



Arlington
INDEPENDENT SCHOOL DISTRICT

DISTRICT IMPROVEMENT PLAN & HOUSE BILL 3 GOALS

Jennifer L. Collins, Ed.D. & Natalie Lopez, Ph.D.

PURPOSE

This presentation is intended to provide an overview of the 2025-2026 District Improvement Plan Performance Objectives and House Bill 3 Goals.

ARLINGTON ISD 2024-2025 PRIORITIES



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.



RESOURCES

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

ARLINGTON ISD 2024-2025 PRIORITIES



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.*



ACADEMIC GROWTH

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

Performance Objective 1:

Arlington ISD will improve the percentage of Kindergarten through second grade students' performance in reading on the EOY screener who score "At or Above Benchmark" from 66% to 69% by June 2026.

Arlington ISD will improve the percentage of third grade through English I & II performance in reading on STAAR/STAAR EOC from 70% to 72% at the approaches level or above, from 47% to 49% at the meets level or above, and from 16% to 18% at the masters level by June 2026.

Performance Objective 2:

Arlington ISD will improve the percentage of Kindergarten through second grade students' performance in math on the EOY screener who score "Average" or above from 56% to 60% by June 2026.

Arlington ISD will improve the percentage of third grade through Algebra I students' performance in mathematics on STAAR/STAAR EOC from 63% to 66% at the approaches level or above, from 36% to 38% at the meets level or above, and from 15% to 16% at the masters level by June 2026.



ACADEMIC GROWTH

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

Performance Objective 3:

Arlington ISD will improve the percentage of third grade through Biology students' performance in science on STAAR/STAAR EOC from 69% to 71% at the approaches level or above, from 40% to 42% at the meets level or above, and from 13% to 14% at the masters level by June 2026.

Performance Objective 4:

Arlington ISD will improve the percentage of eighth grade students' performance in social studies on STAAR from 48% to 51% at the approaches level or above, from 24% to 27% at the meets level or above, and from 12% to 13% at the masters level by June 2026.

Performance Objective 5:

Arlington ISD graduates will increase their Domain 1 CCMR point acquisition from 92% to 93% by end of August 2026.



ACADEMIC GROWTH

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

Performance Objective 6:

By June 2026, Arlington ISD will establish a comprehensive Artificial Intelligence (AI) integration framework that will equip educators, leaders, staff, and students with the knowledge, skills, and tools to effectively leverage AI in support of teaching, learning, and operations.



CULTURE

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

Performance Objective 1:

Arlington ISD will increase their Psychological Safety domain score on the annual staff survey from 3.9 to 4.0 (of 5.0) by June 2026.

Performance Objective 2:

Arlington ISD will increase their Social-Emotional Development domain score on the annual student survey from 3.0 to 3.1 (of 4.0) by June 2026.

Performance Objective 3:

Arlington ISD will increase their Net Promoter Score on the annual parent and staff surveys by June 2026.



CULTURE

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

Performance Objective 4:

Arlington ISD leadership will work with stakeholders to define and articulate the desired student experience.



SAFETY & DISCIPLINE

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

Performance Objective 1:

Arlington ISD will 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 2026.

Performance Objective 2:

During the 2025-26 school year, each Arlington ISD campus will monitor and refine its behavior plan through data-driven review cycles, ensuring consistent implementation, alignment with district expectations, and measurable improvements in student behavior and school climate.



MARKETING & ENGAGEMENT

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

Performance Objective 1:

Arlington ISD will engage in transparent and timely communication with all stakeholders to build positive and supportive relationships with the employees, parents, and the community.

Performance Objective 2:

Arlington ISD will establish baseline data regarding district sentiment by June 2026.

Performance Objective 3:

Arlington ISD will establish a process to understand reasons for student withdrawals by January 31, 2026.



MARKETING & ENGAGEMENT

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

Performance Objective 4:

Beginning February 2, 2026, Arlington ISD will gather baseline data to understand reasons for withdrawal to ultimately reduce the number of AISD students who choose to leave the district.



TALENT & RESOURCES

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

Performance Objective 1:

Arlington ISD will reduce the general operating fund budget deficit by 33% by June 16, 2026 (budget adoption) while maintaining the general operating fund balance threshold at 25% and maintaining 60% of total adopted budgeted funds in Instruction and Instructional-Related Services (Functions 11, 12, and 13).

Performance Objective 2:

Arlington ISD will maintain highly competitive compensation and benefits plans within the top quartile of school districts located within the DFW metroplex.

Performance Objective 3:

Arlington ISD will establish an innovative college student-to-teacher pathway generating new recruitment baseline data by August 2026.



TALENT & RESOURCES

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

Performance Objective 4:

Arlington ISD will develop and implement a comprehensive program evaluation process that directly supports district priorities, with measurable outcomes that are aligned with District's Academic Return-on-Investment (ROI) by June 2026.

Performance Objective 5:

Arlington ISD will finalize the Curriculum Management Audit, develop an action plan and begin responding to recommendations by June 2026.

Performance Objective 6:

By April 1, 2026, Arlington ISD will further implement recruitment strategies utilizing the broad spectrum of highly qualified talent that effectively meet the needs of the student population.



2025 - 2026

HOUSE BILL 3 GOALS

House Bill 3 Goals

AISD will improve the percentage of 3rd grade students' performance in reading on STAAR from 40% to 41% at the meets level or above by May 2026.

AISD will improve the percentage of 3rd grade students' performance in math on STAAR from 35% to 36% at the meets level or above by May 2026.

AISD graduates will increase their Domain 1 CCMR point acquisition from 92% to 93% by August 31, 2026.





DISCUSSION