



**ARLINGTON INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES
Thursday, September 10, 2026 at 5:00 PM**

NOTICE of Regular Meeting of the Board of Trustees at the Arlington Independent School District Administration Building - Board Room, 690 East Lamar Boulevard, Arlington, Texas 76011.

Meetings may be viewed online at www.aisd.net. One or more members of the Board of Trustees may participate in this meeting via videoconference call. A quorum of the Board of Trustees will be physically present at the Administration Building.

Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Members of the public seeking to provide comments concerning an agenda item or non-agenda item shall be required to register at <https://www.aisd.net/boardmeetingspeakerrequest> **NO LATER THAN 3:00 p.m. the day of the board meeting** indicating (1) person's name; (2) subject the member of the public wishes to discuss, and; (3) telephone number at which the member of the public may be reached.

1. CALL TO ORDER: 5:00 p.m., Board Chambers

2. CLOSED MEETING: Board Conference Room

Adjournment to closed meeting pursuant to Sections 551.071 (consultation with attorney to seek and receive legal advice); 551.072 (discuss the purchase, exchange, lease or value of real property); Section 551.073 - (negotiating contracts for prospective gifts or donations); Section 551.074 - (consider the appointment, employment, evaluation, reassignment, duties, discipline, non-renewal or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee); Section 551.076 - (consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates); Section 551.082 - (discussing or deliberating the discipline of a public school child or children, or a complaint or charge is brought against an employee of the school district by another employee); Section 551.0821 - (deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation); Section 551.083 (considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements).

2.A. Personnel, including; New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions, and Evaluation

2.B. Consult Attorney Regarding Potential and Pending Litigation

2.C. Board Member Duties and Responsibilities

3. **RECONVENE INTO OPEN SESSION: 6:30 p.m., Board Room**

4. **PLEDGE:**

5. **RECOGNITIONS:**

This time has been designated for the purpose of allowing programs and/or presentations relating to matters such as curricular, extracurricular, co- curricular and PTA type activities.

5.A.Student Performance

5.B.Student of The Month

5.C. Introduction of Incoming Student Leadership Advisory Board

6. **OPEN FORUM FOR AGENDA ITEMS:**

Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. This first Open Forum is limited to agenda items other than personnel. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

7. **APPOINTMENTS:**

7.A.Consider Ratification of Administrative Appointments

8. **COMMITTEE AND STAFF REPORTS:**

8.A.Governance Committee Report

8.B.Priority Update- 2026- 2027 Priority Campus Identification and Support Report 7

8.C. Priority Update- 2026-2027 Marketing Plan Report 26

8.D. 2027-2032 District of Innovation Process Report 36

9. **PUBLIC HEARING:**

9.A.Public Hearing on the Proposed 2026-2027 Tax Rate 46

10. **ACTION:**

10.A. Consider Approval of Ordinance for the 2026-2027 Tax Rate 57

10.B. Consider Approval of the Adoption of 2026-2027 Key Progress Measures 78

10.C. Consider Approval of Strategic Plan Key Performance Indicators 94

10.D. Consider Approval of the 2026-2027 Campus Improvement Plan Performance Objectives 109

11. **CONSENT AGENDA:**

11.A. Approval of Minutes of Prior Meetings	214
11.B. Approval of Purchases Greater Than \$100,000	218
11.C. Approval of Donations	221
11.D. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions	224
11.E. Approval of the Community Ambassadors Committee	228
11.F. Approval of the Long Range Facilities Planning Committee	230
11.G. Approval of the Community Bond Oversight Committee	231
11.H. Approval of School Health Advisory Council (SHAC) Appointments	233
11.I. Approval of School Library Advisory Council (SLAC) Appointments	235
11.J. Approval of Texas Teacher Evaluation and Support System (T-TESS) Appraisers	237
11.K. Approval of the Texas Education Agency (TEA) Staff Development Minutes Waiver 2026-2027 School Year	240
11.L. Approval of Arlington ISD and Texas Christian University Advising Corps MOU	243
11.M. Approval of Tarrant County College District Student Recruitment and Outreach MOU	251
11.N. Approval of University of Texas at Arlington and Arlington ISD Interlocal Agreement - Dual Credit Courses-Dual Language Academy	255
12. <u>OPEN FORUM FOR NON-AGENDA ITEMS:</u>	
Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.	
13. <u>SUPERINTENDENT COMMENTS:</u>	
This time is for the Superintendent to acknowledge varying kinds of activities occurring within the district. This includes such items as recognition of outstanding performance by district staff and/or students, the initiating of new programs and special activities. The Superintendent will report on the following subjects:	
13.A. District Priorities.	
13.B. Recognition of outstanding performance by district staff and students.	
13.C. Initiation of new programs and special activities.	
14. <u>TRUSTEE COMMENTS:</u>	

This time on the Agenda allows each member to inform other Board Members, the administrative staff and the public of activities which are of interest. The Board Members will report on the following subjects:

- 14.A. Board member attendance at various school and community events.
- 14.B. Board member announcement of various upcoming school and community events.
- 14.C. Board member visits to various campuses.
- 14.D. Board member recognition of outstanding performance by district staff and students.
- 14.E. Board member recognition of new programs and special activities.

15. **CLOSED MEETING:**

At any time during the meeting the Board may adjourn into closed meeting for consultation with its attorney (Texas Government Code section 551.071) or for a posted agenda item pursuant to Texas Government Code sections 551.072 - 551.084.

16. **ADJOURNMENT:**

The agenda order may be adjusted by the Presiding Officer at any time during the meeting.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f).

If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et. seq., for any of the following reasons:

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates.

Section 551.082 - For the purpose of deliberating in a case involving discipline of a public

school child or children, or in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing.

Section 551.0821 - For the purpose of deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Section 551.083 - For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 - For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be at either:

- A. the open meeting covered by this notice upon the reconvening of this public meeting, or
- B. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 4th day of September 2026 at 5:00 p.m., this notice was posted on a bulletin board at a place convenient to the public at the central administrative office of the Arlington Independent School District, 690 East Lamar Boulevard, Arlington, Texas and readily accessible to the general public at all times beginning at least 72 hours preceding the scheduled time of the meeting.

A rectangular box containing a handwritten signature in black ink. The signature appears to be "M. Smith" written in a cursive, flowing style.

Matt Smith, Ed.D., Superintendent

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Bret Champion

Board Agenda Presented for: Action: ☐ Report: ☒ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Priority Update - 2026-2027 Priority Campus
Identification and Support Report

District Priority / Goals Addressed

Prioritizing the District's highest needs campuses allows the system to differentiate support and ensure we continue to improve in the priority area of Academic Growth.

Background

At the Board Workshop on August 27, 2026, the Board and Administration discussed the state accountability system and the steps the District is taking to improve student outcomes. At the September 10 Board meeting, Administration will be sharing which campuses are the highest priority for this school year, as well as the methodology used to determine those high priority campuses. Additionally, examples of differentiated campus support will be discussed.

Fiscal Implications

None

Recommendation

None

Submitted by: *Bret A. Champion*

Date: September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting, September 10, 2026



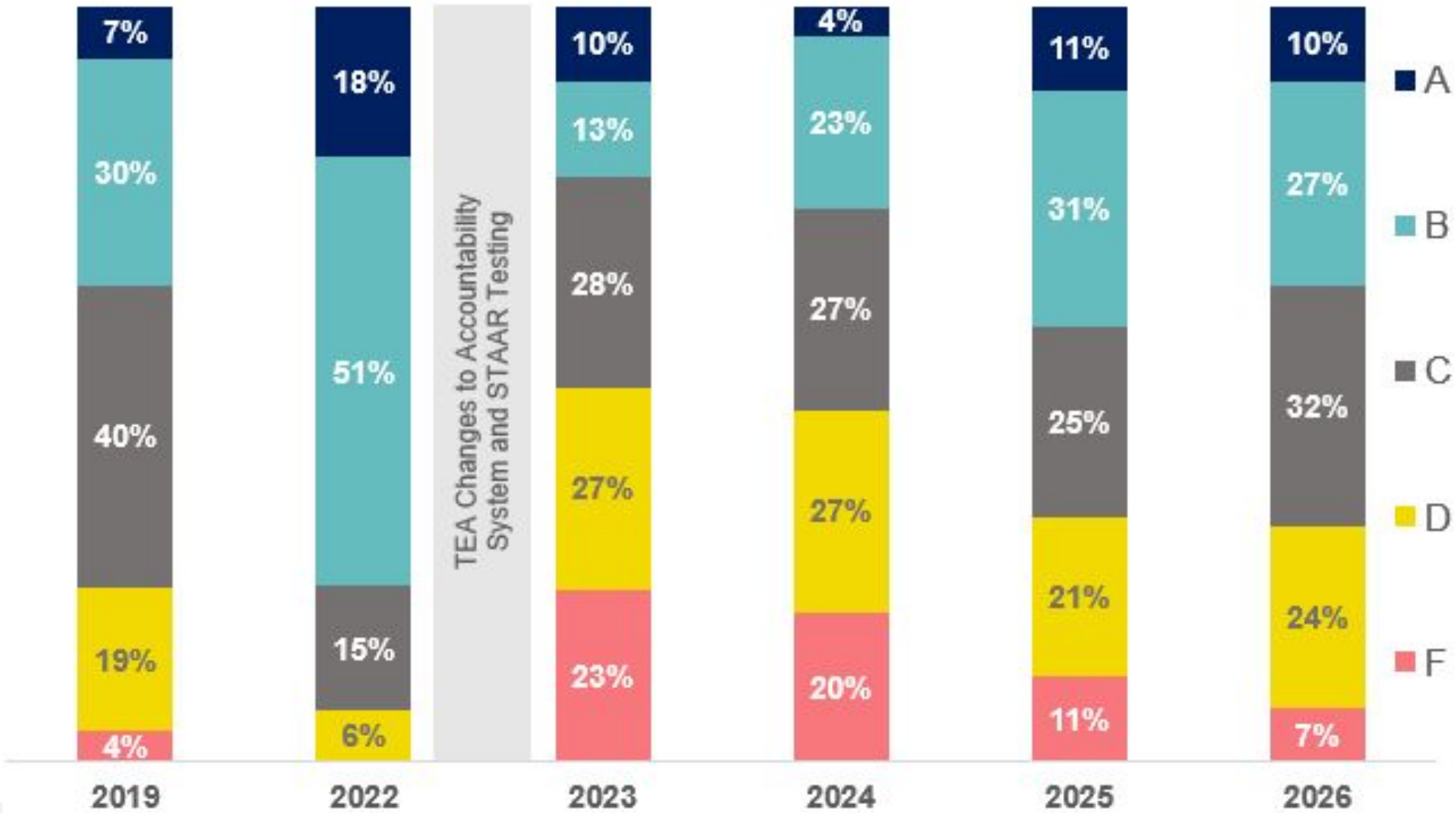
Priority Update - 2026-2027 Priority Campus Identification and Support Report

Bret Champion, Chief Schools Officer

PURPOSE

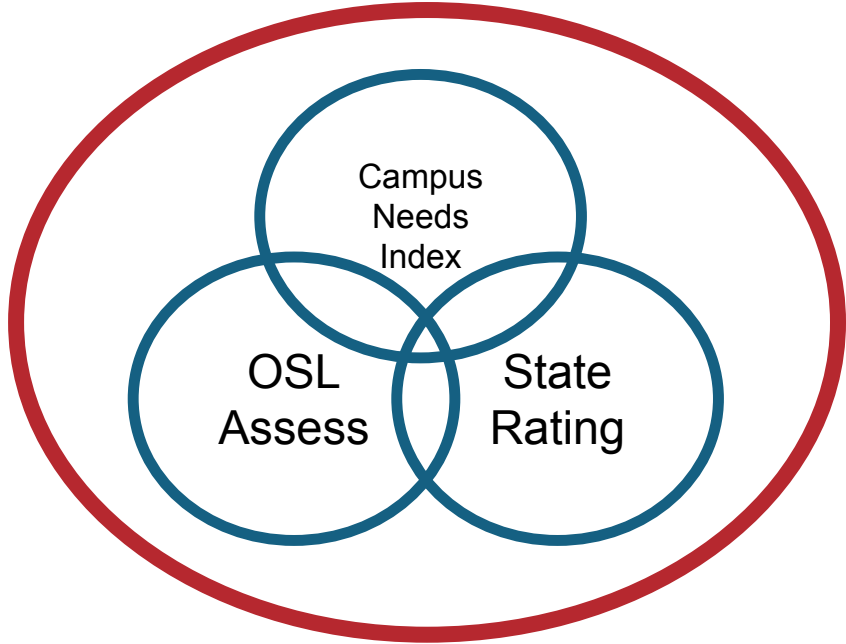
- **Share the highest priority campuses and the methodology used to identify them**
- **Discuss District differentiation for the highest priority campuses**

Historical Trends



Note: No accountability ratings in 2020 or 2021 due to a "declared state of disaster."

Compass: Acceleration Framework



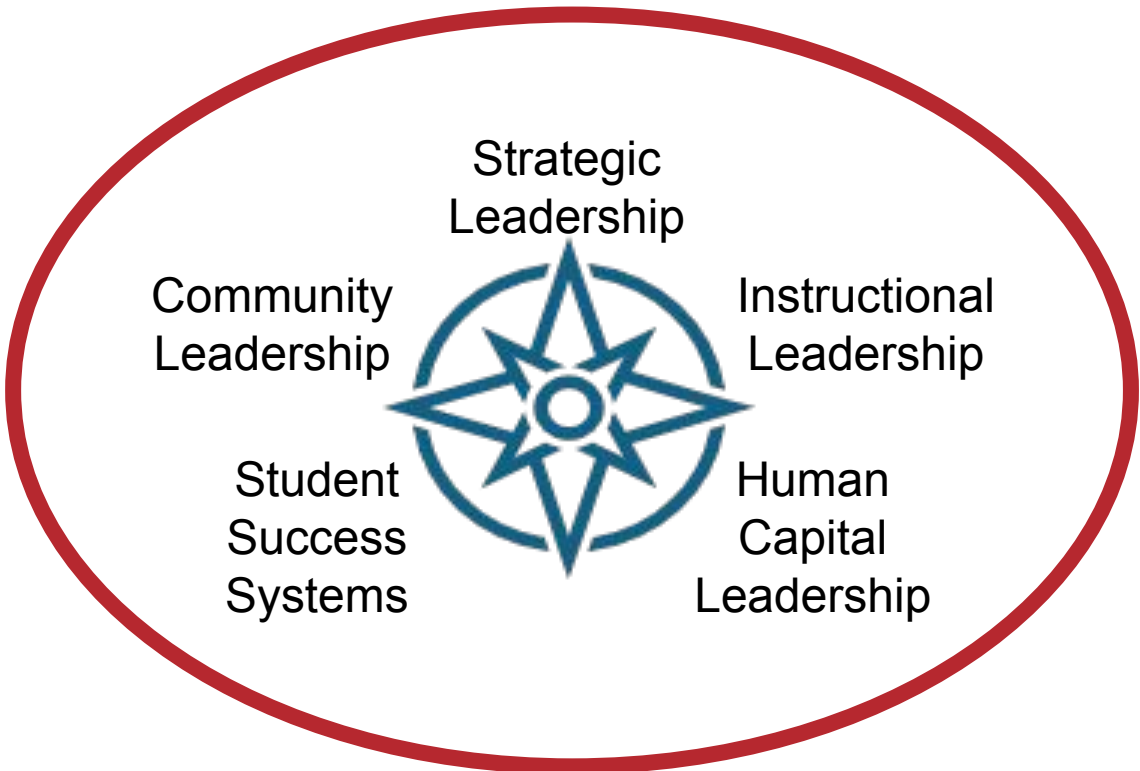
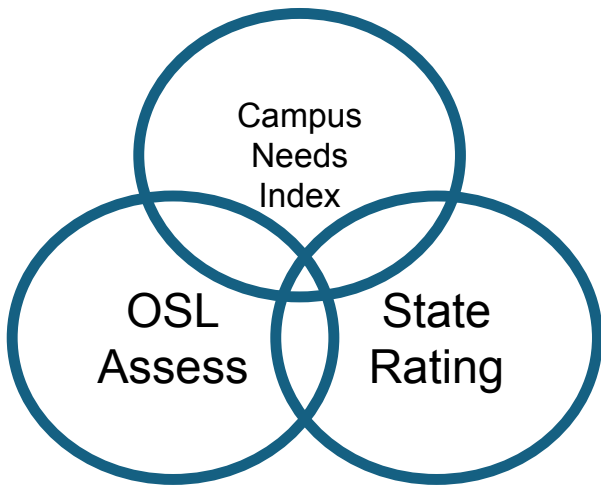
Supports	
☐	_____
☐	_____
☐	_____
☐	_____

Every campus deserves the level of support needed to accelerate student outcomes while sustaining long-term success.

Consecutive Years Unacceptable 2026-27

3rd Year Unacceptable	2nd Year Unacceptable	1st Year Unacceptable
Rodriguez (Carter) JH Thornton ES	Anderson ES Crouch ES* Ellis ES* Johns ES* Key ES* Miller ES* Morton ES* Rankin ES* South Davis ES* Speer ES* Starrett ES* *D doesn't yield a pause in state accountability	Berry ES Dunn ES Peach ES Swift ES

Compass: Acceleration Framework



Supports	
☐	_____
☐	_____
☐	_____
☐	_____

Every campus deserves the level of support needed to accelerate student outcomes while sustaining long-term success.

Systems of Support Compass

Area	15 Leadership System	Purpose	Reactive	Developing	Systematic	Evidence to Consider	Impact
Strategic Leadership	Campus Improvement Systems	Establishes a proactive, well-organized system that guides campus improvement through planning, monitoring, and timely adjustments.	Improvement efforts are largely reactive. Leadership responds to the latest challenge or data point rather than following a systematic improvement process.	A clear improvement plan exists, but monitoring and adjustments are inconsistent. Leadership alternates between proactive planning and reacting to emerging issues.	The campus operates from a clear improvement plan that is routinely monitored and adjusted. Leadership anticipates trends, monitors leading indicators, and proactively addresses challenges before they become significant.	CIP, PDSA, leadership agendas, action plans, progress monitoring	
	Change Leadership	Anticipates barriers and successfully leads implementation by building ownership among staff, students, and families.	Leadership primarily reacts after implementation problems occur, resulting in inconsistent execution.	Leadership responds effectively to many implementation challenges but does not consistently anticipate them.	Leadership anticipates implementation barriers and proactively develops systems to support staff, students, and families through change.	Implementation plans, communication, stakeholder feedback, fidelity monitoring	
	Monitoring & Responsiveness	Maintains continuous awareness of implementation and student outcomes through purposeful monitoring.	Awareness of implementation is limited. Leadership relies on others to identify issues and determine future actions.	The principal understands key priorities but occasionally requires prompting to identify trends or determine next steps.	The principal consistently knows what is happening across the campus, speaks specifically about implementation and student outcomes, and identifies next steps without prompting.	Walkthrough trends, implementation trackers, leadership meetings	
	Continuous Improvement	Identifies root causes, makes strategic pivots, and monitors the effectiveness of improvement efforts.	Leadership focuses primarily on symptoms, resulting in repeated problems and limited improvement.	Leadership makes adjustments, but root cause analysis and monitoring are inconsistent.	Leadership consistently identifies root causes and implements purposeful pivots that are monitored for effectiveness.	Root cause analysis, PDSA, action plans, implementation evidence	
	Results Orientation	Maintains relentless focus on student outcomes by identifying and acting on the highest-leverage opportunities for improvement.	Leadership spends significant time on activities that have limited impact on student outcomes.	Leadership maintains focus on outcomes but occasionally divides attention among competing priorities.	Leadership consistently identifies and acts on the highest-leverage opportunities to improve student outcomes.	Student outcome trends, leadership priorities, resource allocation	

Systems of Support Compass

Area 16	Leadership System	Purpose	Reactive	Developing	Systematic	Evidence to Consider	Impact
Human Capital Leadership	Talent & Leadership Capacity	Recruits, develops, retains, and empowers high-quality staff while distributing leadership across the campus.	Campus success depends heavily on the principal. Leadership development and staffing systems are limited.	Leadership development occurs, but ownership and capacity vary across the organization.	Leadership intentionally recruits, develops, retains, and empowers staff. Responsibility is shared and leadership extends well beyond the principal.	Staffing decisions, retention, succession planning, coaching, leadership opportunities	
	Instructional Coaching	Establishes systematic coaching cycles that improve instructional practice and student outcomes.	Coaching is primarily observation or compliance driven with limited evidence of improved practice.	Coaching occurs regularly but follow-up and implementation vary.	Coaching is continuous, evidence-based, and results in improved instruction and student learning.	Coaching cycles, observation feedback, follow-up evidence	
	Leadership Readiness	Considers the principal's experience and demonstrated success when determining differentiated district support.	The principal requires frequent coaching and structured support due to limited experience or demonstrated success.	The principal is building familiarity with the campus or principalship and benefits from targeted coaching.	The principal demonstrates sustained success and independently leads complex improvement work.	Years as principal, campus tenure, previous results	
Instructional Leadership	Instructional Systems	Ensures instruction is aligned, monitored, and consistently implemented across classrooms.	Significant variation exists in instruction and leadership lacks consistent awareness of classroom implementation.	Instruction is generally aligned but implementation varies across classrooms or teams.	There are no surprises during classroom visits. Leadership knows what should be taught, monitors implementation, and ensures instructional consistency.	Walkthroughs, curriculum alignment, classroom observations	
	Professional Learning Communities	Builds collaborative PLCs that internalize lessons and prepare teachers with high-quality instruction.	PLCs primarily meet to discuss logistics or complete compliance tasks.	PLCs regularly plan instruction, but internalization and outcomes vary across teams.	PLCs are organized, efficient, and consistently produce high-quality lessons, assignments, and assessments ready for implementation.	PLC observations, planning artifacts, lesson internalization	
	Student Learning Monitoring	Establishes a consistent rhythm for reviewing formal and informal student learning data to guide instructional decisions.	Student learning is primarily reviewed after major assessments, limiting opportunities to intervene early.	Student learning is reviewed regularly, but follow-up and instructional adjustments vary.	Student learning is routinely monitored using formal and informal assessments, resulting in timely instructional adjustments.	Student work, checks for understanding, common assessments, data meetings	

Systems of Support Compass

17							
Area	Leadership System	Purpose	Reactive	Developing	Systematic	Evidence to Consider	Impact
Student Success Systems	High Expectations & Culture	Establishes a culture where all students and staff are held to consistently high expectations.	Expectations are inconsistent, and low performance or misbehavior is often accepted or overlooked.	Expectations are generally high but vary across classrooms or settings.	High expectations are consistently reinforced. Excellence is celebrated, and misbehavior is addressed promptly and consistently.	Campus observations, behavior trends, climate data	
	Student Success Systems	Builds proactive systems that celebrate success while providing timely intervention when students need support.	Campus systems primarily respond to problems with limited focus on celebrating success.	Recognition and intervention systems exist but implementation is inconsistent.	Campus systems intentionally recognize student success while proactively responding to student needs before they escalate.	Recognition systems, PBIS, attendance, intervention data	
	Early Student Support Systems	Identifies and responds to student needs at the earliest signs of concern.	Student support systems are largely reactive after concerns become significant.	Student supports exist but timeliness and monitoring vary.	Academic, behavioral, attendance, and social-emotional concerns are identified early and addressed through coordinated interventions.	I-MTSS, attendance interventions, academic interventions, counseling, behavior supports	
Community Leadership	Family & Community Partnerships	Develops meaningful partnerships that directly improve student learning and academic outcomes.	Family engagement is primarily informational or event-based with limited connection to student outcomes.	Family engagement is consistent but impact on student learning varies.	Families and community partners are authentic collaborators in improving student achievement and campus success.	Family communication, academic events, partnerships, survey data	

Priority Campuses

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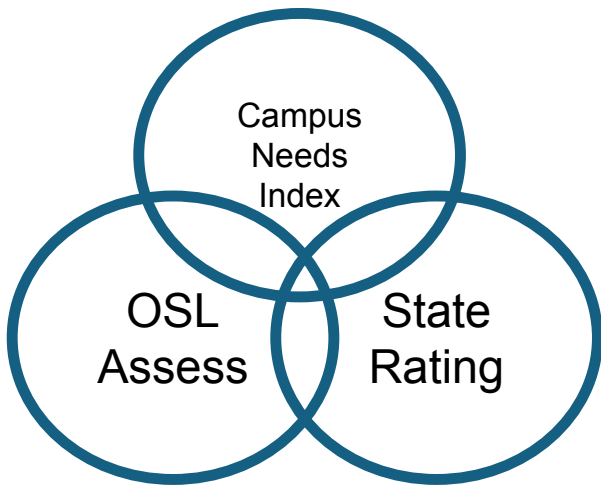
Highest Priority

- Berry ES
- Crouch ES
- Ellis ES
- Miller ES
- Morton ES
- Rankin ES
- Rodriguez JHS
- Sam Houston HS
- South Davis ES
- Speer ES
- Starrett ES
- Swift ES
- Thornton ES

High Priority

- Anderson ES
- Bebenssee ES
- Dunn ES
- Johns ES
- Key ES
- Larson ES
- Peach ES
- Webb ES

Compass: Acceleration Framework



Every campus deserves the level of support needed to accelerate student outcomes while sustaining long-term success.

²⁰ **High Quality Curriculum Implementation: *All Campuses***

From Board Workshop, August 27, 2026:

- *Coaching:* Teachers & Leaders
- *Consistency:* Curriculum, Assessment, Pacing & Interventions
- *Monitoring:* Walkthroughs, PLCs & Student Data
- *Continuous Improvement:* Feedback, Calibration & Targeted Learning

Dept	Sustaining	Progressing	Gaps	High Priority	Highest Priority
OSL	Compass Protocol Available if ED find necessary	Compass Protocol Available if ED find necessary	COMPASS Protocol Initiated	COMPASS Protocol Required	COMPASS Protocol Required
	Coaching touch point/walk (monthly)	Campus touch point / walk (once per three weeks)	Campus touch point/walk (once per two weeks)	Campus touch point/walk (once per week)	Campus touch point/walk (once per week)
			Instructional Rounds with assigned DCT Representatives Monthly	Instructional Rounds with assigned DCT Members Monthly	Instructional Rounds with assigned DCT Members Twice Monthly
			Bailey Ed Group Coaching-Tiered based on availability and need	Bailey Ed Group Coaching-Tiered based on availability and need	Bailey Ed Group Coaching-Tiered based on availability and need
			Data presentation format supplied to principal for faculty meeting with ED in attendance (Before school beings, after CA, and Benchmark)	Data overview format supplied to principal for faculty meeting with ED in attendance (Before school beings, after CA, and Benchmark)	Data overview format supplied to principal for faculty meeting with ED in attendance (Before school beings, after CA, and Benchmark)
				Facilitate assignment of extra staff (Admin,Security, etc.)	Facilitate assignment of extra staff (Admin,Security, etc.)
				Collaborative meetings with departments providing resources (monthly)	Collaborative meetings with departments providing resources (twice per month)
					EDs rotate priority campus reports in OSL Team and DCT Meetings
					Turnaround School Consultant

Dept	Sustaining	Progressing	Gaps	High Priority	Highest Priority
C & I	District PD and curriculum resources	District PD and curriculum resources	District PD and curriculum resources	District PD and curriculum resources	District PD and curriculum resources
		Instructional support based on need (content/grade level, etc.)	Instructional support based on need (content/grade level, etc.)	Targeted Classroom Practice Support: Classroom walks, modeling, resources, planning, etc	Intensive Classroom Practice Support: Classroom walks, modeling, resources, planning, etc
			PLC observation and feedback cycle	PLC observation, feedback and support	Intensive PLC Support
				ILT Support (Learning and Campus Instructional Systems)	ILT Support (Learning and Campus Instructional Systems)
				MTSS/Interventions: targeted support, feedback and planning	MTSS/Interventions: targeted support, feedback and planning
				Creation of specific action plan	CI and ILT calibration in ILT meetings weekly/biweekly with specific action plan created
					Data and Planning (specific to content/grade level curriculum and instruction)
R & A	District Assessment Reports	District Assessment Reports	Data presentations based on previous year STAAR & CA	Data presentations based on previous year STAAR, CA & benchmark	Data presentations based on previous year STAAR, CA & benchmark
			Growth reports by teacher	Growth reports by teacher	Growth reports by teacher
					Demo of AISD reports for teachers

Dept	Sustaining	Progressing	Gaps	High Priority	Highest Priority
23	Monthly Check-in by a Senior Facility Services leader for M&O needs	Monthly Check-in by a Senior Facility Services leader for M&O needs	Assigned Senior Facility Services leader as a point person for M&O needs for bi-weekly assessment	Assigned Senior Facility Services leader as a point person for M&O needs for weekly assessment	Assigned Senior Facility Services leader as a point person for M&O needs for weekly assessment
	Senior Facility Services leader partners with campus administrator on building assessment for standardized Performance and Appearance Rating evaluation	Senior Facility Services leader partners with campus administrator on building assessment for standardized Performance and Appearance Rating evaluation	Senior Facility Services leader partners with campus administrator on building assessment for standardized Performance and Appearance Rating evaluation	Senior Facility Services leader partners with campus administrator on building assessment for standardized Performance and Appearance Rating evaluation	Senior Facility Services leader partners with campus administrator on building assessment for standardized Performance and Appearance Rating evaluation
	Monthly review of FMX work orders to ensure compliance with response and resolution standards.	Monthly review of FMX work orders to ensure compliance with response and resolution standards.	Monthly review of FMX work orders to ensure compliance with response and resolution standards.	Bi-weekly analysis of FMX work order completion rate to ensure minimal or no disruption to the learning environment	Bi-weekly analysis of FMX work order completion rate to ensure minimal or no disruption to the learning environment
	When possible, schedule disruptive work before or after school, on weekends, during holidays, or over summer breaks	When possible, schedule disruptive work before or after school, on weekends, during holidays, or over summer breaks	When possible, schedule disruptive work before or after school, on weekends, during holidays, or over summer breaks	Schedule any and all disruptive work before or after school, on weekends, during holidays, or over summer breaks	Schedule any and all disruptive work before or after school, on weekends, during holidays, or over summer breaks
				Prioritize Special Project Requests that directly impact the learning environment	Prioritize Special Project Requests that directly impact the learning environment
Food & Nutr	Weekly email/text families to complete the Household Income Form or Meal Benefits Form.	Weekly email/text families to complete the Household Income Form or Meal Benefits Form.	Weekly email/text families to complete the Household Income Form or Meal Benefits Form.	Weekly email/text families to complete the Household Income Form or Meal Benefits Form.	Starting in October, work with Family Liaison/ Campus Admin to telephone families who have not completed the Household Income Form or Meal Benefits Form.
	Monthly Check-In by Area Supervisor	Monthly Check-In by Area Supervisor	Monthly Check-In by Area Supervisor	Bi-Weekly Check-In by Area Supervisor	Bi-Weekly Check-In by Area Supervisor
					Attendance Incentives
					Increase Breakfast Participation Through Potential Meal Service Model Change

Rodriguez Junior High School

Principal: Jerod Zahn

LC/ED: Junior High/Dhalla



Principal Experience:	
Former principal, new to campus	
Campus Leadership Team:	
3 APs	2 ICs
3 Counselors	S BSIS
2 Deans	3 AIFs

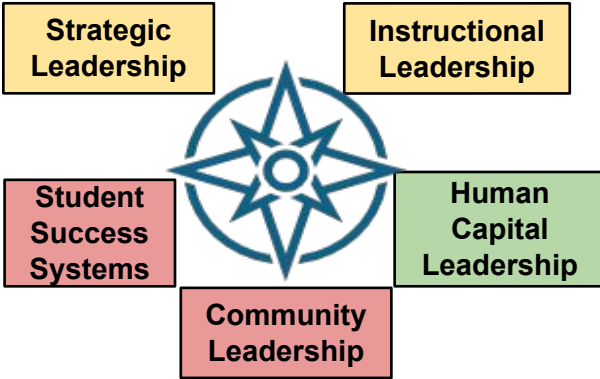
Feeder Pattern		
Elementary	Junior	High
Anderson Crouch Johns Remyanse Adams Crow Patrick Thornton Berry Goodman Rankin	Rodriguez	Sam Houston

Student Survey*			Parent Survey			Staff Survey		
<2.4	2.4-2.79	2.8+	<3	3-3.49	3.5+	<3	3-3.49	3.5+
2.7			3.6			3.7		

A-F				DOMAINS 2026				2027 What if...
				1	2A	2B	3	C- Unacceptable Chain Broken
2023	2024	2025	2026	Pass/Fail	Growth	Comp SES	Special Pops	D - Pause (Final Year)
50 F	56 F	59 F	69 D	59	60	69	70	F - Fourth Year F

Areas for Additional Support	Campus Strengths
- Systems are new, will need to monitor effectiveness - Staff is new, will need to be ready for pivots throughout the year - Student belonging - must remember why we changed from Carter to Rodriguez	- Just underwent reorganization which allowed for a campus reset

Student Enrollment		844
Black 83	Hispanic 724	White 17
At-Risk 535	Eco Dis 703	SPED 117
Mobility 17	LEP/EB 481	504 15





DISCUSSION

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Taina Northington

Board Agenda Presented for: Action: ☐ Report: ☒ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Priority Update - 2026-2027 Marketing Plan Report

District Priority / Goals Addressed

Taina Northington, Chief Communications Officer, will provide an overview of the Marketing Plan framework for the 2026-2027 school year to highlight the Marketing & Engagement priority set forth by the Board.

