

IDEA Growth Scorecard Documentation

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2025-09-11

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Introduction / Index

Purpose

The Growth Scorecards were designed for use by IDEA's Growth team to provide relevant data and insights to guide strategic decision making as IDEA Texas considers expansion, consolidation, and/or closure of schools and regions. Currently, the Growth Scorecards include only data from IDEA's Texas regions.

Although our goal is to establish a single source of relevant data, such as school performance, enrollment, and financial characteristics, not all desired data can easily be pulled and cleaned within R without reaching out to partners within IDEA.

The purpose of this resource is to document where each metric comes from, how it is defined, and how to reproduce calculations for future iterations.

Structure

Each chapter of this resource will contain information about a related section of metrics:

- Chapter [1](#)
 - Section [1.2](#)
 - Section [1.1](#)
 - Section [1.2.2](#)
- Chapter [2](#)
 - Section [2.2](#)
 - Section [2.3](#)
 - Section [2.4](#)
- Chapter [3](#)
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- Chapter [4](#)
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- Chapter [5](#)
 - Section [5.1](#)
 - Section [5.2](#)
 - Section [5.3](#)
- Chapter [6](#)
 - Section [6.1](#)
 - Section [6.2](#)
 - Section [6.3](#)

1 School Performance Data

1.1 Meets STAAR Performance Standards for Math and ELA

The State of Texas Assessments of Academic Readiness (STAAR) assessments are Texas' annual standardized tests. For the Growth Scorecards, we are using results of all math and English Language Arts (ELA) standard assessments including the STAAR assessments of Reading and Math conducted in grades 3-8 and End-of-Course (EOC) assessments of Algebra I, English I, and English II.

“All STAAR assessments, excluding STAAR Alt 2, have three performance standards: Approaches, Meets, and Masters [...] These three performance levels are NOT mutually exclusive, meaning that students that achieve the Masters standard are included in the Meets count and the Approaches count, and students achieving the Meets standard are included in the Approaches count.” (IDEA RAP Team, n.d.)

Percentage of students Meeting performance standards for Math and ELA are calculated at the entity, region, and campus level as:

$$\% \text{ Meeting Standards} = \frac{\# \text{ of Students Meeting in Subject}}{\# \text{ of Students with Scored STAAR or EOC for Subject}} * 100$$

1.1.1 Notes & Exclusions

- Students may retake a STAAR assessment more than once within the same academic year. For students that had more than one score for the same assessment and academic year, we use the highest-scoring test. Meaning that if they scored in the “Approaches” range at one point and scored in the “Meets” range at another point, they are counted as “Meeting” the performance standards for that subject.
- This metric does not include STAAR Alternate 2 tests, which are typically given to students with significant cognitive disabilities, and for which the typical three-level performance standards do not apply.

- The data warehouse does not include any STAAR or EOC assessments for students above 5th grade at the Travis campus in Midland ISD (Travis Academy students are included).
 - IDEA Travis is a unique partnership between Midland ISD and IDEA Public schools, where the data is technically owned by Midland ISD and shared with IDEA.

1.1.2 Source

The STAAR data includes STAAR and high school level End-of-Course (EOC) assessments stored in IDEA's data warehouse (IDEA Public Schools Data Warehouse 2025).

```
STAAR <- get_table(.table_name = "STAAR", .database_name = "Dashboard",
                  .schema = "dbo", .server_name = "RGVPDRA-DASQL") %>%
  filter(
    ## Includes STAAR but not STAAR Alt 2
    TestVersion == "S",
    ## Includes Scored assessments only
    ScoreCode == "S",
    ## Includes Math and English
    (SubjectCode == "Math" |
     SubjectCode == "Reading" |
     SubjectCode == "Algebra I" |
     SubjectCode == "English I" |
     SubjectCode == "English II"),
    ## Select desired school years
    (SchoolYear == "2024-2025" |
     SchoolYear == "2023-2024")
  )
```

1.2 Accountability Ratings

Texas Education Agency (TEA) uses the an accountability rating system to evaluate the academic performance of all Texas public districts, including public school districts and open-enrollment charter schools (Texas Education Agency 2025b). Annual ratings are based on three domains:

1. Student Achievement (STAAR, EOC, College, Career, and Military Readiness, graduation rates)
2. School Progress (student academic growth, achievement relative to schools with similar economic disadvantage levels)

3. Closing the Gaps (progress among students from specific groups, e.g. racial/ethnic groups, special education, Emergent Bilingual or English learner, etc.)

