



Millsap Independent School District

District Mission Statement

The Mission of Millsap I.S.D. is to inspire, develop, and educate every student in a safe environment to be a productive citizen prepared for lifelong success.

District Vision Statement

Millsap ISD will partner with parents to be the premier educational organization.

District Motto

Your child, Their dreams, Our mission.

Priority 1: Student Excellence;

Priority 3: Stakeholder Engagement and Satisfaction;

Priority 2: High-Quality Staff:

Priority 4: Strong Financial Stewardship

Priority 1.1 - Student Achievement and Growth (On-Grade Level Performance, and Growth in Reading and Math)

Strategy 1.1.1: Deliver and monitor effective Tier I instruction.

Strategy 1.1.2: Ensure fidelity of Curriculum & Instruction delivery through formative assessments.

Strategy 1.1.3: Create a well-defined curriculum plan, Learning Framework.

Priority 1.2 - Student College, Career, and Military Readiness

Strategy 1.2.1: Promote opportunities for students to earn College Readiness.

Strategy 1.2.2: Promote opportunities for students to earn Career Readiness.

Strategy 1.2.3: Promote opportunities for students to earn Military Readiness.

Priority 1.3 - Life-Ready

Strategy 1.3.1: Develop students with high emotional intelligence.

Strategy 1.3.2: Create student-focused experiences that develop the Whole Child

Strategy 1.3.3: Develop the characteristics in the MISD Portrait of a Graduate.

Priority 2.1 - Recruitment

Strategy 2.1.1: Ensure & Promote Competitive Staff Compensation & Benefits

Strategy 2.1.2: Create, Implement, and Sustain Pillars of Excellence through defined attributes..

Strategy 2.1.3: Create, Implement, and Sustain an MISD Recruitment Plan.

Priority 2.2 - Retention

Strategy 2.2.1: Ensure & Promote Competitive Staff Compensation and Benefits.

Strategy 2.2.2: Promote a positive Districtwide Culture

Strategy 2.2.3: Systematic Review of Staff Satisfaction Survey with Actionable Follow-up.

Priority 2.3 - Build Human Capital

Strategy 2.3.1: Create, Revise, and implement the MISD Continuum of Learning.

Strategy 2.3.2: Build Capacity by engaging staff in Professional Learning.

Priority 3.1 - Parent Engagement & Satisfaction

Strategy 3.1.1: Building Partnerships with Stakeholders

Strategy 3.1.2: Deliver Transparent, Timely, Engaging Communications for Stakeholders.

Strategy 3.1.3: Community Outreach.

Priority 3.2 - Retention

Strategy 3.2.1: Building Partnerships with Stakeholders

Strategy 3.2.2: Deliver Transparent, Timely, Engaging Communications for Stakeholders.

Strategy 3.2.3: Community Outreach.

Priority 4.1 - Fiscal Stewardship with Transparent Budget Development, Adoption, and Management Processes

Strategy 4.1.1: Create a Transparent Budget Development Process

Strategy 4.1.2: Transparent Management process.

Strategy 4.1.3: Develop effective fiscal managers.

Priority 4.2 - Systematic approach to long-range facility planning

Strategy 4.2.1: Develop and sustain sound facility master planning process.

Strategy 4.2.2: Maintain a community advisory committee (CAC).

Priority 4.3 - Operational Effectiveness and Efficiency

Strategy 4.3.1: Develop, Implement, and Uphold Business Office Procedure Manual aligned to policy.

Strategy 4.3.2: Develop effective fiscal managers.

Strategy 4.3.3: Develop key Roles & Responsibilities and measure internal customer satisfaction

Strategy 4.3.4: Promote a Safe Environment.



Millsap Elementary School Plan on a Page 2026-2027



District Mission Statement

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District Motto

Your child. Their dreams. Our mission.

Vision Statement

Millsap ISD will partner with parents and the community to be the premier educational organization.

Campus Mission Statement

The Mission of Millsap Elementary is to educate every student to function successfully as a result of a positive learning environment created by dedicated staff, supportive parents, and an involved community.

Campus Motto

Bring Your A Game.
Attendance, Academics, Attitude, and Active Learning

Campus Vision Statement

All staff at Millsap Elementary School will empower all students to grow at least one full year, while still valuing the whole child.

Value Statements

- We value community/parental partnerships and mutual respect.
- We value positive relationships with students, staff, and parents.
- We value the development of the whole child.
- We believe student success is our ultimate measure.
- We practice ethical behavior and personal integrity.

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District Goals

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs.
2. Millsap ISD will recruit, develop, and retain high-quality and motivated staff to ensure student success.
3. Millsap ISD will provide all students with a safe and nurturing learning experience.
4. Millsap ISD will ensure financial integrity to support educational academic and co-curricular programs.
5. Millsap ISD will partner with parents and the community to ensure student success.

Campus Teaching/Learning Goals (Related to District Goal 1)

Priority 1 : Student Excellence

- Campus Goal 1: Student Achievement and Academic Growth
- Campus Goal 2: Closing Achievement Gaps and Differentiated Instruction
- Campus Goal 3: Safe and Supportive Learning Environment

Campus Goal 1: MES will improve student achievement through engaging, rigorous instruction, high-quality curriculum implementation, and data-driven instructional decisions that increase student success in all grade levels.

Campus Goal 2: MES will use STAAR, MAP, classroom assessment, and progress-monitoring data to identify student needs, close achievement gaps in grades 3–5, and provide targeted instruction and interventions that support academic growth for all students.

Campus Goal 3: MES will foster a safe, inclusive, and nurturing school environment that promotes positive relationships, and student engagement.

