



## **MANSFIELD ISD**

### *District Improvement Plan*

Consideration for Approval by MISD Board of Trustees on December 17, 2024

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# Mansfield Independent School District



LIFE READY • CAREER READY  
COLLEGE READY

**Mission** To inspire and educate students to be productive citizens.

A destination district committed to excellence. **Vision**

## Values

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relationships
- Resiliency



**Motto** MISD: A great place to live, learn, and teach.

## Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Mansfield ISD District Scorecard 2021-2026

1. Vision 2030 Guiding Statements									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
1.1	% Reading on level by start of 3 <sup>rd</sup> grade	82%		73%	72%	74%			
1.2	% of students mastering Algebra 2	80%	69%	76%	77%	74%			
1.3	% of students graduating Life Ready	80%		58%	76%	63%*			
1.4	% of students graduating College and/or Career Ready	88%		66%	78%	96.5%			
*Availability of 23-24 Life Ready data due to cybersecurity incident impacts overall %.									
2. Curriculum, Instruction & Accountability									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
2.1	% of students on/above grade level per STAAR ELA Meets	65%	56%	59%	60%	62%			
2.2	% of students on/above grade level per STAAR Math Meets	60%	48%	51%	55%	54%			
2.3	% Completing Student Scorecard	80%		74%	*	58%*			
*Availability of 23-24 Life Ready data due to cybersecurity incident impacts overall %.									
3. Student Services									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
3.1	% Students in Extra/Co-curricular Activities	90%	77%	68%	68%	85%			
3.2	Student Survey-% Satisfied	70%	60%	50%	59%	62%			
3.3	% Out of Placement (ISS/OSS/DAEP)	15%		11%	11%	12%			
4. Technology									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
4.1	% Critical Systems Scheduled Uptime	98%	99%	99.8%	95.6%	99.6%			
4.2	% Work Orders Completed within 7 Business Days	80%	63%	81.5%	80.5%	86.9%			
4.3	Cybersecurity: Uncompromised End-Points	99%	99%	99.8%	99.78%	99.99%			
5. Human Resources									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
5.1	% Teacher Retention Rate	90%	89.6%	86.7%	82.9%	TAPR			
5.2	Teaching staff reflects diversity of student population - % Gap	≤ 10%	14.9%	14.1%	13.7%	TAPR			
5.3	Staff Survey - % Satisfied	85%	80%	75%	79%	82%			
6. Communications & Marketing									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
6.1	# MISD Positive Publicity Media Hits	1464	970	1,276	2,063	1,522			
6.2	ACE Summer Rd & Math Progress %	90%		85%/95%	80%/93%	76%/91%			
6.3	Revenue Generated	\$4,000,000	\$3,126,571	\$3,466,915	\$3,692,885	\$3,807,605			
7. Facilities & Operations									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
7.1	% of Work Orders Completed within 5 Business Days	83%	78%	80%	79%	78%			
7.2	% of Workers Compensation Claims Filed	6.75%	8%	5.8%	8.1%	7.4%			
7.3	% of Student Meal Participation	65%	60%	74%	69%	72%			
8. Business & Finance									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
8.1	Highest rating on FIRST	Superior	Superior	Superior	Superior	Superior			
8.2	Clean Financial Audit	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion	Dec '24			
8.3	Trainings Provided to District Personnel	15	8	8	19	22			
9. Safety & Security									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
9.1	% Police Presentations Per Month	95%	63%	112%	109%	135%			
9.2	% District Physical Security Audit	94%			90%	90%			
9.3	% Police Force Meeting TCOLE Standards	100%	100%	100%	100%	100%			

■ Met or Exceeded 5 Year Goal     
 ■ On Track Towards Meeting Goal with a Positive Trend     
 ■ Did Not Achieve Yearly Goal-Improvement Effort Suggested     
 ■ Current Progress Did Not Achieve Goal-Improvement Effort Required

## Comprehensive Needs Assessment Summary: 2024-2025

Parents, Administrators, and Teacher Climate Surveys, State Assessment and Accountability Data			
List Data Sources Reviewed:			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the department, including how federal and state program funds will be used?
<b>Demographics</b>	<ul style="list-style-type: none"> <li>● MISD is a diverse school district with 35,625 students.</li> <li>● African American 34.45%</li> <li>● White 24.06%</li> <li>● Hispanic 27.18%</li> <li>● Asian 8.69%</li> <li>● Two or More Races 5.20%</li> <li>● Economically Disadvantaged 48.14%</li> <li>● Gift &amp; Talented 7.40%</li> <li>● Special Ed 14.52%</li> <li>● Limited English Proficient (LEP) 15.98%</li> <li>● Bilingual 3.56%</li> <li>● English as a Second Language (ESL) 12.34%</li> <li>● At-Risk 41.48%</li> <li>● Military-Connected 5.74%</li> </ul>	<ul style="list-style-type: none"> <li>● The MISD student demographics are changing. The number of White students has decreased for the past three years. Conversely, the percentages of African-American, Hispanic, Asian, and Two or More Races students have increased at an average of 0.5% to 1% or stayed the same for the last three years.</li> <li>● The percentage of students in the MISD Special Populations (Special Education, Section 504, and Language Acquisition) has steadily increased in the last two years. Specifically, the percentage of SPED students increased by 1.73% this year compared to the 2023-24 school year. Likewise, the number of students needing ESL and Bilingual services continues to rise by an average of 0.5% to 1.0% annually. If this trajectory continues, the Special Pops group will likely continue to grow steadily for the foreseeable future.</li> </ul>	<ul style="list-style-type: none"> <li>● Efficient use of facilities.</li> <li>● Providing an aligned written, taught, and assessed curriculum to meet the varied needs of all students.</li> <li>● Federal funds are used to support campuses identified as Title I, professional learning for teachers, district staff and administrators from Title II, and provide equity to emergent bilingual students through Title III, and support the emotional well-being of our students with Title IV.</li> </ul>