Each district and campus receives an A-F letter grade for each of the three domains and one overall score with associated letter grade. For more information on how specific ratings are calculated by TEA, find the most recent Accountability Rating System manual (Texas Education Agency 2025b).

1.2.1 Percentage of Schools Rated A & B and D & F

For the percentage of schools with specific letter grade accountability ratings, each individual school (Academy, College Prep) has its own rating. The metrics are calculated at the entity and region level as follows:

$$\% \text{ of Schools Rated A or B} = \frac{(\# \text{ of Schools Rated A}) + (\# \text{ of Schools Rated B})}{\text{Total } \# \text{ of Schools with Rating in Region}} * 100$$

$$\% \text{ of Schools Rated D or F} = \frac{(\# \text{ of Schools Rated D}) + (\# \text{ of Schools Rated F})}{\text{Total } \# \text{ of Schools with Rating in Region}} * 100$$

1.2.2 Multi-Year Failure

For the multi-year failure metric, we considered schools with an overall rating <70 to be “failing” and any schools with a failing rating for two subsequent rated years to have experienced a multi-year failure. To be counted as being in multi-year failure for the 2024-2025 school year, a school must have an overall rating score of <70 in the 2024-2025 school year and the 2023-2024 school year.

We calculated the number and percentage of schools in each region multi-year failure for the 2024-2025 year.

$$\% \text{ of Schools with Multi-Year Failure} = \frac{\# \text{ of Schools with Multi-Year Failure}}{\text{Total } \# \text{ of Schools with Rating in Region}} * 100$$

Individual schools are marked as having a previous had multi-year failure if the school had a rating <70 for any two or more subsequently rated years prior to 2024-2025.

1.2.2.1 Notes & Exclusions

- No schools received ratings for the 2019-2020 and 2020-2021 school years, because of the COVID-19 pandemic. This metric considers a school to have a multi-year failure if they were below the threshold in 2018-2019 and 2021-2022, because they were below the threshold for two subsequently rated years.

1.2.3 Source

For the each of the school years, accountability ratings were downloaded from the [TEA Accountability Ratings](#) page, by selecting the appropriate year and navigating to the relevant Data Download page.

Although the download page structure differs some by year, in each case parameters were set to campus-level report, selecting the accountability summary (Texas Education Agency 2018, 2019, 2022, 2023, 2024, 2025a), as seen in the screenshots below.

[Home](#) > [Performance Reporting Division](#) > [Accountability Rating System](#) > [2023 Accountability Ratings](#) > Data Download

2023 Data Download

This download application provides data used in Accountability Data for all districts and campuses.

▶ **Select a School Year**


2022-23 ▼


▶ **Select a Report Level**


Campus ▼

▶ **Select a Category of Data You Wish to Download**

▲ **Overall Performance**

☒ Accountability Summary 


☐ Accountability Component Scores 

☐ Distinction Designations 

▼ **Student Achievement Domain**

▼ **School Progress Domain**

▼ **Closing the Gaps Domain**

Note: Click the data elements icon  next to a category for a variable listing in HTML, PDF, or Excel.

▶ **Select Data Element(s)**

☒ Accountability Rating & Overall Score

☐ Student Achievement Domain Rating & Scores

☐ School Progress Domain Rating & Scores

☐ Closing the Gaps Domain Rating & Scores

☐ Flag Characteristics

☐ Grade Span & School Type

☐ Local Accountability Overall Score

☐ Pairing - Campus/District Pair Name and Pair Number

☐ Student Information

Select All Categories **Reset Categories**

▶ **Select a File Format**

Comma Delimited [.csv] ▼ **Download File**

Note: [Additional Download Information](#).

Figure 1.1: Screenshot of download parameters for 2022-2023 accountability ratings

For 2022-2023 through 2024-2025, we requested the Accountability Rating and Overall Score data elements, but such download options were not available for the earlier years.

2018 Data Download

This download application provides data used in the 2018 Accountability Data for all districts and campuses. For information on the data elements, see the [Master Reference for Data Elements used in the Accountability System](#). See also [Additional Download Information](#).