Background

Arlington ISD has developed a comprehensive marketing plan focused on increasing enrollment, strengthening the district's reputation and building stronger connections and engagement among families, employees and the broader community. Through a coordinated mix of traditional, digital, and unconventional strategies, the plan delivers the right message to the right audiences and reinforces Arlington ISD as a premier choice for education in our community. The plan centers on seven priorities and is presented for discussion.

Fiscal Implications

None at this time.

Recommendation

None

Submitted by: 
Taina Northington (Sep 1, 2026 12:29:46 CDT)

Date: September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



2026-27 MARKETING PLAN REPORT

September 10, 2026

Presented by Taina Northington

**MAKING
DREAMS
HAPPEN**





PURPOSE

A comprehensive, actionable marketing plan is essential for Arlington ISD to retain current students, attract new students, protect and enhance brand reputation, recruit the most qualified talent, and drive meaningful engagement across families, staff, and community.

MARKETING & ENGAGEMENT GOAL

Involve families and community stakeholders as valued partners in student learning.





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MARKETING GOALS

1. **Develop a General Student Recruitment Campaign**
2. **Increase Interest in Signature Academic Programs**
3. **Increase Pre-K Program Awareness**
4. **Improve School District Sentiment**
5. **Highlight Post-Bond Election Communications**
6. **Promote Job Fairs to Recruit the Most Qualified Talent**
7. **Launch District Rebrand**





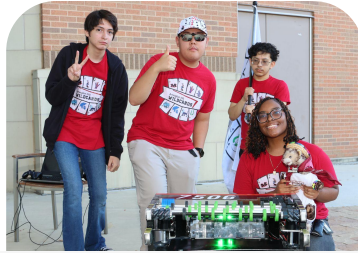
30

MARKETING OBJECTIVES



Student Recruitment

Increase engagement on the enrollment web page by 3% by June 2027.



Signature Programs

Share four signature program stories per month through district channels by October 2027.



Pre-K Program

Reach 75% of households with Pre-K-aged children not currently enrolled in the district by June 2027.



Increase Sentiment

Increase 60+ Gold Card Membership by 5%.



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MARKETING OBJECTIVES



Post-Bond Communications

By August 2027, inform 75% of stakeholders with a "promises made, promises kept" campaign.



Recruit & Retain

Raise awareness of Job Fairs by increasing impressions by 5% by August 2027.



District Rebrand

Rebrand the district by June 2027 to establish a clear, compelling, and differentiated identity.



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TARGET AUDIENCE

Example: General Student Recruitment

Persona	Core Focus	Messaging
Persona 1: The Homeschooler Parent Seeking Socialization & Resources	Welcoming community, social clubs, specialized electives	"Everything your child needs to thrive socially and academically."
Persona 2: The Academically Concerned Charter Parent	Specialized support, certified staff, deep resources	"Every resource, every specialist, every child supported."
Persona 3: The Burned-Out "Parent-Teacher"	Letting teachers teach so you can just be a parent	"Trade the kitchen table classroom for a stress-free home."
Persona 4: The Convenience Seeking Charter Refugee	Free transportation, community closeness, neighborhood bonds	"High-quality education, right down the street."
Persona 5: The Specialized Support Seeker Microschool Parent	Certified specialists, robust resources, local extracurriculars	"All the support your child needs, backed by a community right outside your front door."



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TOP MARKETING TACTICS & PRIORITIES



**Enrollment
Journey Overhaul**



MMS Marketing
(Multimedia Messaging Service)



Billboards



**Movie Theater
Advertising**



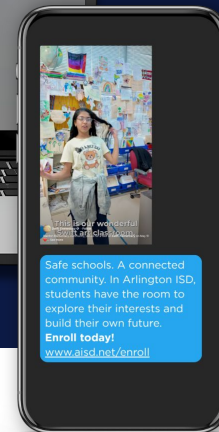
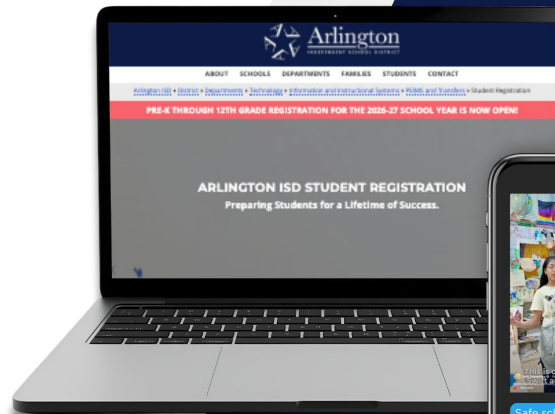
**OTT and Connected
TV Advertising**



**Traditional Print
and Mailers**



**Spanish
Radio/TV Ads**





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ACTIONABLE 12 MONTH MARKETING PLAN

2026-2027 Marketing Campaign Roadmap

2026-2027 Marketing Campaign Roadmap

Campaign	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Bond/Sentiment												
Charter/Home												
Pre-K Enrollment												
Talent/Recruit												
District Rebrand												
Signature Programs												





DISCUSSION

9



Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☒ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: 2027-2032 District of Innovation Process Report

District Priority / Goals Addressed

The District of Innovation Plan provides the essential flexibility to support all five of the district's priorities.

Background

In the spring of 2015, the 84th Legislative Session passed HB 1842 creating TEC Chapter 12A. This law was designed to promote the development and implementation of innovative practices by providing traditional ISDs with increased flexibility through statute exemptions typically reserved for open enrollment charter schools.

Arlington ISD trustees approved a 5-year District of Innovation (DOI) plan on January 13, 2022. Because the current plan is set to expire in January 2027, the administration is working with the DIDC committee to revise and renew our DOI plan by December 2026. This presentation is an overview of the process we will use to revise our DOI plan.

Fiscal Implications

None

Recommendation

None

Submitted by: *Dr. Jennifer L. Collins*

Date: September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting, September 10, 2026



2027-2032 District of Innovation Process Report

Dr. Jennifer Collins, Deputy Superintendent

Purpose

Provide a comprehensive review, update, and renewal process for the Arlington ISD District of Innovation (DOI) Plan

District of Innovation Plan

Origin & Authority

In the spring of 2015, the 84th Legislative Session passed HB 1842, creating TEC Chapter 12A.

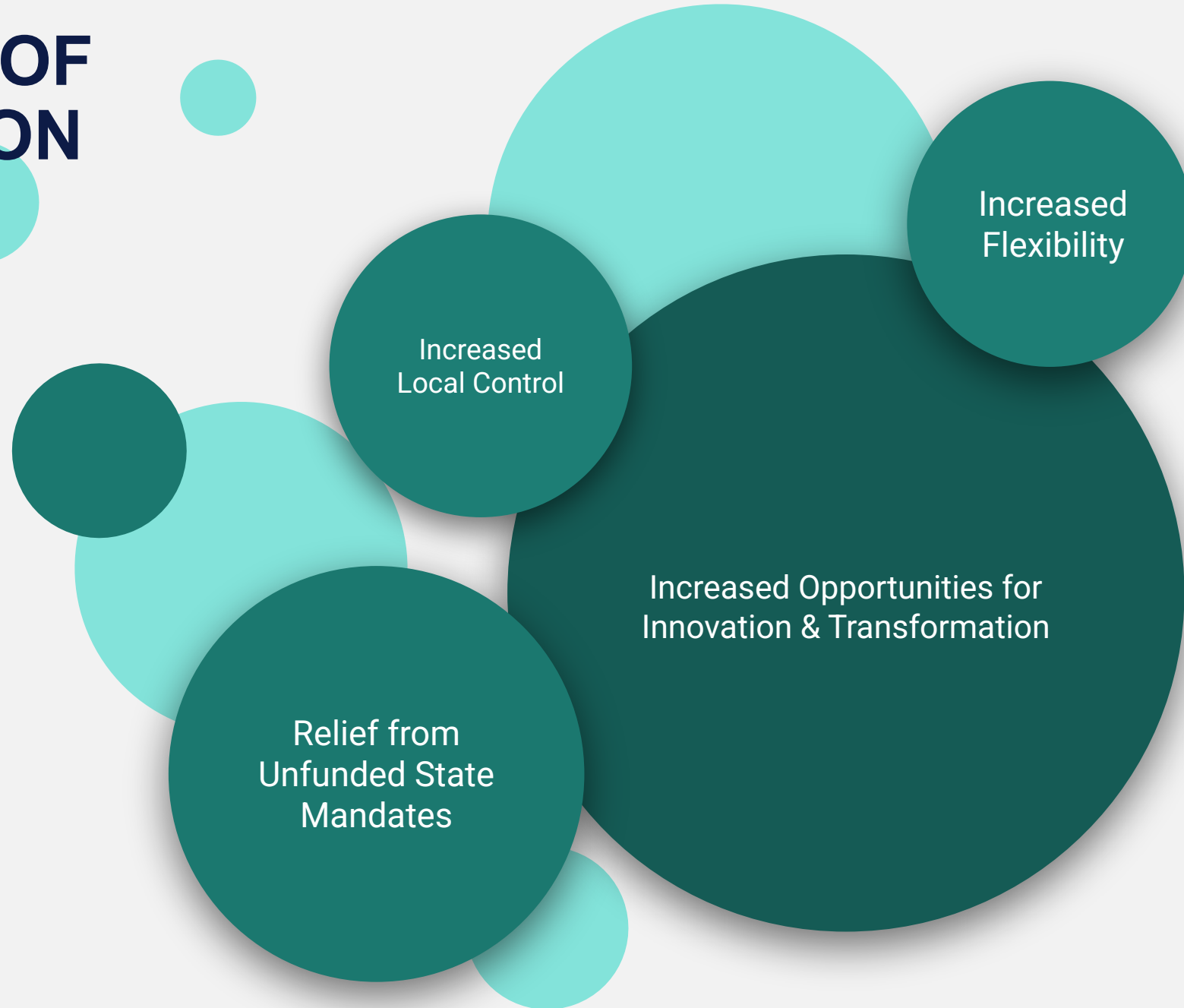
This landmark law was designed to promote the development and implementation of innovative local practices by providing traditional ISDs with increased flexibility.

Exemptions & Flexibility

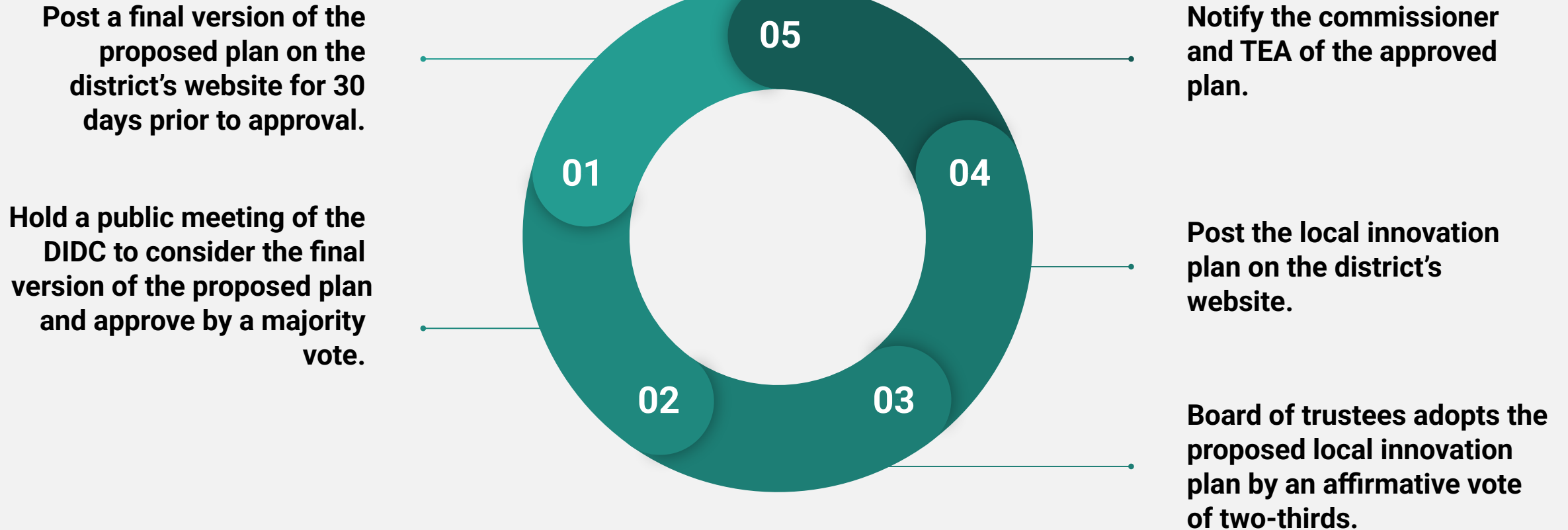
The designation empowers the district with exemptions typically reserved for open-enrollment charter schools.

Arlington ISD is exempt from specific sections of the Texas Education Code (TEC) that inhibit district goals, allowing full realization of the locally adopted Innovation Plan.

⁴¹ DISTRICT OF INNOVATION BENEFITS



DOI REQUIREMENTS



DOI IN ARLINGTON ISD

- October 28, 2021 - Board of Trustees passed a resolution to initiate the process to become a designated District of Innovation
- December 2, 2021 - District-Level Instructional Decision-Making Committee (DIDC) held a public meeting to present the plan in its entirety. The plan was accepted by a majority of the DIDC members.
- January 13, 2022 - Board of Trustees held an open meeting and unanimously approved the local innovation plan for adoption.
- January 13, 2027 - The Arlington ISD District of Innovation Plan expires.

Phase / Milestone	Target Date	Description & Deliverables
⁴⁴ Governance Committee Report	September 8, 2026	Present initial report and timeline overview to the Board Governance Committee
Initial Board Report	September 10, 2026	Present initial report and timeline overview to the Board of Trustees .
Project Initiation & Committee Formation	September	Finalize DIDC committee membership (35–40 participants) and consider other needed perspectives. Share meeting calendar.
DIDC Working Meetings	September – November	Conduct committee sessions to evaluate current exemptions and draft proposed updates.
Administrative & Board Committee Feedback	October	Seek feedback from the Board Governance Team as well as from Campus and District Administrators
Public Posting Period	October 30 - November 30	Post the draft DOI plan on the district website for 30 days of public comment . Visit staff and community groups to help them understand the proposed DOI plan.
Feedback Review & Finalization	Late November	DIDC reconvenes to review community input and finalize the proposed plan.
Final Board Approval	December 10	Seek approval from the Board of Trustees.



DISCUSSION

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Norberto Rivas

Board Agenda Presented for: Action: ☒ Report: ☐ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Public Hearing on the Proposed 2026-2027 Tax Rate

District Priority / Goals Addressed

This action item addresses the Board's priority of Talent and Resources and is required in accordance with the Texas Education Code 44.004.

Background

The purpose of this agenda is to provide information on the proposed tax rate and to allow for public input. A public notice to discuss the proposed budget and tax rate was published in the Fort Worth Star-Telegram on June 3, 2026. The rate published of \$1.1029 did not include any changes to the maximum compressed rate because that information was not yet finalized by TEA. The proposed rate for adoption is \$1.0961 which includes the now final compression amount.

Fiscal Implications

The 2026 ad valorem tax rate sets the levy that provides revenue for the 2026-27 General Operating Fund and Debt Service Fund adopted budgets.

Recommendation

The administrative recommendation is to conduct the legally required public hearing.

Submitted by: *Norberto Rivas*

Date: September 1, 2026



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Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Public Hearing on the Proposed 2026 - 2027 Tax Rate

September 10, 2026



²⁸PURPOSE

To discuss the proposed 2026-2027 tax rate that is being recommended for adoption.





TIMELINE



Step 1



June 2026

- Public Meeting to Discuss Budget and Proposed Tax Rate
- Adoption of 2026-27 Budget

Step 2



July 2026

- Certified taxable values received from the Tarrant Appraisal District

Step 3



August 2026

- Local property value study submitted to TEA
- Maximum compressed rate (MCR) received from TEA

Step 4



September 2026

- Public hearing on tax rate
- Deadline to adopt tax rate

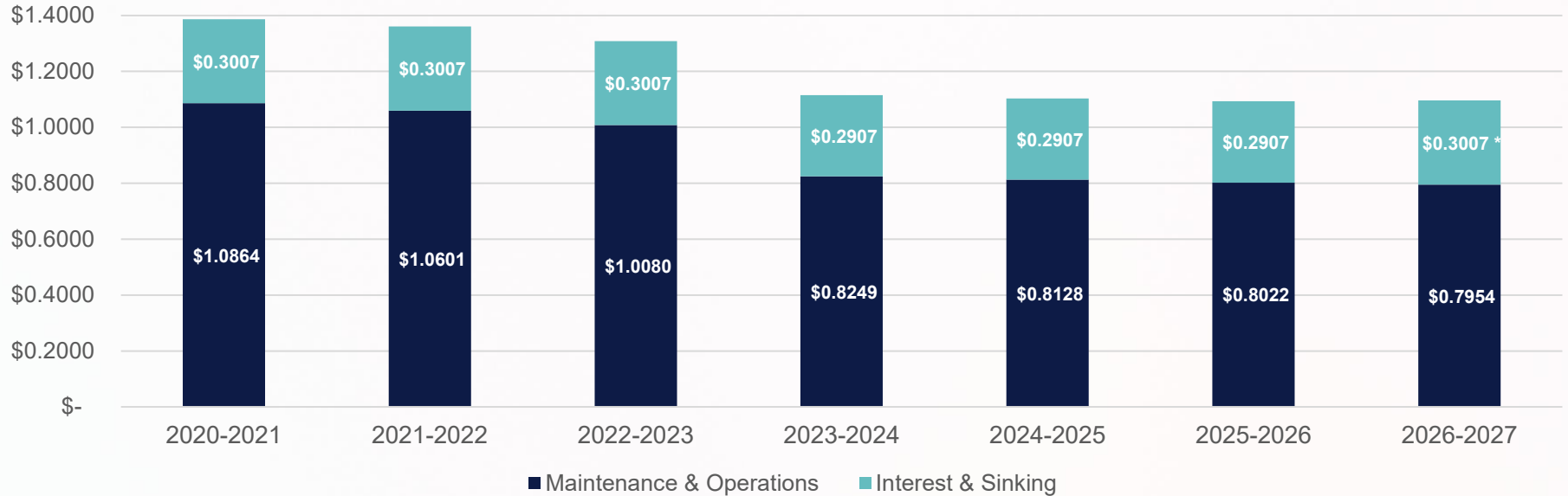
Tax Value History

Tax Year	2019	2020	2021	2022	2023	2024	2025	2026
Net Taxable Value	\$31.1B	\$30.9B	\$33.5B	\$36.3B	\$38.3B	\$39.1B	\$39.3B	\$39.2B
Homestead Exemption	\$25,000	\$25,000	\$40,000	\$40,000	\$100,000	\$100,000	\$140,000	\$140,000
Arlington ISD Tax Rate	\$1.2987	\$1.3871	\$1.3608	\$1.3087	\$1.1156	\$1.1035	\$1.0929	\$1.0961 proposed
Average Market (Residential Entities)	\$210,751	\$209,132	\$221,841	\$256,077	\$303,150	\$307,658	\$296,753	\$300,717
Average Net Taxable Value (Residential Entities)	\$172,142	\$178,447	\$191,060	\$205,459	\$197,443	\$213,994	\$175,532	\$153,030
Taxes Due on Average Net Taxable Value Per \$100 in Valuation (Residential Entities)	\$2,236	\$2,475	\$2,600	\$2,689	\$2,203	\$2,361	\$1,918	\$1,677
Basic Allotment	\$6,160	\$6,160	\$6,160	\$6,160	\$6,160	\$6,160	\$6,215	\$6,215
Tier II Level 2 Funding: State Aid (Recapture)	N/A	\$3.2M	\$900K	(\$1.7M)	(\$2.1M)	(\$3.9M)	(\$4.1M) estimated	(\$5.5M) budgeted

Source: Tarrant Appraisal District Reports, TEA Summary of Finance

Tax Rate History

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**\$1.0961: Total Tax Rate
(Proposed Rate)**

\$0.6254: TEA MCR
\$0.1700: Enrichment Rate
\$0.7954: Total M&O Rate

\$0.3007: Total I&S Rate
**1 cent increase for bond*

\$1.0929: Total Tax Rate 2025-2026
\$1.0961: Total Tax Rate 2026-2027
\$0.0032: Increase from prior year

Definition of Rates

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- No-New-Revenue Tax Rate: Rate that generates no additional local tax revenues and **does not consider state aid**

- \$1.115483

- Voter-Approval Tax Rate: Maximum that can be approved without a voter-approved-tax-rate-election (VATRE)

- \$1.139514

- No-New-Revenue Maintenance and Operations Rate:
Maintenance and operations (M&O) rate that generates the same revenue per student in the general fund and **considers state aid**

- \$0.83076

- Rate to Maintain M&O Revenue and Pay Debt Service:
Combined rate that generates the same revenue per student in both the general & debt service fund and **considers state aid**

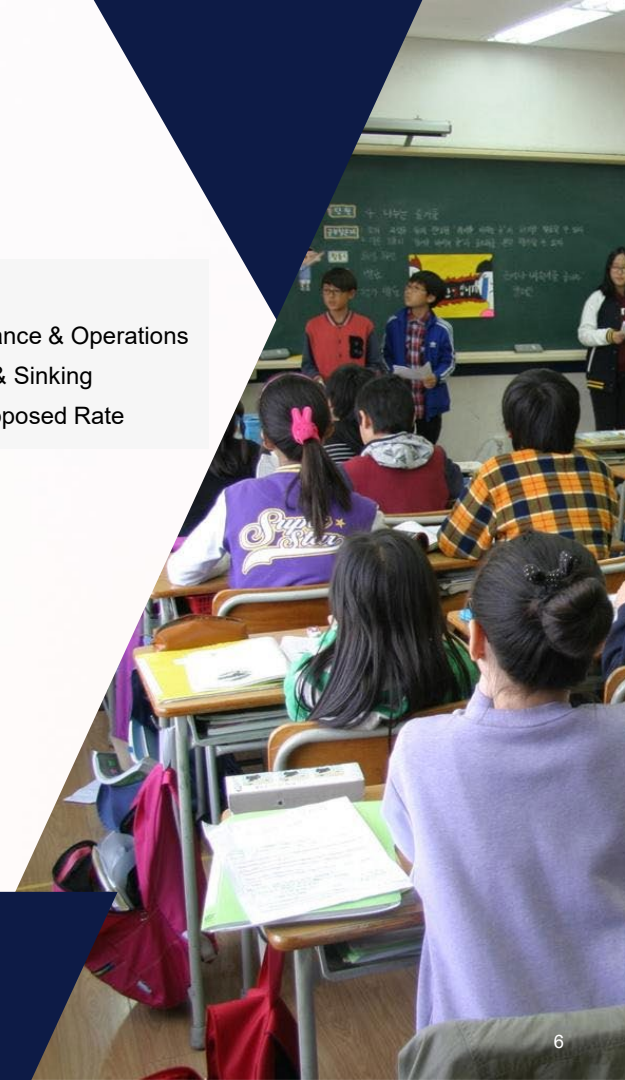
- \$1.11285

For reference

\$0.7954: Maintenance & Operations

\$0.3007: Interest & Sinking

\$1.0961: Total Proposed Rate



Comparison of Rates

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Tax Rate	Amount
No-New-Revenue	\$1.1155
Proposed Rate	\$1.0961
% Change	1.74% <u>decrease</u>

Tax Code 26.05(b)/CCG Legal

- Specifies motion based on % increase calculated and that the following statement to be on ordinance:
- THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.
- *Not applicable this year because the % change is a decrease.*

Description	Rate	Home Value	Impact
No-New-Revenue M&O Rate	\$0.8307	\$100,000	\$831
Proposed M&O Rate	\$0.7954	\$100,000	\$795
4.3% <u>decrease</u>			\$36

Tax Code 26.05(b)/CCG Legal

- Specifies motion based on % increase calculated and that the following statement to be on ordinance:
- THE TAX RATE WILL EFFECTIVELY BE RAISED BY (insert percentage) PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$(insert amount)
- *Not applicable this year because it is a decrease.*

Tax Rate	Amount
Rate to Maintain M&O Revenue and Pay Debt Service	\$1.11285
Proposed Rate	\$1.0961

Tax Code 26.05(b)/CCG Legal

- Record vote of at least 60% of board members if adopting a rate higher than the Rate to Maintain M&O Revenue and Pay Debt Service
- And a motion that states the calculated rate, the proposed rates, the difference and the purpose for excess revenue.
- *Not applicable this year.*

New – House Bill 1522



Taxpayer Impact Statement (Pursuant to Texas Government Code 551.043(c)(2))

Fiscal Year (Tax Year)	Median-Valued Homestead (Median Taxable)	Tax Rate per \$100 of Value	Estimated Property Tax Bill (Based on Median Taxable)
FY 2025-26 (TY 2025)	\$297,424 (\$147,128)	\$1.0929	\$1,607.96
FY 2026-27 (TY 2026)	\$280,552 (\$134,500)	\$1.0961	\$1,474.25



Public Hearing





Taxpayer Impact Statement
(Pursuant to Texas Government Code 551.043(c)(2))

Fiscal Year (Tax Year)	Median-Valued Homestead (Median Taxable)	Tax Rate per \$100 of Value	Estimated Property Tax Bill (Based on Median Taxable)
FY 2025-26 (TY 2025)	\$297,424 (\$147,128)	\$1.0929	\$1,607.96
FY 2026-27 (TY 2026)	\$280,552 (\$134,500)	\$1.0961	\$1,474.25

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Norberto Rivas

Board Agenda Presented for: Action: ☒ Report: ☐ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Consider Approval of Ordinance for the 2026-2027 Tax Rate

District Priority / Goals Addressed

This action item addresses the Board's priority of Talent and Resources and is required in accordance with the Texas Education Code 44.004.

Background

The purpose of this agenda item is to adopt a tax rate in accordance with CCG (Legal). Based on the 2026 property values certified by the Tarrant Appraisal District as of July 25, 2026 and the Maximum Compressed Rate (MCR) determined by the Texas Education Agency, administration proposes a tax rate of \$0.7954 for Maintenance and Operations (M&O) and \$0.3007 for Interest and Sinking (I&S) for an overall total rate of \$1.0961 per \$100 valuation.

This is an increase of \$.0032 from last year's tax rate of \$1.0929 per \$100 valuation.

Fiscal Implications

The 2026 ad valorem tax rate sets the levy that provides revenue for the 2026-27 General Operating Fund and Debt Service Fund adopted budgets.

Recommendation

The administrative recommendation is to approve the enclosed ordinance based on the proposed rate.

Submitted by: *Norberto Rivas*

Date: September 1, 2026



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MARKETING & ENGAGEMENT

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TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

ORDINANCE NO. 146

AN ORDINANCE MAKING THE TAX LEVY FOR THE YEAR 2026
ON ALL PROPERTY SUBJECT TO TAXATION SITUATED WITHIN
THE ARLINGTON INDEPENDENT SCHOOL DISTRICT:

BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE ARLINGTON INDEPENDENT SCHOOL DISTRICT:

THAT for the year 2026 there is hereby levied on all property located within the corporate limits of the ARLINGTON INDEPENDENT SCHOOL DISTRICT on the first day of January 2026 and not exempt from taxation by the Constitution and Laws of the State of Texas, an ad valorem tax of \$1.0961 on each and every \$100 valuation of such property apportioned as follows:

- (A) \$0.7954 on each and every \$100 valuation of such property is hereby levied and assessed to pay for the operation and maintenance of public free schools of the said ARLINGTON INDEPENDENT SCHOOL DISTRICT.
- (B) \$0.3007 on each and every \$100 valuation of such property is hereby levied and assessed to pay current interest and provide a fixed fund for payment of bonds issued by the said ARLINGTON INDEPENDENT SCHOOL DISTRICT.

PASSED, APPROVED AND ADOPTED by the Board of Trustees of the ARLINGTON INDEPENDENT SCHOOL DISTRICT this 10th day of September, 2026.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

By _____
President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

2026 Tax Rate Calculation Worksheet

Form 50-859

School Districts without Chapter 313 and JETI Agreements

Arlington ISD	682-867-4611
School District's Name	Phone (area code and number)
690 E Lamar Blvd, Arlington, TX 76011	aisd.net
School District's Address, City, State, ZIP Code	School District's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for **school districts without Tax Code Chapter 313 or Government Code Chapter 403, Subchapter T, Texas Jobs, Energy, Technology, and Innovation Act (JETI) agreements only**. School districts that have a Chapter 313 or JETI agreement should use Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School Districts with Chapter 313 and JETI Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form. Use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

All other taxing units should use Comptroller Form 50-856 *Tax Rate Calculation, Taxing Units Other Than School Districts or Water Districts*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

Taxing units must include a hyperlink to a document that evidences the accuracy of each entry in the worksheet other than an entry making a mathematical calculation.¹ Source materials must contain data for all worksheets used.

Insert hyperlink:

<https://www.tarrantcountytx.gov/content/dam/main/tax/TNT/901-arlington-isd/2026TRCWorksheetDocuments.zip>

SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	Prior year total taxable value. Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). ²	\$ 37,006,041,868
2.	Prior year tax ceilings. Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ³	\$ 2,804,675,497
3.	Preliminary prior year adjusted taxable value. Subtract Line 2 from Line 1.	\$ 34,201,366,371
4.	Prior year total adopted tax rate.	\$ 1.092900 /\$100
5.	Prior year taxable value lost because court appeals of ARB decisions reduced prior year appraised value. A. Original prior year ARB values: \$ 8,420,129,696 B. Prior year values resulting from final court decisions: - \$ 7,379,683,629 C. Prior year value loss. Subtract B from A. ⁴	\$ 1,040,446,067

¹ Tex. Tax Code §§5.07(g)(4) and 26.04(d-1)

² Tex. Tax Code §26.012(14)

³ Tex. Tax Code §26.012(14)

⁴ Tex. Tax Code §26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
6.	60 Prior year taxable value subject to an appeal under Chapter 42, as of July 25. A. Prior year ARB certified value: \$ 1,731,150,890 B. Prior year disputed value: – \$ 207,738,107 C. Prior year undisputed value. Subtract B from A. ⁵	\$ 1,523,412,783
7.	Prior year Chapter 42-related adjusted values. Add Line 5 and 6.	\$ 2,563,858,850
8.	Prior year taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	\$ 36,765,225,221
9.	Prior year taxable value of property in territory the school deannexed after Jan. 1, of the prior year. Enter the prior year value of property in deannexed territory. ⁶	\$ 0
10.	Prior year taxable value lost because property first qualified for an exemption in the current year. If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport goods-in-transit, or temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value. A. Absolute exemptions. Use prior year market value: \$ 54,260,860 B. Partial exemptions. Current year exemption amount or current year percentage exemption times prior year value: ... + \$ 631,409,842 C. Value loss. Add A and B. ⁷	\$ 685,670,702
11.	Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in the current year. Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year. A. Prior year market value. \$ 0 B. Current year productivity or special appraised value: – \$ 0 C. Value loss. Subtract B from A. ⁸	\$ 0
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	\$ 685,670,702
13.	Adjusted prior year taxable value. Subtract Line 12 from Line 8.	\$ 36,079,554,519
14.	Adjusted prior year total levy. Multiply Line 4 by Line 13 and divide by \$100.	\$ 394,313,451
15.	Taxes refunded for years preceding prior year. Enter the amount of taxes refunded by the district for tax years preceding the prior year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. ⁹	\$ 12,664,242
16.	Adjusted prior year levy with refunds. Add Line 14 and Line 15. ¹⁰ Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of taxes the governing body dedicated to the junior college district in the prior year from the result.	\$ 406,977,693

⁵ Tex. Tax Code §26.012(13)⁶ Tex. Tax Code §26.012(15)⁷ Tex. Tax Code §26.012(15)⁸ Tex. Tax Code §26.012(15)⁹ Tex. Tax Code §26.012(13)¹⁰ Tex. Tax Code §26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
17.	61 Total current year taxable value on the current year certified appraisal roll today. This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 19). These homesteads include homeowners age 65 or older or disabled.¹¹ A. Certified values.¹² \$ 38,317,946,423 B. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ 0 C. Total current year value. Subtract B from A.	\$ 38,317,946,423
18.	Total value of properties under protest or not included on certified appraisal roll.¹³ A. Current year taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest.¹⁴ \$ 949,871,110 B. Current year value of properties not under protest or included on certified appraisal roll. The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value not on the roll.¹⁵ + \$ 8,231,365 C. Total value under protest or not certified. Add A and B.	\$ 958,102,475
19.	Current year tax ceilings. Enter current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ¹⁶	\$ 2,515,170,911
20.	Anticipated contested value. Affected taxing units enter the contested taxable value for all property that is subject to anticipated substantial litigation. ¹⁷ An affected taxing unit is wholly or partly located in a county that has a population of less than 500,000 and is located on the Gulf of Mexico. ¹⁸ If completing this section, the taxing unit must include supporting documentation in Section 6. ¹⁹ Taxing units that are not affected, enter 0.	\$ 0
21.	Current year total taxable value. Add Lines 17C and 18C. Subtract Lines 19 and 20. ²⁰	\$ 36,760,877,987
22.	Total current year taxable value of properties in territory annexed after Jan. 1, of the prior year. Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	\$ 0
23.	Total current year taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1, of the prior year, and be located in a new improvement.	\$ 276,466,163
24.	Total adjustments to the current year taxable value. Add lines 22 and 23.	\$ 276,466,163
25.	Adjusted current year taxable value. Subtract line 24 from line 21.	\$ 36,484,411,824
26.	Current year NNR tax rate. Divide line 16 by line 25 and multiply by \$100.	\$ 1.115483 /\$100

¹¹ Tex. Tax Code §§26.012 and 26.04(c-2)¹² Tex. Tax Code §26.012(6)¹³ Tex. Tax Code §26.01(c) and (d)¹⁴ Tex. Tax Code §26.01(c)¹⁵ Tex. Tax Code §26.01(d)¹⁶ Tex. Tax Code §26.012(6)(B)¹⁷ Tex. Tax Code §§26.012(6)(C) and 26.012(1-b)¹⁸ Tex. Tax Code §26.012(1-a)¹⁹ Tex. Tax Code §26.04(d-3)²⁰ Tex. Tax Code §26.012(6)

Voter Approval Tax Rate

The voter approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.²¹

SECTION 2: Maximum Compressed, Enrichment and Debt Tax Rate Worksheet

This section calculates three components of the voter-approval tax rate:

- Maximum Compressed Tax Rate (MCR):** A district's maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.²²
- Enrichment Tax Rate:**²³ A district's enrichment tax rate is defined as any tax effort in excess of the district's MCR and less than \$0.17. The enrichment tax rate is divided into golden pennies and copper pennies. School districts can claim up to 8 golden pennies, not subject to compression, and 9 copper pennies which are subject to compression.²⁴
- Debt Rate:** The debt rate includes the minimum dollar amount required to be paid toward the school district's debt service for the current year.²⁵ This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district's maintenance and operations (M&O) tax rate. Districts cannot increase the district's M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district's debt service.²⁶

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district's website 30 days prior to the election.²⁷ Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the *declaration without conducting an efficiency audit*.²⁸ Districts should review information from TEA when calculating their voter-approval tax rate.