<p><b>Student Achievement</b></p>	<p><b><u>ELAR 3-8</u></b></p> <ul style="list-style-type: none"> <li>● In Grades 3 - 8, on average, 84% of all students tested on the STAAR reading performed at the <i>Approaches Grade Level</i>.</li> <li>● Grade 4 had the highest percentage of all students (87%) perform at <i>Approaches Grade Level</i>.</li> <li>● On average, 60% of students in grades 3-8 performed at the <i>Meets Grade level</i> in reading. Specifically, 56% of 3<sup>rd</sup>, 58% of 4<sup>th</sup>, 60% of 5<sup>th</sup>, 66% of 6<sup>th</sup>, 64% of 7<sup>th</sup>, and 63% of 8<sup>th</sup> graders performed at <i>Meets Grade Level</i>.</li> <li>● In grades 3- 8, 61% to 84% of the Asian and White students performed at <i>Meets Grade Level</i>.</li> <li>● Sixty percent of 6<sup>th</sup> and 7<sup>th</sup> graders performed at <i>Meets Grade Level</i>.</li> <li>● There was an 8% increase in <i>Meets Grade Level</i> in the 6<sup>th</sup> grade ELAR performance.</li> </ul> <p><b><u>ELAR - EOC</u></b></p> <ul style="list-style-type: none"> <li>● In English I and II End-of-Course (EOC), 78% and 80% of all students performed at the <i>Approaches Grade Level</i>.</li> <li>● 62% and 66% of English I &amp; II students scored at <i>Meets Grade Level</i>.</li> <li>● The percentage of students performing at <i>Meets Grade Level</i> increased by 4% in English II in 2024 compared with 2023.</li> <li>● 74% of White and 78% of Asian students performed at <i>Meets Grade Level</i> in English I.</li> <li>● 67% of Two or More Races and Continuously Enrolled students performed at the <i>Meets Grade Level</i>.</li> <li>● 79% White and 84% Asian students performed at the <i>Meets Grade Level</i> in English II.</li> <li>● 71% of Two or More Races and Continuously Enrolled Students</li> </ul>	<p><b><u>ELAR 3-8</u></b></p> <ul style="list-style-type: none"> <li>● The percentage of students performing at the <i>Masters Grade Level</i> averaged 30% in STAAR 3-8 reading. The lowest rate was 22% in 3<sup>rd</sup> grade and 27% in 4<sup>th</sup> grade. Grade 5 had 30%, 6<sup>th</sup> grade had 31%, 7<sup>th</sup> grade had 34%, and 8<sup>th</sup> grade had 37%.</li> <li>● 45% to 60% of Hispanic, African American, and Economically Disadvantaged grades 3-8 students performed at the <i>Meets Grade Level</i>.</li> <li>● Less than 30% of SPED students performed at the Meets Grade Level in grades 3-8.</li> </ul> <p><b><u>ELAR - EOC</u></b></p> <ul style="list-style-type: none"> <li>● 21% of English I testers performed at the <i>Masters Grade Level</i></li> <li>● 12% of the English II students performed at the <i>Masters Grade Level</i>.</li> <li>● The percentage of Hispanic, African American, American Indian, and Economically Disadvantaged students performing at the <i>Meets Grade Level</i> ranged from 50% to 60% in English I and English II.</li> <li>● The Emerging Bilingual and the SPED students had the lowest percentage of students at the <i>Meets Grade Level</i>. This performance ranged from 18% to 36%.</li> </ul>	<p><b><u>ELAR</u></b></p> <ul style="list-style-type: none"> <li>● Continue to invest in teacher efficacy.</li> <li>● Provide training to teachers at district-wide PDs and with Instructional Coaches through the PLC Model.</li> <li>● Calibrate classroom samples.</li> <li>● Provide teachers with resources that (a) instructs teachers on how to invite students to apply language conventions and</li> <li>● and provides additional resources.</li> </ul>
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	<p>performed at the Meets Grade Level in English II.</p> <ul style="list-style-type: none"> <li>60% of the African American students performed at the <i>Meets Grade Level</i> in English II.</li> </ul> <p><b><u>Mathematics 3-8</u></b></p> <ul style="list-style-type: none"> <li>On average, 77% of all grades 3-8 students performed at the <i>Approaches Grade Level</i> in mathematics. Notably, 81% of 5th and 82% of 6th graders performed at the <i>Approaches Grade Level</i>. Grade 7 had the lowest percentage (69%) of students performing at the <i>Approaches Grade Level</i>.</li> <li>Grade 4 had the highest percentage (54%) of students performing at <i>Meets Grade Level</i>. Grades 3 and 5 had 51% and 53%, respectively. Half of the 6<sup>th</sup> and 7<sup>th</sup> graders performed at <i>Meets Grade Level</i>.</li> <li>56% to 75% of the White and Asian 3-7 students performed at the <i>Meets Grade Level</i>.</li> <li>50% to 60% of the Former Special Education and Continuously Enrolled grades 3-7 students performed at the <i>Meets Grade Level</i>.</li> </ul> <p><b><u>Mathematics-EOC</u></b></p> <ul style="list-style-type: none"> <li>88% of the students who took Algebra I EOC performed at the <i>Approaches Grade Level</i>.</li> <li>65% of Algebra I testers performed at the <i>Meets Grade Level</i>.</li> <li>74% White and 84% Asian students performed at the <i>Meets Grade Level</i>.</li> </ul> <p><b><u>Science – 5 &amp; 8</u></b></p> <ul style="list-style-type: none"> <li>65% of the 5<sup>th</sup> graders performed at the <i>Approaches Grade Level</i> in science.</li> </ul>	<p><b><u>Mathematics 3-8</u></b></p> <ul style="list-style-type: none"> <li>The percentage of students performing at the <i>Masters Grade Level</i> in math was 26% or less in grades 3 – 8. Grade 8 had the lowest rate (7%) of students performing at the <i>Masters Grade Level</i> in mathematics.</li> <li>50% or less of the 6<sup>th</sup> through 8<sup>th</sup> graders performed at <i>Meets Grade Level</i>.</li> <li>36% to 49% of the Economically Disadvantaged, African American, and Hispanic students performed at the <i>Meets Grade Level</i>. The Economically Disadvantaged group in 8<sup>th</sup> grade had the lowest percentage (36%) of students in the <i>Meets Grade Level</i> category.</li> <li>Less than 25% of all SPED students in grades 3-8 performed at the <i>Meets Grade Level</i>.</li> </ul> <p><b><u>Mathematics-EOC</u></b></p> <ul style="list-style-type: none"> <li>Less than half (45%) of the students who took Algebra I performed at <i>Masters Grade Level</i>.</li> <li>54% of Economically Disadvantaged students, 58% of African Americans, and 57% of Hispanic students performed at the <i>Meets Grade Level</i>.</li> <li>52% of the Emerging Bilingual and 22% of the SPED students performed at the <i>Meets Grade Level</i>.</li> </ul> <p><b><u>Science – 5 &amp; 8</u></b></p> <ul style="list-style-type: none"> <li>31% of 5<sup>th</sup> graders performed at <i>Meets Grade Level</i> in Science.</li> </ul>	<p><b><u>Mathematics</u></b></p> <ul style="list-style-type: none"> <li>Provide targeted professional development in problem-solving strategies, fostering math identity, and utilizing manipulatives with the CRA approach during the school day to increase teacher capacity (supplies, resources, and substitutes).</li> </ul>
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	<ul style="list-style-type: none"> <li>● 73% of the 8<sup>th</sup> graders performed at the <i>Approaches Grade Level</i>.</li> <li>● 72% of Asian, 64% of White, and 64% of Non-Economically Disadvantaged students in 8<sup>th</sup> grade performed at the <i>Meets Grade Level</i>.</li> </ul> <p><b>Science - EOC</b></p> <ul style="list-style-type: none"> <li>● 93% of Biology EOC students performed at the <i>Approaches Grade Level</i>.</li> <li>● 65% of all Biology testers performed at the <i>Meets Grade Level</i>.</li> <li>● 85% of Asian, 78% of White, and 77% of Two or More Races students performed at the <i>Meets Grade Level</i>.</li> <li>● 50% of Asian students performed at the <i>Masters Grade Level</i>.</li> </ul> <p><b>Social Studies – 8<sup>th</sup> Grade</b></p> <ul style="list-style-type: none"> <li>● 64% of 8<sup>th</sup> graders performed at the <i>Approaches Grade Level</i> in Social Studies.</li> <li>● 59% of the Asian students achieved at <i>Meets Grade Level</i>.</li> </ul>	<ul style="list-style-type: none"> <li>● The percentage of 5<sup>th</sup> graders performing at <i>Meets Grade Level</i> dropped by 8% in 2024 compared with 2023.</li> <li>● 27% of Hispanic, 25% of African American, 14% of SPED, and 21% of Economically Disadvantaged students performed at <i>Meets Grade Level</i> in 5<sup>th</sup> grade science.</li> <li>● 39% of African American, 36% of Economically Disadvantaged, 32% of Emerging Bilingual, 38% of Hispanic, and 13% of SPED students performed at the <i>Meets Grade Level</i> in 8<sup>th</sup> grade Science.</li> <li>● The percentage of students performing at the <i>Masters Grade Level</i> was 12% and 19% in grades 5 and 8, respectively.</li> </ul> <p><b>Science - EOC</b></p> <ul style="list-style-type: none"> <li>● 54% of Hispanic and 60% of African American students performed at the <i>Meets Grade Level</i> in Biology.</li> <li>● 42% of the Emerging Bilingual Biology testers performed at the <i>Meets Grade Level</i>.</li> <li>● 25% of SPED students performed at the <i>Meets Grade Level</i>.</li> <li>● 25% of all the Biology testers performed at the <i>Masters Grade Level</i>.</li> </ul> <p><b>Social Studies – 8<sup>th</sup> grade</b></p> <ul style="list-style-type: none"> <li>● 36% of the 8<sup>th</sup> graders performed at <i>Meets Grade Level</i> in Social Studies.</li> <li>● 21% of Emerging Bilingual students, 25% of Economically Disadvantaged students, 27% of Hispanic, and 31% of African American students performed at the <i>Meets Grade Level</i>.</li> <li>● 9% of SPED students performed at the <i>Meets Grade Level</i>.</li> </ul>	<p><b>Science</b></p> <ul style="list-style-type: none"> <li>● Deploy new Science TEKS with fidelity.</li> <li>● Monitor Science TEKS implementation.</li> <li>● Supplemental/ substitute pay for teachers to assist with curriculum writing.</li> </ul> <p><b>Social Studies</b></p> <ul style="list-style-type: none"> <li>● Develop and enhance curriculum document lessons (substitute)</li> <li>● Collaboration with special populations to enhance SPED supports within curriculum will also be prioritized.</li> </ul>
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	<p><b><u>Social Studies – US History</u></b></p> <ul style="list-style-type: none"> <li>● 97% of EOC US History testers performed at the <i>Approaches Grade Level</i>.</li> <li>● 76% of EOC US History testers performed at <i>Meets Grade Level</i>.</li> <li>● 85% of White, 91% of Asian, and 80% of Two or More Races students performed at <i>Meets Grade Level</i>.</li> <li>● 70% of African American and 71% of Hispanic students performed at <i>Meets Grade Level</i>.</li> <li>● 68% of Economically Disadvantaged students performed at <i>Meets Grade Level</i>.</li> </ul>	<p><b><u>Social Studies – US History</u></b></p> <ul style="list-style-type: none"> <li>● 42% of the US History testers performed at the <i>Masters Grade Level</i>.</li> <li>● Less than 40% of the African American, Hispanic, Emerging Bilingual (EB), and Economically Disadvantaged students performed at the <i>Masters Grade Level</i>.</li> <li>● 11% of the SPED students performed at the <i>Masters Grade Level</i>.</li> </ul>	