1. What type of data would you like to download?

- ☐ District-level Data
☒ Campus-level Data

2. Subset data by selecting the category of information you wish to download.

- ☒ Accountability Summary
☐ Distinction Designations

Student Achievement Domain

- ☐ STAAR Performance: All Subjects & ELA/Reading
☐ STAAR Performance: Mathematics & Writing
☐ STAAR Performance: Science & Social Studies
☐ College, Career, and Military Readiness (CCMR)
☐ Graduation Rate: 4-Year, 5-Year, and 6-Year
☐ Graduation, Continuer, and TxCHSE Rate: 4-Year, 5-Year, and 6-Year
☐ Annual Dropout Rate (Grades 9-12)

School Progress Domain

- ☐ Academic Growth
☐ Relative Performance

Closing the Gaps Domain

- ☐ Status Table, Flags, Scores
☐ Data Table
☐ Participation

[Continue](#)

[Reset](#)

Figure 1.2: Screenshot of download parameters for 2017-2018 accountability ratings.

Although the script to call each year varies slightly, each includes a filter to maintain all IDEA TX schools, include any ratings of IDEA Travis schools that are a partnership with Midland ISD. At this time, IDEA Travis schools are considered one school, as “IDEA Travis Academy,” by TEA. If in the future, IDEA Travis schools are separated with TEA records, the filter shown below should hopefully help to retrieve any IDEA Travis schools when applied to the appropriate year.

```
ratings_25 <- read.csv(  
  "filepath/2025_Campus_Accountability_Summary.csv",
```

```

    header = TRUE,
    as.is = c("CAMPUS", "DISTRICT", "COUNTY", "REGION"),
    colClasses = "character"
) %>%
filter( # Keeps IDEA TX and the Travis Midland schools
  DISTRICT == "108807" |
  CAMPUS == "165901139" |
  CAMPUS == "165901138" |
  CAMPUS == "165901137" ) %>%
select(CAMPUS, CAMPNAME, DISTRICT, CDALLS) %>%
rename(
  Rating_2024_2025 = CDALLS,
  CAMPNAME25 = CAMPNAME) %>%
mutate(Rating_2024_2025 = as.numeric(Rating_2024_2025))

```

2 Financial Viability

2.1 Source

The financial viability data used for the scorecards are not readily available from the data warehouse. Rather, we receive this data, on request, from the Treasury team.

According to Trevor Brooks,

“For now, the best way to get this information is to request the data from the Treasury leadership team (Trevor Brooks, Joseph Audino, and Michael Needham). The Business Office is currently developing our financial metrics in the PowerBI environment where it will become part of our monthly financial reporting process. Once the project moves to production, the metrics will be readily accessible following a monthly cadence.”

2.2 Days Cash on Hand

Days Cash on Hand refers to the number of days that IDEA Texas could continue if all funding ceased using unrestricted dollars. Through the year, the Days Cash on Hand includes currently liquid assets. However, in June, IDEA updates this metric to include the value of all available lines of credit. The values provided for the scorecard refer to the June end of year snap shot, including the lines of credit.

2.3 Debt Service Coverage Ratio

To be filled in...

2.4 Percent of per pupil revenue going to regional office budget

To be filled in...

3 Capital Capacity

3.1 Percentage Debt Coverage Across Entity

To be filled in...

3.1.1 Source

In Fall 2025, we recieved this metric as an estimate directly from Michael Needham.

4 Teacher Supply

4.1 Percent of Teaching Positions Hired by First Day of Instruction

4.1.1 Source

4.1.2 Notes & Exclusions

4.2 Year Over Year (YOY) Teacher Retention

Year Over Year (YOY) teacher retention is intended to represent the percentage of teaching staff hired in one school year that returned to a teaching position at IDEA Public Schools for the next school year. Each year, IDEA's Human Assets team develops a comprehensive specifications for calculating staff retention, as detailed in their Standard Operating Procedures (SOP), stored on [here](#) on The Hub.

To my understanding (Hilary Doe), most of these specifications are carried out when labeling each individual as a Leaver or not prior to the data being pushed to the Data Warehouse. For example, individuals who do not return because they retire are not counted as Leavers according to the SOP (IDEA Public Schools 2024). Individuals with an Exit Reason of “Voluntary Retirement” are not listed as Leavers within the reporting.employees data. A full list of specifications, copied from the 2024-2025 Staff Retention SOP are listed in Section [4.2.2](#).