Line	MCR, Enrichment and Debt Tax Rate Worksheet	Amount/Rate
27.	Current year maximum compressed tax rate (MCR). TEA will publish compression rates based on district and statewide property value growth. Enter the school districts' maximum compressed rate based on guidance from TEA. ²⁹	\$ 0.625400 /\$100
28.	Current year enrichment tax rate. Enter the greater of A and B. ³⁰ A. Enter the district's prior year enrichment tax rate \$ 0.170000 /\$100 B. \$0.05 per \$100 of taxable value \$ 0.0500 /\$100	\$ 0.170000 /\$100
29.	Current year maintenance and operations (M&O) tax rate. Add Lines 27 and 28. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compressed rate. ³¹	\$ 0.795400 /\$100
30.	Total current year debt to be paid with property tax revenue. Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes; (2) Are secured by property taxes; (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. Debt includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. ³² Enter debt amount: \$ 140,275,082 B. Subtract unencumbered fund amount used to reduce total debt. - \$ 0 C. Subtract state aid received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program. - \$ 13,775,502 D. Adjust debt: Subtract B and C from A.	\$ 126,499,580

²¹ Tex. Tax Code §26.08(n)

²² Tex. Edu. Code §48.2551(a)(3)

²³ Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032

²⁴ Tex. Edu. Code §48.202(a-1)(2)

²⁵ Tex. Tax Code §26.012(3)

²⁶ Tex. Edu. Code §45.0021(a)

²⁷ Tex. Edu. Code §11.184(b)

²⁸ Tex. Edu. Code §11.184(b-1)

²⁹ Tex. Edu. Code §48.255, 48.2551(b)(1) and (b)(2)

³⁰ Tex. Tax Code §26.08(n)(2)

³¹ Tex. Edu. Code §45.003(d)

³² Tex. Tax Code §26.012(7)

Line	MCR, Enrichment and Debt Tax Rate Worksheet	Amount/Rate
31.	⁶³ Certified prior year excess debt collections. Enter the amount certified by the collector. ³³	\$ 0
32.	Adjusted current year debt. Subtract line 31 from line 30D.	\$ 126,499,580
33.	Current year anticipated collection rate. If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³⁴ A. Enter the current year anticipated collection rate certified by the collector. ³⁵ 100.00 % B. Enter the prior year actual collection rate 99.81 % C. Enter the 2024 actual collection rate 98.89 % D. Enter the 2023 actual collection rate 99.33 %	100.00 %
34.	Current year debt adjusted for collections. Divide Line 32 by Line 33. Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, add the amount of taxes the governing body proposes to dedicate to the junior college district in the current year to the result.	\$ 126,499,580
35.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 36,760,877,987
36.	Current year debt rate. Divide Line 34 by Line 35 and multiply by \$100.	\$ 0.344114 /\$100
37.	Current year voter-approval tax rate. Add Lines 29 and 36. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 29 and 36. ³⁶	\$ 1.139514 /\$100

SECTION 3: Adjustment for Pollution Control

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
38.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³⁷ The school district shall provide its tax assessor with a copy of the letter. ³⁸	\$ 0
39.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 36,760,877,987
40.	Additional rate for pollution control. Divide line 38 by line 39 and multiply by \$100.	\$ 0.000000 /\$100
41.	Current year voter-approval tax rate, adjusted for pollution control. Add line 37 and line 40.	\$ 1.139514 /\$100

SECTION 4: Prior Year Disaster Tax Rate Adjustment

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year. ³⁹ As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
42.	Prior year adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 1.092900 /\$100
43.	Prior voter-approval tax rate. If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	\$ 0.000000 /\$100

³³ Tex. Tax Code §§26.012(10) and 26.04(b)

³⁴ Tex. Tax Code §§26.04(h), (h-1) and (h-2)

³⁵ Tex. Tax Code §26.04(b)

³⁶ Tex. Tax Code §26.08(g)

³⁷ Tex. Tax Code §26.045(d)

³⁸ Tex. Tax Code §26.045(i)

³⁹ Tex. Tax Code §26.042(f) and Tex. Edu. Code §45.0032(d)

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
44.	⁶⁴ Increase in the prior year tax rate due to disaster (disaster pennies). Subtract Line 43 from Line 42.	\$ 0.000000 /\$100
45.	Current year voter-approval tax rate, adjusted for prior year disaster. Subtract Line 44 from one of the following lines (as applicable): Line 37 or Line 41 (school districts with pollution control).	\$ 1.139514 /\$100

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate. \$ 1.115483 /\$100

Enter the current year NNR tax rate from Line 26.

Voter-Approval Tax Rate \$ 1.139514 /\$100

As applicable, enter the current year voter-approval tax rate from Line 37, Line 41 or Line 45. Indicate the line number used: 37

SECTION 6: Addendum

An affected taxing unit that enters an amount described by Tax Code Section 26.012(6)(C) in Line 20 must include the following as an addendum:

1. Documentation that supports the exclusion of value under Tax Code Section 26.012(6)(C); and
2. Each statement submitted to the designated officer or employee by the property owner or entity as required by Tax Code Section 41.48(c)(2) for that tax year.

Insert hyperlinks to supporting documentation:

SECTION 7: School District Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.⁴⁰

**print
here** ➡

Andy Nguyen for Rick Barnes, Tarrant County Tax Assessor-Collector

Printed Name of School District Representative

**sign
here** ➡

Andy Nguyen (08/12/2026 08:51:42 CDT)

School District Representative

08/12/2026

Date

⁴⁰ Tex. Tax Code §26.04(c)

APPRAISAL TOTALS

7-24-2026

Run ID: 4995

Type: Adjusted Certified Totals

Year: 2026

As of Roll Correction: 1

Property Type List: All

Taxing Unit List: All

Taxing Unit Selection Type: All

Mineral Company:

Tag List:

Property List:

Custom Query:

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	NOT UNDER REVIEW	UNDER REVIEW	TOTAL
REAL PROPERTY & MFT HOMES	(Count) (96,756)	(Count) (462)	(Count) (97,218)
Land HS Value	5,336,216,928	13,417,842	5,349,634,770
Land NHS Value	3,369,453,592	49,620,684	3,419,074,276
Land Ag Market Value	17,666,778	0	17,666,778
Land Timber Market Value	0	0	0
Total Land Value	8,723,337,298	63,038,526	8,786,375,824
Improvement HS Value	18,600,130,130	52,076,701	18,652,206,831
Improvement NHS Value	24,416,521,036	317,938,102	24,734,459,138
Total Improvement	43,016,651,166	370,014,803	43,386,665,969
Market Value	51,739,988,464	433,053,329	52,173,041,793
BUSINESS PERSONAL PROPERTY	(8,986)	(359)	(9,345)
Market Value	8,033,538,696	766,217,299	8,799,755,995
OIL & GAS / MINERALS	(166,967)	(478)	(167,445)
Market Value	104,237,864	133,344,856	237,582,720
OTHER (Intangibles)	(0)	(0)	(0)
Market Value	0	0	0
	(Total Count) (272,709)	(Total Count) (1,299)	(Total Count) (274,008)
TOTAL MARKET	59,877,765,024	1,332,615,484	61,210,380,508
Ag Productivity	31,698	0	31,698
Ag Loss (-)	17,635,080	0	17,635,080
Timber Productivity	0	0	0
Timber Loss (-)	0	0	0
APPRAISED VALUE	59,860,129,944	1,332,615,484	61,192,745,428
	97.8%	2.2%	100.0%
HS CAP Limitation Value (-)	350,576,901	342,889	350,919,790
CB CAP Limitation Value (-)	171,234,261	49,746,811	220,981,072
NET APPRAISED VALUE	59,338,318,782	1,282,525,784	60,620,844,566
Total Exemption Amount	21,020,372,359	332,654,674	21,353,027,033
NET TAXABLE	38,317,946,423	949,871,110	39,267,817,533
TAX LIMIT/FREEZE ADJUSTMENT	2,510,336,129	4,834,782	2,515,170,911
LIMIT ADJ TAXABLE (I&S)	35,807,610,294	945,036,328	36,752,646,622
CHAPTER 312 ADJUSTMENT	0	0	0
CHAPTER 313 ADJUSTMENT	0	0	0
LIMIT ADJ TAXABLE (M&O)	35,807,610,294	945,036,328	36,752,646,622

APPROX TOTAL LEVY = LIMIT ADJ TAXABLE * (TAX RATE / 100) + ACTUAL TAX

\$410,089,612.43 = 36,752,646,622 * (1.092900 / 100) + \$8,419,937.5

NOT UNDER REVIEW

Limitation	Net Appr	Taxable	Act Tax (Prior Cmp)	Act Tax	Ceiling (Prior Cmp)	Ceiling	Count
DP	160,403,195	45,201,486	472,179.74	186,133.6	998,887.83	219,486.67	625
DPS	7,522,018	3,044,750	25,254.45	1,433.75	32,261.19	1,976.66	26
OV65	7,038,647,426	2,461,349,824	23,865,886.03	8,211,775.89	40,076,955.93	9,368,289.96	23,596
OV65S	2,859,207	740,069	7,812.54	3,085.54	14,327.08	3,342.98	10
Total	7,209,431,846	2,510,336,129	24,371,132.76	8,402,428.78	41,122,432.03	9,593,096.27	24,257
Tax Rate: 1.092900							

UNDER REVIEW

Limitation	Net Appr	Taxable	Act Tax (Prior Cmp)	Act Tax	Ceiling (Prior Cmp)	Ceiling	Count
DP	541,277	241,277	1,846.89	273.23	2,358.04	275.28	2
OV65	10,047,661	4,593,505	42,630.1	17,235.49	53,456.88	18,151.61	31
Total	10,588,938	4,834,782	44,476.99	17,508.72	55,814.92	18,426.89	33
Tax Rate: 1.092900							

TOTAL

Limitation	Net Appr	Taxable	Act Tax (Prior Cmp)	Act Tax	Ceiling (Prior Cmp)	Ceiling	Count
DP	160,944,472	45,442,763	474,026.63	186,406.83	1,001,245.87	219,761.95	627
DPS	7,522,018	3,044,750	25,254.45	1,433.75	32,261.19	1,976.66	26
OV65	7,048,695,087	2,465,943,329	23,908,516.13	8,229,011.38	40,130,412.81	9,386,441.57	23,627
OV65S	2,859,207	740,069	7,812.54	3,085.54	14,327.08	3,342.98	10
Total	7,220,020,784	2,515,170,911	24,415,609.75	8,419,937.5	41,178,246.95	9,611,523.16	24,290
Tax Rate: 1.092900							

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Tax Increment Refinance Zone	Tax Increment Finance Value	Tax Increment Finance Levy
000009 (0.0)	0	0
Tax Increment Totals:	0	0

EXEMPTIONS	NOT UNDER REVIEW		UNDER REVIEW		TOTAL	
Exemption	Total	Count	Total	Count	Total	Count
Homestead Exemptions						
HS-Local	0	0	0	0	0	0
HS-State	7,847,015,349	57,143	11,602,726	88	7,858,618,075	57,231
HS-Prorated	20,271,394	184	92,438	1	20,363,832	185
OV65-Local	0	0	0	0	0	0
OV65-State	1,337,167,146	24,790	1,754,867	34	1,338,922,013	24,824
OV65-Prorated	0	0	0	0	0	0
OV65S-Local	0	0	0	0	0	0
OV65S-State	656,718	13	0	0	656,718	13
OV65S-Prorated	0	0	0	0	0	0
DP-Local	0	0	0	0	0	0
DP-State	31,555,383	646	90,000	2	31,645,383	648
DP-Prorated	0	0	0	0	0	0
DPS-Local	0	0	0	0	0	0
DPS-State	0	0	0	0	0	0
DPS-Prorated	0	0	0	0	0	0
DVHS	213,075,063	1,057	0	0	213,075,063	1,057
DVHS-Prorated	2,491,582	21	6,033	1	2,497,615	22
DVHSS	12,818,935	100	0	0	12,818,935	100
DVHSS-Prorated	34,244	1	0	0	34,244	1
DVHSS-UD	707,851	6	0	0	707,851	6
FRSS	138,381	1	0	0	138,381	1
Subtotal for Homestead Exemptions	9,465,932,046	83,962	13,546,064	126	9,479,478,110	84,088
Disabled Veterans Exemptions						
DV1	899,547	138	0	0	899,547	138
DV2	813,598	109	0	0	813,598	109
DV3	1,661,823	184	0	0	1,661,823	184
DV3S	10,000	1	0	0	10,000	1
DV4	10,509,798	1,556	0	0	10,509,798	1,556
DV4S	36,000	9	0	0	36,000	9
Subtotal for Disabled Veterans Exemptions	13,930,766	1,997	0	0	13,930,766	1,997
Special Exemptions						
Charitable Org	116,359,763	4	0	0	116,359,763	4
AB	0	6	0	0	0	6
EX366	3,748,467	73,957	1,497	13	3,749,964	73,970
FR	1,848,911,058	221	124,325,525	24	1,973,236,583	245
MASSS	343,220	3	0	0	343,220	3
PC	9,283,046	7	107,041	6	9,390,087	13
SO	0	0	0	0	0	0
Subtotal for Special Exemptions	1,978,645,554	74,198	124,434,063	43	2,103,079,617	74,241

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EXEMPTIONS		NOT UNDER REVIEW		UNDER REVIEW		TOTAL
Exemption	Total	Count	Total	Count	Total	Count
Absolute Exemptions						
EX	350,708	2	0	0	350,708	2
EX-Prorated	0	0	0	0	0	0
Exempt UD	5,087,068	508	0	0	5,087,068	508
Exempt UD-PRORATED	849	1	0	0	849	1
EX-XG	27,783,678	9	0	0	27,783,678	9
EX-XG-PRORATED	0	0	0	0	0	0
EX-XJ	170,759,675	31	0	0	170,759,675	31
EX-XJ-PRORATED	0	0	0	0	0	0
EX-XN	64,966,759	10	5,410,545	1	70,377,304	11
EX-XN-PRORATED	0	0	0	0	0	0
EX-XU	2,004,477	3	0	0	2,004,477	3
EX-XU-PRORATED	0	0	0	0	0	0
EX-XV	8,596,386,483	2,262	146,527,544	11	8,742,914,027	2,273
EX-XV-PRORATED	0	0	0	0	0	0
EX-XV-PRORATED-	11,296,193	8	0	0	11,296,193	8
Subtotal for Absolute Exemptions	8,878,635,890	2,834	151,938,089	12	9,030,573,979	2,846
Other Exemptions						
BM	18,202,125	4	6,889,367	2	25,091,492	6
BPPEX	441,143,640	8,785	24,466,318	224	465,609,958	9,009
BPPEX-AL	9,395,283	223	4,183,749	50	13,579,032	273
BPPEX-TU	1,897,182	32	7,197,024	85	9,094,206	117
CC	0	20	0	4	0	24
FTZ	212,589,873	1	0	0	212,589,873	1
Subtotal for Other Exemptions	683,228,103	9,065	42,736,458	365	725,964,561	9,430
Total:	21,020,372,359	172,056	332,654,674	546	21,353,027,033	172,602

New Value

Total New Market Value: \$441,636,519

Total New Taxable Value: \$277,247,578

JETI**Chapter 313****TIF/TIRZ**

New Market Value: \$0

New Market Value: \$0

New Market Value: \$177,528,774

New Taxable Value: \$0

New Taxable Value: \$0

New Taxable Value: \$92,981,736

Exemption Loss**New Absolute Exemptions**

Exemption	Description	Count	Last Year Market Value
EX-XG	11.184 Primarily performing charitable functions	3	25,055,697
EX-XJ	11.21 Private schools	1	22,142,775
EX-XN	11.252 Motor vehicles leased for personal use	13	0
EX-XV	Other Exemptions (including public property, reli...	17	7,062,388
Absolute Exemption Value Loss:		34	54,260,860

New Partial Exemptions

Exemption	Description	Count	Partial Exemption Amt
BM	Biomedical	6	25,091,492
BPPEX	BPPEX	7807	436,525,633
BPPEX-AL	BPPEX-AL	180	8,490,232
CC	Childcare	4	0
DP	Disability	7	360,000
DPS	DISABLED Surviving Spouse	1	0
DV1	Disabled Veterans 10% - 29%	2	10,000
DV2	Disabled Veterans 30% - 49%	6	37,500
DV3	Disabled Veterans 50% - 69%	11	110,000
DV4	Disabled Veterans 70% - 100%	39	396,000
DV4S	Disabled Veteran Other Owner or Survivor-Lvl4	3	24,000
DVHS	Disabled Veteran Homestead	22	3,744,988
DVHSS	Disabled Veteran Homestead Surviving Spouse	5	955,689
FR	FREEPORT	54	160,465,851
HS	Homestead	697	88,616,912
OV65	Over 65	1080	57,586,701
OV65S	OV65 Surviving Spouse	3	177,649
PC	Pollution Control (Special Exemption)	2	9,283,046
SO	Solar (Special Exemption)	1	0
Partial Exemption Value Loss:		9,930	791,875,693
Total NEW Exemption Value			846,136,553

Increased Exemptions

Exemption	Description	Count	Increased Exemption Amt
Increased Exemption Value Loss:		0	0
Total Exemption Value Loss:			846,136,553

New Special Use (Ag/Timber)

Count	2025 Market Value	2026 Special Use	Loss
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New Annexations/Deannexations

	Count	Market Value	Taxable Value
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Average Homestead Value

Categor	Count of HS Res	Avg Market	Avg Exempt	Med Market	Med Exempt	Avg Taxable	Med Taxable
A Only	57,045	300,717	141,574	280,552	140,000	153,030	134,500
A & E	57,051	300,719	141,582	280,552	140,000	153,023	134,491

Property Under Review - Lower Value Used

Count	Market Value	Lower Market Value	Estimated Lower Taxable Value
1,299	1,332,615,484	1,126,053,085	800,468,922

Not Under Review

Code	Description	Count	Acres	New Value	Market Value	Taxable Value
A	Single-family Residential	83,743		78,129,930	23,379,018,494	13,561,667,865
B	Multifamily Residential	2,090		103,327,517	7,376,790,218	7,235,051,940
C1	Vacant Lots and Tracts	2,073		0	255,152,542	244,084,096
D1	Qualified Open-Space Land	40	266.08	0	17,666,778	31,698
D2	Farm or Ranch Improvements on Qualified	5		0	346,771	345,782
E	Rural Land,Not Qualified for Open-Space Land	8		0	2,468,844	799,608
ERROR	ERROR	3		0	303,632	125,000
F1	Commercial Real Property	4,089		107,994,944	11,352,062,908	11,180,298,462
F2	Industrial Real Property	129		0	572,239,927	571,301,177
G1	Oil and Gas	166,470		0	96,491,169	52,172,251
J2	Gas Distribution Systems	18		0	200,695,555	200,570,555
J3	Electric Companies (including Co-ops)	110		0	243,216,911	242,145,331
J4	Telephone Companies (including Co-ops)	34		0	67,007,138	66,001,279
J5	Railroads	2		0	44,937,442	44,812,442
J6	Pipelines	34		0	3,851,847	2,829,665
J7	Cable Companies	1		0	2,110,896	2,110,896
L1	Commercial Personal Property	8,847		91,735	5,562,772,133	3,412,722,285
L2	Industrial and Manufacturing Personal Property	137		1,075,862	1,598,191,612	1,233,859,406
M1	Mobile Homes	1,491		534,638	15,803,816	12,798,504
M2	Other Tangible Personal Property	53		0	21,609,706	16,520,981
O	Residential Inventory	765		0	33,838,444	33,829,942
S	Special Inventory	318		0	214,774,063	203,861,010
X	Conversion	3		0	6,248	6,248
XG	Primarily Performing Charitable Functions (§11.	6		0	3,229,609	0
XJ	Private Schools (§11.21)	31		1,092,924	170,759,675	0
XN	Motor Vehicles Leased for Personal Use (§11.	11		0	65,073,599	0
XU	MiscellaneousExemptions (§11.23)	3		0	2,004,477	0
XV	Other Totally Exempt Properties (including	2,771		146,168,343	8,575,340,570	0
Totals:			266.08	438,415,893	59,877,765,024	38,317,946,423

Under Review

Code	Description	Count	Acres	New Value	Market Value	Taxable Value
A	Single-family Residential	204		1,888,260	62,787,958	48,812,846
B	Multifamily Residential	20		0	50,010,914	49,693,568
C1	Vacant Lots and Tracts	112		0	11,562,010	10,456,328
F1	Commercial Real Property	107		1,211,333	133,416,592	129,513,590
F2	Industrial Real Property	6		0	29,180,444	29,180,444
G1	Oil and Gas	478		0	133,344,856	88,512,809
J6	Pipelines	82		0	23,108,499	15,929,434
J8	Other Type of Utility	24		0	1,524,854	2,165
L1	Commercial Personal Property	237		0	650,565,749	496,025,799
L2	Industrial and Manufacturing Personal Property	19		0	75,849,191	72,046,871
M1	Mobile Homes	4		121,033	139,588	133,628
S	Special Inventory	1		0	9,688,628	9,563,628
XN	Motor Vehicles Leased for Personal Use (§11.	1		0	5,410,545	0
XV	Other Totally Exempt Properties (including	10		0	146,025,656	0
Totals:			0	3,220,626	1,332,615,484	949,871,110

Grand Totals

Code	Description	Count	Acres	New Value	Market Value	Taxable Value
A	Single-family Residential	83,947		80,018,190	23,441,806,452	13,610,480,711
B	Multifamily Residential	2,110		103,327,517	7,426,801,132	7,284,745,508
C1	Vacant Lots and Tracts	2,185		0	266,714,552	254,540,424
D1	Qualified Open-Space Land	40	266.08	0	17,666,778	31,698
D2	Farm or Ranch Improvements on Qualified	5		0	346,771	345,782
E	Rural Land,Not Qualified for Open-Space Land	8		0	2,468,844	799,608
ERROR	ERROR	3		0	303,632	125,000
F1	Commercial Real Property	4,196		109,206,277	11,485,479,500	11,309,812,052
F2	Industrial Real Property	135		0	601,420,371	600,481,621
G1	Oil and Gas	166,948		0	229,836,025	140,685,060
J2	Gas Distribution Systems	18		0	200,695,555	200,570,555
J3	Electric Companies (including Co-ops)	110		0	243,216,911	242,145,331
J4	Telephone Companies (including Co-ops)	34		0	67,007,138	66,001,279
J5	Railroads	2		0	44,937,442	44,812,442
J6	Pipelines	116		0	26,960,346	18,759,099
J7	Cable Companies	1		0	2,110,896	2,110,896
J8	Other Type of Utility	24		0	1,524,854	2,165
L1	Commercial Personal Property	9,084		91,735	6,213,337,882	3,908,748,084
L2	Industrial and Manufacturing Personal Property	156		1,075,862	1,674,040,803	1,305,906,277
M1	Mobile Homes	1,495		655,671	15,943,404	12,932,132
M2	Other Tangible Personal Property	53		0	21,609,706	16,520,981
O	Residential Inventory	765		0	33,838,444	33,829,942
S	Special Inventory	319		0	224,462,691	213,424,638
X	Conversion	3		0	6,248	6,248
XG	Primarily Performing Charitable Functions (§11.	6		0	3,229,609	0
XJ	Private Schools (§11.21)	31		1,092,924	170,759,675	0
XN	Motor Vehicles Leased for Personal Use (§11.	12		0	70,484,144	0
XU	MiscellaneousExemptions (§11.23)	3		0	2,004,477	0
XV	Other Totally Exempt Properties (including	2,781		146,168,343	8,721,366,226	0
Totals:			266.08	441,636,519	61,210,380,508	39,267,817,533

Rank	Owner ID	Taxpayer Name	Market Value	Taxable Value
1	3667485	GENERAL MOTORS LLC	\$1,217,831,877	\$921,888,749
2	10594325	ONCOR ELECTRIC DELIVERY CO LLC	\$233,593,800	\$233,468,800
3	10594319	ATMOS ENERGY/MID-TEX	\$200,280,743	\$200,155,743
4	748407	PARKS AT ARLINGTON L P	\$195,046,449	\$195,046,449
5	13428	BELL TEXTRON INC	\$187,575,665	\$187,023,583
6	4080508	LOEWS HOTELS HOLDING	\$177,600,000	\$177,475,000
7	10026437	COLUMBIA MEDICAL CENTER and	\$142,300,000	\$142,300,000
8	4336403	CPT ARLINGTON HIGHLANDS 1 LP	\$138,770,667	\$138,770,667
9	3923699	HART ARLINGTON TX LLC	\$125,473,018	\$125,004,068
10	3739635	ARLINGTON STADIUM HOTEL OWNER	\$115,000,000	\$114,875,000
11	3639930	RRE PROVIDENCE HOLDINGS LLC	\$97,100,000	\$97,100,000
12	42586	UNITED PARCEL SERVICE INC	\$96,673,005	\$96,423,005
13	3556383	BIG BOX PROPERTY OWNER C LLC	\$95,589,801	\$95,589,801
14	554028	REPUBLIC BEVERAGE	\$91,089,408	\$90,964,408
15	261151	GENERAL MOTORS CO	\$89,939,310	\$89,939,310
16	3739248	IPT 360 LOGISTICS CENTER LLC	\$89,328,635	\$89,328,635
17	3156931	BIG ZILLA DEV OF TEXAS LLC	\$88,500,000	\$88,500,000
18	41828	TEP BARNETT USA LLC	\$126,080,576	\$83,283,514
19	3868940	BCI IV PIONEER DC LLC	\$82,227,911	\$82,227,911
20	3579869	BT-OH LLC	\$80,144,410	\$80,144,410
Total			\$3,670,145,275	\$3,329,509,053



Taxpayer Impact Statement
(Pursuant to Texas Government Code 551.043(c)(2))

Fiscal Year (Tax Year)	Median-Valued Homestead (Median Taxable)	Tax Rate per \$100 of Value	Estimated Property Tax Bill (Based on Median Taxable)
FY 2025-26 (TY 2025)	\$297,424 (\$147,128)	\$1.0929	\$1,607.96
FY 2026-27 (TY 2026)	\$280,552 (\$134,500)	\$1.0961	\$1,474.25

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☒ Report: ☐ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Consider Approval of the Adoption of 2026-2027
Key Progress Measures

District Priority / Goals Addressed

This presentation is intended to present a proposed set of 2026–2027 Key Progress Measures (KPMs) to the Board of Trustees for approval. These KPMs are aligned to our Strategic Plan and address all five District Priorities.

Background

For the third consecutive year, the administrative team has developed annual targets, aligned with our district priorities. Administration believes these transformational inputs will help us best achieve our vision and strategic plan.

Fiscal Implications

None

Recommendation

I recommend that we approve the 2026-2027 Key Progress Measures as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 3, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting, September 10, 2026



Consider Approval of the Adoption of 2026-2027 Key Progress Measures

Dr. Jennifer Collins, Deputy Superintendent

⁸¹**PURPOSE**

Discuss and consider the approval of our 2026-2027 Key Progress Measures (KPMs).

IMPROVEMENT PLANNING



ARLINGTON ISD

DISTRICT PRIORITIES



FORMAT OF PRIORITIES & KPMs

PRIORITY STATEMENT

Big, broad transformational statement that points us in a direction.

GOAL

Strategic, high-level, and often inspirational outcomes we aim to achieve.

KEY PROGRESS MEASURES

The administrative team has developed annual targets in SMART goal format for Board consideration. When possible, these KPMs will be lead measures that help our organization strive toward our priorities.

ARLINGTON ISD

2025-2026 DISTRICT PRIORITIES

PRIORITY	GOALS	KEY PROGRESS MEASURE
 ACADEMIC GROWTH	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	1. Meet all HB 3 Goals for the 2025-26 school year. 2. Implement Structured Literacy research-based practices in all K-3 literacy classrooms as documented by administrator classroom visits by April 30, 2026. 3. Develop a Curriculum Management Plan that incorporates findings from the Curriculum Management Audit and begin implementation by April 30, 2026.
 CULTURE	Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.	1. Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026. 2. Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026. 3. Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.
 SAFETY & DISCIPLINE	Create safe and productive learning environments in which every student and staff member can thrive.	1. Increase the Procedural Effectiveness factor score from the Campus Safety Working Conditions domain on the annual staff survey from 4.0 to 4.1 (of 5.0) by June 15, 2026. 2. By January 30, 2026, 100% of campuses will implement their behavior support plan with fidelity as evidenced by observation and coaching with the Office of School Leadership.
 MARKETING & ENGAGEMENT	Involve families and community stakeholders as valued partners in student learning.	1. Increase our Net Promoter Score from 41 to 42 on the annual parent/family survey. 2. Measure the impact of a targeted marketing campaign to re-engage families that have chosen charter school options by March 30, 2026.
 TALENT & RESOURCES	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	1. Reduce the general fund budget deficit by 33% by June 16, 2026 while maintaining the general fund operating fund balance threshold at 25% and maintaining 60% of total adopted budgeted funds in Instruction and Instruction-Related Services (Functions 11, 12, and 13). 2. Develop and implement a comprehensive program evaluation process that directly supports our district priorities by March 30, 2026.

ARLINGTON ISD

2026-2027 DISTRICT PRIORITIES

PRIORITY	GOALS	KEY PROGRESS MEASURE
 ACADEMIC GROWTH	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	
 CULTURE	Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.	
 SAFETY & DISCIPLINE	Create safe and productive learning environments in which every student and staff member can thrive.	
 MARKETING & ENGAGEMENT	Involve families and community stakeholders as valued partners in student learning.	
 TALENT & RESOURCES	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	



TRANSFORMATIONAL INPUTS



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Key Progress Measures

1. Implement new math and reading curricula district-wide by April 1, 2027, with 90% adherence in walkthroughs covering material use, alignment, instruction, and pacing.
2. Establish a District Technology Advisory Committee and develop a comprehensive District Technology Plan aligned with curriculum audit criteria by April 30, 2027.



CULTURE

Establish an inclusive culture of respect, support, and continuous improvement for all students, staff and families.

Key Progress Measures

1. Implement a monthly feedback system by September 30, 2026 to gather teacher feedback on district curriculum and professional learning for curricular implementation.
2. Design and implement the Arlington ISD Wellness Framework by March 31, 2027 to support student, staff, and family well-being across 100% of our campuses and departments.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.

Key Progress Measures

1. Ensure 100% of assistant principals receive monthly training on Student Wellness Leadership practices with evidence of implementation by April 30, 2027.
2. Complete a privacy and data compliance audit of all district software by April 30, 2027.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.

Key Progress Measures

1. Deliver customer service training to administrators and front office staff at 100% of campuses and district departments by May 31, 2027.



TALENT & RESOURCES

Maximize our resources and our people to promote a thriving district while maintaining sound fiscal management.

Key Progress Measures

1. Reduce the general fund budget deficit by at least 50% by June 24, 2027 while maintaining the general fund operating fund balance threshold at 25%.
2. Implement a district healthcare clinic model to support greater employee access to care during the 2026-27 school year and impact long-term benefit cost to help support fiscal stability.
3. Develop a comprehensive long-range facilities plan aligned with demographic trends and funding resources to optimize facility usage by December 31, 2026.



DISCUSSION

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☒ Report: ☐ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Consider Approval of Strategic Plan Key Performance Indicators

District Priority / Goals Addressed

This presentation is intended to present Key Performance Indicators (KPIs) to the Board of Trustees for approval. These KPIs are aligned to our Strategic Plan and address all five District Priorities.

Background

For the third consecutive year, the administrative team has developed annual targets, aligned with our district priorities. This year, we are adding in a layer of Key Performance Indicators in alignment with our Strategic Objectives in our newly adopted Strategic Plan. Administration believes these transformational ideas will help track organizational health and the progress of our strategic plan.

