

**Vision** One year of learning for one year of teaching - every student, every year.

**Mission** Unified for Strength  
**S**tudents,  
**T**eachers, and the Community are  
**R**elentlessly  
Involved in  
**D**elivering meaningful  
**E**ducation  
with  
**P**urposeful,  
**R**elevant, and  
Individualized instruction so that  
**D**reams, through  
**E**ducation, become a reality.

**Board's Role** The Board's role shall be to:

1. Measure and communicate how well the vision is being accomplished by collectively ensuring accountability through monthly monitoring of school system performance to ensure progress toward the vision and values and provide regular communications to the community;
2. Provide guidance and direction for accomplishing the vision by creating structure for the school system through the establishment of distinct roles and responsibilities for the Board and Superintendent. For the Board, this shall include:
  - a. Selecting the Superintendent;
  - b. Delegating to the Superintendent the authority and responsibility to implement the Board's goals, in accordance with law and appropriate constraints; and
  - c. Considering and voting on the Superintendent's recommendations; and

3. Work with the Superintendent to lead the school system toward the established vision by demonstrating the unity of the Board and the school system.

**Superintendent's Role**

The Superintendent's role shall be to:

1. Prepare recommendations for policies to be adopted by the Board;
2. Oversee implementation of adopted policies; and
3. Develop appropriate administrative regulations to implement adopted policies.

When making policy recommendations, the Superintendent shall identify when the Board is required to adopt policy or when the Board has statutory decision-making authority that cannot be delegated.

Any required Board policies addressing administrative issues shall be handled by consent agenda, with the Superintendent informing the Board of substantive changes. Any operational issues not requiring Board action shall be addressed through administrative regulations.

**Student Outcome Goals**

The Superintendent shall be responsible for improving outcomes for all students. To that end, the Board establishes the following:

1. Increase the percent of 3rd grade students that score meets grade level or above on STAAR Reading from 15% to 44% by August 2025.
2. Increase the percent of 3rd grade students that score meets grade level or above on STAAR Math from 40% to 60% by August 2025.
3. Increase the percent of graduates that are college, career, or military ready (CCMR) from 76% to 86% by August 2025.
4. All students in the elementary level who score meets or above on all STARR tested subjects will increase from 31% to 55% by August 2025.
5. All students in the High School level who score meets or above on all STARR tested subjects will increase from 31% to 55% by August 2025.

<b>Board Constraints</b>	While pursuing the Board's outcome goals, the Superintendent shall ensure the following:
Superintendent	<ol style="list-style-type: none"><li>1. The Superintendent will not allow optional professional development that does not align with student outcome goals.</li><li>2. The Superintendent will not allow the average daily attendance rate to fall below 95%.</li><li>3. The Superintendent will not allow a campus to operate without a student character building program.</li><li>4. The Superintendent will not allow the Runge ISD overall rating to fall below a B.</li></ol>
Board Members	The Board shall ensure individual Board members do not engage in the following: <ol style="list-style-type: none"><li>1. The Board will not Modify this policy, AE local more than once every two years.</li><li>2. The board will not fail to read a portion of their Board Operating Procedures at every meeting.</li><li>3. The percentage of time discussing student outcome goals to fall below 60% of the total board meeting time.</li></ol>
<b>Board Self-Evaluation</b>	The Board shall conduct formative self-evaluations at least quarterly and within 45 days prior to conducting the Superintendent's annual summative evaluation. The Board shall use the LSG Integrity Instrument for its self-evaluation. [See BG(LEGAL)]
<b>Superintendent Evaluation</b>	The Board shall annually evaluate the Superintendent based on the District's achievement of the Board's student outcome goals and compliance with the Superintendent's noted constraints, and other duties as assigned. Accomplishment of at least 80 percent of the approved progress measures and annual targets shall be an indicator of success. Achieving less than 80 percent of the approved progress measures and annual targets shall result in the Board using its judgment as the indicator for success. [See BJCD]
<b>Theory of Action</b>	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.