4.2.1 Source

The YOY teacher retention data come from the reporting.employees table in the data warehouse (IDEA Public Schools 2024) and are limited to staff in teaching positions (`filter(ISTEACHER == "1")`).

```
reporting.employees <- get_table(.table_name = "Employees",  
                                .database_name = "Staffing",  
                                .schema = "Reporting",  
                                .server_name = "RGVPDSD-DWPRD1") %>%  
  
collect()
```

4.2.2 Notes & Exclusions

The following details are taken directly from the 2024-2025 Staff Retention Standard Operating Procedures (IDEA Public Schools 2024), however it is important to note that each year's SOP can be differ slightly, including the length of the staff retention year. For example, the 2023-2024 Staff Retention Year is defined as 7/1/2023 – 6/30/2024, whereas the 2024-2025 staff retention year is defined as 07/1/2024 – 08/14/2025 (IDEA Public Schools 2023, 2024).

Staff Retention Definitions

- The formula for calculating retention is as follows:

$$\text{Retained} = \frac{1 - \text{Leavers}}{\text{Headcount}} * 100$$

- The 2024-25 Staff Retention Year is defined as 07/1/2024 – 08/14/2025 (specific employee categories may have a different start to their Staff Retention Year based on their work calendar, but will not be earlier than 07/01/2024 – details below).
- “Headcount” is defined as the sum of all full-time, permanent employees who worked at IDEA Public Schools between 07/1/2024 and 08/14/2025. Examples of staff job groups that fall into this category are Administrative Professionals, Campus Administrative Professionals, Clerical Technical, Instructional Support, Teachers, and Manual Trades.
 - Retention includes any staff member who is classified as full-time, permanent staff, including partial FTE staff. Descriptions of the employee classifications can be found in the Employee Handbook.
 - Chiefs are included in Executive Office retention, not the retention for their individual areas.
 - Principals-in-Residence count toward the retention of the school they are assigned to for their residency.
 - Founding Teacher Fellows count toward the retention of the school at which they are assigned for their fellowship.
 - All non-year-round staff who leave prior to the first day of their work calendar for the current staff retention year will be coded with an exit date prior to 08/15/2025 to ensure they do not count toward following staff retention year.
 - Exclusions: Employees classified as anything other than full-time, permanent employees are excluded from Headcount and Leavers. This includes, but is not limited to, the following titles:
 - * Enrichment Instructor, Enrichment Specialist, 21st Century Enrichment Specialist
 - * Intern, including Summer Interns and Year-round Interns
 - * After School Care

- * Parent Liaison
 - * Monitor, including Bus Monitor, Flex Monitor, Lunch Monitor, Recess Monitor, and School Monitor
 - * Camp Rio Program Staff & Camp Counselor
 - * FSS Substitute
 - * Tutor
 - * Athletic Coach
 - * IDEA Substitute Teacher
- “Leaver” is defined as the sum of all full-time, permanent employees who have an effective exit date between 07/1/2024 and 08/14/2025.
- * Full-time, permanent employees who transition into non-full-time permanent roles during the current Retention Year will count as leavers.
 - * Full-time, permanent employees who retire will count as leavers.
 - * The last full-time role an employee holds is the position held accountable for retention. If an employee changes during the year from full time role A to full time role B then leaves the organization, they will be counted as a leaver for role B.
 - Example: An API transitions to teacher in October and decides to leave at the end of the year. They will be counted as a teacher leaver
 - * The last location an employee is based at and held a full-time role that they reported to is held accountable for retention of that employee. If an employee changes during the year from location A to location B, then leaves the organization, they will be counted as a leaver for location B as long as they reported to work at Location B.
 - Example: A teacher transfers from IDEA Pharr to IDEA Rise in December and then leaves at the end of the year. They will be counted as a teacher leaver for IDEA Rise.
 - * Employees moving from a permanent, full-time position to another permanent, full-time position are not considered leavers.
 - * Full-time employees in a permanent in the current retention year who transition to a non-full-time permanent role during the same retention year will count as a leaver.
 - * Permanent, full-time and permanent, part-time employees who leave IDEA Public Schools and return to IDEA Public Schools in a permanent, full-time or permanent, part-time capacity during the same retention year will not count as leavers.
 - * Employees leaving and returning to the organization in a retention-eligible role with a start date in the same school year (re-hire) do not count as leavers. Those employees who return to work after the start of the next retention year will count as leavers.
 - * Positions that are eliminated due to budget constraints and/or grant-

funded positions that are terminated because the grant concluded and was not continued will not count as leavers.