Fiscal Implications

None

Recommendation

I recommend that we approve the Key Performance Indicators as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 3, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting, September 10, 2026



Consider Approval of the Strategic Plan Key Performance Indicators

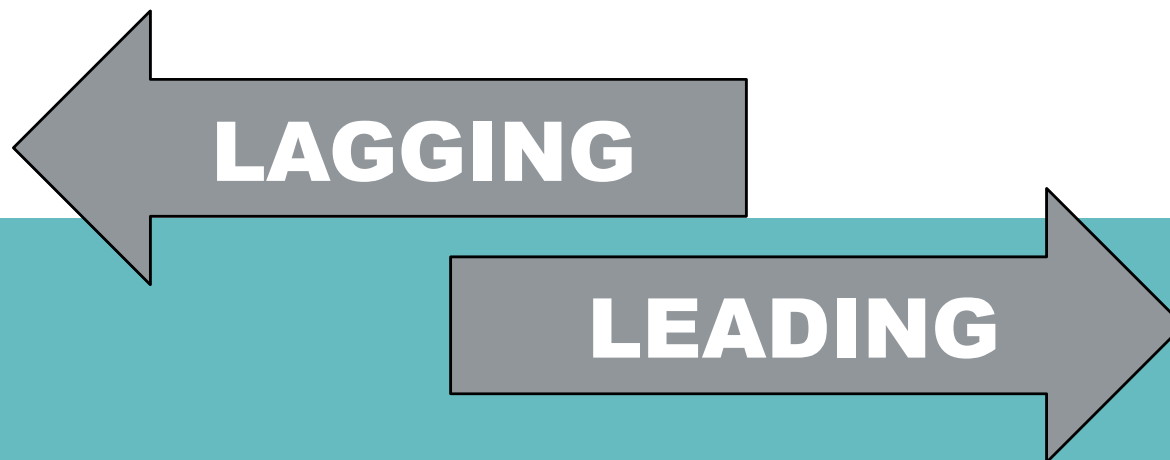
Dr. Jennifer Collins, Deputy Superintendent
Dr. Matt Smith, Superintendent

⁹⁷PURPOSE

Develop and approve Key Performance Indicators to track organizational health and the progress of our strategic plan.

IMPROVEMENT PLANNING





LAG MEASURES	LEAD MEASURES
● Measures output ● Easy to measure ● Results of the past ● Unresponsive and hard to change	● Measures input ● Difficult to measure ● Predictive of future performance ● Responsive to team actions

KPMs vs. KPIs

	Key Progress Measures (KPMs)	Key Performance Indicators (KPIs)
Primary Focus	Leading indicators & forward movement toward long-term strategic goals.	Lagging indicators & operational performance against established baseline standards.
Primary Question	"Are we taking the necessary actions to achieve our strategic vision?"	"How well are we performing against our historical or standard benchmarks?"
Orientation	Input/Process-oriented: Tracks active milestones, strategy execution, and initiatives.	Output/Outcome-oriented: Tracks final results, metric totals, and overall system health.
Flexibility	Adaptable: Reviewed frequently and adjusted as strategies shift or complete.	Static: Kept consistent over time to track multi-year trends and comparative data.
Scope	Focuses on priority growth areas and strategic transformation.	Focuses on overall operational health across all departments/functions.

ARLINGTON ISD

DISTRICT PRIORITIES



BOOKENDS TO THE PLAN

PRIORITIES	GOALS
Academic Growth	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture	Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline	Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement	Involve families and community stakeholders as valued partners in student learning.
Talent & Resources	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

2026-2030 STRATEGIC OBJECTIVES

ACADEMIC GROWTH

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Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

1.1 CULTIVATE THE STUDENT EXPERIENCE

Ensure every student experiences joyful, meaningful learning that fosters curiosity and belonging, builds confidence and character, and prepares them with future-ready skills.

1.2 IMPROVE ACADEMIC PERFORMANCE

Improve student academic achievement by increasing the number of A- and B-rated schools while ensuring all campuses are rated C or better, and by improving graduation rates and closing achievement gaps.

1.3 ELEVATE STUDENT VOICE & CHOICE

Empower students to lead, create, and compete, by increasing student participation in arts, athletics, extracurriculars, and/or leadership programs.

CULTURE

Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

2.1 PRIORITIZE STUDENT WELL-BEING

Strengthen the overall student experience by fostering a positive culture and climate, rigorous and engaging academics, and meaningful social-emotional development opportunities.

2.2 BOOST EMPLOYEE ENGAGEMENT

Cultivate an environment that prioritizes employee well-being as a foundation for strong commitment, satisfaction, and promotion of the district.

SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.

3.1 STRENGTHEN SAFE & SUPPORTIVE LEARNING ENVIRONMENT

Establish expectations and supports for positive student behavior, a sense of belonging, experience psychological safety and opportunity for growth.

3.2 STRENGTHEN SAFE & SUPPORTIVE PHYSICAL ENVIRONMENT

Cultivate environments that are safe from physical and external threats.

MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.

4.1 MAXIMIZE STUDENT ENROLLMENT

Increase interest in program offerings and reduce the student attrition rate.

4.2 EMPOWER FAMILY ADVOCACY

Foster a welcoming family experience that ensures connection, confidence, and active support of Arlington ISD schools.

4.3 EXPAND COMMUNITY PARTNERSHIPS

Increase volunteerism, service learning, and local business collaborations.

TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

5.1 ENSURE FISCAL SUSTAINABILITY

Achieve durable fiscal stability by closing the district's deficit and adopting a sustainable budget model.

5.2 BUILD A TALENT PIPELINE

Establish a perpetual talent pipeline through recruitment, grow-your-own, and retention strategies.

5.3 SUPPORT INNOVATIVE LEARNING ENVIRONMENTS

Optimize facility use to support grade-level modeling and the strategic placement of signature programs.

STRATEGIC OBJECTIVES



PRIORITIES	STRATEGIC OBJECTIVES	25-26	26-27	27-28	28-29	29-30	GOALS
Academic Growth	Cultivate the Student Experience Improve Academic Performance Elevate Student Voice and Choice						Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture	Prioritize Student Well-Being Boost Employee Engagement						Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline	Strengthen Safe & Supportive Learning Environments Strengthen Safe & Supportive Physical Environments						Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement	Maximize Student Enrollment Empower Family Advocacy Expand Community Partnerships						Involve families and community stakeholders as valued partners in student learning.
Talent & Resources	Ensure Fiscal Sustainability Build a Talent Pipeline Support Innovative Learning Environments						Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

KEY PROGRESS MEASURES



PRIORITIES	STRATEGIC OBJECTIVES	25-26	26-27	27-28	28-29	29-30	GOALS
Academic Growth	Cultivate the Student Experience Improve Academic Performance Elevate Student Voice and Choice						Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture	Prioritize Student Well-Being Boost Employee Engagement						Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline	Strengthen Safe & Supportive Learning Environments Strengthen Safe & Supportive Physical Environments						Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement	Maximize Student Enrollment Empower Family Advocacy Expand Community Partnerships						Involve families and community stakeholders as valued partners in student learning.
Talent & Resources	Ensure Fiscal Sustainability Build a Talent Pipeline Support Innovative Learning Environments						Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

KEY PERFORMANCE INDICATORS



PRIORITIES	STRATEGIC OBJECTIVES	KPMs	GOALS	KEY PERFORMANCE INDICATORS
Academic Growth	Cultivate the Student Experience Improve Academic Performance Elevate Student Voice and Choice		Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	
Culture	Prioritize Student Well-Being Boost Employee Engagement		Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.	
Safety & Discipline	Strengthen Safe & Supportive Learning Environments Strengthen Safe & Supportive Physical Environments		Create safe and productive learning environments in which every student and staff member can thrive.	
Marketing & Engagement	Maximize Student Enrollment Empower Family Advocacy Expand Community Partnerships		Involve families and community stakeholders as valued partners in student learning.	
Talent & Resources	Ensure Fiscal Sustainability Build a Talent Pipeline Support Innovative Learning Environments		Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	

DRAFT KEY PERFORMANCE INDICATORS



PRIORITIES	STRATEGIC OBJECTIVES	KPMs	GOALS	DRAFT KPIs
Academic Growth	Cultivate the Student Experience Improve Academic Performance Elevate Student Voice and Choice		Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	State Assessment Results & Comparison District Performance Graduation Rates Student Survey Data/Participation
Culture	Prioritize Student Well-Being Boost Employee Engagement		Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.	Student Survey Data Staff Net Promoter Score
Safety & Discipline	Strengthen Safe & Supportive Learning Environments Strengthen Safe & Supportive Physical Environments		Create safe and productive learning environments in which every student and staff member can thrive.	Staff Survey Data and Student Exclusion Data Facility Condition Index (FCI) Score
Marketing & Engagement	Maximize Student Enrollment Empower Family Advocacy Expand Community Partnerships		Involve families and community stakeholders as valued partners in student learning.	Student Attrition Data (TEA Leavers) Parent Net Promoter Score Number of Volunteers
Talent & Resources	Ensure Fiscal Sustainability Build a Talent Pipeline Support Innovative Learning Environments		Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	Maintain 25% Fund Balance Stable Staff Retention Signature Program Enrollment



DISCUSSION

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Bret Champion

Board Agenda Presented for: Action: ☒ Report: ☐ Consent: ☐

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Consider Approval of the 2026- 2027 Campus Improvement Plan Performance Objectives

District Priority / Goals Addressed

Policy BQ(LEGAL) requires the Board to ensure that campus improvement plans are developed, reviewed, and revised annually for the purpose of improving the performance of students. Texas Education Code requires a Board to annually approve district performance objectives.

Background

Arlington ISD district and campus leaders have worked together since June to review current data and conduct a comprehensive needs assessment aligned with district priorities. Campus teams have used this work to refine campus performance objectives and achievement targets for student groups across key indicators.

Fiscal Implications

None

Recommendation

Administration recommends the Board approve the Arlington ISD Campus Improvement Plan Performance Objectives as presented.

Submitted by: *Bret A. Champion* **Date:** August 17, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting | September 10, 2026



Consider Approval of the 2026-2027 Campus Improvement Plan Performance Objectives

Bret Champion, Ed.D. & Natalie Lopez, Ph.D.

PURPOSE

To provide the Board of Trustees with an update on the Campus Improvement Plan Performance Objectives.

Course of Action

- Work with campus leaders to finalize individual Campus Improvement Plan Performance Objectives
- Determine our Key Progress Measures for the 2026-27 school year
- Analyze our 2025-26 STAAR/EOC and CCMR data in order to determine math, literacy, and CCMR targets for the 2026-27 school year



District Campus Relationship



District
Goal = 75% (+2%)



Campus A
Goal = 70% (+3%)



Campus B
Goal = 72% (+2%)



Campus C
Goal = 75% (+2%)

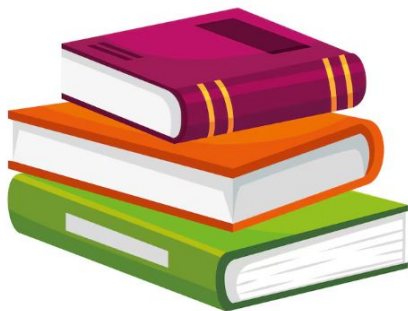


Campus D
Goal = 76% (+1%)



Campus E
Goal = 80% (+1%)

Performance Objectives



Reading



Math



Student Experience & Well-Being Index (SEWI)



Parent Net Promoter Score (NPS)



Staff Net Promoter Score (NPS)

Reading Performance Objectives

Screeners grades: Campus Name will increase the percentage of Kindergarten through second-grade students who score “At or Above Benchmark” on the EOY reading screener from ___% to ___% by June 2027.

STAAR grades: Campus Name will improve the percentage of ____ (starting grade) through ____ (ending grade) students who perform at the Approaches level or above on the reading STAAR/EOC from ___% to ___%, at the Meets level or above from ___% to ___%, and at the Masters level from ___% to ___% by June 2027.

Math Performance Objectives

Screeners grades: Campus Name will increase the percentage of Kindergarten through second-grade students who score “Average or Above” on the EOY math screener from ___% to ___% by June 2027.

STAAR grades: Campus Name will improve the percentage of ____ (starting grade) through ____ (ending grade) students who perform at the Approaches level or above on the math STAAR/EOC from ___% to ___%, at the Meets level or above from ___% to ___%, and at the Masters level from ___% to ___% by June 2027.

Culture and Marketing & Engagement Performance Objectives

Student: Campus Name will improve their Student Experience & Wellbeing Index (SEWI) from ___ to ___ by June 2027.

Staff: Campus Name will improve their district Net Promoter Score (NPS) from ___ to ___ by June 2027.

Parent: Campus Name will improve their campus Net Promoter Score (NPS) from ___ to ___ by June 2027.

Recommendation

Administration recommends the approval of the 2026-2027 Campus Improvement Plan Performance Objectives as presented.



DISCUSSION

Adams Elementary Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Adams Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 67 % to 67 % by June 2027.

Performance Objective 2: Adams Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the reading STAAR/EOC from 64% to 67%, at the Meets level or above from 35% to 38%, and at the Masters level from 16% to 16% by June 2027.

Performance Objective 3: Adams Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 51% to 52% by June 2027.

Performance Objective 4: Adams Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the math STAAR/EOC from 62% to 63%, at the Meets level or above from 37% to 39%, and at the Masters level from 18% to 19% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Adams Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 3.2 to 3.3 by June 2027.

Performance Objective 2: Adams Elementary will improve its district Staff Net Promoter Score (NPS) from 23 to 25 by June 2027.

Performance Objective 3: Adams Elementary will improve its campus Parents Net Promoter Score (NPS) from 58 to 59 by June 2027.

Amos Elementary School Goals 2026-2027

Goal 1: Reading

Performance Objective 1: Amos students will increase their performance in reading on STAAR/EOC from 62% to 65% at the approaches level or above, from 43% to 43% at the meets level or above, and from 21% to 24% at the masters level.

HB3 Goal

Performance Objective 2: Amos will increase our performance in math on STAAR from 55% to 56% at approaches or above, from 32% to 33% at meets or above, and from 11% to 13% at masters.

HB3 Goal

Performance Objective 3: Amos will increase our performance on mCLASS from 66% to 68% at or above benchmark.

HB3 Goal

Performance Objective 4: Amos will increase our performance on NWEA MAP from 58% to 60% at or above benchmark.

HB3 Goal

Goal 2: Culture

Performance Objective 1: Amos will increase the Parents Net Promoter score from 54 to 55.

HB3 Goal

Performance Objective 2: Amos will increase the Student Experience and Well-Being Index on the Student Survey from 3.1 to 3.3.

HB3 Goal

Performance Objective 3: Amos will increase the Staff Net Promoter score from 14 to 16.

HB3 Goal

Anderson Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: K-2: Anderson will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 78 % to 78% by June 2027.

3rd-6th: Anderson will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 55% to 57%, at the Meets level or above from 33% to 35%, and at the Masters level from 15% to 16% by June 2027.

Performance Objective 2: K-2: Anderson will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 54% to 54% by June 2027.

3rd-6th: Anderson will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 51% to 53%, at the Meets level or above from 30% to 31%, and at the Masters level from 10% to 12% by June 2027.

Performance Objective 3: 5th: Anderson will improve the percentage of 5th grade students who perform at the Approaches level or above on the math STAAR from 35% to 38%, at the Meets level or above from 15% to 18%, and at the Masters level from 7% to 10% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Anderson will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 2: Staff: Anderson will improve their district Net Promoter Score (NPS) from 28 to 30 by June 2027.

Performance Objective 3: Parent: Anderson will improve their campus Net Promoter Score (NPS) from 63 to 64 by June 2027.

Performance Objective 4: Anderson Elementary will decrease the percentage of students identified as chronically absent from 20% to 16% by June 2027 and the overall attendance rate from 93.4% to 94.%.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Anderson Elementary will decrease the percentage of students receiving one or more discipline referrals from 9% to 7% by June 2027
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Arlington College & Career High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: ACCHS will improve the percentage of 9th grade through 10th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 96% to 98%, at the Meets level or above from 91% to 93%, and at the Masters level from 18% to 24% by June 2027.

Performance Objective 2:

ACCHS will improve the percentage of 9th grade students who perform at the Approaches level or above on the math STAAR/EOC from 98% to 99%, at the Meets level or above from 66% to 70%, and at the Masters level from 25% to 32% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: ACCHS will improve their Student Experience & Wellbeing Index (SEWI) from 3.1 to 3.2 by June 2027.

Performance Objective 2: ACCHS will improve their district Net Promoter Score (NPS) from 27 to 29 by June 2027.

Performance Objective 3: ACCHS will improve their campus Net Promoter Score (NPS) from 93 to 94 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Strengthen Safe & Supporting Learning Environments: Develop and implement systems of behavioral expectations and support that ensure classrooms are safe, inclusive, and conducive to academic, social, and emotional growth for students and staff.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Maximize Student Enrollment: Increase interest in district program offerings and reduce the student attrition rate.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Build a Talent Pipeline: Establish a perpetual talent pipeline through recruitment, grow-your-own, and retention strategies.

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Arlington High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Reading Aggregate

Arlington HS will increase the percentage of 9th-12th grade English I and English II students who score "At or Above Benchmark" on the English STAAR/EOC tests from 76% to 79% by June 2027.

Reading by Exam

Arlington HS will improve the percentage of English I students who perform at the Approaches level or above on the reading STAAR/EOC from 78% to 79%, at the Meets level or above from 62% to 65%, and at the Masters level from 14% to 16% by June 2027.

Arlington HS will improve the percentage of English II students who perform at the Approaches level or above on the reading STAAR/EOC from 74% to 79%, at the Meets level or above from 61% to 63%, and at the Masters level from 7% to 10% by June 2027.

Performance Objective 2: Math

Arlington HS will increase the percentage of 9th-12th grade Algebra I students who score "Average or Above" on the Algebra I STAAR/EOC from 70% to 72% by June 2027.

Arlington HS will improve the percentage of Algebra I students who perform at the Approaches level or above on the math STAAR/EOC from 70% to 72%, at the Meets level or above from 30% to 31%, and at the Masters level from 7% to 8% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Students

Arlington HS will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.1 by June 2027.

Performance Objective 2: Staff

Arlington HS will improve their district Net Promoter Score (NPS) from 51 to 53 by June 2027.

Performance Objective 3: Parents

Arlington HS will improve their campus Net Promoter Score (NPS) from 38 to 39 by June 2027.

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Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Ashworth Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Ashworth will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 70% to 71% by June 2027.

Performance Objective 2: Ashworth will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 76% to 78%, at the Meets level or above from 53% to 55%, and at the Masters level from 26% to 28% by June 2027.

Performance Objective 3: Ashworth will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 64% to 66% by June 2027.

Performance Objective 4: Ashworth will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 73% to 74%, at the Meets level or above from 43% to 44%, and at the Masters level from 14% to 16% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Ashworth will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.0 by June 2027.

Performance Objective 2: Ashworth will improve their district Net Promoter Score (NPS) from 37 to 39 by June 2027.

Performance Objective 3: Ashworth will improve their campus Net Promoter Score (NPS) from 49 to 50 by June 2027.

Atherton Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Atherton Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 81 % to 82 % by June 2027.

Performance Objective 2: Atherton Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the reading STAAR/EOC from 65% to 67%, at the Meets level or above from 41% to 44%, and at the Masters level from 16% to 17% by June 2027.

Performance Objective 3: Atherton Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 50% to 51% by June 2027.

Performance Objective 4: Adams Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the math STAAR/EOC from 66% to 67%, at the Meets level or above from 38% to 39%, and at the Masters level from 14% to 17% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Atherton Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 3.1 to 3.2 by June 2027.

Performance Objective 2: Atherton Elementary will improve its district Staff Net Promoter Score (NPS) from 43 to 45 by June 2027.

Performance Objective 3: Atherton Elementary will improve its campus Parents Net Promoter Score (NPS) from 71 to 72 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

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Bailey Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Bailey will increase their performance in reading on STAAR/EOC from 76% to 78% at approaches or above, from 51% to 54% at meets or above, and from 28% to 29% at masters.

Performance Objective 2: Bailey will increase their performance in math on STAAR/EOC from 68% to 70% at approaches or above, from 45% to 46% at meets or above, and from 19% to 20% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Bailey Junior High School will increase its Student Experience & Well-Being Index (SEWI) from 2.7 to 2.8.

Performance Objective 2: Bailey will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 45 to 48.

Performance Objective 3: Bailey will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 19 to 21.

Barnett Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Performance Objective 1 (STAAR Reading)

Barnett JH will improve the percentage of 7th-grade through 8th-grade students who perform at the Approaches level or above on the reading STAAR/EOC from 79% to 80%, at the Meets level or above from 55% to 58%, and at the Masters level from 27% to 29% by June 2027.

Performance Objective 2: Performance Objective 2 (STAAR Math)

Barnett JH will improve the percentage of 7th-grade through 8th-grade students who perform at the Approaches level or above on the math STAAR/EOC from 61% to 65%, at the Meets level or above from 37% to 38%, and at the Masters level from 16% to 18% by June 2027.

Performance Objective 3: Performance Objective 3 (STAAR US History)

Barnett JH Students will increase their performance in history on STAAR from 40% to 45% at approaches or above, from 21% to 23% at meets or above, and from 24% to 25% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Performance Objective 1 (Student)

Barnett JH will increase its Student Experience & Well-Being Index (SEWI) from 2.8 to 2.9.

Performance Objective 2: Performance Objective 2 (Parents)

Barnett JH will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 10 to 11.

Performance Objective 3: Performance Objective 3 (Staff)

Barnett JH will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 27 to 29.

Bebensee Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Bebensee will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 68% to 69%, at the Meets level or above from 42% to 44%, and at the Masters level from 16% to 18% by June 2027.

Grade-Level Targets:

3rd Grade Bobcats: Increase from 76% to 77% Approaches, 41% to 43% Meets, and 14% to 17% Masters.

4th Grade Bobcats: Increase from 64% to 66% Approaches, sustain 38% Meets, and increase from 10% to 12% Masters.

5th Grade Bobcats: Sustain 71% Approaches, increase from 45% to 46% Meets, and 28% to 29% Masters.

6th Grade Bobcats: Increase from 62% to 63% Approaches, 46% to 48% Meets, and 16% to 17% Masters.

Performance Objective 2: Bebensee will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 64% to 65%, at the Meets level or above from 34% to 37%, and at the Masters level from 12% to 13% by June 2027.

Grade-Level Targets:

3rd Grade Bobcats: Sustain 69% Approaches, Increase from 39% to 43% Meets, and 16% to 17% Masters.

4th Grade Bobcats: Increase from 55% to 58% Approaches, 32% to 35% Meets, and Sustain 10% Masters.

5th Grade Bobcats: Increase from 62% to 63% Approaches, 31% to 32% Meets, and Sustain 11% Masters.

6th Grade Bobcats: Increase from 68% to 69% Approaches, 33% to 34% Meets, and 9% to 11% Masters.

Performance Objective 3: (K-2 Screener Reading)

Bebensee will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 68% to 70% by June 2027.

Grade-Level Targets:

Kindergarten Bobcats: Increase from 76% to 77% at or Above benchmark by the end of year screener.

1st Grade Bobcats: Increase from 74% to 78% at or Above benchmark by the end of year screener.

~~2nd~~¹³⁶ Grade Bobcats: Increase from 57% to 59% at or Above benchmark by the end of year screener.

Performance Objective 4: (K-2 Screener Math)

Bebensee will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 54% to 56% by June 2027.

Grade-Level Targets:

Kindergarten Bobcats: Increase from 69% to 71% in "Average" or above.

1st Grade Bobcats: Increase from 57% to 58% in "Average" or above.

2nd Grade Bobcats: Increase from 39% to 41% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Bebensee will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 2: Staff: Bebensee will improve their district Net Promoter Score (NPS) from 30 to 32 by June 2027.

Performance Objective 3: Parent: Bebensee will improve their district Net Promoter Score (NPS) from 59 to 60 by June 2027.

Beckham Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Beckham Elementary will increase their performance in reading on STAAR/EOC from 83% to 84% at approaches or above, from 69% to 71% at meets or above, and from 32% to 34% at masters.

Performance Objective 2: Beckham Elementary will maintain their performance in reading on mCLASS at 80% in "At or Above Benchmark".

Performance Objective 3: Beckham Elementary will maintain their performance in math on STAAR/EOC at 87% at approaches or above, increase their performance from 6% to 66% to 67% at meets or above, and from 37% to 38% at masters.

Performance Objective 4: Beckham Elementary will maintain their performance in math on NWEA MAP at 75% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Beckham will increase its Student Experience & Well-Being Index (SEWI) from 3.4 to 3.6.

Performance Objective 2: Beckham will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 78 to 79.

Performance Objective 3: Beckham will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 42 to 44.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Berry Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Berry Elementary will increase our performance in reading on STAAR/EOC from 61% to 80% at approaches or above, from 37% to 45% at meets or above, and from 11% to 14% at masters.

Performance Objective 2: Math: Berry Elementary will increase our performance in math on STAAR/EOC from 51% to 75% at approaches or above, from 23% to 40% at meets or above, and from 8% to 14% at masters.

Performance Objective 3: (K-2 Screener Reading)

Berry Elementary will increase our performance in reading on mCLASS ENG from 53% to 73% in "At or Above Benchmark".
Berry Elementary will increase our performance in reading on mLectura SPAN from 67% to 75% in "At or Above Benchmark".

Performance Objective 4: (K-2 Screener Math)

Berry Elementary will increase our performance in math on NWEA MAP from 52% to 79% in "Average" or above

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Students:

Berry Elementary will increase our Student Experience & Well-Being Index (SEWI) from 3.0 to 3.2.

Performance Objective 2: Parents:

Berry will increase our Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 3.7 to 3.9.

Performance Objective 3: Staff:

Berry will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 3.9 to 4.1.

Boles Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Boles JH will improve the percentage of 7th through 8th grade students who perform at the Approaches level or above on the reading STAAR from 84% to 85%, at the Meets level or above from 57% to 61%, and at the Masters level from 32% to 35% by June 2027.

Performance Objective 2: Boles JH will improve the percentage of 7th through 8th grade students who perform at the Approaches level or above on the math STAAR from 81% to 85%, at the Meets level or above from 59% to 60%, and at the Masters level from 24% to 28% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Boles JH will increase its Student Experience & Well-Being Index (SEWI) from 2.9 to 3.1 by June 2027.

Performance Objective 2: Boles JH will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 19 to 20 by June 2027.

Performance Objective 3: Boles JH will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 29 to 30 by June 2027.

Bowie High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Bowie High School will improve the percentage of 9th - 12th grade students who perform at the Approaches level or above on the Algebra 1 EOC from 84% to 85%, at the Meets level or above from 44% to 47%, and at the Masters level from 20% to 22% by June 2027

Performance Objective 2: Bowie High School will improve the percentage of 9th - 12th grade students who perform at the Approaches level or above on the ELAR EOC from 72% to 73%, at the Meets level or above from 56% to 58%, and at the Masters level from 6% to 8%

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Bowie HS will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.0 by June 2027.

Performance Objective 2: Bowie High School will improve their district Net Promoter Score (NPS) from 30 to 32 by June 2027.

Performance Objective 3: Bowie High School will improve their campus Net Promoter Score (NPS) from 4 to 5 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Bowie HS will decrease the student referral count by 10% from 1,910 to 1700 by June 2027.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Bowie High School will strengthen family and community stakeholders by establishing consistent, two-way communication through regular campus newsletters, digital platforms, and engagement opportunities that keep stakeholders informed and connected to student learning and campus initiatives.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Bowie High School will strategically align personnel, time, and fiscal resources with campus priorities to maximize staff effectiveness, support student achievement, and ensure effective management of available resources.

Bryant Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Bryant will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener to 62 % by June 2027.

HB3 Goal

Performance Objective 2: Bryant will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 78% to 80%, at the Meets level or above from 51% to 55%, and at the Masters level from 22% to 24% by June 2027.

HB3 Goal

Performance Objective 3: Bryant will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 59% to 61% by June 2027.

HB3 Goal

Performance Objective 4: Bryant will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 75% to 78%, at the Meets level or above from 44% to 49%, and at the Masters level from 21% to 22% by June 2027.

HB3 Goal

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Bryant Elementary will improve its Student Experience & Well-Being Index (SEWI) from 3.0 to 3.2 by June 2027.

Performance Objective 2: Bryant Elementary will improve its district Net Promoter Score (NPS) from 34 to 36 by June 2027.

Performance Objective 3: Bryant Elementary will improve its campus Net Promoter Score (NPS) from 64 to 65 by June 2027.

Burgin Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Burgin will increase their performance in reading on STAAR/EOC from 66% to 68% at approaches or above, from 35% to 37% at meets or above, and from 13% to 15% at masters

Performance Objective 2: Burgin will increase their performance in math on STAAR/EOC from 62% to 63% at approaches or above, from 35% to 36% at meets or above, and from 15% to 15% at masters.

HB3 Goal

Performance Objective 3: Burgin will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 73% to 74% by June 2027.

Performance Objective 4: Burgin will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 54% to 59% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Burgin will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.2 by June 2027.

Performance Objective 2: Staff: Burgin will improve their district Net Promoter Score (NPS) from 59 to 61 by June 2027.

Performance Objective 3: Parent: Burgin will improve their campus Net Promoter Score (NPS) from 64 to 65 by June 2027.

Butler Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Butler will increase our performance in reading on STAAR from 88% to 89% at approaches or above, from 75% to 76% at meets or above, and from 44% to 47% at masters.

Performance Objective 2: Butler will increase our performance in math on STAAR from 86% to 88% at approaches or above, from 65% to 68% at meets or above, and from 37% to 38% at masters.

Performance Objective 3: Butler will increase our performance in reading on mCLASS from 78% to 80% in "At or Above Benchmark".

Performance Objective 4: Butler will increase our performance in math on NWEA MAP from 75% to 76% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Butler will increase our Student Experience & Well-Being Index (SEWI) from 3.0 to 3.2

Performance Objective 2: Butler will increase our Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 77 to 78.

Performance Objective 3: Butler will increase our Staff Net Promoter Score (NPS) of likelihood to recommend the district from 0 to 2.

Center for Visual and Performing Arts Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Cultivate the Student Experience: Ensure every student experiences joyful, meaningful learning that fosters curiosity and belonging, builds confidence and character, and prepares them with future-ready skills.

Performance Objective 2: Elevate Student Voice & Choice: Empower students to lead, create, and compete, by increasing student participation in arts, athletics, CTE programs, extracurriculars, and/or leadership programs.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Prioritize Student Well-Being: Strengthen the overall student experience by fostering a positive culture and climate, rigorous and engaging academics, and meaningful social-emotional development opportunities.

Performance Objective 2: Boost Employee Engagement: Cultivate an environment that prioritizes employee well-being as a foundation for strong commitment, satisfaction, and promotion of the district.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Strengthen Safe and Supportive Infrastructure: Cultivate secure physical and digital environments that mitigate external and cybersecurity risks.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Maximize Student Enrollment: Increase interest in district program offerings and reduce the student attrition rate.

Performance Objective 2: Expand Community Partnerships: Increase volunteerism, service learning, and local business collaborations.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Ensure Fiscal Sustainability: Reduce the general fund budget deficit by at least 50% by June 24, 2027 while maintaining the general fund operating fund balance threshold at 25%.

Performance Objective 2: Support Innovative Learning Environments: Optimize facility use to support grade-level modeling and the strategic placement of signature programs.

Collegiate High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Arlington Collegiate High School will improve the percentage of 9th-grade students who perform at the Approaches level or above on the English 1 STAAR/EOC from 100% to 100%, at the Meets level or above from 96% to 100%, and at the Masters level from 29% to 30% by June 2027.

Performance Objective 2: Arlington Collegiate High School will improve the percentage of 10th-grade students who perform at the Approaches level or above on the English 2 STAAR/EOC from 99% to 100%, at the Meets level or above from 97% to 100%, and at the Masters level from 34% to 35% by June 2027.

Performance Objective 3: Arlington Collegiate High School will improve the percentage of 9th-grade students who perform at the Approaches level or above on the Algebra 1 STAAR/EOC from 100% to 100%, at the Meets level or above from 65% to 100%, and at the Masters level from 19% to 30% by June 2027.

Performance Objective 4: Arlington Collegiate High School will improve the percentage of 10th-grade students who perform at the Approaches level or above on the U.S. History STAAR/EOC from 100% to 100%, at the Meets level or above from 95% to 100%, and at the Masters level from 77% to 80% by June 2027.

Performance Objective 5: Arlington Collegiate High School will improve the percentage of 9th-grade students who perform at the Approaches level or above on the Biology STAAR/EOC from 100% to 100%, at the Meets level or above from 91% to 100%, and at the Masters level from 65% to 66% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Arlington Collegiate High School will improve its Student Experience & Wellbeing Index (SEWI) from 3.3 to 3.5 by June 2027.

Performance Objective 2: Arlington Collegiate High School will improve its district Net Promoter Score (NPS) from 7.6 to 8.0 by June 2027.

Performance Objective 3: Arlington Collegiate High School will improve its campus Net Promoter Score (NPS) from 9.3 to 9.4 by June 2027.

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Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Arlington Collegiate High School will improve its procedural effectiveness factor; the campus's approach to discipline issues is sufficient, with the average increasing from 77.8% positive to 90%.

Performance Objective 2: Arlington Collegiate High School will improve its student respect and inclusivity factor; other students at my school try to stop mean behavior when they see it happening, with the average increasing from 61.4% positive to 70%.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Arlington Collegiate High School will increase its first-choice applicants from 135 to 200 students.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Arlington Collegiate High School will spend its entire budget allotment before the end of June 27.

Goal 6: By May 2027, we will increase the percentage of 9th-grade students meeting or exceeding the TSIA ELAR college readiness benchmark from 78% to 85%, and the percentage of 10th-grade students from 93% to 95%.

Performance Objective 1: 90% of freshmen students will pass the essay portion of the TSIA ELAR by December 31, 2026.

Performance Objective 2: 90% of freshmen students will achieve a qualifying score of 938 or higher on their TSIA ELAR MasteryPrep Practice Exam before Spring Break, enabling them to take their TSIA ELAR in Accuplacer.

