

Runge ISD Theory of Action

If the District focuses central administration on the most critical functions of campus accountability and Human Resources (HR) support as well as provides differentiated paths of continuous improvement for all educators—whether in an administrative role or classroom role—and if the differentiated HR system methodically identifies paths for performance improvement, aligns educator incentives with student outcomes, and ensures that educator placement is a function of student needs rather than adult preferences, then the District, through its campuses, shall be able to accomplish the Board's student outcome goals while operating within the Board's other constraints.