- * Employees who are reassigned but decline the reassignment and leave the organization will count as leavers attributed to the manager/campus for which they were employed on their last day of employment.
- * Positions that are eliminated for other reasons will count as leavers.
- * Employees coded with the following termination codes will not be counted as leavers:
 - IN04 - Death, IN05 - Ineligible For Hire, IN08 - Failed I-9 Verification, OT01 - Entity Change, OT02 - Employee did Not Start.
 - OT02 – Employee did Not Start will only apply to new hires who did not begin a position at IDEA, not transfers. o Staff in National roles will not be counted in regional staff retention. They will only count as headcount and leavers for their Chief Area team.
- * Staff members eligible to retire through their state employee retirement program and submit required paperwork within the staff retention year deadlines will not count as leavers once their official retirement is verified. o Leavers during the current staff retention year who are not exited before retention results for the current staff retention year are finalized, will count as leavers for the following staff retention year.
- * Leaver role, status, or location changes not entered within the current staff retention year that are not entered before retention results for current staff retention year are finalized will not be captured in the final staff retention report of the current staff retention year.
- “School” is defined as either Academy or College Prep, typically the unit led by a principal.
- “Campus” is defined as Academy + College Prep; typically, both schools at one location.
- The final retention metric will be rounded to the nearest whole number based on the tenths digit. (If .xx is .50, then it will round up. If .xx is <.50, then it will round down.) For example:
 - 84.50% will round to 85%
 - 84.49% will round down to 84%
- Staff who are shared between Academy and College Prep will count 50% toward Academy, and 50% toward College Prep head count and leaver count. This includes all shared staff including, but not limited to, instructional staff, operations staff, and any school support staff. This ensures that shared staff, including operations, impact school retention. The formula is as follows:

$$\text{School Retention} = 1 - \frac{\text{School Leavers} + 0.5(\text{Shared Staff Leavers})}{\text{School Headcount} + 0.5(\text{Shared Staff Headcount})}$$

All IDEA Public Schools Teacher Retention

- “Headcount” is defined as the sum of all full-time, permanent employees in the Teacher Job Group who work at IDEA Public Schools between the start of their 2024-25 Work Calendar and 08/14/2025.
 - Instructional staff (teachers and co-teachers/instructional support) and campus administrative professionals will count toward the school at which they work, not the campus.
 - Campus support staff (i.e. administrative assistants, testing coordinators, 21st century site coordinators) will count toward campus and school retention if they are shared and toward school retention if they are not shared.
- “Leaver” is defined as the sum of all full-time, permanent Teachers who have an effective exit date between the first day of their 24-25 School Year work calendar (even if they participate in summer school or summer professional development) and 08/14/2025.
 - All teachers who leave prior 08/15/2025 will be coded with an exit date prior to 08/15/2025 to ensure they do not count toward 2025-2026 retention.
 - * Co-teachers and Founding Teacher Fellows do not count toward Teacher retention, to better align with PEIMS Teacher reporting, but do count toward All Staff retention. These roles will be included in the school All Staff retention but not in the school Teacher retention.
- The teacher retention year begins on the first day of their work calendar, not the first day of summer PD. If a returning teacher no-shows for the first days of all-staff BOY PD, even if s/he were part of summer PD, s/he will be counted as a leaver for the previous school year.
 - If a New Hire is a no-show on the first day of their work calendar, they should be coded as OT02 – Employee did not start, which will exclude them from the count. o If an employee shows up for the first day of their work calendar and subsequently leaves, they will count toward retention that year.
 - Flex Teachers and Flex Co-Teachers count toward the retention for the Region in which they were hired, unless they have officially transitioned to a permanent campus-based teaching role.
- Flex Teachers and Flex Co-Teachers will not count toward the retention for the home campus at which they are based before they are assigned to a permanent campus-based role.