Performance Objective 3: 12 of the remaining 22 sophomore students who have yet to pass the TSIA ELAR will successfully earn a passing score of 945 or higher by December 1, 2026

Goal 7: By May 2027, we will increase the percentage of students meeting or exceeding the TSIA Math college readiness benchmark for our 9th-grade students from 20% to 25%, 10th-grade students from 86% to 90%, and 11th-grade students from 94% to 100%. This tiered growth will help achieve a 100%

TSIA Math passing rate for all students by graduation, ensuring all graduates are college-ready.

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Performance Objective 1: 100% of sophomore students will earn a qualifying score of 938 or higher on their TSIA Mathematics MasteryPrep Practice Exam before April 1, 2027, enabling them to take the TSIA Math in Accuplacer.

Goal 8: By the end of the academic year, 75% of students will independently demonstrate effective perseverance strategies during problem-solving tasks--shifting from immediate help-seeking behavior to utilizing self-correction tools before requesting teacher intervention.

Performance Objective 1: 100% of teachers will be exposed to the benefits for students who engage in productive struggle in the classroom.

Corey Academy Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Corey Academy will increase their performance in reading on STAAR from 91% to 92% at approaches or above, from 76% to 79% at meets or above, and from 47% to 51% at masters.

Performance Objective 2: Corey Academy will increase their performance in math on STAAR from 87% to 88% at approaches or above, from 65% to 68% at meets or above, and from 35% to 36% at masters.

Performance Objective 3: Corey Academy will increase their performance in reading on mCLASS from 81% to 82% in "At or Above Benchmark".

Performance Objective 4: Corey Academy will increase their performance in math on NWEA MAP from 74% to 75% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Corey Academy will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 87 to 88.

Performance Objective 2: Corey Academy will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 37 to 38.

Crouch Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Crouch Elementary will increase their performance in reading on STAAR/EOC from 58% to 67% at approaches or above, from 32% to 35% at meets or above, and from 12% to 20% at masters.

Performance Objective 2: Crouch Elementary will increase their performance in reading on STAAR/EOC from 51% to 67% at approaches or above, from 30% to 35% at meets or above, and from 10% to 20% at masters.

Performance Objective 3: Crouch Elementary will increase their performance in reading on mCLASS from 66% to 77% in "At or Above Benchmark".

Performance Objective 4: Crouch Elementary will increase their performance in math on NWEA MAP from 58% to 72% in "Average" or above.

Performance Objective 5: Crouch Elementary will increase their performance in Science on STAAR/EOC from 38% to 67% at approaches or above, from 15% to 35% at meets or above, and from 8% to 20% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Crouch Elementary will increase its Student Experience & Well-Being Index (SEWI) from 3.1 to 3.5.

Performance Objective 2: Crouch Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 62 to 70.

Performance Objective 3: Crouch Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 24 to 30.

Crow Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Crow Leadership Academy will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 61% to 64%, at the Meets level or above from 33% to 35%, and at the Masters level from 8% to 10% by June 2027.

Performance Objective 2: Crow Leadership Academy will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 68% to 70% by June 2027.

Performance Objective 3: Crow Leadership Academy will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 58% to 60%, at the Meets level or above from 28% to 30%, and at the Masters level from 8% to 10% by June 2027.

Performance Objective 4: Crow Leadership Academy will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY math screener from 68% to 70% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Crow Leadership Academy will improve their staff district Net Promoter Score (NPS) from 12 to 14 by June 2027.

Performance Objective 2: Crow Leadership Academy will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 3: Crow Leadership Academy will improve their parent campus Net Promoter Score (NPS) from 66 to 67 by June 2027.

Dipert Career & Technical Center Goals 2026-2027

Goal 1: Academic Growth: Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: The percentage of all eligible CTC and ASC students passing the related industry based certification exam recognized on the State's A-F Accountability for CCMR will increase from 88.31% to 90.0% for the 2026-2027 school year.

HB3 Goal

Performance Objective 2: The percent of students meeting eligibility to take an industry based certification exam recognized on the State's A-F Accountability for CCMR will increase from 86.12% to 88.00% which is a 1.88% increase. For 2025-2026 school year, 1489 students took an A-F industry based certification. With a 1.88% increase, 28 more students will take an A-F industry-based exam for the 2026-2027 school year for a total of 1517 students taking an A-F industry based certification exam.

Goal 2: Culture: Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

Performance Objective 1: The Arlington ISD Dan Dipert Career and Technical Center will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 8.8 to 9.0

HB3 Goal

Performance Objective 2: By the end of the 2026-2027 school year, the percentage of students demonstrating proficiency on the Student Readiness Look-For rubric will increase, with a corresponding increase in students consistently meeting deadlines, completing tasks independently, and following through on assignments, as observed through walkthrough data and teacher monitoring across all programs.

Performance Objective 3: Increase the Procedural Effectiveness factor score within the Psychological Safety domain on the Arlington ISD Staff Survey from 4.3 to 4.5 by June 2027 through improved communication, transparency, and staff engagement in campus processes and decision-making.

Ditto Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Ditto Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 81% to 81% by June 2027.

Performance Objective 2: Ditto Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 85% to 86%, at the Meets level or above from 64% to 64%, and at the Masters level from 39% to 41% by June 2027.

Performance Objective 3: Ditto Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 69% to 70% by June 2027.

Performance Objective 4: Ditto Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 76% to 77 %, at the Meets level or above from 51% to 52%, and at the Masters level from 20% to 23% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Ditto Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.0 by June 2027.

Performance Objective 2: Ditto Elementary will improve their district Net Promoter Score (NPS) from 0 to 2 by June 2027.

Performance Objective 3: Ditto Elementary will improve their campus Net Promoter Score (NPS) from 51 to 52 by June 2027.

Duff Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Duff Elementary will increase our performance in reading on STAAR from 82% to 84% at approaches or above, from 63% to 65% at meets or above and from 34% to 36% at masters.

Performance Objective 2: Duff Elementary will increase our performance in math on STAAR from 89% to 91% at approaches or above, from 63% to 65% at meets or above and from 35% to 37% at masters.

Performance Objective 3: Duff Elementary will increase our performance in reading on MClass from 85% to 87% in "at or above benchmark."

Performance Objective 4: Duff Elementary will increase our performance in math on NWEA MAP from 70% to 72% in "average or above."

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Duff Elementary will increase its student experience and well being index from 3.1 to 3.2.

Performance Objective 2: Duff Elementary will increase its parent net promoter score of likelihood to recommend the campus from 71 to 72.

Performance Objective 3: Duff Elementary will increase its staff net promoter score of the likelihood to recommend the district from 27 to 29.

Dunn Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: K-2 Reading: Dunn Elementary will increase the percentage of Kindergarten through 2nd grade students who score "At or Above Benchmark" on the EOY reading screener from 66% to 70% by June 2027.

Performance Objective 2: 3-6 Reading: Dunn Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 64% to 66%, at the Meets level or above from 43% to 45%, and at the Masters level from 20% to 22% by June 2027.

Performance Objective 3: K-2 Math: Dunn Elementary will increase the percentage of Kindergarten through 2nd grade students who score "Average or Above" on the EOY math screener from 55% to 60% by June 2027.

Performance Objective 4: 3-6 Math: Dunn Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 52% to 54%, at the Meets level or above from 28% to 30%, and at the Masters level from 7% to 9% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Dunn Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.0 by June 2027.

Performance Objective 2: Staff: Dunn Elementary will improve their district Net Promoter Score (NPS) from -20 to 0 by June 2027.

Performance Objective 3: Parent: Dunn Elementary will improve their campus Net Promoter Score (NPS) from 35 to 36 by June 2027.

Ellis Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Ellis Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 65% to 66% by June 2027.

Performance Objective 2: Ellis Elementary will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 63% to 64%, at the Meets level or above from 38% to 39%, and at the Masters level from 13% to 16% by June 2027.

Performance Objective 3: Ellis Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 51% to 52% by June 2027.

Performance Objective 4: Ellis Elementary will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 56% to 58%, at the Meets level or above from 29% to 30%, and at the Masters level from 13% to 13% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Ellis Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 2: Ellis Elementary will improve their district Net Promoter Score (NPS) from 28 to 30 by June 2027.

Performance Objective 3: Ellis Elementary will improve their campus Net Promoter Score (NPS) from 9 to 10 by June 2027.

Farrell Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Farrell Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 61% to 62% by June 2027.

Performance Objective 2: Farrell Elementary will improve the percentage of third through sixth students who perform at the Approaches level or above on the reading STAAR from 70% to 73%, at the Meets level or above from 46% to 47%, and at the Masters level from 23% to 23% by June 2027

Performance Objective 3: Farrell Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 56% to 56% by June 2027.

Performance Objective 4: Farrell Elementary will improve the percentage of third through sixth students who perform at the Approaches level or above on the math STAAR from 66% to 68%, at the Meets level or above from 37% to 39%, and at the Masters level from 15% to 16% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Farrell Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.1 by June 2027.

Performance Objective 2: Farrell Elementary will improve their district Net Promoter Score (NPS) from 0 to 2 by June 2027.

Performance Objective 3: Farrell Elementary will improve their campus Net Promoter Score (NPS) from 54 to 55 by June 2027.

Fitzgerald Elementary School Goals 2026-2027

Goal 1: Academic Growth in Math - Ensure positive engaging experiences for every student that promote academic growth in math and ignite a passion for learning.

Performance Objective 1: Fitzgerald will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 46% to 48% by June 2027.

Performance Objective 2: Fitzgerald will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the Math STAAR Test from 67% to 72%, at the Meets level or above from 39% to 42%, and at the Masters level from 15% to 16% by June 2027.

Goal 2: Academic Growth in Reading - Ensure positive engaging experiences for every student that promote academic growth in reading and ignite a passion for learning.

Performance Objective 1: Fitzgerald will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 66% to 68% by June 2027.

Performance Objective 2: Fitzgerald will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the RLA STAAR Test from 76% to 76%, at the Meets level or above from 47% to 48%, and at the Masters level from 20% to 21% by June 2027.

Goal 3: Academic Growth in Science - Ensure positive engaging experiences for every student that promote academic growth in science and ignite a passion for learning.

Performance Objective 1: All 5th grade Fitzgerald students will increase their performance in science on STAAR from 76% to 79% at the approaches level or above, from 47% to 49% at the meets level or above, and from 20% to 21% at the masters level.

Goal 4: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Fitzgerald will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.1 by June 2027.

Performance Objective 2: Fitzgerald will improve their district Net Promoter Score (NPS) from the Staff Survey from 9 to 11 by June 2027.

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Performance Objective 3: Fitzgerald will improve their campus Net Promoter Score (NPS) from the Parent Survey from 52 to 53 by June 2027.

Foster Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Foster will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 74% to 78% by June 2027.

Performance Objective 2: Foster will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the reading STAAR from 65% to 70%, at the Meets level or above from 42% to 50%, and at the Masters level from 18% to 25% by June 2027.

Performance Objective 3: Foster will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 62% to 68% by June 2027.

Performance Objective 4: Foster will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the math STAAR from 67% to 70%, at the Meets level or above from 40% to 50%, and at the Masters level from 14% to 20% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Foster will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.1 by June 2027.

Performance Objective 2: Faculty/Staff: Foster will improve their campus Net Promoter Score (NPS) from 59 to 60 by June 2027.

Performance Objective 3: Parents/Community: Foster will improve their district Net Promoter Score (NPS) from 40 to 42 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Goodman Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Goodman will increase their performance in reading on STAAR/EOC from 66% to 69% at approaches or above, from 35% to 37% at meets or above, and from 13% to 15% at masters.

HB3 Goal

Performance Objective 2: Goodman will increase their performance in math on STAAR/EOC from 66% to 67% at approaches or above, from 33% to 34% at meets or above, and from 10% to 11% at masters.

HB3 Goal

Performance Objective 3: Goodman will increase their performance in reading on mCLASS from 76% to 77% in "At or Above Benchmark".

Performance Objective 4: Goodman will increase their performance in math on NWEA MAP from 53% to 54% in "Average" or above.

Performance Objective 5: Goodman will increase their performance in science on the 5th grade STAAR/EOC from 40% to 45% at approaches or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Goodman will increase its Student Experience & Well-Being Index (SEWI) from 3.1 to 3.2.

Performance Objective 2: Goodman will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 33 to 35.

Gunn Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Gunn JH & FADL will improve the percentage of 6th-grade through 8th-grade students who perform at the Approaches level or above on the reading STAAR/EOC from 72% to 76%, at the Meets level or above from 45% to 47%, and at the Masters level from 17% to 18% by June 2027.

Performance Objective 2: Gunn JH & FADL will improve the percentage of 6th-grade through 8th-grade students who perform at the Approaches level or above on the math STAAR/EOC from 83% to 84%, at the Meets level or above from 58% to 62%, and at the Masters level from 31% to 34% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Parent: Gunn JH & FADL will improve their Student Experience & Wellbeing Index (SEWI) from 60 to 61 by June 2027.

Performance Objective 2: Staff: Gunn JH & FADL will improve its district Net Promoter Score (NPS) from 45 to 47 by June 2027.

Performance Objective 3: Student: Gunn JH & FADL will improve their campus Net Promoter Score (NPS) from 2.8 to 3 by June 2027.

Hale Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Lynn Hale will increase their performance in reading on STAAR from 67% to 70% at approaches or above, from 41% to 45% at meets or above, and from 21% to 25% at masters.

Performance Objective 2: Lynn Hale will increase their performance in math on STAAR from 50% to 55% at approaches or above, from 30% to 35% at meets or above, and from 13% to 18% at masters.

Performance Objective 3: Lynn Hale will increase their performance in reading on mCLASS from 66% to 75% in "At or Above Benchmark".

Performance Objective 4: Lynn Hale will increase their performance in math on NWEA MAP from 43% to 55% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Lynn Hale will increase its Student Experience & Well-Being Index (SEWI) from 3.0 to 3.5.

Performance Objective 2: Lynn Hale will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 8.8 to 9.5.

Performance Objective 3: Lynn Hale will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 7.9 to 9.

Hill Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Hill Elementary will improve the percentage of students in Grades 3 through 6 who perform at the Approaches Grade Level or Above on the Reading STAAR from 80% to 82%, at the Meets Grade Level or Above from 59% to 61%, and at the Masters Grade Level from 28% to 31% by June 2027.

Performance Objective 2: Hill Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 64% to 68% by June 2027.

Performance Objective 3: Hill Elementary will improve the percentage of students in Grades 3 through 6 who perform at the Approaches Grade Level or Above on the Mathematics STAAR from 67% to 69%, at the Meets Grade Level or Above from 43% to 44%, and at the Masters Grade Level from 18% to 18% by June 2027.

Performance Objective 4: Hill Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the End-of-Year Math Screener from 55% to 58% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Hill Elementary will improve its Parent Net Promoter Score (NPS) from 77 to 78 by June 2027.

Performance Objective 2: Hill Elementary will improve its Staff Net Promoter Score (NPS) from 33 to 35 by June 2027.

Performance Objective 3: Hill Elementary will improve its Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.1 by June 2027.

Johns Elementary School Goals 2026-2027

Goal 1: Increase Reading Achievement and Academic Growth

Performance Objective 1: Johns Elementary will improve the percentage of students in grades 3-6 who perform at the Approaches level or above on the Reading STAAR from 62% to 63%, at the Meets level or above from 33% to 37%, and at the Masters level from 15% to 17% by June 2027.

Performance Objective 2: Johns Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 71% to 73% by June 2027.

Goal 2: Increase Mathematics Achievement and Academic Growth

Performance Objective 1: Johns Elementary will improve the percentage of students in grades 3-6 who perform at the Approaches level or above on the Math STAAR from 53% to 57%, at the Meets level or above from 26% to 27%, and at the Masters level from 10% to 10% by June 2027.

Performance Objective 2: Johns Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 46% to 48% by June 2027.

Goal 3: Build Teacher Capacity and Collaborative Culture

Performance Objective 1: By May 2027, 90% of classrooms will consistently demonstrate campus instructional expectations during walkthroughs.

Goal 4: Strengthen Student Culture, Attendance, and Family Engagement

Performance Objective 1: Student Experience

Johns Elementary will improve the Student Experience & Wellbeing Index (SEWI) from 3.054 to 3.2 by June 2027.

Performance Objective 2: Staff Experience

Johns Elementary will improve the district Net Promoter Score (NPS) from 19 to 21 by June 2027.

Performance Objective 3: Parent Experience

Johns Elementary will improve the campus Net Promoter Score (NPS) from 36 to 37 by June 2027.
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Jones Academy Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Jones Academy will improve the percentage of 3rd through 5th students who perform at the Approaches level or above on the Reading Language Arts STAAR from 84% to 85%, at the Meets level or above from 59% to 61%, and at the Masters level from 31% to 33% by June 2027.

Performance Objective 2: Jones Academy will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener (mClass) from 66% to 67% by June 2027.

Performance Objective 3: Jones Academy will improve the percentage of 3rd through 5th grade students who perform at the Approaches level or above on the Math STAAR from 63% to 64%, at the Meets level or above from 36% to 37%, and at the Masters level from 15% to 16% by June 2027.

Performance Objective 4: Jones Academy will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener NWEA MAP from 75% to 76% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Jones Academy will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus to others from 80 to 81.

Performance Objective 2: Jones Academy will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district as a place to work to others from 38 to 40.

Key Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Key will improve the percentage of 3rd-6th grade students who perform at the Approaches level or above on Reading STAAR from 65% to 70%, from 37% to 40% at meets or above, and from 15% to 18% at masters by June 2027.

Performance Objective 2: Key will improve the percentage of 3rd-6th grade students who perform at the Approaches level or above on Math STAAR from 52% to 62%, from 26% to 36% at meets or above, and from 11% to 19% at masters by June 2027.

Performance Objective 3: Key Kindergarten-2nd Grade Students will increase the percentage of Kindergarten through second -grade students who score "At or Above Benchmark" on the EOY reading screener from 57% to 65% by June 2027.

Performance Objective 4: Key Kindergarten-2nd Grade Students will increase the percentage of Kindergarten through second -grade students who score "Average or Above" on the EOY math screener from 51% to 60% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Key will increase its Student Experience & Well-Being Index (SEWI) from 2.8 to 3.0.

Performance Objective 2: Key will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 30 to 31.

Performance Objective 3: Key will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 29 to 32.

Goal 3: Safety & Discipline - Create safe, productive learning environments where every student and staff member can thrive.

Performance Objective 1: Empower students through clear behavioral expectations and supportive systems that foster student wellness, self-efficacy, and agency, creating safe and inclusive environments where both students and staff thrive academically, socially, and emotionally.

Kookan Education Center Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Ensure every student acquires emergent literacy and language/communication skills.

Performance Objective 2: Ensure every student achieves expected growth or higher in the area of mathematics number sense.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Ensure every student acquires self regulation strategies that empower them to co/self regulate within how many minutes they are in chronological age.

Performance Objective 2: Kookan will increase its Parent Net Promoter Score of likelihood to recommend the campus from 76 (average score 9.3) to 78 of likelihood to recommend the campus.

Performance Objective 3: Kookan will increase its Staff Net Promoter Score from 6.9 to 7.9 of likelihood to recommend the district 6.9

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Student co and/or self regulation

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Lamar High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Lamar High School will improve the percentage of 9th students who perform at the Approaches level or above on the Math STAAR/EOC from 67% to 69%, at the Meets level or above from 22% to 24%, and at the Masters level from 6% to 7% by June 2027.

Performance Objective 2: Lamar High School will improve the percentage of 9th through 10th grade students who perform at the Approaches level or above on the Reading/English STAAR/EOC from 66% to 69%, at the Meets level or above from 51% to 55%, and at the Masters level from 4% to 5% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Lamar High School will improve their Student Experience & Wellbeing Index (SEWI) from 3.1 to 3.2 by June 2027.

Performance Objective 2: Lamar High School will improve their district Net Promoter Score (NPS) from 18 to 20 by June 2027.

Performance Objective 3: Lamar High School will improve their campus Net Promoter Score (NPS) from -5 to 0 by June 2027

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Larson Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Larson Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 46% to 50% by June 2027.

HB3 Goal

Performance Objective 2: Larson Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the reading STAAR/EOC from 58% to 65%, at the Meets level or above from 42% to 50%, and at the Masters level from 13% to 15% by June 2027.

HB3 Goal

Performance Objective 3: Larson Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 29% to 40% by June 2027.

HB3 Goal

Performance Objective 4: Larson Elementary will improve the percentage of 3rd-grade through 6th-grade students who perform at the Approaches level or above on the math STAAR/EOC from 50% to 55%, at the Meets level or above from 20% to 30%, and at the Masters level from 7% to 15% by June 2027.

HB3 Goal

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Larson Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.7 to 2.9 by June 2027.

Performance Objective 2: Larson Elementary will improve its district Staff Net Promoter Score (NPS) from 15 to 17 by June 2027.

Performance Objective 3: Larson Elementary will improve its campus Parents Net Promoter Score (NPS) from 0 to 50 by June 2027.

Performance Objective 4: By the end of the 2026-2027 school year, Larson will build a positive culture of student leadership and personal responsibility by implementing Leader in Me practices with fidelity, resulting in a reduction in office discipline referrals, as measured by campus discipline data.

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Little Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Little Elementary will increase their performance in reading on STAAR from 80% to 83% at approaches or above, from 60% to 63% at meets or above, and from 35% to 38% at masters.

HB3 Goal

Performance Objective 2: Little Elementary will increase their performance in math on STAAR from 73% to 78% at approaches or above, from 47% to 50% at meets or above, and from 21% to 25% at masters.

Performance Objective 3: Little Elementary will increase their performance in reading on mCLASS from 78% to 80% in "At or Above Benchmark".

HB3 Goal

Performance Objective 4: Little Elementary will increase their performance in math on NWEA MAP from 68% to 72% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Little Elementary will increase its Student Experience & Well-Being Index (SEWI) from 2.9 to 3.1.

Performance Objective 2: Little Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 49 to 50.

Performance Objective 3: Little Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 26 to 28.

Martin High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Martin High School will improve the percentage of 9th-grade students who perform at the Approaches level or above on the English I STAAR/EOC from 87% to 89%, at the Meets level or above from 74% to 76%, and at the Masters level from 24% to 29% by June 2027.

Performance Objective 2: Martin High School will improve the percentage of 10th-grade students who perform at the Approaches level or above on the English II STAAR/EOC from 87% to 89%, at the Meets level or above from 75% to 78%, and at the Masters level from 12% to 16% by June 2027.

Performance Objective 3: Martin High School will improve the percentage of students who perform at the Approaches level or above on the Algebra I STAAR/EOC from 85% to 87%, at the Meets level or above from 54% to 56%, and at the Masters level from 20% to 21% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Martin High School will improve its Student Experience & Wellbeing Index (SEWI) from 2.9466 to 3.1 by June 2027.

Performance Objective 2: Martin High School will improve its campus Parent Net Promoter Score (NPS) from 26 to 27 by June 2027.

Performance Objective 3: Martin High School will improve its campus Net Promoter Score (NPS) from 25 to 27 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Mary Moore Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: RLA Screener: Moore will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 73% to 78% by June 2027.

Performance Objective 2: RLA STAAR: Moore will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 81% to 83%, at the Meets level or above from 59% to 62%, and at the Masters level from 34% to 36% by June 2027.

Performance Objective 3: Math Screener: Moore will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 64% to 70% by June 2027.

Performance Objective 4: Math STAAR: Moore will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 75% to 77%, at the Meets level or above from 51% to 54%, and at the Masters level from 21% to 23% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Moore will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.2 by June 2027.

Performance Objective 2: Staff: Moore will improve their district Net Promoter Score (NPS) from -1 to 1 by June 2027.

Performance Objective 3: Parent: Moore will improve their campus Net Promoter Score (NPS) from 56 to 57 by June 2027.

McNutt Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Reading-K-2 Screener

McNutt Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 71% to 73% by June 2027.

Performance Objective 2: STAAR Reading

McNutt Elementary will improve the percentage of third through sixth-grade students who perform at the Approaches level or above on the reading STAAR from 65% to 67%, at the Meets level or above from 39% to 41%, and at the Masters level from 17% to 19% by June 2027.

Performance Objective 3: Mathematics-K-2 Screener

McNutt Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 49% to 51% by June 2027.

Performance Objective 4: STAAR Mathematics

McNutt Elementary will improve the percentage of third through sixth-grade students who perform at the Approaches level or above on the math STAAR from 70% to 72%, at the Meets level or above from 40% to 42%, and at the Masters level from 18% to 20% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student Experience & Wellbeing

McNutt Elementary will improve its Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.1 by June 2027.

Performance Objective 2: Staff Net Promoter

McNutt Elementary will improve its district Net Promoter Score (NPS) from 13 to 15 by June 2027.

Performance Objective 3: Parent Net Promoter

McNutt Elementary will improve its campus Net Promoter Score (NPS) from 55 to 56 by June 2027.

Miller Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Miller Elementary will improve the percentage of 3rd-6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 63 to 65%, at the Meets level or above from 36% to 38%, and at the Masters level from 14% to 15% by June 2027.

Performance Objective 2: Miller Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 43 % to 45% by June 2027.

Performance Objective 3: Miller Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 69% to 70% by June 2027.

Performance Objective 4: Miller Elementary will improve the percentage of 3rd-6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 50% to 51%, at the Meets level or above from 21% to 22%, and at the Masters level from 8% to 9% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Miller Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.7 to 2.8 by June 2027.

Performance Objective 2: Miller Elementary will increase its Parent Net Promoter Score (NPS) from 22 to 23 by June 2027.

Performance Objective 3: Miller Elementary will increase its campus Net Promoter Score (NPS) from 3 to 5 by June 2027.

Morton Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: READING

Screeners grades: Morton Elementary School will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 52% to 53% by June 2027.

Performance Objective 2: STAAR grades: Morton Elementary School will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 56% to 58%, at the Meets level or above from 24% to 25%, and at the Masters level from 8% to 9% by June 2027.

Performance Objective 3: MATH

Screeners grades: Morton Elementary School will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 28% to 29% by June 2027.

Performance Objective 4: STAAR grades: Morton Elementary School will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 49% to 51%, at the Meets level or above from 19% to 19%, and at the Masters level from 4% to 4% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Morton Elementary School will improve their Student Experience & Wellbeing Index (SEWI) from 3.1 to 3.2 by June 2027.

Performance Objective 2: Staff: Morton Elementary School will improve their district Net Promoter Score (NPS) from 24 to 26 by June 2027.

Performance Objective 3: Parent: Morton Elementary School will improve their campus Net Promoter Score (NPS) from 60 to 61 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

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Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Nichols Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: STAAR grades: Nichols JH will improve the percentage of 7th grade through 8th grade students who perform at the Approaches level or above on the math STAAR/EOC from 54% to 60 %, at the Meets level or above from 23 % to 25%, and at the Masters level from 5 % to 6 % by June 2027.

Performance Objective 2: STAAR grades: Campus Name will improve the percentage of 7th grade through 8th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 64 % to 66 %, at the Meets level or above from 38 % to 42%, and at the Masters level from 14% to 16 % by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: Nichols JH will improve their Student Experience & Wellbeing Index (SEWI) from 2.8 to 2.9 by June 2027.

Performance Objective 2: Staff: Nichols JH will improve their district Net Promoter Score (NPS) from 34 to 36 by June 2027.

Performance Objective 3: Parent: Nichols JH will improve their campus Net Promoter Score (NPS) from 6 to 7 by June 2027.

Ousley Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Ousley Junior High will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the reading STAAR/EOC from 87% to 88%, at the Meets level or above from 62% to 64%, and at the Masters level from 34% to 37% by June 2027.

Performance Objective 2: Ousley Junior High will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the math STAAR/EOC from 77% to 81%, at the Meets level or above from 56% to 57%, and at the Masters level from 22% to 24% by June 2027.

Performance Objective 3: Ousley Junior High will increase their performance in science on STAAR/EOC from 86% to 87% at approaches or above, from 61% to 63% at meets or above, and from 31% to 33% at masters.

Performance Objective 4: Ousley Junior High will increase their performance in social studies on STAAR from 56% to 60% at approaches or above, from 26% to 30% at meets or above, and from 12% to 15% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Ousley Junior High will increase its Student Experience & Well-Being Index (SEWI) from 2.9 to 3.0.

Performance Objective 2: Ousley Junior High will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 37 to 38.

Performance Objective 3: Ousley Junior High will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 57 to 59.

Patrick Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Patrick Elementary will increase their performance in reading on STAAR from 68% to 70% at approaches or above, from 40% to 43% at meets or above, and from 19% to 21% at masters.

Performance Objective 2: Patrick Elementary will increase their performance in math on STAAR from 51% to 53% at approaches or above, from 31% to 32% at meets or above, and from 16% to 17% at masters.

Performance Objective 3: Patrick Elementary will increase their performance in K-2 reading on mCLASS from 67% to 70% in "At or Above Benchmark".

Performance Objective 4: Patrick Elementary will increase their performance in math on NWEA MAP from 73% to 75% in "Average" or above.

Performance Objective 5: Patrick Elementary will increase their performance in science on STAAR from 29% to 50% at approaches or above, from 9% to 21% at meets or above, and from 0% to 10% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Patrick Elementary will increase its Student Experience & Well-Being Index (SEWI) from 3.0 to 3.3 on the 26-27 AISD Student Survey.

Performance Objective 2: Patrick Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 41 to 51 on the 26-27 AISD Parent Survey.

Performance Objective 3: Patrick Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 31 to 36 on the 26-27 AISD Staff Survey.

Peach Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Screener grades: Peach will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 57% to 58% by June 2027.

STAAR grades: Peach will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 57% to 60%, at the Meets level or above from 33% to 34%, and at the Masters level from 12% to 14% by June 2027.

Performance Objective 2: Screener grades: Peach will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 47% to 48% by June 2027.

STAAR grades: Peach will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 48% to 50%, at the Meets level or above from 20% to 21%, and at the Masters level from 4% to 5% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Peach will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3.1 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Peach will improve their district Staff Net Promoter Score (NPS) from 49 to 51 by June 2027.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Peach will improve their campus Parent Net Promoter Score (NPS) from 47 to 48 by June 2027.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Pearcy Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Percy STEM Academy will increase the percentage of Kindergarten through second grade students who score "At or Above Benchmark" on the EOY reading screener from 76% to 78% by June 2027.

Performance Objective 2: Percy STEM Academy will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 84% to 85%, at the Meets level or above from 62% to 64%, and at the Masters level from 31% to 35% by June 2027.

Performance Objective 3: Percy STEM Academy will maintain their performance in math on NWEA MAP at 74% in "Average" or above for Kindergarten through second grade students by June 2027.

Performance Objective 4: Percy STEM Academy will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 79% to 80%, at the Meets level or above from 58% to 59%, and at the Masters level from 25% to 26% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Percy STEM Academy will improve their Student Experience and Wellbeing Index from 3.0 to 3.2 by June 2027.

Performance Objective 2: Percy STEM Academy will improve their district Net Promoter Score from 35 to 37 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Pope Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: STAAR Reading

Pope Elementary will increase their performance in reading on STAAR/EOC from 65% to 66% at approaches or above, from 36% to 38% at meets or above, and from 14% to 16% at masters.

Performance Objective 2: STAAR Mathematics

Pope Elementary will increase their performance in math on STAAR/EOC from 50% to 51% at approaches or above, from 19% to 20% at meets or above, and from 3% to 4% at masters.

Performance Objective 3: Reading-K-2 Screener

Pope Elementary will increase their performance in reading on mCLASS from 52% to 53% in "At or Above Benchmark".

Performance Objective 4: Mathematics-K-2 Screener

Pope Elementary will increase their performance in math on NWEA MAP from 51% to 51% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student Experience & Wellbeing

Pope Elementary will increase its Student Experience & Well-Being Index (SEWI) from 2.8 to 2.9.

Performance Objective 2: Parent Net Promoter

Pope Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 19 to 20.

Performance Objective 3: Staff Net Promoter

Pope Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 47 to 49.

Rankin Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Rankin ES will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 68% to 70% by June 2027.

Rankin ES will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 62% to 65%, at the Meets level or above from 39% to 40%, and at the Masters level from 11% to 14% by June 2027.

HB3 Goal

Performance Objective 2: Rankin ES will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 41% to 43% by June 2027.

Rankin ES will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 53% to 56%, at the Meets level or above from 28% to 29%, and at the Masters level from 7% to 8% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Rankin ES will improve their Student Experience & Wellbeing Index (SEWI) from 3.2 to 3.3 by June 2027.

Performance Objective 2: Rankin ES will improve their district Net Promoter Score (NPS) from 25 to 27 by June 2027.

Performance Objective 3: Rankin ES will improve their campus Net Promoter Score (NPS) from 78 to 79 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Remynse Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Remynse will increase their performance in reading on STAAR/EOC from 71% to 71% at approaches or above, from 46% to 46% at meets or above, and from 23% to 26% at masters.

Performance Objective 2: Remynse will increase their performance in math on STAAR/EOC from 70% to 71% at approaches or above, from 39% to 41% at meets or above, and from 19% to 19% at masters.

Performance Objective 3: Remynse will increase their performance in reading on mCLASS from 54% to 54% in "At or Above Benchmark".

Performance Objective 4: Remynse will increase their performance in math on NWEA MAP from 58% to 60% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Remynse will increase its Student Experience & Well-Being Index (SEWI) from [2.9] to [3.1].

Performance Objective 2: Remynse will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 77 to 78.

Performance Objective 3: Remynse will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 7 to 9.

Rodriguez Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Rodriguez Junior High will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the READING STAAR/EOC from 64% to 68%, at the Meets level or above from 34% to 39%, and at the Masters level from 13% to 16% by June 2027.

Performance Objective 2: Rodriguez Junior High will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the MATH STAAR/EOC from 48% to 53%, at the Meets level or above from 25% to 29%, and at the Masters level from 6% to 9% by June 2027.

Performance Objective 3: Rodriguez Junior High will increase their performance in science on STAAR/EOC from 56% to 60% at approaches or above, from 34% to 37% at meets or above, and from 12% to 15% at masters.

