



Via  
E-Mail

227901

January 23, 2026  
Matias Segura, Superintendent  
Lynn Boswell, Board President  
Austin ISD

Superintendent Segura and Board President Boswell,

Thank you for submitting your final, board-approved campus turnaround plan for Linder Elementary (CDCN: 227901160). We appreciate the time and effort that you, your staff, and your community have put into developing a plan to improve the academic outcomes of all students in your school system.

Upon review, the Agency has **approved** the Turnaround Plan for **Linder Elementary**. The school system plan chose to implement the Accelerating Campus Excellence (ACE) model as its strategy for campus improvement. Approval indicates only that the ACE plan meets the statutory requirements outlined in TEC §39A.105(b). Successful improvements in campus performance and student outcomes depend on the school system's fidelity of implementation of this model. The ACE model requires intensive staffing commitments, sustained board alignment, prioritization of instructional time and quality resources, and consistent execution of extended learning opportunities. These responsibilities rest entirely with local leadership and governance.

While this plan has been approved, the Agency has identified areas where focused attention and ongoing refinement during implementation may further strengthen the effectiveness and sustainability of your plan. The following recommendations are provided to support continuous improvement and future growth at the campus level. These do not require formal modification of the approved plan, but should be considered as part of your ongoing implementation efforts to yield the impact that can be achieved with a high-fidelity implementation of the ACE model:

#### **Milestones**

*The plan does not provide sufficient evidence that milestones are comprehensive, time-bound, and include clear responsibilities and monitoring processes. Specifically, the review found:*

- Implementation checkpoints are not included in the plan.
- Capacity-building activities are not included in the plan.

### **ACE Fidelity of Implementation Requirements**

The following conditions are essential for maintaining approval of the ACE Turnaround Plan and are required under TEC §39A.105(b):

- A principal with full authority over all staffing decisions.
- At least 60% of teachers assigned to the campus must demonstrate instructional effectiveness.
- Employment and compensation plans must include strong incentives and multi-year commitments for high-performing staff.
- The school system must implement extended learning time, including an extended school year calendar and additional student support structures.
- The campus must engage an approved external partner with demonstrated effectiveness.
- The school system must ensure high quality, data driven instructional practices and weekly professional learning cycles.

Fidelity to these commitments will determine the success of the ACE model and the school system's ability to achieve rapid, sustainable improvement.

### **Local Leadership and Governance Responsibilities**

The ACE model requires an elevated level of commitment from school leadership and the board of trustees. The school system must ensure consistent and faithful execution of all components of the plan and conditions of ACE implementation. To ensure sustained progress, school leaders, including the superintendent, must closely track implementation and act rapidly to address any barriers to implementation. The success of this plan will be determined fully by its results.

Please note that while the plan is approved, any modification to the plan requires prior authorization from the Commissioner in accordance with Texas Education Code (TEC) §39A.110. If changes are considered necessary, contact your campus support specialist to review proposed adjustments and next steps.

Effective December 4, 2025, TEC §39A.108 requires implementation of all approved turnaround plans. For ACE campuses, this requirement includes maintaining the structural conditions, compensation models, staffing authority, instructional time commitments, and external partnerships necessary for ACE fidelity. These components may not be reduced, modified, or discontinued without prior Agency authorization. Per TEC §39A.110(b), once the campus earns two consecutive acceptable (C or better) overall

performance ratings, implementation of the turnaround plan may cease, and further modifications do not require agency approval.

The TEA reserves the right to implement all available interventions and sanctions under TEC, Chapters 39 and 39A, and Title 19, Texas Administrative Code (TAC), Chapter 97, to address current or future deficiencies identified for the district, including the appointment of a monitor, conservator, management team, or board of managers, to ensure school system-level support and implementation of updated improvement plans.

If you have questions regarding the content of this letter, please contact the Division of School Improvement at (512) 463-5226 or by email at [SIdivision@tea.texas.gov](mailto:SIdivision@tea.texas.gov).

Thank you for your continued efforts to improve the educational outcomes of all students that your school system serves.

Sincerely,

A handwritten signature in black ink that reads "Megha Kansra". The signature is fluid and cursive, with "Megha" on the top line and "Kansra" on the bottom line.

Megha Kansra  
Associate Commissioner, District Planning and Supports, Texas Education Agency