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<p><b>School Culture and Climate (Include Counseling)</b></p>	<ul style="list-style-type: none"> <li>● 90% of the district administrators and staff and 87% of the teachers surveyed in 2024 responded that the people they work with respect and care for them on a personal level.</li> <li>● 77% of the students surveyed reported that their teachers care about them as a person.</li> <li>● 92% of the district staff and administrators surveyed reported that they would recommend the district to anyone seeking to enroll their children.</li> <li>● 81% of the campus staff and teachers reported that they would recommend the campuses they work at to someone seeking a school for their children.</li> <li>● 81% of the campus staff said that their leaders keep them abreast of what is happening on their campus and in the district.</li> <li>● 79% of the campus staff responded that they are content with the quality of their campus.</li> <li>● 75% of the teachers and campus staff reported that the school improvement planning process was inclusive and represented the views of all stakeholders.</li> <li>● 77% of the parents surveyed in 2024 believe the district provides a safe place for their children to learn.</li> <li>● 85% of the students reported having a friend they can count on to help them, no matter the circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>● 60% of the district staff and campus administrators believe that the district administrators act consistently and follow through on what they say.</li> <li>● 40% of the teachers believe parents do not support them in discipline issues.</li> <li>● 44% of the teachers and campus staff responded that students at their campuses do not respect them as teachers/staff.</li> <li>● 34% of the campus staff and teachers believe that campus administrators do not implement programs and practices to hold staff accountable to realize their highest performance level.</li> <li>● 42% of the students reported that they did not feel safe in the restrooms.</li> <li>● 34% of the students are concerned about their safety on their campuses.</li> <li>● 38% of the students are not satisfied with the quality of their school.</li> <li>● 59% of students responded that they were concerned that another student would take their property by force.</li> <li>● 52% of the school staff and teachers responded that they are not involved in the decision-making process on their campuses.</li> <li>● 40% of district and campus administrators do not believe that the district administration acts consistently and follows through on what they say.</li> </ul>	<ul style="list-style-type: none"> <li>● Provide education to students and parents on the legal definition of bullying; train staff on how to recognize and respond to bullying incidents; conduct administrator training on investigating bullying allegations; provide an online platform for anonymous reporting of bullying allegations.</li> <li>● Continue implementation of a district Social and Emotional Learning (SEL) framework that will foster an overall climate of inclusion, warmth, and respect and will promote the development of core social and emotional skills among both students and staff.</li> <li>● Dedicated collaboration time at principal meetings.</li> <li>● Title 4 supports for professional development connected to SEL and other resources.</li> </ul>
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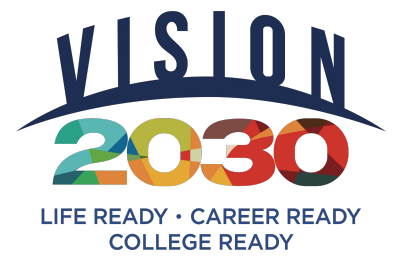
	<ul style="list-style-type: none"><li>● 77% of the students believe their teachers care about them as individuals.</li><li>● 84% of the students reported that their teachers and school staff accept them for who they are.</li><li>● 83% of the students reported that the rules at their campuses are clearly defined and explained.</li><li>● 69% of the students responded that their counselors help them to be successful.</li><li>● 82% of the district staff and campus administrators surveyed said they would recommend MISD to friends seeking employment.</li><li>● 73% of the students responded that they feel safe on school grounds.</li><li>● 70% of the students reported that they feel safe in the hallways of their school.</li><li>● 84% of district staff and campus administrators responded that they feel they work in a positive work environment.</li><li>● 78% of district staff responded that the District Improvement Planning Process is effective.</li></ul>		
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<p><b>Staff Quality/ Professional Development</b></p>	<ul style="list-style-type: none"> <li>● 83% of administrators and 82% of the campus staff are satisfied working for the district.</li> <li>● 84% of district staff and campus administrators and 80% of the campus staff and teachers reported that MISD provides a positive, professional work environment.</li> <li>● 77% of the parents responded that their child(ren)'s teachers are knowledgeable and meet the students' learning needs.</li> <li>● 77% of the parents reported that school staff and teachers are responsive and respectful to their concerns.</li> <li>● 77% of the school staff trust their campus leadership.</li> <li>● 79% of the campus staff reported that their supervisors understand their strengths and weaknesses.</li> <li>● 77% of the campus staff said that their campus administrators understood the needs of their campuses and provided the leadership needed to be successful.</li> <li>● 62% of the administrators indicated that the district's professional development opportunities help them grow as administrators.</li> <li>● 68% of district staff and campus administrators believe they are given adequate feedback on their work.</li> </ul>	<ul style="list-style-type: none"> <li>● 55% of the administrators reported that PDC meetings are a productive use of their time and help them to do their job effectively.</li> <li>● 51% of campus staff and teachers reported that their supervisors provide adequate feedback on their work.</li> <li>● 54% of campus staff and 41% of district staff and campus administrators said they have time to collaborate with their peers during the workday.</li> <li>● 48% of the campus staff and teachers said their administrators include them in the decision-making process at their campus.</li> <li>● 46% of campus staff and teachers believe they are provided professional development opportunities to help them learn and grow as district employees.</li> <li>● 37% of the district and campus administrators don't believe that their ideas and opinions are valued and incorporated into the decisions made in the district.</li> <li>● 53% of the district and campus administrators and 46% of the teachers reported not having time to collaborate with their peers during the workday.</li> </ul>	<ul style="list-style-type: none"> <li>● Title II monies utilized to support professional development for teachers and administrators.</li> </ul>
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<p><b>Curriculum, Instruction, Assessment (Include Library)</b></p>	<ul style="list-style-type: none"> <li>● 86% of the administrators and 80% of the campus instructional staff reported that they know how MISD performed on the STAAR assessments compared to other districts and the state.</li> <li>● 88% of the district staff and campus administrators responded that the district successfully inspires and educates its students to become productive citizens.</li> <li>● 78% of the parents reported that the district provides high-quality education.</li> <li>● 84% of the district staff and campus administrators and 73% of teachers believe the district uses data to identify areas for improvement.</li> <li>● 77% of the district staff and campus administrators believe that the district addresses the academic needs of all students.</li> <li>● 76% of the students believe they will be well-prepared for a career or college when they graduate.</li> <li>● 68% of students said the career and college information was helpful.</li> <li>● 81% of parents believe that their child(ren) are doing well in school.</li> <li>● 77% of the parents believe that the teachers know their child(ren)'s learning needs.</li> <li>● 75% of the surveyed parents reported that their child(ren) receives the academic support they need.</li> <li>● 75% of the parents believe that the amount of homework given to their child(ren) is appropriate.</li> <li>● 69% of high school parents believe their child(ren) would have the skills they need to be successful after high school.</li> </ul>	<ul style="list-style-type: none"> <li>● 49% of the campus instructional staff responded that their campuses address the students' academic challenges to promote continuous learning.</li> <li>● 57% of campus instructional staff believe that their campuses address the academic needs of all students.</li> <li>● 45% of teachers collaborate with parents to meet students' educational needs.</li> <li>● 60% of teachers believe effective educators are assigned to instruct students at risk of failure or identified as Gifted and Talented.</li> <li>● 53% of the students reported that they enjoy learning at their school.</li> <li>● 58% of the students responded that the teachers make learning enjoyable.</li> <li>● 48% of the students said that what they learn at school is related to real-life situations.</li> <li>● 44% of the teachers reported the improvement planning process at their campuses was effective.</li> <li>● 34% of the students responded that their teachers don't care about their learning.</li> <li>● The parents' responses to the questions meant to solicit their input on the MISD course offerings were, at best, mixed. The favorable responses to the course offerings questions ranged from 26% to 46%.</li> </ul>	<ul style="list-style-type: none"> <li>● Comp Ed funds supplement instructional resources for At-Risk students.</li> <li>● Recommend per-pupil baseline for library resources at the campus level.</li> </ul> <p>Parent University Nights</p> <ul style="list-style-type: none"> <li>● Highlight the redesigned Guidance and Counseling website geared towards addressing readiness in life, college, and a career.</li> <li>● Walk parents through college funding and scholarships.</li> </ul>
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	<ul style="list-style-type: none"> <li>● 64% of the district staff and campus administrators believe that the district recognizes and addresses challenges to improve continuously.</li> <li>● 62% of teachers said they regularly use existing data platforms to access their students' CBA and STAAR results.</li> </ul>		
<p><b>Family and Community Involvement</b></p>	<ul style="list-style-type: none"> <li>● 83% of the parents responded that they receive information on school activities and events regularly.</li> <li>● 81% of the parents felt welcome in their child(ren)'s campus and had opportunities to communicate with their child(ren)'s teachers as needed.</li> <li>● 77% of the parents said that their child(ren)'s campus keeps them informed of their child(ren)'s academic progress.</li> <li>● 77% of the parents responded that the school staff and teachers are responsive and respectful to their concerns.</li> <li>● 82% of the parents felt comfortable contacting the staff and teachers at their child(ren)'s campus if they had a question or concern.</li> <li>● 78% of the parents actively participate in their child(ren)'s campus events and activities.</li> <li>● 74% of the teachers reported working closely with their students' parents to meet their academic needs.</li> </ul>	<ul style="list-style-type: none"> <li>● 45% of the teachers collaborate with parents to meet the academic needs of their child(ren).</li> <li>● 36% of the teachers reported that the parents volunteer to assist with extracurricular or classroom activities as needed.</li> <li>● 32% of surveyed parents do not regularly refer to the campus or district website.</li> </ul>	<ul style="list-style-type: none"> <li>● Parent University resources will be shared digitally through the MISD website.</li> <li>● Campuses will utilize Title I funds to continue Parent Academic Reading/Math Nights that incorporate opportunities for teachers to share students' progress, academic updates and exemplars with parents.</li> <li>● Social-Emotional Learning engagement nights by level.</li> </ul>