Performance Objective 4: Rodriguez Junior High will increase their performance in social studies on STAAR from 38% to 42% at approaches or above, from 17% to 20% at meets or above, and from 9% to 12% at masters.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Rodriguez JH will increase its Student Experience & Well-Being Index (SEWI) from 2.7 to 2.9 by June 2027.

Performance Objective 2: Rodriguez JH will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 46 to 47 by June 2027.

Performance Objective 3: Rodriguez JH will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 14 to 16.

Sam Houston High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Sam Houston HS will improve the percentage of 9th through 12th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 59% to 62%, at the Meets level or above from 41% to 44%, and at the Masters level from 3% to 4% by June 2027.

Performance Objective 2: Sam Houston HS will improve the percentage of 9th through 12th grade students who perform at the Approaches level or above on the math STAAR/EOC from 68% to 70%, at the Meets level or above from 25% to 26%, and at the Masters level from 9% to 10% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student Survey: Sam Houston will improve their Student Experience & Wellbeing Index (SEWI) from 3 to 3.1 by June 2027.

Performance Objective 2: Staff Survey: Sam Houston HS will improve their district Net Promoter Score (NPS) from -17 to 0 by June 2027.

Performance Objective 3: Parent Survey: Sam Houston HS will improve their campus Net Promoter Score (NPS) from 11 to 12 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Goal 6: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Cultivate the Student Experience: Ensure every student experiences joyful, meaningful learning that fosters curiosity and belonging, builds confidence and character, and prepares them with future-ready skills.

Performance Objective 2: Improve Academic Performance: Improve student academic achievement by increasing the number of A- and B-rated schools while ensuring all campuses are rated C or better, and by improving graduation rates and closing achievement gaps.

Performance Objective 3: Elevate Student Voice & Choice: Empower students to lead, create, and compete, by increasing student participation in arts, athletics, CTE programs, extracurriculars, and/or leadership programs.

Goal 7: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Prioritize Student Well-Being: Strengthen the overall student experience by fostering a positive culture and climate, rigorous and engaging academics, and meaningful social-emotional development opportunities.

Performance Objective 2: Boost Employee Engagement: Cultivate an environment that prioritizes employee well-being as a foundation for strong commitment, satisfaction, and promotion of the district.

Goal 8: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Strengthen Safe & Supporting Learning Environments: Develop and implement systems of behavioral expectations and support that ensure classrooms are safe, inclusive, and conducive to academic, social, and emotional growth for students and staff.

Performance Objective 2: Strengthen Safe and Supportive Infrastructure: Cultivate secure physical and digital environments that mitigate external and cybersecurity risks.

Goal 9: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Maximize Student Enrollment: Increase interest in district program offerings and reduce the student attrition rate.

Performance Objective 2: Empower Family Advocacy: Foster a welcoming family experience that ensures connection, confidence, and active support of Arlington ISD schools.

Performance Objective 3: Expand Community Partnerships: Increase volunteerism, service learning, and local business collaborations.

Goal 10: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

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Performance Objective 1: Ensure Fiscal Sustainability: Reduce the general fund budget deficit by at least 50% by June 24, 2027 while maintaining the general fund operating fund balance threshold at 25%.

Performance Objective 2: Build a Talent Pipeline: Establish a perpetual talent pipeline through recruitment, grow-your-own, and retention strategies.

Performance Objective 3: Support Innovative Learning Environments: Optimize facility use to support grade-level modeling and the strategic placement of signature programs.

Seguin High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Seguin High School will improve the percentage of students who perform at the Approaches level or above on the reading STAAR/EOC from 70% to 75%, at the Meets level or above from 51% to 52%, and at the Masters level from 9% to 10% by June 2027.

HB3 Goal

Performance Objective 2: Seguin High School will improve the percentage of students who perform at the Approaches level or above on the math STAAR/EOC from 70% to 72%, at the Meets level or above from 21% to 24%, and at the Masters level from 4% to 4% by June 2027.

HB3 Goal

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Seguin High School will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: By the end of the school year, the campus will reduce incidents of fighting/combat by at least 50%, decreasing from 94 incidents in the previous school year to 47 or fewer incidents, through proactive behavior supports, consistent expectations, conflict-resolution strategies, and targeted student interventions.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Parent: Seguin High School will improve their campus Net Promoter Score (NPS) from 34 to 36 by June 2027.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Staff: Seguin High School will improve their district Net Promoter Score (NPS) from 34 to 36 by June 2027.

Shackelford Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Shackelford will improve the percentage of 7th grade through 8th grade students who perform at the approaches level or above on the Reading STAAR from 74% to 77%, at the Meets level or above from 50% to 53%, and at the Masters level 28% to 29% by June 2027.

Performance Objective 2: Shackelford will improve the percentage of 7th through 8th grade students who perform at the Approaches level or above on the Math STAAR/EOC from 56% to 60%, at the Meets level or above from 33% to 35%, and at the Masters level from 11% to 11% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Shackelford will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.1 by June 2027.

Performance Objective 2: Shackelford will improve their district Net Promoter Score (NPS) from 23 to 25 by June 2027.

Performance Objective 3: Shackelford will improve their campus Net Promoter Score (NPS) from 35 to 36 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Shackelford will improve their campus Campus Safety & Working Conditions Factor Score from 4.2 to 4.3 on the staff survey by June 2027.

Performance Objective 2: Shackelford will improve their Campus School Safety and Well-Being Factor Score from 3.3 to 3.4 on the parent survey by June 2027.

Sherrod Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Sherrod Elementary will improve the percentage of 3rd through 6th students who perform at the Approaches level or above on the reading STAAR from 69% to 70%, at the Meets level or above from 44% to 44%, and at the Masters level from 16% to 17% by June 2027.

Performance Objective 2: Sherrod Elementary will improve the percentage of 3rd through 6th students who perform at the Approaches level or above on the math STAAR from 56% to 57%, at the Meets level or above from 30% to 31%, and at the Masters level from 11% to 11% by June 2027.

Performance Objective 3: Sherrod Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 39% to 41% by June 2027.

Performance Objective 4: Sherrod Elementary will increase the percentage of Kindergarten through second-grade students who score "Benchmark or Above" on the EOY RLA screener from 56% to 56% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Sherrod Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.2 by June 2027.

Performance Objective 2: Sherrod Elementary will improve their campus Parent Net Promoter Score (NPS) from 32 to 33 by June 2027.

Performance Objective 3: Sherrod Elementary will improve their district Staff Net Promoter Score (NPS) from 41 to 43 by June 2027.

Short Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Short Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 59% to 59% by June 2027.

HB3 Goal

Performance Objective 2: Short Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR from 57% to 60%, at the Meets level or above from 31% to 32%, and at the Masters level from 12% to 12% by June 2027.

HB3 Goal

Performance Objective 3: Short Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 38% to 39% by June 2027.

HB3 Goal

Performance Objective 4: Short Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR from 59% to 61%, at the Meets level or above from 30% to 31%, and at the Masters level from 10% to 11% by June 2027.

HB3 Goal

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Short Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 2.8 to 2.9 June 2027.

Performance Objective 2: STAFF: Short Elementary will improve their district Net Promoter Score (NPS) from 34 to 36 by June 2027.

Performance Objective 3: PARENT: Short Elementary will improve their campus Net Promoter Score (NPS) from 49 to 50 by June 2027.

South Davis Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: South Davis will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 62% to 64% by June 2027.

South Davis will improve the percentage of 3rd through 6th students who perform at the Approaches level or above on the reading STAAR/EOC from 56% to 59%, at the Meets level or above from 36% to 37%, and at the Masters level from 15% to 16% by June 2027.

Performance Objective 2: South Davis will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 38% to 40% by June 2027.

South Davis will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 55% to 58%, at the Meets level or above from 32% to 33%, and at the Masters level from 14% to 14% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Student: South Davis will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.2 by June 2027.

Staff: South Davis will improve their district Net Promoter Score (NPS) from 23 to 26 by June 2027.

Parent: South Davis will improve their campus Net Promoter Score (NPS) from 74 to 78 by June 2027.

Speer Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Speer will improve the percentage of 3rd grade through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 52% to 54%, at the Meets level or above from 29% to 31%, and at the Masters level from 11% to 12% by June 2027.

Performance Objective 2: Speer will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 73% to 74% by June 2027.

Performance Objective 3: Speer will improve the percentage of 3rd grade through 6 grade students who perform at the Approaches level or above on the math STAAR/EOC from 54% to 56%, at the Meets level or above from 25% to 27%, and at the Masters level from 8% to 9% by June 2027.

Performance Objective 4: Speer will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 56% to 57% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Speer will increase its Student Experience & Well-Being Index (SEWI) from 2.9 to 3.1.

Performance Objective 2: Speer will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 32 to 33.

Performance Objective 3: Speer will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 27 to 29.

Starrett Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Starrett Elementary will increase their performance in reading on STAAR/EOC from 63% to 67% at approaches or above, from 38% to 40% at meets or above, and from 14% to 17% at masters.

Performance Objective 2: Starrett Elementary will increase their performance in math on STAAR/EOC from 50% to 52% at approaches or above, from 21% to 21% at meets or above, and from 7% to 8% at masters.

Performance Objective 3: Starrett Elementary will increase their performance in reading on mCLASS from 55% to 55% in "At or Above Benchmark".

Performance Objective 4: Starrett Elementary will increase their performance in math on NWEA MAP from 51% to 52% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Starrett Elementary will increase its Student Experience & Well-Being Index SEWI from 3.1 to 3.3.

Performance Objective 2: Starrett Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 2 to 3.

Performance Objective 3: Starrett Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 26 to 28.

Swift Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Swift Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 56% to 57%, at the Meets level or above from 28% to 30%, and at the Masters level from 10% to 11% by June 2027.

Performance Objective 2: Swift Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 55% to 57%, at the Meets level or above from 25% to 27%, and at the Masters level from 11% to 13% by June 2027.

Performance Objective 3: Swift Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 63% to 65% by June 2027.

Performance Objective 4: Campus Name will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 40% to 42% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Swift Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 3.0 to 3.1 by June 2027.

Performance Objective 2: Swift Elementary will improve their district Net Promoter Score (NPS) from 55 to 57 by June 2027.

Performance Objective 3: Swift Elementary will improve their campus Net Promoter Score (NPS) from 35 to 36 by June 2027.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Thornton Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Thornton Elementary will increase their performance in math on STAAR from 60% to 64% at approaches or above, from 32% to 35% at meets or above, and from 11% to 13% at masters by June 2027.

Performance Objective 2: Thornton Elementary will increase their performance in K-2 math on NWEA MAP from 56% to 60% in "Average" or above by June 2027.

Performance Objective 3: Thornton Elementary will increase their performance in reading on STAAR from 60% to 64% at approaches or above, from 34% to 37% at meets or above, and from 13% to 14% at masters by June 2027.

Performance Objective 4: Thornton Elementary will increase their performance in K-2 reading on mCLASS from 75% to 76% in "At or Above Benchmark" by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Thornton Elementary will increase its Student Experience & Well-Being Index (SEWI) from 2.8 to 2.9 on the AISD Student Survey by June 2027.

Performance Objective 2: Thornton Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 79% to 80% on the AISD Parent Survey by June 2027.

Performance Objective 3: Thornton Elementary will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 52 to 54 on the AISD Staff Survey by June 2027.

Performance Objective 4: Thornton Elementary will provide targeted assistance and schoolwide programs to support students, families, and teachers in closing achievement gaps.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

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Performance Objective 1: Thornton Elementary will increase its Procedural Effectiveness of providing sufficient approaches to discipline from a 3.33% to a 3.4% on the AISD Staff Survey by June 2027.

Performance Objective 2: Thornton Elementary will decrease its discipline referrals from 221 to 201 by June 2027.

Turning Point Secondary School Goals 2026-2027

Goal 1: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Staff: Turning Point Secondary will improve its district Net Promoter Score (NPS) from 13 to 14 by June 2027.

Goal 2: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Venture High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Venture HS will improve the percentage of HS Math students who perform at the Approaches level or above on the math STAAR/EOC from 59% to 62%, at the Meets level or above from 27% to 29%, and at the Masters level from 3% to 3% by June 2027.

Performance Objective 2: Venture HS will improve the percentage of HS STAAR Reading students who perform at the Approaches level or above on the reading STAAR/EOC from 18% to 19%, at the Meets level or above from 9% to 10%, and at the Masters level from 1% to 1% by June 2027.

Performance Objective 3: Increase credit attainment by 5% across all content areas through continuous course improvement, data-informed professional learning, strategic course redesign, and proactive academic interventions that support student success.

Performance Objective 4: Venture campus will maintain a competitive CCMR Post Secondary Readiness compared to other AEA comparison schools.

Performance Objective 5: Venture High School will implement a comprehensive progress monitoring system that reflects the campus's individualized, self-paced, accelerated learning model and provides students, teachers, and families with timely, transparent, and actionable data on student progress in every course.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: A positive school culture will generate supportive parents and staff that will yield survey scores above the HSLC median.

Performance Objective 2: PBIS Committee, staff, and leadership team will design positive reinforcements and incentives to reward success and good behavior.

Performance Objective 3: Campus will create creative programming to provide an engaging setting to an alternative campus.

Goal 3: Safety & Discipline - Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1: Venture HS will improve their Student Experience & Wellbeing Index (SEWI) from 3.3 to 3.4 by June 2027.

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Performance Objective 2: Overall student discipline will decrease in the overall Referral % in the AISDReporting system.

Performance Objective 3: Increase average daily attendance by 2 percentage points and reduce chronic absenteeism by 10% by the end of the 2026-2027 school year through targeted attendance interventions, family outreach, and student support systems.

Performance Objective 4: Achieve 100% completion of all required safety drills, emergency preparedness training, and threat assessment protocols while maintaining compliance with Arlington ISD and state safety requirements throughout the school year.

Goal 4: Marketing & Engagement - Involve families and community stakeholders as valued partners in student learning.

Performance Objective 1: Venture HS will improve their campus Net Promoter Score (NPS) from 71 to 72 by June 2027

Performance Objective 2: Our social media footprint will increase with the journalism teacher helping lead the increase use to elevate our program and inform the community.

Performance Objective 3: Counseling Department will lead the creation of a monthly newsletter to send home digitally to connect our families, students and staff to a common message, purpose, and positive outcomes.

Performance Objective 4: Our enrollment, waiting list, and community engagement will increase to serve as many students in Arlington ISD as possible.

Performance Objective 5: Family connections with the campus will increase with the support of a Title I Family Liaison to help guide the compliance component coupled with the family engagement connection to the campus.

Goal 5: Talent & Resources - Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Performance Objective 1: Campus Name will improve their district Net Promoter Score (NPS) from 44 to 46 by June 2027.

Performance Objective 2: Teaching staff within each core department (Math, Science, Social Studies, and ELAR), electives, Grad Lab, and all other academic areas will have resources aligned to meet their student academic needs.

Performance Objective 3: Office Staff, Counselors, Social Workers, Librarian, Nurse and Administration will all the needed resources to be able to do their job while working here at the AEA campus that is all SCE funded.

Performance Objective 4: Maintain a staff retention rate of 90% or higher and increase favorable staff climate survey responses related to support, collaboration, and workplace culture by a median score great than the HSLC by the end of the school year.

Performance Objective 5: Ensure 100% of staff professional development and PLC learning opportunities are maximized to a strategic purpose aligned to our Curriculum Based Professional Learning Plan.

Performance Objective 6: Staff will be hired through Title I funds to help strengthen the academic instruction of the campus, teacher efficacy, and community engagement to increase student outcomes.

Webb Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Webb will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the reading STAAR/EOC from 66% to 69%, at the Meets level or above from 41% to 41%, and at the Masters level from 20% to 21% by June 2027.

HB3 Goal

Performance Objective 2: Webb will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the math STAAR/EOC from 59% to 62%, at the Meets level or above from 29% to 32%, and at the Masters level from 12% to 12% by June 2027.

HB3 Goal

Performance Objective 3: Webb will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 72% to 71% by June 2027.

HB3 Goal

Performance Objective 4: Webb will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 61% to 63% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Webb will improve its Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 2: Webb will improve its campus Parent Net Promoter Score (NPS) from 66 to 67 by June 2027.

Performance Objective 3: Webb will improve its campus Staff Net Promoter Score (NPS) from 26 to 28 by June 2027.

West Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: West Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY Reading screener from 70% to 71% by June 2027.

Performance Objective 2: West Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the Reading STAAR from 78% to 79%, at the Meets level or above from 60% to 60%, and at the Masters level from 34% to 37% by June 2027.

Performance Objective 3: West Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY Math screener from 60% to 62% by June 2027.

Performance Objective 4: West Elementary will improve the percentage of 3rd through 6th grade students who perform at the Approaches level or above on the Math STAAR from 69% to 69%, at the Meets level or above from 51% to 52%, and at the Masters level from 25% to 27% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: West Elementary will improve their Student Experience & Wellbeing Index (SEWI) from 3.1 to 3.2 by June 2027.

Performance Objective 2: West Elementary will improve their district Net Promoter Score (NPS) from 3 to 5 by June 2027.

Performance Objective 3: West Elementary will improve their campus Net Promoter Score (NPS) from 53 to 54 by June 2027.

Williams Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Williams will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 49% to 49% by June 2027.

Performance Objective 2: Williams will improve the percentage of third through sixth grade students who perform at the Approaches level or above on the reading STAAR/EOC from 72% to 72%, at the Meets level or above from 50% to 51%, and at the Masters level from 23% to 25% by June 2027.

Performance Objective 3: Williams will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 53% to 55% by June 2027.

Performance Objective 4: Williams will improve the percentage of third through sixth grade students who perform at the Approaches level or above on the math STAAR/EOC from 60% to 61%, at the Meets level or above from 33% to 34%, and at the Masters level from 12% to 12% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Williams will improve their Student Experience & Wellbeing Index (SEWI) from 2.9 to 3 by June 2027.

Performance Objective 2: Williams will improve their district Net Promoter Score (NPS) from -16 to 0 by June 2027.

Performance Objective 3: Williams will improve their campus Net Promoter Score (NPS) from 24 to 25 by June 2027.

Wimbish World Language Academy Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: WWLA will increase their performance in reading on STAAR from 77% to 90% at approaches or above, from 61% to 70% at meets or above, and from 32% to 40% at masters.

Performance Objective 2: WWLA will increase their performance in math on STAAR from 74% to 90% at approaches or above, from 43% to 60% at meets or above, and from 17% to 30% at masters.

Performance Objective 3: WWLA will increase their performance in reading on mCLASS from 75% to 80% in "At or Above Benchmark".

Performance Objective 4: WWLA will increase their performance in math on NWEA MAP from 82% to 85% in "Average" or above.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: WWLA will increase its Student Experience & Well-Being Index (SEWI) from 2.9 to 3.2.

Performance Objective 2: WWLA will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 84 to 85.

Performance Objective 3: WWLA will increase its Staff Net Promoter Score (NPS) of likelihood to recommend the district from 713 to 15.

Wood Elementary School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Wood Elementary will improve the percentage of 3rd through 6th students who perform at the Approaches level or above on the reading STAAR/EOC from 74% to 77%, at the Meets level or above from 50% to 53%, and at the Masters level from 22% to 25% by June 2027.

Performance Objective 2: Wood Elementary will improve the percentage of 3rd through 6th students who perform at the Approaches level or above on the math STAAR/EOC from 70% to 73%, at the Meets level or above from 41% to 44%, and at the Masters level from 16% to 19% by June 2027.

Performance Objective 3: Wood Elementary will increase the percentage of Kindergarten through second-grade students who score "At or Above Benchmark" on the EOY reading screener from 65% to 68% by June 2027.

Performance Objective 4: Wood Elementary will increase the percentage of Kindergarten through second-grade students who score "Average or Above" on the EOY math screener from 63% to 66% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Wood Elementary will increase its Student Experience & Well-Being Index (SEWI) from 2.7 to 3.0 on the 26-27 AISD Student Survey.

Performance Objective 2: Wood Elementary will increase its Parent Net Promoter Score (NPS) of likelihood to recommend the campus from 52 to 56 on the 26-27 AISD Parent Survey.

Performance Objective 3: Wood Elementary will increase its Net Promoter Score (NPS) of likelihood to recommend the district from 18 to 22 on the 26-27 AISD Staff Survey.

Workman Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Workman Jr. High will improve the percentage of 7th through 8th grade students who perform at the Approaches level or above on the reading STAAR from 67% to 69%, at the Meets level or above from 36% to 39%, and at the Masters level from 15% to 16% by June 2027.

Performance Objective 2: Workman Jr. High will improve the percentage of 7th through 8th grade students who perform at the Approaches level or above on the math STAAR from 57% to 60%, at the Meets level or above from 35% to 36%, and at the Masters level from 12% to 13% by June 2027.

Performance Objective 3: Workman Jr. High will improve its percentage of 7th through 8th grade students who perform at the Approaches level or above on the Science STAAR from 53% to 56%, at Meets level or above from 32% to 33%, and at the Masters level from 13% to 14% by June 2027.

Performance Objective 4: Workman Jr. High will improve its percentage of 7th through 8th grade students who perform at the Approaches level or above on the History STAAR from 36% to 40%, at Meets level or above from 21% to 23%, and at the Masters level from 10% to 11% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Workman Jr. High will improve its Student Experience & Well-Being Index (SEWI) from 2.8 to 2.9 by June 2027.

Performance Objective 2: Workman Jr. High will improve its parent Net Promoter Score (NPS) from 7 to 8 by June 2027.

Performance Objective 3: Workman Jr. High will improve its staff Net Promoter Score (NPS) from 18 to 20 by June 2027.

Young Junior High School Goals 2026-2027

Goal 1: Academic Growth - Ensure positive engaging experiences for every student that promote academic growth and ignite a passion for learning.

Performance Objective 1: Young JH will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the reading STAAR/EOC from 75% to 78%, at the Meets level or above from 53% to 53%, and at the Masters level from 23% to 24% by June 2027.

Performance Objective 2: Young JH will improve the percentage of 7th through 8th students who perform at the Approaches level or above on the math STAAR/EOC from 83% to 83%, at the Meets level or above from 58% to 63%, and at the Masters level from 30% to 32% by June 2027.

Goal 2: Culture - Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Performance Objective 1: Young JH will improve their Student Experience & Wellbeing Index (SEWI) from 2.8 to 2.9 by June 2027.

Performance Objective 2: Young JH will improve their campus Net Promoter Score (NPS) from 31 to 32 by June 2027.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT
THE BOARD OF TRUSTEES
Minutes**

Regular Meeting Thursday, August 27, 2026
5:00 PM

Members Present: President Sarah McMurrough, Vice President Leanne Haynes, Secretary Brooklyn Richardson, Melody Fowler, David Wilbanks, Larry Mike

Members Absent: Justin Chapa

Media Present: Arlington Report

CALL TO ORDER: Room 401

President McMurrough called the meeting to order in Room 401 at 5:04 p.m. with six trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas. Trustee Justin Chapa was not in attendance.

WORKSHOP:

A. WORKSHOP- Academic Growth

The Board reviewed the 2025–2026 academic performance results and discussed trends in student achievement and academic growth. The discussion focused on areas of progress and opportunities for improvement, including reading, math, science, and social studies. The Board also reviewed strategies to support continued academic growth, including curriculum implementation, instructional coaching, and campus acceleration efforts

CLOSED MEETING: Board Conference Room

President McMurrough adjourned to a closed meeting at 6:08 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

RECONVENE INTO OPEN SESSION: Board Conference Room

President McMurrough convened the Board into the open meeting at 7:08 p.m. with six trustees present at the Administration Building. Trustee Justin Chapa was not in attendance. Members of the public could access the meeting via the Arlington ISD website at www.aisd.net.

OPENING CEREMONY:

Naomi Richard, a 6th grader from Foster Elementary, led the audience in the Pledge of Allegiance.

RECOGNITIONS:
N/A

APPOINTMENTS:

A. Consider Ratification of Administrative Appointments

Superintendent Smith recommended that the Board appoint the individual(s) discussed in closed session for principal (s) positions.

Motion by Larry Mike, seconded by Melody Fowler, to approve the administrative appointments as recommended in closed session.

Voting For: 6
Voting Against: 0

Dr. Smith introduced:

Andrew Babcock as the new Executive Director of Fine Arts. Babcock previously served as the Director of the Center for Visual and Performing Arts.

Dr. Ed Henderson as the new Principal at Bebensee. Dr. Henderson previously served as Executive Director for Houston ISD.

RECESS:

President McMurrough adjourned the meeting at 7:16 p.m. for a brief recess. The meeting was reconvened at 7:32 p.m. with six trustees in attendance.

OPEN FORUM FOR AGENDA ITEMS:

N/A

COMMITTEE AND STAFF REPORTS:

A. Governance Committee Report

The Board received a report from Governance Committee Chair Vice President Haynes. The committee met with the district's STRIVE partners to begin drafting the legislative priorities for this year.

B. 2025-2026 Report on Stakeholder Surveys: Priorities 2 & 4

Assistant Superintendent of Research and Accountability Dr. Natalie Lopez and Director of Research and Analysis Dr. Genea Stewart presented the district gathers annual feedback from students, staff, and parents through district surveys to understand their experiences, perceptions, engagement, and satisfaction.

PUBLIC HEARING:

President McMurrough opened the Public Hearing regarding the 2026-2027 Federal Grant Allotments at 8:09 p.m.

Chief Academic Officer Dr. Priscila Dilley conducted a public hearing regarding the 2026-2027 Federal Grant Allotments.

President McMurrough closed the Public Hearing at 8:10 p.m.

ACTION:

A. Consider Approval of an Agreement for the Purchase of Attendance Credit (Option 3) and to Delegate Contractual Authority to the Superintendent

For the 2026-2027 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding), or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding.

Motion by Brooklyn Richardson, to approve the motion "For the 2026-2027 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the

commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit, the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding) or the Agreement for Purchase of Attendance Credit and Netting Chapter 48 Funding”. Second by Larry Mike.

Voting For: 6
Voting Against: 0

B. Consider Approval of Schematic Design for the 2026 Bond Program South Davis Elementary Replacement School Project

Corgan Architect’s Senior Project Manager/Associate Principal Beverly Fornof and Senior Associate Morgan Howell previewed the schematic design for the 2026 Bond program South Davis Elementary replacement school project. The design was previously shared with the Board Finance and Academics committee at the August 10th meeting.

Motion by David Wilbanks, seconded by Leanne Haynes, to approve the 2026 Bond Program South Davis Elementary Replacement School Project as presented.

Voting For: 6
Voting Against: 0

CONSENT AGENDA:

- A. Approval of Minutes of Prior Meetings
- B. Approval of Purchases Greater Than \$100,000
- C. Approval of Bids
- D. Approval of Monthly Financial Report- June
- E. Approval of Quarterly Investment Report- 4th Quarter Ending June 30, 2026
- F. Approval of the Texas Virtual School Network 2026-2027 Agreement
- G. Approval of the 2025-2026 Superintendent Evaluation Instrument
- H. Approval of San Angelo State University Affiliation Agreement for Clinical Teaching/Practicum Experience
- I. Approval of Optional Flexible School Day Program (OFSDP) Agreement 2026-2027

Motion by Larry Mike, seconded by David Wilbanks, to approve consent agenda items as presented.

Voting For: 6
Voting Against: 0

OPEN FORUM FOR NON-AGENDA ITEMS:

Eric Crile spoke on the Tarrant County Appraisal District TAD.

SUPERINTENDENT’S COMMENTS:

The Superintendent’s Report highlighted Arlington ISD’s focus on Academic Growth, including efforts to expand dual-credit opportunities, demonstrate the impact of AVID, and launch virtual learning opportunities. These initiatives support the District’s goal of providing positive and engaging experiences that promote academic growth and a passion for learning

TRUSTEE COMMENTS:

Vice-President Haynes shared her experience while visiting Bowie High School’s AP World History Class.

ADJOURNMENT:

President McMurrough adjourned the meeting at 8:51 p.m. The Board did not return to closed session.

END OF RECORDED MINUTES
August 27th, 2026

Secretary

President

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Lisa Phillips

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of Purchases Greater Than \$100,000

District Priority / Goals Addressed

Within the Board's priority of Talent and Resources, this agenda item requests Board approval for purchases exceeding \$100,000, as required by District Policy CH (Local).

Background

District policy mandates that all purchases exceeding \$100,000 receive board approval to maintain transparency and fiscal responsibility. These purchases support a variety of programs and needs across departments. Each recommended purchase has been reviewed by the appropriate departments and adheres to procurement standards.

Fiscal Implications

The total fiscal impact of these purchases is estimated at \$11.5M. Funding for these items is available through the approved district budget under the designated funding source.

Recommendation

Administration recommends Board approval of the proposed purchases over \$100,000 as presented and authorization for the Superintendent or his designee to execute the associated contracts. These expenditures support the district's ongoing efforts to provide safe, efficient, and high-quality educational services.

Submitted by: *Norberto Rivas*

Date: August 24, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Arlington Independent School District
FY27 Purchases Greater than \$100,000
Date: September 10, 2026

Control Number	AISD Department	Budget Owner	Vendor Name	Goods or Services	Estimated	Fund Source	Purchase Method
26-09-10-01	Technology	Kyle Berger	DIGI Security Systems	District Wide Comprehensive Security and Communication Mapping	\$350,000	2026 Bond	TIPS
26-09-10-02	Technology	Kyle Berger	DIGI Security Systems	Installation of Standardized Intrusion Detection Systems at Designated Elementary Schools	\$1,482,175	2026 Bond	TIPS
26-09-10-03	Arlington High School	Stacie Humbles	Group Travel Consultants	Spring Break Trip for Fine Arts Students	\$165,000	Activity	27-02
26-09-10-04	Facilities, Planning and Construction	Kelly Horn	Hellas Construction	Bailey Junior High Field Lights	\$375,000	2019 Bond Interest	TIPS
26-09-10-05	Facilities, Planning and Construction	Kelly Horn	Hellas Construction	Gunn Junior High Field Lights	\$375,000	2020 Bond Interest	TIPS
26-09-10-06	Facilities, Planning and Construction	Kelly Horn	Hellas Construction	Shackelford Junior High Field Lights	\$400,000	2021 Bond Interest	TIPS
26-09-10-07	Facilities, Planning and Construction	Kelly Horn	Hellas Construction	Young Junior High Field Lights	\$450,000	2022 Bond Interest	TIPS
26-09-10-08	Facility Services	Kelly Horn	Apex Supply	Plumbing Parts- District Wide	\$100,000	Local	27-02
26-09-10-09	Facility Services	Kelly Horn	Automatic Sprinkler of Texas Incorporated	Fire Alarm/Sprinklers Repairs	\$200,000	Local	26-20
26-09-10-10	Facility Services	Kelly Horn	C & P Pump Services Incorporated	HVAC Parts	\$100,000	Local	26-20
26-09-10-11	Facility Services	Kelly Horn	C & P Pump Services Incorporated	Chillers & Pumps Services	\$100,000	Local	26-20
26-09-10-12	Facility Services	Kelly Horn	Carrier Enterprise	HVAC Parts	\$250,000	Local	26-20
26-09-10-13	Facility Services	Kelly Horn	CEC Facilities	Plumbing Repairs	\$150,000	Local	26-20
26-09-10-14	Facility Services	Kelly Horn	CEC Facilities	Electrical Repairs	\$200,000	Local	26-20
26-09-10-15	Facility Services	Kelly Horn	DFW Concrete Contractor LLC	Concrete Repairs- District Wide	\$100,000	Local	26-20
26-09-10-16	Facility Services	Kelly Horn	Elliott Electrical Supply	Electrical Parts	\$150,000	Local	26-20
26-09-10-17	Facility Services	Kelly Horn	Ferguson Enterprises	HVAC Parts	\$100,000	Local	OMNIA
26-09-10-18	Facility Services	Kelly Horn	Ferguson Enterprises	Plumbing Parts	\$200,000	Local	OMNIA
26-09-10-19	Facility Services	Kelly Horn	GFC Contracting	Flooring Replacements	\$150,000	Local	26-20
26-09-10-20	Facility Services	Kelly Horn	Glass Doctor of North Texas	Window & Storefront Repairs	\$150,000	Local	26-20
26-09-10-21	Facility Services	Kelly Horn	DMCS Davis LLC dba Davis Crane Services	Crane Services	\$100,000	Local	27-02
26-09-10-22	Facility Services	Kelly Horn	Earthtek, Inc	Grease Trap Service	\$100,000	Local	26-02
26-09-10-23	Facility Services	Kelly Horn	Grainger Industrial Supply	HVAC Parts	\$100,000	Local	OMNIA
26-09-10-24	Facility Services	Kelly Horn	MasterTurf Products & Service, Inc.	Turf and Grounds Materials	\$150,000	Local	26-20
26-09-10-25	Facility Services	Kelly Horn	Preferred Mechanical Group LLC	HVAC Repairs	\$250,000	Local	26-20
26-09-10-26	Facility Services	Kelly Horn	Robert Madden Industries LTD	HVAC Parts	\$150,000	Local	TIPS
26-09-10-27	Facility Services	Kelly Horn	Roundhouse Restoration LLC	HVAC Repairs	\$100,000	Local	26-20
26-09-10-28	Facility Services	Kelly Horn	Sherwin Williams Co	Paint & Painting Supplies	\$150,000	Local	26-20
26-09-10-29	Facility Services	Kelly Horn	Southland Industries	HVAC Repairs	\$150,000	Local	26-20

Arlington Independent School District
FY27 Purchases Greater than \$100,000
Date: September 10, 2026

Control Number	AISD Department	Budget Owner	Vendor Name	Goods or Services	Estimated	Fund Source	Purchase Method
26-09-10-31	Facility Services	Kelly Horn	TDIndustries	HVAC Repairs	\$500,000	Local	26-20
26-09-10-32	Facility Services	Kelly Horn	TDIndustries	Electrical Repairs	\$150,000	Local	26-20
26-09-10-33	Facility Services	Kelly Horn	TDIndustries	Plumbing Repairs	\$200,000	Local	26-20
26-09-10-34	Facility Services	Kelly Horn	Texas Air Systems Incorporated	HVAC Repairs	\$100,000	Local	26-20
26-09-10-35	Facility Services	Kelly Horn	Texas Air Systems Incorporated	HVAC Parts	\$350,000	Local	26-20
26-09-10-36	Facility Services	Kelly Horn	Trane Company	HVAC Parts	\$250,000	Local	26-20
26-09-10-37	Facility Services	Kelly Horn	United Refrigeration Inc	HVAC Parts	\$200,000	Local	26-20
26-09-10-38	Facility Services	Kelly Horn	United Worth Hydrochem	Water Chemical Treatment Services	\$200,000	Local	26-20
26-09-10-39	Facility Services	Kelly Horn	Hoshizaki South Central Distribution Center	HVAC Parts & Ice Machines	\$250,000	Local	26-20
26-09-10-40	Facility Services	Kelly Horn	Kele, Inc	HVAC Parts	\$200,000	Local	26-20
26-09-10-41	Facility Services	Kelly Horn	Kimbrough Life Safety LLC	Fire Extinguisher Inspections & Vent Hood Inspections	\$125,000	Local	26-20
26-09-10-42	Facility Services	Kelly Horn	Lennox Industries Incorporated	HVAC Parts	\$250,000	Local	TIPS
26-09-10-43	Facility Services	Kelly Horn	Mart Incorporated	Irrigation, Landscaping, Grounds, Building Repairs	\$150,000	Local	26-20
26-09-10-44	Facility Services	Kelly Horn	FMX	Work Order System	\$170,000	Local	TIPS
26-09-10-45	Risk Management	Scott Kahl	Elevated Facility Services	Elevator Repairs	\$200,000	Local	24-05
26-09-10-46	State &Federal Programs	Julie McGuire	Precision Business Machines	Poster Machine Replacements and Supplies	\$200,000	Federal Grant	24-18
26-09-10-47	Facilities, Planning and Construction	Kelly Horn	Digital Resources Inc.	CFACE Communications Equipment	\$535,000	2019 Bond	TIPS
26-09-10-48	Technology	Kyle Berger	CDWG	Microsoft Volume Licensing Program Agreement	\$430,386	Local	Equalis
26-09-10-49	Textbooks	Misty Fisher	SeeSaw	Seesaw Instruction and Insights-PK-2 Learning Tools	\$195,191	Federal Grant	TIPS
					\$11,452,751		

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Lisa Phillips

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of Donations

District Priority / Goals Addressed

Within the Board's priority of Talent and Resources, this agenda item requests Board approval for various donations made to the district.

