MS 0

Ector MS 0

Blackshear EI 0

Goliad EI 0

Noel EI 0

Pease EI 0

Zavala 0

SY 19-20

Bonham MS 0

Ector MS 0

Blackshear EI 0

Goliad EI 0

Noel EI 0

Pease EI 0

Zavala 0

The Superintendent shall not place more than 10% Long-Term Substitutes in core subjects on any IR elementary campus nor 5% Long-Term Substitutes on an IR secondary campus.

<b>CPM 4-2:</b> SY 17-18	0
SY 18-19	0
SY 19-20	0

**CONSTRAINT 5:** The Superintendent shall not allow low-performing or high risk campuses to have inequitable access to student resources.

**CPM 5-1:** The percentage of high performing teachers transferring into IR or high risk elementary or middle school campuses will increase from 2% to 10% by the beginning of the 2020-2021 school year.

- a. Annual Targets
  - I. 5% SY 18-19
  - II. 8% SY 19-20
  - III. 10% SY 2021

**CPM 5-2:** The percentage of 1<sup>st</sup> year teachers at IR or high risk elementary or middle school campuses will not exceed the District average of 8% this year (it will change each year)

- a. Blackshear Elem 6.8%
- b. Bonham MS 13.2%
- c. Downing Elem 2.6%
- d. Ector MS 11.3%
- e. Goliad Elem 3.6%
- f. Pease Elem 12.5%
- g. Noel Elem 12.5%
- h. Zavala Elem 10.8%

**CPM 5-3:** The number of IR or high risk campuses to have a principal with less than 3 years' experience as administrator at IR or high risk campuses will decrease from 4 to 0 by the end of the 2019-20 school year.

- a. Annual Targets
  - I. 4 SY 17-18
  - II. 2 SY 18-19
  - III. 0 SY 19-20

A high risk campus is one which meets at least 3 of the 5 identified risk factors. The risk factors are: Greater than 60% EcoDis, Greater than 8% SpEd, Greater than 17% LEP, and larger than 600 students at the elementary school, larger than 1100 students at the middle school and larger than 3000 students at the high school. Additionally, a campus is considered high risk if it is Improvement Required for 2 or more years.

**CPM 5-4:** The Superintendent shall not hire a Principal at a high risk or IR campus who has not had successful experience as either an Assistant Principal or Principal at a high risk or IR Campus.