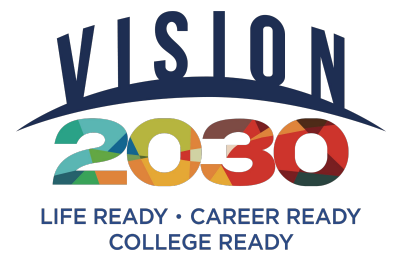
<b>School Context and Organization</b>	<ul style="list-style-type: none"> <li>• Continuous improvement systems grounded in MISD Board Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Fidelity of processes and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain fidelity to the Cadence of Accountability continuous improvement processes</li> </ul>
<b>Technology</b>	<ul style="list-style-type: none"> <li>• Action plan in place to deliver devices to the majority of students</li> </ul>	<ul style="list-style-type: none"> <li>• Student access to devices</li> <li>• Student access to internet</li> </ul>	<ul style="list-style-type: none"> <li>• Deploy new devices</li> <li>• Deploy hot spots</li> </ul>



# Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
2024 Bond Program	Support students in meeting MISD Guiding Statements #1 and #2 by building and maintaining a safe, comfortable, clean, and high-functioning facility free of defects.	Complete the bond program at least 1% under budget while exceeding quality standards.
Advanced Academics	Establish clear, structured communication networks and processes, along with comprehensive professional development, to ensure that all MISD stakeholders can easily access and utilize essential college readiness resources. This initiative will empower educators, students, and families with the tools and knowledge needed to foster successful college preparation and transition.	GT Program Goal: Provide structured resources and support for teachers of gifted students in the area of growth and accountability data, independent study, differentiated instruction, and programming requirements. These GT programming supports work in collaboration with the rigors and demands of Advanced and AP classes to support the path to college readiness. Post-Secondary Program Goal: Support campuses and students college readiness efforts by providing opportunities for students to participate in TSIA testing, dual credit classes, and/ or College Bridge completion. AVID Program Goal: To empower all students, particularly those from underrepresented and under-served backgrounds, to achieve academic excellence, college readiness, and lifelong success through the AVID system.
Assessment Accountability & Analysis	Identify a data protocol to systematically analyze assessment data to help stakeholders make informed instructional decisions.	<ol style="list-style-type: none"> <li>1. Identify publications to research data analysis protocol.</li> <li>2. Review and identify one protocol.</li> </ol>
Athletics	Improve academic success awareness across the district's athletic programs, increase community service hours, teach and model character, teamwork, and sportsmanship through competition.	Student-athlete graduation rate = 100%, Student-athletes passing rate > 90 %, Student-athletes on the A Honor Roll > 20%, Student-athletes on the A/B Honor Roll > 30%, Community service across all athletic programs > 20,000, Coaches committed to teaching a minimum of one character lesson per week.





# Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
Business Services	1. Mansfield ISD will receive a superior rating on the FIRST report. *FIRST = Financial Integrity Rating System of Texas. 2. Mansfield ISD will receive a clean financial audit (Unqualified Opinion). 3. Mansfield ISD Business Services will provide a minimum of 15 training events to campus and department staff throughout the year.	1. FIRST report encourages schools to manage financial resources so that MISD receives the maximum allocation for direct instructional purposes. 2. A clean financial audit allows taxpayers to be confident in the financial management of taxpayer funds. 3. Trainings to campus and department staff supports MISD financial accuracy and assists the district with good community standing.
Career Technical Education (CTE)	42% or more Career and Technical Education students will earn an industry-based certification and complete their aligned program of study.	Provide more career exploration and counseling support at the middle schools, so students are aware of their CTE options when they get to high school.
Center for Performing Arts	Facilitate the process of students graduating life ready.	40% of all events will be dedicated to our Fine Arts programs and activities. Our students will participate in at least 15 events a year hosted by the Center Arts Program. The Center Arts program will host 10 community events a year in which our students will participate.
Communications & Marketing	1. Improve the effectiveness of the Communications Department’s messaging efforts to better support Vision 2030. 2. Build partnerships both internal and external to engender trustworthiness in the department and the district. 3. Develop a marketing plan to inform the MISD community and beyond about the opportunities that exist for students and staff.	1. Establish a set schedule to assess the effectiveness of the Communications Department’s messaging efforts and adjust as necessary. 2. Team members self-assess duties and tasks relating to projects and events to provide information for debrief sessions which will be used for continuous improvement. 3. Create marketing materials to support the marketing plan
Curriculum, Instruction and Accountability	Provide differentiated professional learning to build the instructional leadership capacity of campus leaders.	Provide ongoing coaching to campus leaders through feedback cycles to support the implementation of the PLC process and practices.
Custodial Operations	Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects.	1. Reduce workers' compensation claims <8% through training and support (fiscal responsibility). 2. At least 80% of Total Work orders completed will be within 10 business days (integrity). 3. Staff will be provided at least 520 hours of leadership training annually (continuous improvement).

## Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
Digital Learning	Strengthen technology integration and digital literacy across the district by providing comprehensive resources, training, and initiatives that enhance the use of digital tools and promote responsible digital citizenship.	Establish and maintain a digital learning hub that offers rich digital content, showcases exemplary digital lessons, and serves as a central resource for teachers and students.
Early Learning	Support the implementation of all components of literacy instruction with fidelity in PK-2 classrooms.	Support Assistant Principals' "One Thing" on Guiding Statement #1 through coaching and curriculum training.
Education Foundation	To enhance and cultivate educational experiences in collaboration with MISD and our community.	To support MISD in its mission to be a destination district committed to excellence.
Energy Management	Students will graduate life ready	Reduce utility expenditures by at least 20% over baseline.
English Literacy, K-12	Support the implementation of the complete writing process with fidelity in 3rd-12th grade classrooms.	Build writing resources and providing professional development, to support teams, campuses, and the campuses' "One Thing."
Facilities	To support students in meeting MISD Guiding Statements #1 and #2, maintain operations and facilities that are safe, comfortable, clean, and high-functioning.	By June 2025, create and maintain a capital outlay plan with each department.
Federal Programs	1. To support federal funded departments and campuses to be in compliance with required documents in Title I Crate. 2. To increase attendance at PFE workshops for Title I campuses.	1.To increase our knowledge of federal programs and Parent and Family Engagement.
Fine Arts	To Inspire all Learners to Appreciate the Arts!	Be a leading district for the ARTS in the State!
Guidance and Counseling	The Department of Guidance and Counseling will increase clinical mental health professional development for secondary counselors.	The Department of Guidance and Counseling will improve Xello lessons to provide better student engagement.
Health Services	The Health Services Department will increase availability to Telehealth for students and staff by 20%.	1. Increase registration for Goodside Health by spreading awareness of the service through district communications. 2. Increase nurse training to streamline telehealth visits.
Human Resources Services	Teacher retention rate will be 90%. Student ethnicity will be no more than 10% greater than teacher ethnicity. Staff satisfaction of at least 85%.	Increase recruiting efforts to traditionally diverse universities by 100%. Achieve 85% satisfaction of principals and directors. Offer semi-annual training opportunities.

## Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
K-12 P.E./Health	Fully support the implementation of a variety of professional learning opportunities to enhance activities in the physical education setting.	Health-Provide opportunities for teachers to incorporate health literacy skills into the Instructional Unit Plans.
Library Services	MISD Libraries will serve as dynamic centers for learning, innovation, and personal discovery, offering updated and relevant literacy, STEAM, digital literacy, and career exploration resources that meet the needs of all learners.	MISD Librarians will update and refresh the library collections to raise the district-wide average copyright age to meet or exceed the proficient standard, set by the Texas School Library Program Standards, of no older than 14 years.
Maintenance	Facilitate the process of students learning to read on grade level and mastering Algebra II by the end of eleventh grade by providing a safe, comfortable, clean, and high-functioning facility free of defects.	1. Complete at least 80% of work orders within 5 business days. 2. Dedicate at least 23% of labor hours to preventative maintenance. 3. Limit the number of workers compensation claims to less than 8% of maintenance staff.
Maintenance	Facilitate the process of students learning to read on grade level and mastering Algebra II by the end of eleventh grade by providing a safe, comfortable, clean, and high-functioning facility- free of defects.	1. Complete at least 80% of work orders within 5 business days. 2. Dedicate at least 23% of labor hours to preventative maintenance. 3. Limit the number of workers compensation claims to less than 8% of maintenance staff.
Math K-6	We will ensure that 100% of K-6 math teachers understand and consistently implement the UPSC with the Three Reads problem-solving strategy, aligned with Process Standard 1B, to enhance Tier 1 instruction. This will be monitored through classroom walk-throughs, teacher feedback, and student work samples, with a goal of achieving 90% fidelity by the end of the school year.	We will empower new math teachers by providing targeted professional development through our math cohorts and District PLCs, focused on increasing their knowledge of best practices, math content knowledge, and building their confidence in teaching.
Math, 7-12	The secondary math department will provide instructional training and resources targeting proportional reasoning to impact student learning and performance on both STAAR and college readiness assessments.	

## Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
Police Services	Provide a safe learning environment for the MISD Community.	1. Officers will conduct a minimum of one presentation a month on their campus to educate and build relationships with students and staff. 2. Officers will meet or exceed the required state standards for training allowing a well trained and educated police department capable of providing a safe learning environment.
Risk Management	Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects.	Reduce paid workers' compensation claims through awareness, training, and support (financial responsibility) < \$600,000
Science K-12	Fully support the teachers with the implementation of new science standards through training, resources, and IUPs (Instructional Unit Plan).	
Social & Emotional Learning	Teachers will use SEL support from the Behavior Intervention Team through the PLC process to improve behaviors.	
Social Studies	Fully support World Geography, World History, Government, Economics, and AP US History by completing Instructional Unit Plans, TEKS Clarifiers, Pacing Calendars and the Year-at-a-Glance.	Provide content and language supports on each exam we provide.
Special Populations/ESL & Bilingual	1. Monitor and support the Texas English Language Proficiency Assessment System (TELPAS). 2. Increase the English Learners' (EL) Social Studies STAAR Passing Rate from 40.8% to 65% based on the Results Driven Accountability (RDA) report (Safeguards-Academic Achievement ).	1. Monitor and support consistency in implementing the Two-Way Dual Language Program by focusing on a biliteracy model. 2. Collaborate with the C&I Department to increase the use of effective second language acquisition strategies during Tier I instruction across all four core content areas. Specifically Social Studies. *RDA Safeguards-English as Second Language (STAAR 3rd-8th): Social Studies.

## Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
Special Populations/MTSS/Dyslexia/504	Students with Dyslexia or those receiving Multi-Tiered Systems of Supports will increase in the area of reading. Section 504 plans will be compliant.	Reading Specialists, Interventionists, and teachers will deliver reading intervention and consistently monitor progress, using proven methods with fidelity.
Special Populations/Special Education	Increase Special Education STAAR 3rd-8th passing rate in content areas (RLA, Math, Science, Social Studies) based on data from the RDA report.	1) Expand and deliver appropriate reading instruction to students with disabilities through the implementation of a foundational reading program. 2) Expand and deliver appropriate math instruction for students with disabilities through the implementation of a foundational math program.
STEM	MISD STEM Department will ensure the alignment of content rigor through the equitable delivery of STEM focused instruction.	24-25 development of professional learning pathways focused on growth of innovative pedagogy and instructional leaders at each STEM academy.
Student Nutrition	To facilitate the process of students learning by preparing and serving nutritious and delicious meals to our students and staff members.	1. To serve over 5.3 million meals during the 2024-25 school year. 2. To reduce the food cost margin to ≤41% for fiscal responsibility. 3. To have ≤6.5% of the department experience medical claims. 4. To improve kitchen staff retention rates to >83%.
Student Services	Student Services will continually enhance training for varying levels of understanding in core job performance tasks for campus administrators with fidelity.	Provide training for campus administrators in attendance and truancy and student behavior.
Student Services Safety & Security	Safety, Security and Threat Assessment team will create a safe environment for students to learn, grow, and graduate.	Evaluate current district-wide safety and security training materials and create a comprehensive training plan for staff and students by March of 2025.

## Department System Goals Summary 2024-2025

Department	Vision 2030 Goal	Supporting Goal
Technology	Facilitate student learning by providing: Additional monitoring and protection of student data and resources. Increased efficiency of newly implemented inventory system through streamlined auditing processes. Classrooms with presentation options to enhance instruction through modernizing AV platforms like interactive panels.	Uphold 98% average uptime of critical systems throughout the year. Complete 80% of technical support work orders within 7 business days. Maintain 99% or greater of un-compromised devices monthly as it relates to cybersecurity.
Transportation	To provide a safe, comfortable, clean, and high functioning way for students to get to and from school.	1. Reduce the number of buses that are out of service daily: <12%. 2. Reduce preventable bus accidents: < 24%. 3. Increase attendance within the transportation department.
World Languages	The World Language Department will grow teacher effectiveness in the proficiency instructional model in the foreign language classroom.	

# PLAN ON A PAGE

**2024-2025**

**Department: 2024 Bond Program**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Building Schools, Building Trust, Building Futures.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Support students in meeting MISD Guiding Statements #1 & #2 by building and maintaining a safe, comfortable, clean, and high-functioning facility free of defects.

## Supporting Goals

Complete the bond program at least 1% under budget while exceeding quality standards.



# PLAN ON A PAGE

**2024-2025**

**Department: Advanced Academics**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

The goal of Mansfield ISD's Advanced Academics program is to provide educational opportunities so that each student has the prospect of reaching his/her maximum potential culminating in college readiness.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Establish clear, structured communication networks and processes, along with comprehensive professional development, to ensure that all MISD stakeholders can easily access and utilize essential college readiness resources. This initiative will empower educators, students, and families with the tools and knowledge needed to foster successful college preparation and transition.

## Supporting Goals

GT Program Goal: Provide structured resources and support for teachers of gifted students in the area of growth and accountability data, independent study, differentiated instruction and programming requirements. These GT programming supports work in collaboration with the rigors and demands of Advanced and AP classes to support the path to college readiness. Post-Secondary Program Goal: Support campuses and students college readiness efforts by providing opportunities for students to participate in TSIA.



# PLAN ON A PAGE

**2024-2025**

**Department:** Assessment Accountability & Analysis

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Details Matter.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Identify a data protocol to systematically analyze assessment data to help stakeholders make informed instructional decisions.

## Supporting Goals

Identify relevant publications to explore data analysis protocols and evaluate them in order to develop a versatile protocol.

# PLAN ON A PAGE

**2024-2025**

**Department: Athletics**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Lead with Vision Inspire with Action

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Improve academic success awareness across the districts athletic programs, increase community service hours, teach and model character, teamwork, and sportsmanship through competition.

## Supporting Goals

Student-athlete graduation rate = 100%, student-athletes passing rate > 90 %, student-athletes on the A Honor Roll > 20%, student-athletes on the A/B Honor Roll > 30%, community service across all athletic programs > 20,000, coaches committed to teaching a minimum of one character lesson per week.

# PLAN ON A PAGE

**2024-2025**

**Department: Business Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

The silent partner ensuring support of all stakeholders.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

1. Mansfield ISD will receive a superior rating on the Financial Integrity Rating System of Texas (FIRST) report.
2. Mansfield ISD will receive a clean financial audit (Unqualified Opinion).
3. Mansfield ISD Business Services will provide a minimum of 15 training events to campus and department staff throughout the year.

## Supporting Goals

1. FIRST report encourages schools to manage financial resources so that MISD receives the maximum allocation for direct instructional purposes.
2. A clean financial audit allows taxpayers to be confident in the financial management of taxpayer funds.
3. Trainings to campus and department staff supports MISD financial accuracy and assists the district with good community standing.

# PLAN ON A PAGE

<b>2024-2025</b>	<b>Department:</b> Career Technical Education (CTE)
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## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

<b>District Motto</b>	<b>Department Motto</b>
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MISD: A great place to live, learn, and teach.	Educate, Innovate, Inspire
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## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

<b>Vision Goals</b>	<b>Supporting Goals</b>
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42% or more Career and Technical Education students will earn an industry-based certification and complete their aligned program of study.	Provide more career exploration and counseling support at the middle schools so students are aware of their CTE options when they get to high school.
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# PLAN ON A PAGE

**2024-2025**

**Department:** Center for Performing Arts

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Where education and celebration become one

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

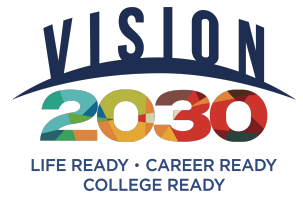
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Facilitate the process of students graduating life ready.

## Supporting Goals

40% of all events will be dedicated to our Fine Arts programs and activities. Our students will participate in at least 15 events a year hosted by the Center Arts Program. The Center Arts Program will host 10 community events a year in which our students will participate.



# PLAN ON A PAGE

**2024-2025**

**Department:** Communications & Marketing

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

A Great Place to Live, Learn and Teach

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

1. Improve the effectiveness of the Communications Department's messaging efforts to better support Vision 2030.
2. Build partnerships both internal and external to engender trustworthiness in the department and the district.
3. Develop a marketing plan to inform the MISD community and beyond about the opportunities that exist for students and staff.