Background

Throughout the year community members, businesses, and organizations generously contribute resources and financial support to our schools. These donations range from monetary contributions to supplies, equipment, and services. Each donation is vetted through a process to ensure the donation aligns with district goals and compliance with all district policies and procedures. According to Board Policy CDC (Local), any gift that the potential donor has expressly made conditional upon the district's use for a specified purpose, or any gift of real property, shall require Board approval.

Fiscal Implications

The approval of these donations will impact the district's budget by reducing the need for district funds to cover specific costs and providing additional resources.

Recommendation

It is recommended that the Board approve the acceptance of the donations as outlined in the supporting documentation.

Submitted by: *Norberto Rivas*

Date: August 24, 2026



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CULTURE

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MARKETING & ENGAGEMENT

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TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



TO: Norberto Rivas
Chief Financial Officer

FROM: Lisa Phillips
Director of Purchasing

DATE **September 10, 2026**

ACCHS to accept cash donation from Eric and Tracy Bush	\$ 500.00
Amos Elementary to accept cash donation from Amos Elementary PTA	\$ 1,000.00
Arlington ISD to accept cash donation from SpawGlass Contractors, Inc.	\$ 10,000.00
Arlington ISD to accept cash donation from Arlington Alumnae Chapter Delta Sigma Theta Sorority	\$ 1,000.00
Arlington ISD to accept cash donation from XI Theta Omega Chapter Alpha Kappa Alpha Sorority	\$ 1,000.00
Arlington ISD to accept cash donation from St. Vincent De Paul Church	\$ 1,000.00
Arlington ISD to accept cash donation from Medical City Arlington	\$ 2,500.00
Arlington ISD Fine Arts to accept cash donation from Whatbrands (Whataburger) LLC	\$ 1,000.00
Arlington ISD Special Olympics to accept cash donation from Pantego Lions Foundation, Inc.	\$ 1,500.00
Arlington High School to accept cash donation from AHS Choir Booster Club	\$ 14,348.71
Arlington High School to accept ash donation from AHS Orchestra Booster Club	\$ 3,000.00
Arlington High School to accept cash donation from AHS Baseball Booster Club	\$ 1,000.00
Arlington High School to accept cash donation from AHS Golf Booster Club	\$ 1,500.00
Bowie High School to accept cash donation from American Red Cross	\$ 2,500.00
Bowie High School to accept cash donation from Jostens	\$ 966.00
Bowie High School to accept gift card donations from Costco	\$ 1,000.00
CTC//Dan Dipert to accept cash donation from Hawk Steel Industries	\$ 1,628.58
CTC/Dan Dipert to accept cash donation from NextGrad LLC	\$ 500.00
Lamar High School to accept cash donation from LHS Booster Club	\$ 2,200.00
Lamar High School to accept cash doantion from LHS Volleyball Booster Club	\$ 18,137.38
Martin High School to accept cash donation from James Conway	\$ 750.00
Martin High School to accept cash donation MHS Cheerleader Booster Club	\$ 5,000.00
Martin High School to accept cash donation from Vandergriff Toyota	\$ 13,000.00
Martin High School to accept cash donation from MHS Sundancers Booster Club	\$ 3,930.00

Martin High School to accept cash donation from MHS Choir Booster Club	\$	5,300.00
Martin High School to accept cash donation from QuickBooks	\$	1,000.00
Nichols Jr. High School to accept value of lunch donation from DR Horton	\$	1,095.00
Nichols Jr. High School to accept cash donation from Junior League of Arlington	\$	3,373.58
Webb Elementary to accept gift cards donation from Office Depot-Six Flags Location	\$	3,808.78
	Total	\$103,538.03
Total year-to-date for 2026-2027 School Year		\$103,538.03
Prior Year Total as of August 15, 2025		\$0.00
Total for the prior 2025-2026 School Year		\$561,138.85

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Melody Lopez

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Terminations, and Non-Renewals

District Priority / Goals Addressed

This item aligns with the District's priority of maximizing Talent and Resources by ensuring appropriate staffing adjustments. The request is to approve the personnel items, which include new hires, resignations, retirements, terminations, and non-renewals for salaried exempts and paraprofessionals.

Background

Information on new hires, retirements, resignations, terminations, and non-renewals is presented for approval on a monthly basis.

Fiscal Implications

None

Recommendation

Administration recommends approval of new hires, retirements, resignations, terminations, and non-renewals for salaried exempts and paraprofessionals as presented.

Submitted by:



Date: September 3, 2026



ACADEMIC GROWTH

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TALENT & RESOURCES

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LAST NAME	FIRST NAME	LOCATION/ ORG	POSITION	START DATE	LEVEL
GUTIERREZ	ADAM	CURRICULUM	Curriculum Coordinator - Math	8/4/2026	ADMIN
MOORE	DANIEL	CHIEF HUMAN RESOURCES OFFICER	Manager- Grievance Hearings Officer and Compliance	8/12/2026	ADMIN
CONTRERAS	DIANA	FACILITIES PLANNING	Project Manager	8/31/2026	ADMIN
WEIDENHAMER	SUSANNAH	SPEED	Vision Teacher	8/4/2026	ADMIN
HERNANDEZ BARRIOS	ESTELA	ANDERSON	Bilingual Elementary Teacher Grade 1	9/9/2026	ELEM
VILLALBA SANFELIZ	ANDREA	ANDERSON	Bilingual Elementary Teacher Grade 2	8/4/2026	ELEM
NIETO OLMEDO	FERNANDO MAR	BERRY	Bilingual Elementary Teacher Grade 4	8/4/2026	ELEM
CUADROS SAN ROMAN	CRISTINA	THORNTON	Bilingual Elementary Teacher Grade 4	8/4/2026	ELEM
MOYA ORTIZ	MARINA	BURGIN	Bilingual Elementary Teacher Grade 4	8/4/2026	ELEM
MINOBAS SABALLS	MARIONA	RANKIN	Bilingual Elementary Teacher Grade 6	8/4/2026	ELEM
JOHNSTON	KARISSA	BURGIN	Campus Instructional Coach - Elementary - GF	8/4/2026	ELEM
SKELTON	NATALIE	BEBENSEE	Counselor - Elementary	8/19/2026	ELEM
WILLIAMSON	SHELIA	BURGIN	Counselor - Elementary	8/25/2026	ELEM
CAUSEY	TACIANA	DUNN	Counselor - Elementary	8/25/2026	ELEM
PEREZ	MELANIE	SPEER	ESL Elementary Teacher Grade 1	8/5/2026	ELEM
GARCIA	VIOLETA	CROUCH	ESL Elementary Teacher Grade 1	8/11/2026	ELEM
CASTILLO	FRANCISCO	ELLIS	ESL Elementary Teacher Grade 1	8/11/2026	ELEM
LOZANO	JESSICA	PATRICK	ESL Elementary Teacher Grade 2	8/4/2026	ELEM
WASHINGTON	BRANDON	BERRY	ESL Elementary Teacher Grade 3	8/5/2026	ELEM
PROMISE	SHAWANA	ATHERTON	ESL Elementary Teacher Grade 4	8/4/2026	ELEM
RUIZ	MICHELLE	BEBENSEE	ESL Elementary Teacher Grade 4	8/4/2026	ELEM
NOISE	CHANELL	MILLER	ESL Elementary Teacher Grade 4	8/4/2026	ELEM
MEADOWS	LAQUINDIA	SOUTH DAVIS	ESL Elementary Teacher Grade 4	8/6/2026	ELEM
ANDERSON	MELANIE	SWIFT	ESL Elementary Teacher Grade 4	8/17/2026	ELEM
LARA	IVONNE	PEACH	ESL Elementary Teacher Grade 4	8/17/2026	ELEM
OKAN	LILIAN	FARRELL	ESL Elementary Teacher Grade 5	8/4/2026	ELEM
BIRKS	MYRONIQUE	PEACH	ESL Elementary Teacher Grade 5	8/4/2026	ELEM
DAVIS	ANTHONY	JOHNS	ESL Elementary Teacher Grade 5	8/18/2026	ELEM
DE LA CRUZ	SHANELL	PEACH	ESL Elementary Teacher Grade 6	8/4/2026	ELEM
CHAVEZ	JENNIFER	SOUTH DAVIS	ESL Elementary Teacher Grade 6	8/5/2026	ELEM
EDWARDS	ESTONIA	HALE	ESL Elementary Teacher Grade 6	8/7/2026	ELEM
DENNIS	ERRIEL	MILLER	ESL Elementary Teacher Kinder	8/4/2026	ELEM
LANDRUM	RILEY	MILLER	ESL Elementary Teacher Kinder	8/6/2026	ELEM
PEREZ	CARMEN	SHERROD	ESL Elementary Teacher PK	8/5/2026	ELEM
GRANADOS	MELISSA	POPE	Music Teacher - Elementary	8/4/2026	ELEM
HICKS	AUDREY	KEY	Special Education Alt Curriculum Teacher - Elementary	8/5/2026	ELEM
MARTIN	KELLIE	SHORT	Special Education Inclusion Teacher - Elementary	8/4/2026	ELEM
KAYLOR	BRYN	MILLER	Special Education Inclusion Teacher - Elementary	8/4/2026	ELEM
WITHERS	CHRISTINA	BUTLER	Special Education Inclusion Teacher - Elementary	8/4/2026	ELEM
ALVARADO	MICHELLE	BEBENSEE	Special Education Inclusion Teacher - Elementary	8/4/2026	ELEM
GONZALEZ	JESSICA	BUTLER	Special Education Inclusion Teacher - Elementary	8/19/2026	ELEM
ORTIZ	KATRINA	DUNN	Special Education Inclusion Teacher - Elementary	9/1/2026	ELEM
HERNANDEZ	JAZMIN	ACCHS	Arlington College and Career High School English Teacher	8/4/2026	SEC
DENTON	SHELBY	OUSLEY	Art Teacher 7-8	8/4/2026	SEC
VAQUERIZA SANCHEZ	MARIA DE LOS A	GUNN	Bilingual Science Teacher - Grade 6	8/4/2026	SEC
COLBURN	CONNOR	ARLINGTON HS	ESL English Teacher 9-12	8/4/2026	SEC
PATTERSON	JALAH	SEGUIN	ESL English Teacher 9-12	8/4/2026	SEC
ROBERSON	JONATHAN	SAM HOUSTON	ESL English Teacher 9-12	8/4/2026	SEC
DEVOSS	JOSEPH	BARNETT	Math Teacher 7-8	8/6/2026	SEC
HOLLAND	DARRICK	WORKMAN	Math Teacher 7-8	8/7/2026	SEC
CLARK	ROSALIND	TURNING POINT	Math Teacher 7-8	8/6/2026	SEC
BRAY	ZACHARY	BAILEY	Math Teacher 7-8	8/11/2026	SEC
LEE	LESTER	NICHOLS	Math Teacher 7-8/Coach	8/11/2026	SEC
NGUYEN	ALICE	ARLINGTON	Math Teacher 9-12	8/11/2026	SEC
OOSTHUIZEN	WOUTER	ARLINGTON	Math Teacher 9-12	8/14/2026	SEC
WHITT	ERIC	BOWIE	Math Teacher 9-12	8/27/2026	SEC
TRAN	THINH	SEGUIN	Math Teacher 9-12	9/1/2026	SEC
ACEVEDO	MIRIAM	MARTIN	Nurse	8/4/2026	SEC
CARMOUCHE	MELYNDA	FUNN	Read 180 Teacher	8/4/2026	SEC
CHANDLER	CARSON	OUSLEY	Science Teacher 7-8	8/5/2026	SEC
WILLIAMS	REAGIN	NICHOLS	Science Teacher 7-8/Coach	8/25/2026	SEC
SHAIKAH	SUFERA	MARTIN	Science Teacher 9-12	8/4/2026	SEC
FLORES	ANGELICA	SEGUIN	Science Teacher 9-12/Coach	8/5/2026	SEC
MCCELWEE	THEODORE	LAMAR	Social Studies Teacher 9-12	8/5/2026	SEC
PETERSON	RODERICK	SEGUIN	Social Studies Teacher 9-12/Coach	8/4/2026	SEC
MITCHELL	TOREY	LAMAR	Social Studies Teacher 9-12/Coach	8/4/2026	SEC
WILSON	KEDRIC	LAMAR	Social Studies Teacher 9-12/Coach	8/4/2026	SEC
VO	PHUONG	SEGUIN	Special Education Alternate Curriculum Teacher 9-12	8/25/2026	SEC
JOSEPH	AMBER	GUNN	Special Education Inclusion Teacher 6-8	8/11/2026	SEC
SHIELDS	TORRENUS	BARNETT	Special Education Inclusion Teacher 7-8	8/11/2026	SEC
CURTIS	REBECCA	WORKMAN	Special Education Inclusion Teacher 7-8	8/14/2026	SEC
PEACH	SHAWN	SEGUIN	Special Education Inclusion Teacher 9-12	8/4/2026	SEC
CLINKSCALE	CAMERON	SAM HOUSTON	Special Education Inclusion Teacher 9-12/Coach	8/12/2026	SEC
GARCIA ROSA	JAYLIBETH	MARTIN	Special Education Inclusion Teacher 9-12/Coach	8/19/2026	SEC
GALVIN	MONIQUE	SAM HOUSTON	Special Education SEAS Teacher 9-12	8/4/2026	SEC
MAY	CHARMIKA	SAM HOUSTON	Title I Instructional Dean of School Improvement	8/3/2026	SEC
Elementary Summary					
Teacher	14				
Teacher ESL	20				
Total	34				
Secondary Summary					
Teacher	29				
Teacher ESL	3				
Total	32				
Non-Campus Staff Summary					
ADMIN	4				
Total	4				
Grand Total	70				

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Code	Last Name	First Name	Organization	Job Title	Last Work Day	YRS
Caring for Family Member(s) (3)	Drakes	Andrea	Lamar High School	Classroom Assistant High School Special Ed - Alt Curriculum	8/13/2026	1
	Harper	Holly	Student Outreach Services	Specialist - SOS Support	8/10/2026	18
	Zepeda	Erica	Amos Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	5/26/2026	2
Certification Reason (1)	Moon	Samona	Amos Elementary	ESL Elementary Teacher K-6	5/28/2026	1
District Initiated - Certification Issues (1)	Pool Webb	Satonius	Spec Ed Support Services	Educational Sign Language Interpreter	8/14/2026	3
District Initiated - Failure to Report for Work (1)	Caballero	Sara	Speer Elementary	Classroom Assistant Elementary - Title 1	8/11/2026	0
District Initiated - Nonrenewal of Term Contract (1)	Carrillo	Emilia	Peach Elementary	Bilingual Elementary Teacher K-6	5/28/2026	2
District Initiated - Position Eliminated (9)	Bradley	Roshounda	Peach Elementary	Campus Testing Facilitator - Elementary	6/5/2026	8
	Kenney	Renee	Rodriguez Jr High School	Campus Testing Facilitator - Junior High	6/18/2026	2
	Littlejohn	Tiffany	Little Elementary	Campus Testing Facilitator - Elementary	6/5/2026	9
	Miracle	Michaela	Workman Jr High School	Campus Testing Facilitator - Junior High	6/18/2026	8
	Moore	Chelsea	Dunn Elementary	Campus Testing Facilitator - Elementary	6/5/2026	10
	Pollan	Travis	Corey Academy	Campus Testing Facilitator - Elementary	6/5/2026	5
	Sustaita	Erika	Patrick Elementary	Campus Testing Facilitator - Elementary	6/5/2026	19
	Thomas	Denise	Professional Learning	Coaching Specialist - GF	6/11/2026	7
	Tovar	Mayra	Chief Schools Officer	Specialist - Title IV Restorative Practices	6/4/2026	0
District Initiated - Violation of AISD Employee Handbook (1)	Collins	Latasha	Hill Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	5/26/2026	4
Employee Initiated - Regular Retirement (1)	Higgs	Steven	Info and Instructional Systems	Specialist - Systems Integration	8/31/2026	19
Employment Outside of Education (3)	Chandler Orndorff	Traci	Jones Academy	Classroom Assistant Elementary Athletics/PE	8/21/2026	4
	Nolte	Cristina	Chief Human Resources Officer	Administrative Assistant - Chief Human Resources Officer	7/30/2026	0
	Vivian	Matthew	Juan Seguin High School	English Teacher 9-12	5/28/2026	10
Employment with Another District (13)	Bakare-Brown	Jennifer	Risk Management	Safety Manager - Risk Management	8/28/2026	3
	Evans	Patrick	Sam Houston High School	Classroom Assistant High School Special Ed - Inclusion	5/26/2026	0
	Krueger	Gavin	Arlington High School	Math Teacher 9-12	5/28/2026	17
	Lindsey	Sharmecia	Turning Point Secondary School	Liaison - Transition	7/31/2026	5
	Mathews	Melanie	Peach Elementary	ESL Elementary Teacher K-6	8/13/2026	2
	Morvannou	Loic	Lamar High School	French Teacher 9-12	5/28/2026	0
	Mwamba	Mbuyi	Gunn Jr High School	Campus Testing Facilitator - Junior High	6/18/2026	7
	Padilla	Nancy	Patrick Elementary	Classroom Assistant Elementary Special Ed - ECSE	5/26/2026	3
	Page	Phortya	Ousley Jr High School	Science Teacher 7-8 (ESL Certified)	5/28/2026	6
	Scott	Sheerethia	Pope Elementary	STEM Lab Manager Elementary	5/26/2026	0
	Ukhuakhua quincy	Onyinye	Little Elementary	Classroom Assistant Elementary Special Ed - Inclusion	5/26/2026	1
	Waqar	Fehar	Lamar High School	Social Studies Teacher 9-12	5/28/2026	10
	Wawak	Katie	Career & Technologies	Specialist - Work-Based Learning	8/5/2026	1
Medical Reason (2)	Lawson	Tina	LOA	Dyslexia Teacher	5/28/2026	12
	Lucero	Efrain	Workman Jr High School	Art Teacher 7-8	8/20/2026	4
Moving Out of the Area (10)	Babek	Ornella	Martin High School	Science Teacher 9-12	5/28/2026	3
	Boulieu	Patrick	Ellis Elementary	Classroom Assistant Elementary Special Ed - ABLE	5/26/2026	0
	Linares	Noraima	Transportation	Bus Driver	8/1/2026	5
	Okafor	Brittany	Chief Financial Officer	Administrative Assistant - Chief Financial Officer	9/1/2026	3
	Pippins	Shaune	Security	Security - Corporal	8/14/2026	2
	Pollard	Amanda	Amos Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	8/6/2026	0
	Rafajko	Nichole	Patrick Elementary	ESL Elementary Teacher K-6	5/28/2026	3
	Salimi	Hoda	Sam Houston High School	Classroom Assistant High School Special Ed - Alt Curriculum	5/26/2026	0
	Walls	April	Dunn Elementary	Special Education ECSE Teacher	8/28/2026	14
	Zevallos	Dina	Transportation	Driver - Non-CDL	8/14/2026	2
Reason Not Specified (49)	Adams	Tracie	Workman Jr High School	Campus Instructional Coach - Junior High	5/29/2026	8
	Anderson	Jamie	Peach Elementary	Classroom Assistant Elementary - Music/Art	5/26/2026	3
	Anderson	Melanie	Swift Elementary	ESL Elementary Teacher K-6	8/18/2026	0
	Behlen	Dylan	Technology Operations	Technician - District Support	8/17/2026	0
	Briley	Jamaica	South Davis Elementary	Classroom Assistant Elementary Special Ed - ABLE	5/26/2026	2
	Campos	Willis	Burgin Elementary	Classroom Assistant Elementary - Pre-K - Spanish	8/7/2026	3
	Cardona	Esmeralda	Lamar High School	Clerk - High School Counselor	7/23/2026	2
	Cleveland	Michelle	Swift Elementary	Classroom Assistant Elementary Special Ed - ECSE	5/26/2026	6
	Crabbe	Robin	Ditto Elementary	STEM Lab Manager Elementary	5/26/2026	8
	Crouse	Isabelle	Starrett Elementary	Classroom Assistant Elementary Special Ed - ABLE	8/26/2026	0
	Curry	Amir	Arlington High School	Classroom Assistant High School Special Ed - SEAS	5/26/2026	0
	Dillon	Keilah	Workman Jr High School	Classroom Assistant Junior High Special Ed - SEAS	5/26/2026	2
	Domangue	Justin	Turning Point Secondary School	PE Teacher 7-8	8/31/2026	1
	Ellison	Lisa	Accounting	Accountant II	7/28/2026	8
	Felder	Tylinne	Ashworth Elementary	Classroom Assistant Elementary Special Ed - ECSE	5/26/2026	4
	Flores	Magaly	Morton Elementary	Classroom Assistant Elementary - Pre-K	5/26/2026	3
	Franks	Destinee	Workman Jr High School	Classroom Assistant Junior High Special Ed - Inclusion	5/26/2026	3
	Garcia	Karina	Speer Elementary	Classroom Assistant Elementary Special Ed - Inclusion	8/31/2026	2
	Garcia	Nataly	Bebensee Elementary	Classroom Assistant Elementary Special Ed - ECSE	5/26/2026	2
	Goodwin	Chrissy	Young Jr High School	Classroom Assistant Junior High Special Ed - Inclusion	5/26/2026	2
	Granado	Kassandra	Lamar High School	Attendance Clerk - High School	5/29/2026	2
	Green	Tamiah	Bryant Elementary	Family Engagement Liaison - GF	8/6/2026	0
	Grundy Lover	Felicia	Boles Jr High School	Classroom Assistant Junior High Special Ed - Alt Curriculum	8/26/2026	20
	Guerra	Norma	Atherton Elementary	Classroom Assistant Elementary - Pre-K - Spanish	5/26/2026	6
	Harber	Sarah	Pope Elementary	Classroom Assistant Elementary - Title 1	5/26/2026	0
	Hardaway	Rachel	Facilities Planning	Project Manager	8/29/2026	2
	Hillis	Waukyna	Little Elementary	Classroom Assistant Elementary Special Ed - ECSE	5/26/2026	3
	Lane	Tyler	Burgin Elementary	Classroom Assistant Elementary Special Ed - ABLE	5/26/2026	3

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	Lathan	Dakeia	Anderson Elementary	Classroom Assistant Elementary Special Ed - ABLE	5/26/2026	0
	Lemus Flores	Sara	Peach Elementary	Attendance Clerk - Elementary	7/22/2026	0
	Loudamy	Shelly	Spec Ed Support Services	Part Time - Speech Pathologist	8/10/2026	26
	Martinez	Emilio	Berry Elementary	ESL Elementary Teacher K-6	5/28/2026	0
	Mcdonald	Trenton	Arlington High School	Business Teacher 9-12/Coach	5/28/2026	1
	Najjar	Kendall	Chief Communications Officer	Interim - Senior Specialist - Communications	9/1/2026	3
	Nguyen	Thuy	West Elementary	ESL Elementary Teacher K-6	8/18/2026	5
	Orsini	Jackeline	World Languages	Director - World Languages	8/14/2026	10
	Powell	Kari	Kookan Elementary	Classroom Assistant Elementary Special Ed - ISPD	8/28/2026	3
	Reyes Gamez	Giselle	Lamar High School	Classroom Assistant High School Special Ed - Alt Curriculum	8/28/2026	1
	Rudd	Donald Rockford	Bebensee Elementary	ESL Elementary Teacher K-6	5/28/2026	2
	Santiago Montanez	Sheila	Adams Elementary	Classroom Assistant Elementary - Pre-K - Spanish	5/26/2026	4
	Searcy	Mark	Duff Elementary	Special Education Inclusion Teacher - Elementary	5/28/2026	15
	Servin	Hilda	Sam Houston High School	Classroom Assistant High School Special Ed - Alt Curriculum	8/31/2026	3
	Stratton	Alicia	Hale Elementary	Gifted and Talented Lead Teacher - Elementary	5/28/2026	8
	Terry	Wonderful	Juan Seguin High School	Classroom Assistant High School Special Ed - SEAS	5/26/2026	2
	Urdiales	Raquel	Martin High School	Attendance Clerk - High School	5/29/2026	4
	Wann	Nicole	Lamar High School	Attendance Clerk - High School	8/27/2026	0
	Wann	Nicole	Lamar High School	Attendance Clerk - High School	8/27/2026	0
	Washington	Tavian	McNutt Elementary	Classroom Assistant Elementary Athletics/PE	5/26/2026	4
	Wilmore	Rissa	Starrett Elementary	Classroom Assistant Elementary Special Ed - SEAS	5/26/2026	7
Regular Retirement (10)	Aparicio	Maria	Speer Elementary	Classroom Assistant Elementary - Pre-K - Spanish	5/26/2026	29
	Criss	Patra	Turning Point Secondary School	Secretary - Junior High	7/31/2026	21
	Freeman	John	Shackelford Jr High School	Science Teacher 7-8/Coach	5/28/2026	4
	Guy Harrison	Rechelle	Fitzgerald Elementary	Classroom Assistant Elementary - Pre-K	8/28/2026	5
	Hilliard	Wanda	Ellis Elementary	Classroom Assistant Elementary Special Ed - Inclusion	5/26/2026	16
	LeNeveu	Carolynne	Student Outreach Services	Specialist - SOS Support	7/31/2026	23
	McNamara	Shelley	Chief Human Resources Officer	Specialist - HR Administrative Projects	8/31/2026	11
	Porras	Ana	Thornton Elementary	Bilingual Elementary Teacher K-6	5/28/2026	20
	Robinson	Silas	Martin High School	Math Teacher 9-12	5/28/2026	18
	Thompson	Linda	Bowie High School	Attendance Clerk - High School	8/7/2026	18
Resign to be Hired as Sub (1)						
	Austin	Marian	Lamar High School	Classroom Assistant High School Special Ed - Alt Curriculum	8/14/2026	0
Resignation Agreement (1)						
	Villarreal	Juan	Sam Houston High School	Principal - High School	7/31/2026	20
Return to School (3)						
	Martinez	Emily	Rankin Elementary	Classroom Assistant Elementary - Pre-K - Spanish	5/26/2026	3
	Martinez	Lillie	Ellis Elementary	Classroom Assistant Elementary - Kindergarten	5/26/2026	3
	Tirop	Sylvia	Sam Houston High School	Classroom Assistant High School Special Ed - Alt Curriculum	5/26/2026	2
Termination Of Probationary Contract (1)						
	Thompson	Justin	Rankin Elementary	ESL Elementary Teacher K-6	5/28/2026	5
Total Separations (111)						

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of the Community Ambassadors Committee

District Priority / Goals Addressed

The Community Ambassador Committee is intended to involve community stakeholders as valued partners in student learning, and will focus on each of our five district priorities.

Background

The Arlington ISD Community Ambassador Academy is a structured, two-year civic engagement and leadership initiative intended to cultivate a deeply informed cohort of community advocates who understand the operational, financial, and pedagogical complexities of managing a large, mid-urban public school district. Membership of this committee has been recommended by the Board Community Engagement Committee.

Fiscal Implications

None

Recommendation

I recommend the approval of the Community Ambassadors Committee appointments as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Community Ambassadors Committee

Will Deakyne
Heather Bush
Cory Leman
Cheryl Burton
Lisa Starr
Ricardo Butler
Zach Graves
Marixa Granados
Patty Anderson
Jennifer Brandenburg
Thomas McCarty III
Allison Gallegos
Amy Teetzen
Linton Davis
Kathi Arocha
Brooke Savells
Dr Jacque Redmon
Dr Shereah Taylor Love
Marisol Lam
Caitlin Hogan
Keela Edwards
Shea Lewis
Ade Beckworth
Adrinne Glover
Taniyah Carter Washington
Hunter Crow

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of the Long Range Facilities Planning Committee

District Priority / Goals Addressed

The Long Range Facilities Planning Committee is focused on maximizing our resources while maintaining sound fiscal management.

Background

The scope and purpose of the Long-Range Facilities Planning Committee is to provide findings and recommendations from community stakeholders to the Board of Trustees relating to the long-range planning, maintenance, modernization, utilization, and future development of Arlington ISD facilities in support of the District's Strategic Plan. Membership of this committee has been recommended by the Board Community Engagement Committee.

Fiscal Implications

None

Recommendation

I recommend the approval of the Long Range Facilities Planning Committee appointments as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 1, 2026



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TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of the Community Bond Oversight Committee

District Priority / Goals Addressed

The Community Bond Oversight Committee (CBOC) is focused on maximizing our resources while maintaining sound fiscal management.

Background

The Citizens Bond Oversight Committee (CBOC) is established by the Arlington ISD Board of Trustees as an oversight committee that monitors the use of funds approved by the public in the 2019 and 2026 bond elections. This committee is established to ensure accountability and transparency to promote public confidence in the district's use of voter-approved funds. In addition, this committee should review the needs of the district to recommend additional projects with any remaining funds including interest earned. Membership of this committee has been recommended by the Board Community Engagement Committee.

Fiscal Implications

None

Recommendation

I recommend the approval of the Community Bond Oversight Committee (CBOC) appointments as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 1, 2026



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MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Citizen Bond Oversight Committee (CBOC)

Catherine Parra (Chair)
Blake Davidson (Vice-Chair)
Melissa Lopez
Beth Anne Woodard
Kanisha Kelso-Gadison
Jennifer Hachmeister
Amanda Arizola
Jack Goodyear
Kyle Durr
Dale Sharpe-Jenkins
Sarah Lawson-Pitler

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of School Health Advisory Council (SHAC)
Appointments

District Priority / Goals Addressed

The School Health Advisory Council (SHAC) is focused on ensuring positive, engaging experiences for every student while establishing an inclusive culture of respect, support, and continuous improvement.

Background

The School Health Advisory Council (SHAC) is established in alignment with Board Policy BDF(LEGAL) to assist the district in ensuring that local community values are reflected in the district's health education instruction.

Fiscal Implications

None

Recommendation

I recommend the approval of the School Health Advisory Council (SHAC) appointments as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 1, 2026



ACADEMIC GROWTH

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SAFETY & DISCIPLINE

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MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



School Health Advisory Board (SHAC)

Sade McFarlan
Sara Kestenbaum
Ricardo Butler
Kylie Kieu
Javoszia Sterling-Lewis
Grace Brannon
Eunique Hamilton
Catherine Carlton
Julia Alkire

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dr. Jennifer Collins

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of the School Library Advisory Council (SLAC)
Appointments

District Priority / Goals Addressed

The School Library Advisory Council (SLAC) is focused on ensuring positive, engaging experiences for every student while establishing an inclusive culture of respect, support, and continuous improvement.

Background

The School Library Advisory Council (SLAC) is established in alignment with Board Policy EFB(LEGAL) to assist the district in ensuring that local community values are reflected in each school library catalog in the district.

Fiscal Implications

None

Recommendation

I recommend the approval of the School Library Advisory Council (SLAC) appointments as presented.