5 Leadership and Headquarters Bandwidth

5.1 Percentage of Leaders 3+ years in role

5.1.1 Percentage of executive directors 3+ years in role

5.1.2 Percentage of principals 3+ years in role

5.1.3 Percentage of APIs 3+ years in role

5.1.4 Notes & Exclusions

5.1.5 Source

5.2 API vacancy rate (expected + new)

5.2.1 Notes & Exclusions

5.2.2 Source

5.3 Number of CAP grads (2-year)

5.3.1 Notes & Exclusions

5.3.2 Source

The STAAR data includes STAAR and high school level End-of-Course (EOC) assessments stored in IDEA's data warehouse(IDEA Public Schools Data Warehouse 2025).

```

STAAR <- get_table(.table_name = "STAAR", .database_name = "Dashboard",
                   .schema = "dbo", .server_name = "RGVPDRA-DASQL") %>%
filter(
  ## Includes STAAR but not STAAR Alt 2
  TestVersion == "S",
  ## Includes Scored assessments only
  ScoreCode == "S",
  ## Includes Math and English
  (SubjectCode == "Math" |
   SubjectCode == "Reading" |
   SubjectCode == "Algebra I" |
   SubjectCode == "English I" |
   SubjectCode == "English II"),
  ## Select desired school years
  (SchoolYear == "2024-2025" |
   SchoolYear == "2023-2024")
)

```

6 Enrollment Readiness / Student Demand

Important to note the difference between enrollment goals and capacity!

6.1 Percentage Meeting Enrollment Goal

Each year, each IDEA school has an assigned enrollment target or goal for each grade level they enroll, set by the Enrollment and School Launch Team. [Add information about who sets these and how].

For this metric, a unit (grade level, school, campus, or region) is considered to have met its enrollment goal if the total number of students enrolled on the First Day Of Persistence (FDOP) is at or above the total enrollment goal for that unit.

$$\% \text{ Meeting Enrollment Goal} = \frac{\# \text{ of Students Enrolled at Unit at FDOP}}{\text{Total Enrollment Goal for Unit}}$$

If one school is under-enrolled but another is over-enrolled, a full campus may still meet its overall enrollment goal. For example, at FDOP 2025, enrollment at Austin Health Professions Academy was 13 students below its target (not meeting enrollment goal), but Austin Health Professions College Prep was 46 above its target (meeting enrollment goal). Therefore, the full Austin Health Professions campus was 33 students above its target and considered to be meeting its enrollment goal.

Table 6.1: Example of Under- and Over-Enrollment at Individual Schools with a Campus Meeting Enrollment Goal

| Unit | Enrollment at FDOP | Target Enrollment | Meets Goal? |
|--|--------------------|-------------------|-------------|
| Health Professions Academy | 335 | 348 | No |
| Health Professions College Prep | 434 | 388 | Yes |
| Health Professions Campus Total | 769 | 736 | Yes |

6.1.1 Notes & Exclusions

- Two IDEA schools enroll PreK

6.1.2 Source

6.2 Percentage Student Annual Persistence

6.2.1 Notes & Exclusions

6.2.2 Source

6.3 Percentage of Schools/Campuses Under 85% Capacity (Model 1501)

6.3.1 Notes & Exclusions

6.3.2 Source

The STAAR data includes STAAR and high school level End-of-Course (EOC) assessments stored in IDEA's data warehouse(IDEA Public Schools Data Warehouse 2025).

```
STAAR <- get_table(.table_name = "STAAR", .database_name = "Dashboard",  
                  .schema = "dbo", .server_name = "RGVPDRA-DASQL") %>%  
  filter(  
    ## Includes STAAR but not STAAR Alt 2  
    TestVersion == "S",  
    ## Includes Scored assessments only  
    ScoreCode == "S",  
    ## Includes Math and English  
    (SubjectCode == "Math" |  
     SubjectCode == "Reading" |  
     SubjectCode == "Algebra I" |  
     SubjectCode == "English I" |  
     SubjectCode == "English II"),  
    ## Select desired school years  
    (SchoolYear == "2024-2025" |  
     SchoolYear == "2023-2024")  
  )
```

References

- IDEA Public Schools. 2023. “2023-2024 Staff Retention Calculation Standard Operating Procedure.” https://ideapublicschoolsorg.sharepoint.com/:b:/r/HumanAssets/Shared%20Documents/2023-24%20Staff%20Retention%20SOP_FINAL_08.12.24.pdf?csf=1&web=1&e=Xkh56Z.
- . 2024. “2024-2025 Staff Retention Calculation Standard Operating Procedure.” https://ideapublicschoolsorg.sharepoint.com/HumanAssets/SiteAssets/SitePages/Retention-Policy/24-25-TX_Staff-Retention-SOP_Final_09032024.pdf?web=1.
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