## Supporting Goals

1. Establish a set schedule to assess the effectiveness of the Communications Department's messaging efforts and adjust as necessary.
2. Team members self-assess duties and tasks relating to projects and events to provide information for debrief sessions which will be used for continuous improvement.
3. Create marketing materials to support the marketing plan.

# PLAN ON A PAGE

**2024-2025**

**Department:** Curriculum, Instruction and Accountability

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Ensure all students learn at high levels

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Provide differentiated professional learning to build the instructional leadership capacity of campus leaders.

## Supporting Goals

Providing ongoing coaching to campus leaders through feedback cycles to support the implementation of the PLC process and practices.

# PLAN ON A PAGE

**2024-2025**

**Department: Custodial Operations**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

We create clean, safe, and comfortable environments.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects.

## Supporting Goals

1. Reduce workers' compensation claims <8% through training and support (fiscal responsibility).
2. At least 80% of Total Work orders completed will be within 10 business days (integrity).
3. Staff will be provided at least 520 hours of leadership training annually (continuous improvement).



# PLAN ON A PAGE

**2024-2025**

**Department: Digital Learning**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Engaging, Efficient and Enhancing Experiences for All

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Strengthen technology integration and digital literacy across the district by providing comprehensive resources, training, and initiatives that enhance the use of digital tools and promote responsible digital citizenship.

## Supporting Goals

Establish and maintain a digital learning hub that offers rich digital content, showcases exemplary digital lessons, and serves as a central resource for teachers and students.

# PLAN ON A PAGE

**2024-2025**

**Department: Early Learning**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

To engage and inspire critical readers, writers, thinkers, and communicators.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Support the implementation of all components of literacy instruction with fidelity in PK-2 classrooms.

## Supporting Goals

Support assistant principals' "One Thing" on Guiding Statement #1 through coaching and curriculum training.

# PLAN ON A PAGE

**2024-2025**

**Department: Education Foundation**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Making a difference, one grant at a time!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

To enhance and cultivate educational experiences in collaboration with MISD and our community.

## Supporting Goals

To support MISD in its mission to be a destination district committed to excellence.

# PLAN ON A PAGE

**2024-2025**

**Department: Energy Management**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Saving today for a brighter tomorrow.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Through practicing energy efficiency and controlling utility costs, the Energy Conservation Program will free up funds that will support students in their pursuit of demonstrating mastery in all academic areas.

## Supporting Goals

The goal of the Energy Conservation Program is to reduce utility expenditures by 20% or more (compared to baseline data) each year.

# PLAN ON A PAGE

**2024-2025**

**Department: English Literacy, 3-12**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

To engage and inspire critical readers, writers, thinkers, and communicators.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Support the implementation of the complete writing process with fidelity in 3rd-12th grade classrooms.

## Supporting Goals

To build writing resources and provide professional development, in order to support teams, campuses, and the campuses' one thing.

# PLAN ON A PAGE

**2024-2025**

**Department: Facilities**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Consider it Done!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

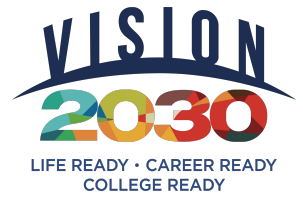
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

To support students in meeting MISD Guiding Statements #1 and #2, maintain operations and facilities that are safe, comfortable, clean, and high-functioning.

## Supporting Goals

By June 2025, create and maintain a capital outlay plan with each department.



# PLAN ON A PAGE

**2024-2025**

**Department: Federal Programs**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Empowering stakeholders to help students achieve academically.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

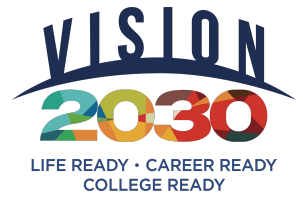
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

1. To support federal funded departments and campuses to be in compliance with required documents in Title I Crate.
2. To increase attendance at PFE workshops for Title I campuses.

## Supporting Goals

To increase our knowledge of federal programs and Parent and Family Engagement.



# PLAN ON A PAGE

<b>2024-2025</b>	<b>Department: Fine Arts</b>
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## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

District Motto	Department Motto
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MISD: A great place to live, learn, and teach.	N/A
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## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

Vision Goals	Supporting Goals
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To Inspire all Learners to Appreciate the Arts!	Be a leading district for the ARTS in the State!
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# PLAN ON A PAGE

**2024-2025**

**Department: Guidance and Counseling**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Lead with Heart

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

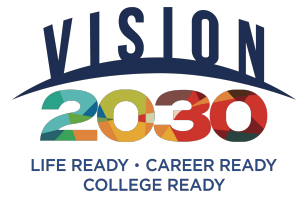
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

The Department of Guidance and Counseling will increase clinical mental health professional development opportunities for secondary counselors.

## Supporting Goals

The Department of Guidance and Counseling will rewrite Xello lessons to provide better student engagement.



# PLAN ON A PAGE

**2024-2025**

**Department: Health Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Keeping staff and students healthy, safe, and ready to learn.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

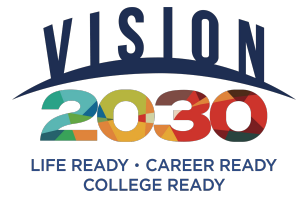
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

The Health Services Department will increase availability to Telehealth for students and staff by 20%.

## Supporting Goals

1. Increase registration for Goodside Health, by spreading awareness of the service through district communications.
2. Increase nurse training to streamline Telehealth visits.



# PLAN ON A PAGE

**2024-2025**

**Department: Human Resources Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Optima Petamus--We seek the best.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

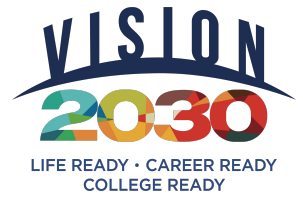
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Teacher retention rate will be 90%. Student ethnicity will be no more than 10% greater than teacher ethnicity. Staff satisfaction of at least 85%.

## Supporting Goals

Increase recruiting efforts to traditionally diverse universities by 100%. Achieve 85% satisfaction of principals and directors. Offer semi-annual training opportunities.



# PLAN ON A PAGE

**2024-2025**

**Department: K-12 P.E./Health**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Healthy Habits Equal A Healthy Life

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Fully support the implementation of a variety of professional learning opportunities to enhance activities in the physical education setting.

## Supporting Goals

Health -Provide opportunities for teachers to incorporate health literacy skills into the Instructional Unit Plans

# PLAN ON A PAGE

**2024-2025**

**Department: Library Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Literacy, Exploration & Connections for ALL

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

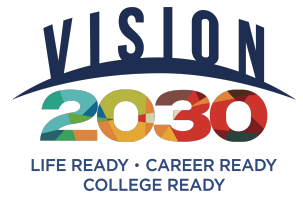
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

MISD Libraries will serve as dynamic centers for learning, innovation, and personal discovery by offering updated and relevant literacy, STEAM, digital literacy, and career exploration resources that meet the needs of all learners.

## Supporting Goals

MISD Librarians will update and refresh the library collections to raise the district-wide average copyright age to meet or exceed the proficient standard, set by the Texas School Library Program Standards, of no older than 14 years.



# PLAN ON A PAGE

**2024-2025**

**Department: Maintenance**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Provide all students, staff, and visitors with a clean, safe, and comfortable environment that is conducive to the educational process.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

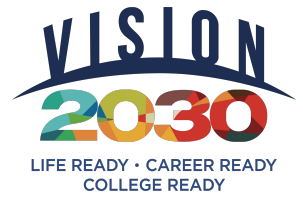
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2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Facilitate the process of students learning to read on grade level and mastering Algebra II by the end of eleventh grade by providing a safe, comfortable, clean, and high-functioning facility- free of defects.

## Supporting Goals

1. Complete at least 80% of work orders within 5 business days.
2. Dedicate at least 23% of labor hours to preventative maintenance.
3. Limit the number of worker's compensation claims to less than 8% of maintenance staff.



# PLAN ON A PAGE

**2024-2025**

**Department: Math K-6**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Connecting Patterns, Creating Thinkers!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

We will strive to ensure that all K-6 math teachers understand and consistently implement the Understand, Plan, Solve, and Check (UPSC) with the Three Reads Problem-Solving strategy, aligned with Process Standard 1(B), to enhance Tier 1 instruction. Progress will be measured through classroom observations, teacher feedback, student work samples, and data from assessments that reflect the application of problem-solving strategies.

## Supporting Goals

We will empower new math teachers by providing targeted professional development through our math cohorts and District PLCs, focused on increasing their knowledge of best practices, math content knowledge, and building their confidence in teaching.

# PLAN ON A PAGE

**2024-2025**

**Department: Math 7-12**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Connecting Patterns, Creating Thinkers!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

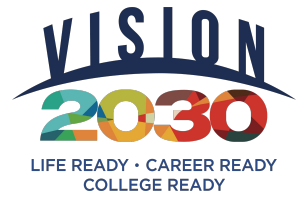
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

The secondary math department will provide instructional training and resources targeting proportional reasoning to impact student learning and performance on both STAAR and college readiness assessments.