Submitted by: *Dr. Jennifer L. Collins* **Date:** September 1, 2026



ACADEMIC GROWTH

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SAFETY & DISCIPLINE

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MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



School Library Advisory Council (SLAC)

Tiffany Mann
Natalie Parks
Jennifer Dingler
Barbara Neisel
Amy Teetzen
Kristen Warthen
Haley Owen
Jeff Carlton
Steven Harvey-Gomez
Holly Hungerford-Kresser
Whitney Sudhalter
Jessica Brown-Jones
Annie Johnston
Mary Jane O'Halloran Beane
Stacie Farr

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Dolloress Johnson

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item:

Approval of Texas Teacher Evaluation and Support System (T-TESS) Appraisers

District Priority / Goals Addressed

This agenda item supports the District priority of academic growth through coaching and evaluation of our teaching staff. This consent item requests approval for additional Texas Teacher Evaluation and Support System (T-TESS) appraisers. The proposed list of additional appraisers is attached.

Background

Per Board Policy DNA (Legal) a campus administrator who is a certified T-TESS appraiser and approved by the Board, shall conduct a teacher's appraisal. Under Section 21.351 (c) of the Texas Education Code, appraisers under the Texas Teacher Evaluation and Support System (T-TESS) must be the teacher's supervisor or a person approved by the Board of Trustees.

Fiscal Implications

None

Recommendation

The administration recommends the Board approve the Texas Teacher Evaluation and Support System list of additional appraisers for the school year 2026-27.

Submitted by: Scott Kahl

Date: September 2, 2026

Scott Kahl



ACADEMIC GROWTH

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MARKETING & ENGAGEMENT

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TALENT & RESOURCES

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T-TESS Appraisers September 10, 2026			
Last Name	First Name	Role	Campus/Location
Roy-Evans	Tabatha	Assistant Principal	Adams Elementary School School
Molina	Myra	Assistant Principal	Anderson Elementary School School
Carter	Kijuana	Assistant Principal	Arlington High School
Collado	Jason	Assistant Principal	Arlington High School
Howard	Brandon	Assistant Principal	Arlington High School
Humbles	Stacie	Principal	Arlington High School
Longoria	Carolyn	Dean of Instruction	Arlington High School
Newsome	Natasha	Assistant Principal	Arlington High School
Randle	Jonathon	Assistant Principal	Arlington High School
Kilgore	Herman	Assistant Principal	Ashworth Elementary School
Maddoux	Stacey	Principal	Ashworth Elementary School
Henley	Sarah	Assistant Principal	Bailey Jr High School
Taylor	Christopher	Assistant Principal	Bailey Jr High School
Tufts	Carin	Principal	Bailey Jr High School
Shaw-Stines	Vana	Principal	Barnett Jr High School
James	Donita	Principal	Berry Elementary School
Collins	Tracy	Assistant Principal	Boles Junior High School
Van Duzee	Codi	Principal	Boles Junior High School
Hawkins	Ryan	Dean of Instruction	Bowie High School
Turner	Latoya	Principal	Burgin Elementary School
Jarchow	Theodore	Executive Director	Central Office
Lee	Stephanie	Executive Director	Central Office
Stephens	Jaime	Principal	Crouch Elementary School
Serna	Lucy	Assistant Principal	Crouch Elementary School
Barlow	Jennifer	Assistant Principal	Crow Elementary School
Edwards	Kiesha	Principal	Ellis Elementary School
Lang	Sherry	Assistant Principal	Foster Elementary School
Guzman	Marisa	Principal	Goodman Elementary School
Hernandez	Christina	Associate Principal	Goodman Elementary School
Guillen	Nora	Associate Principal	Gun Junior High School
Odum	George	Assistant Principal	Gun Junior High School
Greggs	Jessica	Assistant Principal	Hale Elementary School
Nelson	Jannie	Principal	Hill Elementary School
Castillo	Migdalia	Principal	Johns Elementary School
Vasquez	Vanessa	Assistant Principal	Johns Elementary School
Arceneaux	Christopher	Assistant Principal	Juan Seguin High School
Coronado	Thai	Assistant Principal	Juan Seguin High School
Darkwa	Rosa	Assistant Principal	Juan Seguin High School
Hicks	Andrea	Assistant Principal	Juan Seguin High School
Linson	Billy	Principal	Juan Seguin High School
Zdrojewski	Dawn	Dean of Instruction	Juan Seguin High School
Eaton	Angela	Principal	Key Elementary School
Pack	Andrea	Assistant Principal	Key Elementary School
Huebner	Elizabeth	Principal	Kooken Elementary School
Hernandez	Myrna	Associate Principal	Lamar High School
Boyd	Keith	Principal	Larson Elementary School
Harman	Kristin	Assistant Principal	Little Elementary School
Redvine	Tunya	Assistant Principal	Martin High School
Campbell	Doris	Assistant Principal	McNutt Elementary School
Broughton	Chelsea	Principal	McNutt Elementary School
Genis	Diana	Assistant Principal	Morton Elementary School
Butler	Ricardo	Assistant Principal	Nichols Junior High School
Claiborne	Catherine	Principal	Nichols Junior High School
Gutierrez	David	Assistant Principal	Nichols Junior High School
Payne	Renisha	Assistant Principal	Nichols Junior High School
Blanchard	Alan	Assistant Principal	Ousley Junior High School
Mares	Anamaria	Assistant Principal	Ousley Junior High School
Moreno	Carissa	Dean	Ousley Junior High School
Martinez	Katina	Principal	Patrick Elementary School
Young	Alicia	Assistant Principal	Patrick Elementary School
Brooks	Sarah	Principal	Pearcy Stem Academy
Cervantes	Amalia	Assistant Principal	Pearcy Stem Academy
Law	Charryse	Assistant Principal	Pope Elementary School
Riley-Railey	Yolanda	Principal	Pope Elementary School
Ledesma	Sylvia	Assistant Principal	Rankin Elementary School
Nancy Zayas	Nancy Zayas	Principal	Rankin Elementary School

Ball	Michael	Assistant Principal	Rodriguez Jr High School
Russell-Bruton	Rylee	Assistant Principal	Rodriguez Jr High School
Tave	Shaylea	Assistant Principal	Rodriguez Jr High School
Zahn	Jerod	Principal	Rodriguez Jr High School
Johnson	Tamandria	Assistant Principal	Sam Houston High School
Jones	Lee	Principal	Sam Houston High School
Negrete	Juan	Associate Principal	Sam Houston High School
Vaughn	Joshua	Assistant Principal	Sam Houston High School
Castro-Gomez	Mariela	Assistant Principal	Sam Houston High School
May	Charmika	Dean	Sam Houston High School
Fowler	Natasha	Dean	Sam Houston High School
Reese	Chauncey	Dean	Sam Houston High School
Roberts	Michael	Assistant Principal	Sam Houston High School
Sullivan	Christy	Assistant Principal	Sam Houston High School
Moore	Shana	Assistant Principal	Seguin High School
Merrell	Travis	Assistant Principal	Sherrod Elementary School
Roper	Leslie	Assistant Principal	Sherrod Elementary School
Berkebile	Erin	Principal	Short Elementary School
Waters	keysha	Assistant Principal	Short Elementary School
Cabrera	Samantha	Assistant Principal	South Davis Elementary School
Savala	Stephanie	Principal	Speer Elementary School
Sierra	Roxanna	Principal	Starrett Elementary School
Harrell	Tamara	Assistant Principal	Starrett Elementary School
Lopez	Carlos	Principal	Swift Elementary School
Orosco Mitchell	Rosa	Assistant Principal	Venture High School
Gomez	Brian	Assistant Principal	Webb Elementary School
Boykin	Erica	Assistant Principal	Williams Elementary School
Rodriguez	Eric	Assistant Principal	Wimbish World Language Academy

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Ginger Cole-Leffel

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☐

Meeting Agenda Item: Approval of the Texas Education Agency (TEA)

Staff Development Minutes Waiver 2026-27 School Year

District Priority / Goals Addressed

In alignment with board priority of Talent & Resources, the 2026-2027 district calendar has prioritized professional learning days for teachers. Administration is seeking approval to apply for the Staff Development Minutes Waiver under Texas Education Code §7.056.

Background

The Texas Education Agency Staff Development Minutes waiver, "allows districts and charter schools to provide staff training on educational strategies designed to improve student performance in place of student instruction during the school year. The waiver provides up to 2,100 total minutes for professional development for districts and charter schools that provide operational and instructional minutes." While the staff development waiver is not critical to this year's academic calendar, the state allows application for the waiver as a safety net in the case it is necessary to replace instructional days with professional learning days.

Fiscal Implications

None

Recommendation

Administration recommendations approval to apply for the Staff Development Minutes Waiver for the 2026-2027 school year.

Submitted by: *Priscila Dilley, Ed.D.* **Date:** September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.



Supporting Documentation (submitted with waiver application):

- Board agenda from meeting at which the specific waiver application request was approved



Resources:

- [Student Attendance Accounting Handbook](#)
 - Section 3.2.1.2 Code 1 Eligible for Full-Day Attendance
 - Section 3.2.1.3 Code 2 Eligible for Half-Day Attendance
 - Section 3.6.6 Attendance Accounting During Testing Days

Staff Development Minutes Waiver

This waiver allows the district and charter schools to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year. The waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts and charter schools that provide operational and instructional minutes.

Each district and open-enrollment charter school may choose how to apply their approved waiver. For instance, schools may choose to offer early release, late start, all day staff development, or a combination of these options. The waiver minutes may also be utilized differently at different campuses.

This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year.



Things to Consider:

- Districts and open-enrollment charter schools that are four-day-school-week school systems are not eligible to receive a staff development waiver. School systems will be required to identify whether they have a 4-day or 5-day school week on the waiver application.
- Staff development *waiver* minutes may not exceed 2,100 (5 days for charter schools operating before 1/1/2015 whose operational calendar is on days rather than minutes).
- Staff development *waiver* minutes may only be used during the school year and may not be used prior to the first day of student instruction or after the last day of student instruction.

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- Staff development on staff development waiver days may be specific to the needs of individual campuses/workgroups and may be delivered at different physical locations, however the professional development must be synchronous and scheduled to take place at the same time and for the same length of time for all staff employed at the same campus on the day(s) the district is claiming staff development waiver minutes for that campus.
- Staff development *waiver* minutes are not applicable to “exchange/trade” days or professional development minutes that staff may accumulate on their own time “on demand” or outside of the school/workday.
- The maximum total number of minutes waived per academic year may not exceed 4,200. The minutes utilized as part of this waiver apply to the 4,200 waiver minutes cap. (*This includes low attendance day, missed school day, staff development, operational and instruction time for school safety training, and any other minute-related waivers.*)
- Minutes utilized as part of this waiver apply toward the annual 75,600 operational minute requirement.
- On staff development days when students are in attendance part of the day, the district or open-enrollment charter school must provide at least 120 minutes of student instruction to receive full ADA funding (see Student Attendance Accounting Handbook (SAAH), Section 3.8.1.4 Staff Development Waivers).
- Any staff development *waiver* minutes reported must reflect actual staff development minutes provided.
- Board approval of an academic calendar inclusive of staff development minutes/days is *not* tantamount to approval of a waiver application request; *each document must be board approved as separate agenda items.*
- Districts or charter schools must demonstrate that they are providing high quality staff development that will impact student outcomes.



Required Information (entered on waiver application):

- School System Contact (*First Name, Last Name, Phone, Email*)
- Date of Board Approval (*This date should match the date the board approved the waiver per the agenda attached as supporting documentation*)
- School Year Requested (*2026-2027 only*)
- Type of School Calendar (*4-day week or 5-day week*)



Supporting Documentation (submitted with waiver application):

- Board agenda from meeting at which the specific waiver application request was approved

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Telisa Brown

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of Arlington ISD and Texas Christian University (TCU) College Advising Corps MOU

District Priority / Goals Addressed

This initiative supports Academic Growth by providing college access and financial aid support to students in grades 9–12 and their families. The goal is to increase postsecondary awareness and readiness while establishing and sustaining a permanent Go Center at three high school campuses.

Background

Texas Christian University (TCU) College Advising Corps places recent college graduates as college advisors in select high schools. The program has three primary goals: increasing the college-going rate at partner schools, expanding the range of colleges and universities to which students apply and enroll, and supporting principals, counselors, and teachers in fostering a college-going culture. The Go Centers will be established on James Bowie high School, Juan Seguin High School and Sam Houston High School campuses.

Fiscal Implications

The District agrees to pay \$45,000 to support the costs associated with providing one full-time Advising Corps college advisor at each of the partner schools.

Recommendation

Administration recommends the Board of Trustees approve the Texas Christian University (TCU) College Advising Corps as presented.

Submitted by: *Priscila Dilley, Ed.D.* **Date:** September 1, 2026



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CULTURE

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MARKETING & ENGAGEMENT

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TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Collaborative Services Agreement TCU College Advising Corps & Arlington Independent School District

The TCU College Advising Corps (formerly referred to as Advise TX) is housed in the Center for Public Education at the TCU College of Education. The program places its recent college graduates as college advisers in high schools. Advisers work in collaboration with school counselors, teachers, and administrators to increase college-going enrollment rates in schools that they serve. Advisers primarily provide admissions and financial aid advising to students and their families through one-on-one and group session that help students identify colleges that will serve them well; complete their admissions and financial aid applications; and enroll successfully at the schools they eventually choose. The College Advising Corps has three main aims: to increase the college-going rate at partner schools; to expand the range of colleges and universities to which students apply and in which they enroll; and to assist principals, counselors, and teachers foster a college-going culture.

To achieve the aims of the program, the TCU College Advising Corps seeks to foster strong and mutually rewarding partnerships with school districts, high schools, and their administrators, faculty, and staff. This Collaborative Services Agreement (“Agreement”) has been developed to foster such a partnership by clarifying the expectations and responsibility of the TCU College Advising Corps (“the Advising Corps”), **the Arlington Independent School District** (“the District”), and the **following District High Schools** (“the School”):

James Bowie High School; Juan Seguin High School; and Sam Houston High School.

Collectively hereinafter the parties to this Agreement will be referred to as “Parties” or, individually, as “Party.”

The Advising Corps, the District, and the School agree to:

- Work collaboratively to develop and implement programs and services that (a) foster access to postsecondary education and (b) include all students who wish to participate and who work in good faith to do so.
- Work collaboratively to (a) outline current school-based efforts to foster access to postsecondary education; (b) review Advising Corps programs and services to ensure that they complement and do not duplicate these existing efforts; and (c) establish clear and mutually agreeable timelines for the implementation of Advising Corps programs and services.
- See the adviser as a professional, well-trained resource for students regarding college access.
- To meet with the adviser and project director before the 2026-2027 academic year to discuss the program expectations.

The Advising Corps agrees to:

- Identify, recruit, and hire a full-time adviser to serve the School for an average of 40 hours per week during the school year.
- Provide necessary and ongoing training, support, and professional development that will allow the adviser to fulfill his or her responsibilities to the School and its students including to ensure that the adviser complies with applicable laws and regulations governing the access to and sharing of protected information including but not limited to FERPA consistent with the terms of the Data Use Agreement attached as Exhibit X and incorporated herein by reference
- Provide assurance that all employees of the Advising Corps who have contact with students have passed a criminal history background check current within the last year. TCU also agrees that all participants who visit a district campus or interact with district students will have satisfactory completed a district volunteer application and background check in advance, which shall be processed through the DPS database using the Fast Pass System.
- Employ a program director who will (a) supervise the adviser, meeting with him or her regularly to discuss job performance and develop strategies for improvement; (b) work closely with the on-site liaison assigned by the School to ensure that the relationship between the adviser and the School remains strong and that the adviser is effectively serving students and advancing the three main aims of the Advising Corps; (c) meet

- 245 with school-level post-secondary leadership teams; (d) engage in frequent dialogue with school teams around strategic collaboration and to assess progress towards the goals; and (e) will remain open and available to address any issues or concerns that may arise.
- Share relevant data and research with the District and School officials.
 - Manage the program's administration and pay the full salary and benefits of each adviser assigned to the District.
 - Work in good faith to develop funding that will sustain the partnership between the Advising Corps and the District beyond the current term
 - Require the participation of the adviser in Advising Corps activities (for example: ongoing training, the development of funding, or programming activities at other schools) for no more than 10 days that the School is in session during the term of service specified above.

The District and School agree to:

- Welcome the adviser, work actively to facilitate their entry into the school community by treating them as a professional member of the school and facilitate the collaboration among the Advising Corps and any other college access, admissions, or financial-aid advising already present at the School.
- Provide a comprehensive high school orientation, with introductions to key staff, teachers, and administrators.
- Establish and maintain clear lines of communication with the adviser and project director in regards to staff policies, procedures, and expectations with which the adviser is expected to comply.
- Designate a school administrator/staff member to serve as the adviser's onsite liaison who will (a) serve as the adviser's primary resource and advocate within the school, facilitating the adviser's integration into the life of the school and providing appropriate advice and counsel; (b) work closely with the project director to ensure that the relationship between the adviser and the school remains strong and that the adviser is effectively serving students and advancing the three main aims of the College Advising Corps; and (c) work with the project director to establish a mutually agreeable work schedule for the adviser; (d) participate in the adviser's evaluation process; (e) meet with and engage in frequent dialogue with the Advising Corps project director around strategic collaboration and to assess progress towards the goals; (f) re-evaluate the work plan and make adjustments as needed but at least annually; (g) serve as the main liaison between the principal of the School and the Advising Corps, meeting at least once per year to review the collaboration and ensure that its goals are being met; and (h) report all issues concerning the adviser's performance to the Advising Corps project director.
- Supply access (within a reasonable amount of time following the execution of the Data Use Agreement) to student-level data (name, date of birth, year of graduation) for the purposes of advising, grant reporting, and program evaluation.
- Provide access (within a reasonable amount of time) to student transcripts and schedules, either electronically or in hard copy, for the purposes of effectively advising students as consistent with FERPA regulations. Adviser access to the District or School's mainframe to retrieve such information is preferred.
- Provide access to student data from the College Board's K12 Educator portal (K12 score reporting portal) to adviser, for the purpose of targeted college and career planning inclusive of PSAT/SAT scores, exam registration history, and AP potential.
- Ensure that the adviser is not arbitrarily assigned duties unrelated to their work plan such as clerical or manual labor or expected to fill temporary voids in your school's workload or assume ad hoc assignments (such as hall or cafeteria monitoring, supervising classrooms, monitoring testing, etc).
- Ensure that the adviser does not serve as a facilitator or proctor of TSI or college-readiness testing.
- Provide the adviser with a reasonable working/meeting space with a computer, internet access, and daily access to phone and voicemail, including access to a photocopier/scanner, printer, and fax machine.
- Allow the adviser to disseminate and collect the annual College Advising Corps student surveys (if applicable).
- Ensure that the adviser has access to and can utilize the program's web-based data collection tool, email, and a wireless internet connection on the adviser's laptop (if necessary).

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- Provide the adviser with a comprehensive orientation to the School, with introductions to key administrators, teachers, and staff, an overview of the mission and culture of the School, and assist the adviser with obtaining a parking pass and School/District badge/identification.
- Maintain the existing staffing level of the guidance/counseling department and not make any staffing modifications suggesting the replacement of a counselor or counseling position with a college adviser.
- Ensure that the adviser does not serve as the liaison to and/or provide direct supervision to other external partner college-access programs on behalf of the District or School.

Local Match

- The District agrees to provide matching funds, in the amount of \$45,000, to support the costs associated with providing one (1) full-time Advising Corps college adviser at each of the following District High Schools: **James Bowie High School, Juan Seguin High School, and Sam Houston High School** during the term of this agreement.
- The District agrees to submit payment in full to Texas Christian University, on behalf of the TCU College Advising Corps, by September 1, 2026.

Program Evaluation

- External funding for the TCU College Advising Corps is provided by the National College Advising Corps (CAC) and Texas Higher Education Coordinating Board (THECB). As a condition of external funding, the program will be evaluated on an ongoing basis.
- Data will be collected and managed through an evaluation team affiliated with Stanford University and contracted by the CAC. The District/School is expected to provide all necessary data requested by the evaluation team and CAC. Data will be used for program evaluation and educational purposes only and treated as confidential, except as may be required by law. All results of data analysis will be reported in aggregate and no individual student will be identified.
- Data to be collected will include, but not necessarily be limited to: baseline information on the school, including college matriculation rates and student attainment of intermediary college enrollment goals (such as percent taking college entrance exams and FAFSA applications); information on enrolled students during program implementation, including identifying information, intermediary goals, and college enrollment; and information on services provided to students. At the school level, the adviser will collect data to help target and track services and evaluate the program's success.

Performance Period of Agreement

- This agreement applies exclusively to the 2026-2027 academic school year and shall commence on August 1, 2026, and shall terminate on July 31, 2027, unless earlier termination shall occur pursuant to any provision hereof.

Applicable Law

The Parties agree that this Agreement shall be governed by the laws of the State of Texas. The exclusive venue of any suit brought concerning the Contract and any incorporated documents shall be in any Court of competent jurisdiction in Tarrant County, Texas..

Dispute Resolution

The Parties shall work together in good faith and in a timely manner to resolve disputes that might develop pursuant to the program under this Agreement.

Amendments

- Modifications to the Agreement shall only be made by prior written amendment and executed by the Advising Corps and the District.

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Termination

- This Agreement will terminate at the end of the agreement on July 31, 2027, unless extended by prior, written mutual agreement of the Parties.
- Any party may terminate this Agreement by giving ninety days' written notice to the other party.
- The Advising Corps may also terminate this Agreement if project funding should become reduced, depleted, or otherwise unavailable during the entirety of the term of the Agreement and to the extent that the Advising Corps is unable to obtain additional funds for such purpose. In the event the Advising Corps terminates this Agreement prior to July 31, 2027, the District shall be entitled to a pro rata refund of all monies the District has paid under this Agreement with the exception of those funds that constitute non-cancellable expenses.
- Nothing in this agreement shall waive any party's immunity..

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By signing, I certify that I have read and agree with the terms of the Agreement and its Exhibits and agree to be bound by them by signature below. Each Party warrants they are officially authorized to sign and execute on behalf of my institution:

Independent School District

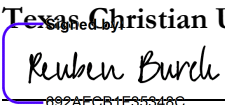
Signature Date CMH

Print Name and Title

Signature Date CMH

Print Name and Title

Texas Christian University


8/7/2026

Signature Date

Dr. Reuben Burch, Vice Provost for Research, Texas Christian University

Print Name and Title

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DISTRICT CONTACTS:

School District Central Point of Contact (Superintendent, District Administrator, or Principal)

NAME: _____

TITLE: _____

ADDRESS: _____

PHONE: _____

E-MAIL: _____

Additional: School District Central Point of Contact (Superintendent, District Administrator, or Principal)

NAME: _____

TITLE: _____

ADDRESS: _____

PHONE: _____

E-MAIL: _____

Data Contact

NAME: _____

TITLE: _____

ADDRESS: _____

PHONE: _____

E-MAIL: _____

Human Resources Contact

NAME: _____

TITLE: _____

ADDRESS: _____

PHONE: _____

E-MAIL: _____

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TCU COLLEGE ADVISING CORPS CONTACTS:

ADDRESS : TCU College of Education
J.E. & L.E. Mabee Foundation Education Complex
Bailey Building & Palko Hall
3000 Bellaire Drive N.
Fort Worth, TX 76109

TCU Contact :

NAME : Alberto Argueta JR
TITLE : Grant and Contract Specialist II
PHONE : (817) 257-8329
EMAIL : Alberto.Argueta@tcu.edu

Program Contact :

NAME : Danyatta Harrell, Ed.D.
TITLE : Director, TCU College Advising Corps
PHONE : (817) 257-4746
EMAIL : d.harrell1@tcu.edu

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Telisa Brown

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of Tarrant County College District Student Recruitment and Outreach MOU

District Priority / Goals Addressed

This initiative supports Academic Growth by providing pre-college information, testing, advising, and admission services to high school seniors who plan to attend Tarrant County College (TCC) after graduation. The goal is to support an informed and seamless transition into a TCC postsecondary education program.

Background

Tarrant County College places Student Recruitment and Outreach Enrollment Coaches at the six traditional high schools and Venture High School. The program is designed to promote college access, facilitate a smooth transition to postsecondary education, encourage parent involvement in the college-going process, and support district-wide efforts to strengthen a college-going culture that positively impacts students, parents, teachers, and staff.

Fiscal Implications

None

Recommendation

Administration recommends the Board of Trustees approve the Tarrant County College District Office of Student Recruitment and Outreach (SRO) agreement as presented.

Submitted by: *Priscila Dilley, Ed.D.* **Date:** September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

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**MEMORANDUM OF UNDERSTANDING BETWEEN TARRANT COUNTY COLLEGE –
OFFICE OF STUDENT RECRUITMENT AND OUTREACH AND ARLINGTON INDEPENDENT
SCHOOL DISTRICT FOR TCC HIGH SCHOOL RECRUITMENT PROCESS**

Tarrant County College District Office of Student Recruitment and Outreach (SRO) is a pre-college information, testing, advising and admissions service for high school seniors whose goal is to attend TCC upon graduating high school. It facilitates an informed and convenient college entry process that enables a seamless transition for participating high school seniors into a TCC postsecondary education program to align with 60x30TX.

To achieve the goals of SRO high school recruitment, TCC SRO seeks to foster strong and mutually rewarding partnerships with school districts, high schools and their administrators, faculty, and staff. This memorandum of understanding has been developed to foster such a partnership by clarifying the expectations and responsibility of the TCC SRO Enrollment Coaches and Arlington Independent School District partners.

This agreement shall be in effect for a period of three (3) years beginning on January 19, 2027 and ending on January 18, 2030. Sixty days before the end of the term, the parties may renew this agreement for a subsequent three (3) year term upon mutual written approval of both parties. Either party may terminate this Agreement by providing written notice to the other party. The terms of this memorandum of understanding shall be governed by Texas law and the venue shall be Tarrant County, Texas.

MUTUAL AGREEMENT

TCC SRO and Arlington ISD will collaboratively function to:

- Collaborate to establish clear and mutually agreeable timelines for the implementation of TCC SRO services.
- Encourage students to pursue post-secondary education and engage in good faith discussions to determine appropriate guidance for student's college and career readiness plans.
- Encourage graduating high school seniors to pursue post-secondary certificates and/or degrees at TCC.
- Hold annual meeting (prior to start of school year) to review previous year's program data and share feedback, and to plan TCC SRO steps for upcoming school year
- Maintain a calendar of events which promote college readiness.
- Both parties will be in compliance with the applicable federal, state, and local and regulations.
- Each party will attempt to encourage and maintain a high degree of cooperation between their support staffs in the operation of this agreement.

DUTIES OF TCC SRO

- Assign an SRO Enrollment Coach to serve each Arlington ISD high school
 - High school partners:
 - Arlington High School
 - Bowie High School
 - Lamar High School
 - Martin High School
 - Sam Houston High School
 - Seguin High School
 - Venture High School
- Guide students to complete steps of the SRO High School Recruitment process during scheduled class times, with prior approval from the high school: TCC 101 presentation, TCC Admissions Application/Pre-Assessment Activity, Texas Success Initiative Assessment (TSIA) Testing Interpretation, , Office Hours/Student Hours: TCC student self-service account set-up, enrollment checklist and Financial Aid support (when requested)

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- Assist in training as necessary in order to promote the college-going message among students, parents and staff.
 - Promote a college-going culture that encourages students to take the appropriate steps to be college ready, including career assessments, test preparation, registration and completion, financial aid guidance, admissions applications, etc.
 - Assist with district-level efforts to promote college and career readiness.
 - Host annual TCC Parent Night for parents/families of graduating seniors
 - When available, serve as TCC representative for other school events, including but not limited to Texas Association of Collegiate Registrars and Admissions Officers college fairs, high school organized post-secondary events, high school parent nights, weekend fairs, etc.

DUTIES OF ARLINGTON ISD

- Designate an employee to serve as the SRO lead per high school to support the operation of the partnership.
- Include Enrollment Coach in SRO partner meetings and email groups.
- Work with SRO Enrollment Coach to gain access to seniors and inform them about TCC opportunities and assist with college applications, and guide students through the PAA
- Reserve computer labs (or space with Chromebooks/laptops) for Application/PAA, and other enrollment steps during school hours
- Promote TCC SRO process to students, parents, and the school community to use SRO resources by posting provided informational materials in counseling offices, Go Centers, and other prominent areas. GO Centers are the “go-to” place at high schools to help students explore pathways to careers and college, as a one-stop shop for college and career readiness.
- Provide some review and tutoring sessions for students before taking the TSIA
- Collaborate with TCC to create testing spaces for students if applicable.
- Utilize the data provided by TCC in accordance with terms of the student consent referenced below.

MOU DATA SHARING PROVISIONS

- Both TCC and AISD will comply with applicable Family Educational Rights and Privacy Act (FERPA) provisions and agree to protect any confidential student information it receives or accesses that could make a student’s identity traceable.
- TCC will secure an opt-in form from each of the AISD seniors who are interested in participating in the SRO process with the specified partnering high schools and TCC.
- Enrollment Coaches will work directly with students to ensure timely submission of documents required for admissions and enrollment are provided.
- ***This is a limited agreement to address the sharing of information.***

FERPA COMPLIANCE & DISCLOSURE OF EDUCATIONAL RECORDS

For purposes of this agreement, pursuant to FERPA, the College and ISD designate each other as school officials with legitimate education interests in the educational records of the participating high school students.

TARRANT COUNTY COLLEGE DISTRICT

ARLINGTON INDEPENDENT SCHOOL
DISTRICT

(name of administrator/title)

(name of administrator/title)

Arlington Independent School District Board of Trustees Meeting

September 10, 2026

Contact Person: Barry Fox

Board Agenda Presented for: Action: ☐ Report: ☐ Consent: ☒

Supporting Documents: None: ☐ Attached: ☒

Meeting Agenda Item: Approval of University of Texas at Arlington and Arlington ISD Interlocal Agreement - Dual Credit Courses-Dual Language Academy

District Priority / Goals Addressed

Aligned to the Board's priority to academic growth, this agreement will allow students participating in the Dual Language Academy at Arlington High School to enroll in dual credit courses at the University of Texas at Arlington.

Background

In 2025, Arlington ISD implemented a Dual Language Academy model at Arlington High School. This program is designed to prepare students to successfully enter into world-language degree pathways and careers through relevant, innovative and rigorous learning experiences. Through this agreement, students in the Dual Language Academy will have a chance to complete dual credit courses at the University of Texas at Arlington prior to high school graduation.

Fiscal Implications

Financial implications for the interlocal agreement equal \$9,000.

Recommendation

Administration recommends the Board of Trustees approve the interlocal agreement as presented.

Submitted by: *Priscila Dilley, Ed.D.* **Date:** September 1, 2026



ACADEMIC GROWTH

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.



CULTURE

Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.



SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.



MARKETING & ENGAGEMENT

Involve families and community stakeholders as valued partners in student learning.



TALENT & RESOURCES

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

EIGHTH AMENDMENT TO INSTRUCTIONAL AGREEMENT

This Eighth Amendment to the Instructional Agreement ("Eighth Amendment") is dated effective as of July 1, 2026 ("Effective Date") and is entered into by and between The University of Texas at Arlington ("UTA"), an agency and public institution of higher education established under the laws of the State of Texas, and The Arlington Independent School District ("School District").

UTA and School District entered into an Instructional Agreement dated effective August 24, 2015, which was subsequently amended by that First Amendment between UTA and School District effective September 14, 2017 ("Letter") and further amended by that Second Amendment dated effective July 1, 2018, Third Amendment effective May 1, 2021, Fourth Amendment effective July 27, 2022, Fifth Amendment effective July 1, 2023, and the Sixth amendment effective July 1, 2024, and Seventh Amendment effective July 1, 2025 (collectively the "Agreement").

UTA and School District now desire to further amend the terms of the Agreement as more particularly set forth below:

1. **Term:** The parties agree to extend the Agreement end date to July 31, 2027. Thereafter the parties may renew the Agreement by mutual written agreement.
2. Except as provided in this Eighth Amendment, all terms used in this Eighth Amendment that are not otherwise defined will have the respective meanings ascribed to such terms in the Agreement.
3. This Eighth Amendment embodies the entire agreement between UTA and School District with respect to the amendment of the Agreement. In the event of any conflict or inconsistency between the provisions of the Agreement, the Letter, prior amendments and this Eighth Amendment, the provisions of this Eighth Amendment will control and govern.
4. Except as specifically modified and amended herein, all of the terms, provisions, requirements and specifications contained in the Agreement remain in full force and effect. Except as otherwise expressly provided herein, the parties do not intend to, and the execution of this Eighth Amendment will not, in any manner impair the Agreement, the purpose of this Eighth Amendment being simply to amend and ratify the Agreement, as hereby amended and ratified, and to confirm and carry forward the Agreement, as hereby amended, in full force and effect.
5. THIS EIGHTH AMENDMENT WILL BE CONSTRUED AND GOVERNED BY THE LAWS OF THE STATE OF TEXAS.

IN WITNESS WHEREOF, UTA and School District have executed and delivered this Eighth Amendment effective as of the Effective Date.

Signatures on Following Page

**THE UNIVERSITY OF TEXAS AT
ARLINGTON****ARLINGTON INDEPENDENT SCHOOL
DISTRICT**

By: _____

Name: Dr. Tamara L. Brown

Title: Provost and Sr. VP for Academic Affairs

Date: _____

By: _____ *CMJL*

Name: _____

Title: _____

Date: _____

APPROVED AS TO FORM BY UTA LEGAL COUNSEL

Kimberly
Grubb Digitally signed by Kimberly
Grubb
Date: 2026.06.01 13:58:37
-05'00'Signature: *Tamara L Brown*
Tamara L Brown (Jun 22, 2026 12:30:58 CDT)

Email: provost-approval@uta.edu