

100-DAY REPORT

DR. TIFFANIE SPENCER
SUPERINTENDENT



ENTRY GOALS

*100%
Achieved*

1

Ensure effective district governance by creating a collaborative, positive relationship with the Mansfield ISD Board of Trustees, ensuring a unified Board and Superintendent (Team of 8) Leadership Team.



2

Strengthen trust and confidence through consistent, purposeful communication and relationship-building, while listening broadly and deeply to diverse stakeholder voices through one-on-one conversations, leadership engagement, and community events to inform continuous improvement and shared ownership.



3

Evaluate district-wide curriculum, instructional practices, and support to drive improvements, close achievement gaps, and ensure every student has the tools and access to be college-, career-, and life-ready.



4

Assess organizational effectiveness and efficiency to ensure systems, staffing, and resources are aligned to maximize student achievement for all, and differentiated support to schools.



5

Energize the district during our final four years of Vision 2030 and build collective momentum for the next phase of planning and growth through purposeful change and continuous improvement.



LEADING *with* HEART

Brought to you by *Dr. Spencer*



GOAL ONE

STRENGTHENING GOVERNANCE & OUR TEAM OF 8

- ✓ Conducted **41** one-on-one meetings with each trustee to understand perspectives.
- ✓ Established a **Board Hub**, providing Trustees with timely information and transparency.
- ✓ Developed regular communication and meeting structures with Board leadership.
- ✓ Implemented governance expectations and collaborative decision-making processes.
- ✓ Partnered with the board to maintain focus on Vision 2030 and student success.
- ✓ Built a culture of trust through accessibility, responsiveness, and open communication.

4 BOARD
MEETINGS

1 GOVERNANCE
RETREAT

2 LEADERSHIP
CONFERENCES





LOOKING AHEAD

- Continue strengthening communication through regular board updates.
- Maintain a governance culture grounded in trust, transparency, and collaboration.
- Align board priorities with the district's strategic direction and Vision 2030.
- Keep students at the center of every decision.



RELATIONSHIPS

Trust, Respect, and Open Dialogue.



COMMUNICATION

Consistent, Transparent, and Collaborative



SHARED VISION

One Purpose, Every Student, Every Decision

GOAL TWO

BUILDING TRUST THROUGH LISTENING & ENGAGEMENT



- ✓ Launched Storytime MISD to strengthen connections with **50+** preschool-age students participating.
- ✓ Conducted **21** listening sessions with district departments to better understand strengths, challenges, and opportunities.
- ✓ Met with **3,691** parents, community leaders, higher education partners, civic organizations, and business leaders to strengthen partnerships.
- ✓ Increased visibility through **10** comprehensive campus visits and **31** community and business meetings.
- ✓ Expanded communication through social media, videos, and digital platforms, resulting in **256K+** engagements.
- ✓ Used stakeholder feedback to inform district priorities and future planning.

EMERGING THEMES FROM STAKEHOLDERS




SUPPORTING &
INVESTING IN
PARAPROFESSIONALS


EXPANDING SERVICES
FOR SPECIAL
EDUCATION


ADDRESSING STAFFING
NEEDS ACROSS THE
DISTRICT


PROVIDING
MEANINGFUL
PROFESSIONAL
LEARNING


ENSURING
TECHNOLOGY
ENHANCES
INSTRUCTION


BALANCING
ASSESSMENT
PRACTICES TO
MAXIMIZING
INSTRUCTIONAL TIME



LOOKING AHEAD

- Continue listening with intention.
- Communicate openly and consistently.
- Act on stakeholder feedback.
- Strengthen partnerships across Mansfield.
- Keep students at the center of every decision.

GOAL THREE

ADVANCING TEACHING, LEARNING, & STUDENT SUCCESS

- ✓ Visited campuses to observe teaching and learning firsthand.
- ✓ Met with principals, teachers, instructional leaders, and support staff to better understand classroom successes and challenges.
- ✓ Reviewed instructional priorities to ensure alignment with Vision 2030.
- ✓ Identified opportunities to strengthen professional learning and educator support.
- ✓ Added **8** professional and **8** paraprofessional Special Ed positions to better support students and campuses.
- ✓ Increased paraprofessional compensation to recognize the essential role they play in student success.