## Supporting Goals





# PLAN ON A PAGE

**2024-2025**

**Department: Police Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Protect, Serve, and Educate

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Provide a safe learning environment for the MISD Community.

## Supporting Goals

1. Officers will conduct a minimum of one presentation a month on their campus to educate and build relationships with students and staff.
2. Officers will meet or exceed the required state standards for training allowing a well trained and educated police department capable of providing a safe learning environment.

# PLAN ON A PAGE

**2024-2025**

**Department: Risk Management**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

MISD: A great place to live, learn, and teach.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Support students in meeting MISD Guiding Statements #1 and #2 by creating an environment that promotes employee safety.

## Supporting Goals

Reduce paid workers' compensation claims through awareness, training, and support to < \$600,000.

# PLAN ON A PAGE

**2024-2025**

**Department: Science K-12**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Think Like a Scientist

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Fully support teachers with the implementation of new science standards through training, resources, and IUPs (Instructional Unit Plan).

## Supporting Goals

# PLAN ON A PAGE

**2024-2025**

**Department:** Social & Emotional Learning

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Chase Needs, Not Outcomes

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Teachers will use SEL support from the Behavior Intervention Team through the PLC process to improve behaviors.

## Supporting Goals

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# PLAN ON A PAGE

**2024-2025**

**Department: Social Studies**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Shaping Strong Citizens

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Fully support World Geography, World History, Government, Economics, and AP US History by completing Instructional Unit Plans, TEKS Clarifiers, Pacing Calendars, and the Year-at-a-Glance.

## Supporting Goals

Provide content and language supports on each exam we provide.

# PLAN ON A PAGE

**2024-2025**

**Department:** Special Populations/ESL & Bilingual

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

To support and monitor Language Acquisition for all Emergent Bilingual

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

1. Monitor and support the Texas English Language Proficiency Assessment System (TELPAS).
2. Increase the English Learners' (EL) Social Studies STAAR Passing Rate from 40.8% to 65% based on the Results Driven Accountability (RDA) report (Safeguards-Academic Achievement ).

## Supporting Goals

1. Monitor and support consistency in implementing the Two-Way Dual Language Program by focusing on a bi-literacy model.
2. Collaborate with the C&I Department to increase the use of effective second language acquisition strategies during Tier I instruction across all four core content areas. Specifically Social Studies. \*RDA Safeguards-English as Second Language (STAAR 3rd-8th): Social Studies.

# PLAN ON A PAGE

**2024-2025**

**Department:** Special Populations/MTSS/Dyslexia/504

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Empowering Every Learner: Embrace, Adapt, Succeed!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Students with Dyslexia or those receiving Multi-Tiered Systems of Supports will increase in the area of reading.

## Supporting Goals

Reading Specialists, Interventionists, and teachers will deliver reading intervention and consistently monitor progress, using proven methods with fidelity.

# PLAN ON A PAGE

**2024-2025**

**Department:** Special Populations/Special Education

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

To provide customized educational opportunities for students, parents, and staff.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Increase Special Education STAAR 3rd-8th passing rate in content areas (RLA, Math, Science, Social Studies) based on data from the RDA report.

## Supporting Goals

- 1) Develop systems that support the delivery of reading instruction to students with disabilities through the implementation of a foundational reading program by increasing the RDA RLA passing rate from 48.8 to 51.0.
- 2) Develop systems that support the delivery of appropriate math instruction for students with disabilities through the implementation of a foundational math program by increasing the RDA Math passing rate from 45.3 to 50.0.



# PLAN ON A PAGE

**2024-2025**

**Department: STEM**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

MISD STEM Academies, igniting curiosity to build the future. Explore. Create. Innovate.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

MISD STEM Department will ensure the alignment of content rigor through the equitable delivery of STEM focused instruction.

## Supporting Goals

24-25 development of professional learning pathways focused on growth of innovative pedagogy and instructional leaders at each STEM academy.

# PLAN ON A PAGE

**2024-2025**

**Department: Student Nutrition**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Good Food, Real Food!

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

To facilitate the process of students' learning by providing nutritious and delicious meals to our students and staff members.

## Supporting Goals

1. To Serve Over 5.3 million meals in the 2024-25 school year.
2. To reduce our food cost margin to 41% or less to ensure we are a self-sufficient fund.
3. To have ≤ 6.5% of our department experience medical claims this year.
4. To improve kitchen staff retention rates to >83%.

# PLAN ON A PAGE

**2024-2025**

**Department:** Student Services Safety & Security

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Safety and Security: Creating a safe place to live, learn and teach.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Safety, Security and Threat Assessment team will create a safe environment for students to learn, grow and graduate.

## Supporting Goals

Evaluate current district-wide safety and security training materials and create a comprehensive training plan for staff and students by March of 2025.

# PLAN ON A PAGE

**2024-2025**

**Department: Student Services**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

MISD: A great place to live, learn, and teach.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Student Services will continually enhance training for varying levels of understanding in core job performance tasks for campus administrators, with fidelity as measured by administrator surveys.

## Supporting Goals

Provide monthly training for campus administrators in areas of need as evidenced by administrator surveys.

# PLAN ON A PAGE

**2024-2025**

**Department: Technology**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

To provide students the tools they need for success, teachers the support they need for instruction, and parents the peace of mind knowing their students are being taken care of.

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

- Facilitate student learning by providing:
- Additional monitoring and protection of student data and resources.
  - Increasing the efficiency of our newly implemented inventory system through streamlined auditing processes.
  - Securing and installing modernized audio-visual presentation systems in classrooms to enhance instruction (interactive panels).

## Supporting Goals

- Uphold 98% average uptime of critical systems throughout the year.
- Complete 80% of technical support work orders within 7 business days.
- Maintain 99% or greater of uncompromised devices monthly as it relates to cybersecurity.

# PLAN ON A PAGE

**2024-2025**

**Department: Transportation**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Driven to Serve

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

To provide students a safe, comfortable, clean, and accountable transportation service to and from school.

## Supporting Goals

- 1.Reduce the number of buses that are out of service daily: <12%.
- 2.Reduce preventable bus accidents: <24%.
- 3.Increase attendance within the transportation department: <10% daily absences.

# PLAN ON A PAGE

**2024-2025**

**Department: World Languages**

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

## District Motto

MISD: A great place to live, learn, and teach.

## Department Motto

Exploring the world through languages

## District Vision

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

The World Language Department will grow teacher effectiveness in the proficiency instructional model in the foreign language classroom.

## Supporting Goals



## **Intent of Federal Funds (Initial Allocation)**

### **2024-2025**

#### **Title I, Part A** – Improving Basic Programs-\$4,612,673

- 40% or higher free/reduced lunch eligibility is required for participating schools.
- 26 Title I campuses are served.
- 2 Private Non-Profit schools that have students from MISD Title I Campuses (St. Joseph Catholic School, School of Lexia and Fellowship Academy) are participating.
- Funding supports the district’s Early Childhood Program at Dr. Sarah K. Jandrucko Early Learners Academy.
- A tiered system of funding is used to support campuses with the greatest areas of need.
- Expenditures must be supplemental to the standard program and must be spent to achieve goals set forth in the campus improvement plan (based on a comprehensive needs assessment).
- The purpose of Title I funds is to provide all children significant opportunity to receive a fair, equitable, high-quality education, and close the educational achievement gaps.
- 1% of the grant is reserved for Parent Engagement activities.

Common uses of funds include: additional staff, supplemental technology equipment, supplemental tutoring, virtual and face to face student experiences/field trips, supplemental instructional materials, parental engagement activities, supplemental library materials, professional development, and summer school activities.

#### **Title II** – Supporting Effective Instruction-\$836,375

- Funds must be used to improve student achievement through teaching and leadership (teacher and principal staff development).
- Funds are also be used to recruit and retain teachers (KEEPS mentor program in MISD).

Mansfield ISD utilizes Title II funds for the following: supplemental staff to support coaching, district-level professional development geared toward implementing the content area curriculum, leadership development for campus improvement, and the KEEPS teacher mentor program (teacher retention).

#### **Title III** – ELA—\$487,627

- Funds must be used to help students who are identified as Limited English Proficient English (advanced proficiency expected within 3 years) while at the same time mastering state content area standards.



- Funds must be supplemental to what is required by State law, and supplemental to all other federal funds as well.
- Only 2% may be used for administrative costs.
- 1 Bilingual/ESL Specialist has been hired.

Mansfield ISD utilizes Title III funds for supplemental staff to provide instructional support and modeling to Bilingual/ESL teachers, translation services, supplemental instructional materials and technology for the Bilingual/ESL program, staff development in the area of English Language Learners, English classes for parents, activities for students, parental engagement activities, and summer school activities.

**Title IV** –\$345,969

- Funds must be used to provide students with well-rounded educational opportunities.
- Funds must be used to provide students with safe and healthy students activities.
- Funds must be used to support the effective use of technology.