Campus Operational Goals (Related to District Goals 2-5)

Priority 2 : High-Quality Staff/ Priority

Priority 3: Stakeholder and Engagement Satisfaction

- Campus Goal 4: Staff Development and Retention
- Campus Goal 5: Family and Community Partnerships

Campus Goal 4: MES will recruit, develop, support, and retain high-quality staff through meaningful professional learning, PLCs, instructional support, and opportunities for professional growth.

Campus Goal 5: MES will strengthen relationships with families and the community through consistent communication, meaningful engagement opportunities, and collaborative partnerships that support student achievement and school success.

Campus Goal 5: MES will implement consistent attendance-monitoring and communication practices by reviewing attendance data monthly, identifying students with frequent absences, and partnering with families to address barriers to attendance.



Millsap Middle School
Plan on a Page
2026-2027



District Mission Statement

The Mission of Millsap I.S.D. is to inspire, develop, and educate every student in a safe environment to be productive, responsible citizens prepared for lifelong success.

Campus Mission Statement

The Mission of Millsap Middle School is to inspire, develop, and educate every student in a safe environment to be productive, responsible citizens prepared for lifelong success.

District Motto

Your Child. Their Dreams. Our Mission

Campus Motto

Your Child. Their Dreams. Our Mission

Vision Statement

Millsap ISD will partner with parents and community to be the premier educational organization.

Campus Vision Statement

Millsap Middle School will partner with parents and community to be the premier educational organization.

Value Statements

- We value community/parental partnerships and mutual respect.
- We value positive relationships with students, staff, and parents.
- We value the development of the whole child.
- We believe student success is our ultimate measure.
- We practice ethical behavior and personal integrity.

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- We believe student success is our ultimate measure.
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District Goals

1. Millsap ISD will focus on student success by providing premier educational academic and co-curricular programs. (Priority 1)
2. Millsap ISD will recruit, develop, and retain high quality and motivated staff to ensure student success. (Priority 2)
3. Millsap ISD will provide a safe and nurturing learning experience for all students. (Priority 1,3)
4. Millsap ISD will ensure financial integrity to support educational academic and co-curricular programs. (Priority 4)
5. Millsap ISD will partner with parents and community to ensure student success. (Priority 1, 3)

**Campus Teaching/Learning Goals
(Related to District Goal 1)**

1. All students at Millsap Middle School will receive high quality instruction to achieve Masters status on state standardized tests.
Strategies
 - Teachers will participate in scheduled learning walks.
 - Teachers will utilize TEKS resources
 - We will use Region 11 coaches in core subjects to improve instructional quality
 - We will partner with Region 11 to provide quality training to increase instructional capacity

**Campus Operational Goals
(Related to District Goals 2-5)**

1. Each teacher at Millsap Middle School will continue to grow professionally to provide high quality instruction to students.
2. Millsap Middle School will provide effective communication using various types of media to parents, guardians, and the community.
3. Millsap Middle School will provide a safe and secure school environment to promote academic and social success.
4. MMS will actively engage parents and community members through collaborative events and volunteer opportunities to strengthen partnerships that support academic achievement, student well-being, and overall success.



**Millsap High School
Plan on a Page
2026-2027**



District Mission Statement

The mission of Millsap ISD is to INSPIRE, DEVELOP and EDUCATE every student in a safe environment to be a productive, responsible citizen prepared for lifelong success.

District Motto

Your child. Their dreams. Our mission.

Vision Statement

Millsap ISD will partner with parents and the community to be the PREMIER educational organization.

Campus Mission Statement

The mission of Millsap High School is to INSPIRE, DEVELOP and EDUCATE every student in a safe environment to be a productive, responsible citizen prepared for lifelong success.

Campus Motto

Every Child. Every Day. Whatever It Takes.

Campus Vision Statement

Millsap High School will partner with parents and the community to be the PREMIER educational organization.

Value Statements

- We value the development of the whole child.
- We value community/parental partnerships and mutual respect.
- We value positive relationships with students, staff, and parents.
 - We believe student success is our ultimate measure.
 - We practice ethical behavior and personal integrity.

District Goals

1. MISD makes educational decisions based on the development of the whole child, believes student success is our ultimate measure and Academic Growth and High Performance (Meets & Masters) is foundational to MISD's academic success.
2. MISD employees practice ethical behavior & personal integrity, MISD hires employees that align with our Bulldog culture and builds a positive culture where staff work together and support one another and share the decision making process.
3. MISD is committed to open, transparent, ongoing communication with district stakeholders, and believes a trusting partnership between the community & district will result in student success.
4. MISD will display sound, conservative, transparent fiscal practices, allocate resources in alignment to district priorities, and deploy Effective and Efficient spending practices.

Campus Teaching/Learning Goals (Related to District Priority 1)

Campus Goal 1: Increase instructional rigor resulting in all students earning growth.

Campus Goal 2: MHS will continue to partner with Region XI to coach administrators and core teachers to increase use of high yield strategies to increase academic discourse and higher level thinking opportunities.

Campus Goal 3: MHS will maintain a minimum 97% graduation rate and a CCMR score of 97% or higher.

Campus Goal 4: MHS will increase student attendance from the 2025-2026 rate of 94.9% to 96% (= 6 days/student) in 2026-2027 with the end goal of reaching Q1. (Priorities 1,2,3,4)

Campus Operational Goals (Related to District Priorities 2-4)

Campus Goal 5: MHS will ensure a safe educational environment. (Priorities 2,3,4)

Campus Goal 6: By the end of 2026–27, MHS will increase all STAAR Meets+ performance from 65% to 68%, Economically Disadvantaged from 51% to 57%, and SpEd from 40% to 48% through intensive support and best practices in scheduling and services for At-Risk, 504, SpEd, DAEP, EB, and Low SES students. (Priorities 1–4)