PROJECTED PERFORMANCE

22

CAMPUSES ARE
PROJECTED TO IMPROVE
OR MAINTAIN THEIR
PERFORMANCE RATING

35

CAMPUSES ARE
PROJECTED TO EARN AN
'A' or 'B' PERFORMANCE
RATING



LOOKING AHEAD



SUPPORT
OUTSTANDING
TEACHING & LEARNING



INVEST IN THE
PEOPLE CLOSEST TO
STUDENTS



STRENGTHEN
INSTRUCTIONAL
SYSTEMS & SUPPORTS



EXPAND
OPPORTUNITIES FOR
EVERY LEARNER



KEEP STUDENTS
AT THE HEART OF
EVERY DECISION

GOAL FOUR

FOSTERING ORGANIZATIONAL EFFECTIVENESS

KEY ACCOMPLISHMENTS

- ✓ Audited district expenditures and developed a plan for addressing the district's budget deficit.
- ✓ Evaluated 2024 Bond projects, capital budgets, and facility maintenance schedules.
- ✓ Began defining district-wide expectations for exceptional service from central administration.
- ✓ Analyzed enrollment trends, transfer patterns, and Special Education paraprofessional compensation structures.
- ✓ Evaluated systems and processes to improve efficiency and reduce barriers for campuses.
- ✓ Reinforced a culture of continuous improvement and shared accountability across all departments.
- ✓ Implemented a Strategic Attrition Process, generating an estimated \$1.2 million in savings.
- ✓ Hosted a spring teacher job fair that resulted in 380 participants, demonstrating the strong interest in MISD.





24

\$1.5M

\$545K

50%



CAMPUSES
RECEIVED
RENOVATIONS

SAVINGS BY RETURNING
SUBSTITUTE TEACHERS TO
MISD EMPLOYMENT

ANNUAL
INSURANCE
PREMIUM SAVINGS

REDUCTION IN BUS
ACCIDENTS



LOOKING AHEAD

- Continue aligning staffing and organizational structures with district priorities.
- Refine district processes to improve efficiency and consistency across departments.
- Strengthen service expectations between central administration and campuses.
- Use stakeholder feedback to guide continuous improvement efforts.
- Align resources to support long-term financial sustainability and student success.



GOAL FIVE

GAINING MOMENTUM FOR THE FUTURE



- ✓ Reinforced the district's commitment to the final four years of Vision 2030.
- ✓ Built shared ownership by engaging employees, families, students, business leaders, and community partners.
- ✓ Identified district strengths and opportunities to inform future strategic priorities.
- ✓ Established a foundation for continuous improvement through meaningful stakeholder feedback.
- ✓ Began aligning future work around student achievement, organizational effectiveness, and long-term financial sustainability.



83.5%

STAFF SATISFACTION RATING (7.5% IMPROVEMENT)

85.6%

TEACHER RETENTION (1.6% IMPROVEMENT)

ACCEPTED

TEACHER INCENTIVE ALLOTMENT APPLICATION

LOOKING AHEAD



**CONTINUE ADVANCING THE
GOALS AND PRIORITIES OF
VISION 2030**



**BUILD LEADERSHIP
CAPACITY ACROSS THE
DISTRICT**



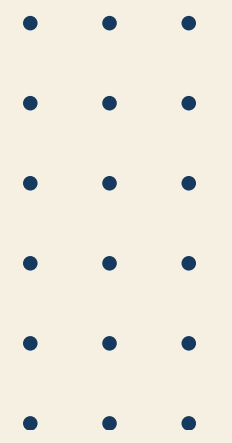
**MAINTAIN A RELENTLESS
FOCUS ON STUDENT
ACHIEVEMENT FOR ALL**



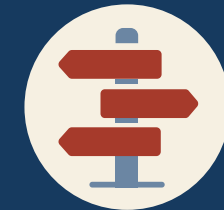
**TRANSLATE STAKEHOLDER
FEEDBACK INTO
MEASURABLE ACTIONS**



THE ROAD AHEAD: NEXT 12 MONTHS



STRENGTHEN OUR FINANCIAL FUTURE



GROW CHOICE & INNOVATION



REIMAGINE SPECIAL EDUCATION



STRENGTHEN LEGISLATIVE ADVOCACY



STRENGTHEN EARLY LEARNING & LITERACY



CONTINUE LISTENING & ENGAGING

We are Mansfield
ONE DISTRICT ♥ ONE MISSION ♥ ONE HEART