Mansfield ISD utilizes Title IV funds to develop and support innovative programs in STEM and CCMR (College, Career & Military Readiness). Title IV provides professional development and coaching in the effective uses of technology. In addition, Title IV supports school safety programs.

**Immigrant** – \$43,727

- Funds must be used to assist all immigrant children and youth achieving at high levels in academic subjects.
- Funds must be used to assist teachers, principals and other school leaders in establishing, implementing, and sustaining effective language instruction educational programs designed to assist in teaching immigrant children and youth.
- Funds must be used to assist teachers, principals and other school leaders to develop and enhance their capacity to provide effective instructional programs designed to prepare immigrant children and youth to enter all-English instructional settings.
- Funds must be used to promote parental, family, and community participation in language instruction educational programs for the parents, families, and communities of immigrant children and youth.

Mansfield ISD utilizes immigrant funds to develop and enhance their capacity to provide effective instructional programs designed to prepare immigrant children and youth to enter all-English instructional settings.

Please contact Dr. Tamara Liddell, Director of Federal Programs at 817-299-6358 or [tamaraliddell@misdmail.org](mailto:tamaraliddell@misdmail.org) for questions or comments regarding federal funding.

*Revised 6/2024*



**Charter**  
**District-wide Educational Improvement Council (DEIC)**  
**2024-2025**

**Purpose**

MISD Board policy directs the establishment of a district-level planning and decision-making process that involves the professional staff of a district, parents of students enrolled in a district, business representatives, and community members in establishing and reviewing the District's educational plans, goals, performance objectives, and major instructional programs.

**Responsibilities of the Committee**

The Superintendent or Superintendent's Designee shall serve as the chairperson of DEIC.

- Chairperson: Dr. Tiffanie Spencer, Area Superintendent
- DEIC Scribe: Secretary to the Area Superintendent
- Type of Committee: Standing
- Decision Making Authority: Advisory

The District-wide Educational Improvement Council shall assist the Superintendent with the annual development, evaluation, and revision of the District Improvement Plan.

**Duration of Committee and/or Timeline**

The chairperson of the committee shall set its agenda and shall schedule at least four meetings per year; additional meetings may be held at the call of the chairperson.

**Meeting Dates\***

September 12, 2024 – 4:30-6:00pm, *MISD Center PDC Rooms*

October 17, 2024 – 4:30-6:00pm, *MISD Center PDC Rooms*

November 7, 2024 – 4:30-7:00pm, *MISD Center PDC Rooms,*

December 12, 2024 – 4:30-6:00pm, *MISD Center PDC Rooms*

January 9, 2025 – 4:30pm-6:00pm, *MISD Center PDC Rooms*

February 20, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

March 27, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

April 17, 2025– 4:30pm-6:00pm, *MISD Center PDC Rooms*

May 1, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

***\*Meetings are tentatively scheduled and confirmed monthly based on agenda items to be addressed.***



### Committee Membership

The District-wide Educational Improvement Council shall include representative, professional staff, parents of students enrolled in the district, business representatives and community members.

## 2024-2025 DEIC Membership

CAMPUS	REPRESENTATIVE	TYPE OF REP	CAMPUS ROLE	TERM
<b>EARLY CHILDHOOD</b>				
Sarah K. Jandrucko	Janeene Morrison	Teaching	ESL Teacher	2023-2025
<b>ELEMENTARY SCHOOLS</b>				
Charlotte Anderson	Daniel Beauford	Non-Teaching	Assistant Principal	2024-2026
J. L. Boren	Brooke Bussey	Teaching	4th Grade Teacher	2024-2026
Janet Brockett	Janekka Colbert	Teaching	4th Grade Teacher	2024-2026
Willie Brown	Maya Garcia	Teaching	Counselor	2022-2024
Louise Cabaniss	Jaffee Bachelor	Teaching	Title1 Specialist	2023-2025
Anna Mae Daulton	Roya Akhtar-Khavari	Teaching	ESL Teacher	2023-2025
Kenneth Davis	Keisha Gray McGlowan	Teaching	SPED Co-Teacher	2024-2026
Imogene Gideon	Michaela Knapp	Teaching	4th Grade Teacher	2024-2026
Glenn Harmon	Christie Walton	Teaching	3rd Grade Teacher	2024-2026
Carol Holt	Elashun Summerville	Non-Teaching	Assistant Principal	2024-2026
Thelma Jones	Jennifer Allen	Teaching	Art Teacher	2023-2025
Judy K. Miller	Jamie Kuykendall	Teaching	Reading Specialist	2024-2025
D. P. Morris	Lynette Leija	Teaching	2nd Grade Teacher	2024-2026
Erma Nash 1 YT	LaVona Hopkins	Teaching	SPED ISLE	2023-2025
Nancy Neal	Janet Heffington	Teaching	2nd Grade Teacher	2023-2025
Brenda Norwood	Shelby Hannaman	Teaching	1 <sup>st</sup> Grade	2023-2025
Annette Perry	Kristen Hendrix	Non-Teaching	Librarian	2023-2025

Alice Ponder 1 YT	Adelina Castillo	Non-Teaching 68	Title 1 Interventionist	2023-2025
Martha Reid	Robin Adolph	Teaching	Reading Specialist	2023-2025
Mary Jo Sheppard	Byrclin Quisenberry	Teaching	4 <sup>th</sup> Grade Teacher	2023-2025
Elizabeth Smith 1 YT	Tiffani Holmes	Teaching	Kindergarten	2023-2025
Cora Spencer	Jocelyn Hobdy	Non-Teaching	Principal	2023-2025
Tarver Rendon	Stephanie Vigil	Teaching	SPED Success	2023-2025
Roberta Tipps	Chris Teubner	Non-Teaching	Assistant Principal	2023-2025
<b>INTERMEDIATE SCHOOLS</b>				
Cross Timbers 1 YT	Erroyonh Reed	Teaching	SPED Co-Teacher	2023-2025
Della Icenhower	Lindsay Cottle	Non-Teaching	Counselor	2024-2026

Mary Lillard	John (Ryan) Carpenter	Teaching	6th Grade Teacher	2024-20246
Asa Low	Colby Williams	Teaching	6 <sup>th</sup> Grade Math	2023-2025
Alma Martinez	Nicholas Parisi	Non-Teaching	Assistant Principal	2024-2025
Mary Orr	Jennifer Rothlin	Non-Teaching	Math Enrichment	2023-2025
Donna Shepard	Cheryl Stallings	Teaching	5th Grade Teacher	2024-2026
Jerry Knight STEM	Lianne Lindsey	Teaching	SS Teacher	2024-2026



MIDDLE SCHOOLS				
James Coble	Angela Byrd	Teaching	7th Grade Teacher	2024-2026
T. A. Howard 1 YT	Pula Cushmanick	Non-Teaching	Title 1 Data Specialist	2023-2025
Linda Jobe	Nathan Bass	Teaching	7 <sup>th</sup> Grade Math Teacher	2023-2025
Danny Jones 1 YT	Steven Williams	Teaching	8 <sup>th</sup> Grade Social Studies	2024-2025
Charlene McKinzey	Erin Finn	Non-Teaching	Counselor	2023-2025
Brooks Wester	Donald Miller	Teaching	SPED Inclusion Teacher	2024-2026
Rogene Worley	Daphne Brown	Teaching	7 <sup>th</sup> Grade Math Teacher	2023-2025
HIGH SCHOOLS				
Ben Barber/Frontier	Stephen Johnson	Teaching	Social Studies Teacher	2024-2026
Early College 1 YT	Tamie Colston	Teaching	English Teacher	2023-2025
Phoenix Academy	Michael Helbert	Teaching	Math Teacher	2024-2026
Lake Ridge	Lawrence Hood	Non-Teaching	Assistant Principal	2024-2026
Lake Ridge	Adriana Hensley	Teaching	English Teacher	2023-2025
Legacy	Tiffany Kennedy	Non-Teaching	Assistant Principal	2024-2026
Legacy	Dedric Williams	Teaching	Leadership	2024-2026
Mansfield	Samuel Riley	Teaching	Social Studies Teacher	2022-2026
Mansfield 1 YT	Loni Lawson	Non-Teaching	Assistant Principal	2023-2025
Summit	Amber Bowen	Teaching	SPED Content Mastery Teacher	2024-2026
Summit	Latasha Prichett	Non-Teaching	Data Inst Specialist	2023-2025
Timberview	Andrew Marsh	Non-Teaching	Assistant Principal	2024-2026
Timberview	Anitra Hankerson	Teaching	SPED FALS Teacher	2023-2025
PARENTS				

Ana Gann		Parent Rep 70		2023-2025
Sherry Smith		Parent Rep		2024-2026
JoAnna Cardoza		Parent Rep		2023-2025
<b>COMMUNITY</b>				
Erin Wuerz		Community Rep		2024-2026
Lauren Brown		Community Rep		2023-2025
<b>BUSINESS</b>				
Brad Golden		Business Rep		2023-2025
Toye Penny		Business Rep		2024-2026