

GROWING OUR OWN IN MANSFIELD ISD

Aspiring Leaders and TIPS



Mansfield Independent School District



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.

"BEFORE YOU ARE A LEADER, SUCCESS IS ALL ABOUT GROWING YOURSELF. WHEN YOU BECOME A LEADER, SUCCESS IS ALL ABOUT GROWING OTHERS."

— JACK WELCH

ASPIRING LEADERS

THE ASPIRING LEADERS TRAINING
IS INTENDED FOR ALL CURRENT PROFESSIONALS
(TEACHERS, COUNSELORS, INSTRUCTIONAL SPECIALISTS, LIBRARIANS)
WHO **ASPIRE TO BECOME CAMPUS LEADERS.**

THE SESSIONS PROVIDE PARTICIPANTS WITH A BROAD OVERVIEW OF
EFFECTIVE LEADERSHIP PRACTICES AND PREPARATION TECHNIQUES
FOR INTERVIEWS.

Aspiring Leaders Syllabus

Session 1	Session 2	Session 3	Session 4
So You Want to Be a Campus Leader!	Students First Leadership	Great Leaders are Listeners and Learners	Getting the Job – Resume & Interviews
We will analyze our leadership styles as it relates to our strengths and weaknesses and develop goals to develop our areas of leadership weakness. This session focuses on our core value of “Continuous Improvement” .	We will collaborate around how great leaders grow students academically, socially, and emotionally. This session focuses on our core value of “Students First” .	We will engage in learning centered on the leadership behaviors that build culture, climate, and human capital on a campus. This session focuses on our core values of “Positive Relationships and Communication” .	We will work on updating our resumes to highlight our leadership, as well as practice common interview questions. This session focuses on Getting the Job!



ASPIRING LEADERS

Always ask the question, “Is it good for kids?”



Ms. Katrina Mabry-Smith
Secondary Principal



“You lose your way, when you lose your WHY.”



Ms. MaryAnn Morales
Elementary Principal



“Do not follow where the path may lead. Go instead where there is no path and leave a trail.”

— Ralph Waldo Emerson



Ms. ShaKendra Allen
Intermediate Principal



BY THE NUMBERS

*Aspiring Leaders
Participants*

2023-2024 - 14

2024-2025 - 20

2025-2026 - 25

*Promoted
Aspiring Leaders*

30%

***AS OF MAY 2026**

SURVEY SAYS

“I WANTED TO TAKE A MOMENT TO SHARE THAT I TRULY FEEL MENTALLY PREPARED AND EXCITED TO STEP INTO A ROLE SUPPORTING A CAMPUS PRINCIPAL AS AN ASSISTANT PRINCIPAL. I HAVE APPLIED TO A HANDFUL OF ASSISTANT PRINCIPAL POSITIONS WITHIN THE DISTRICT, AND I WANTED TO EXPRESS HOW APPRECIATIVE I AM FOR THE SUPPORT AND DEVELOPMENT OPPORTUNITIES PROVIDED THROUGH ASPIRING LEADERS.”

“THE EXPERIENCE, INSIGHT, AND MENTORSHIP GAINED THROUGH THE PROGRAM HAVE BEEN INCREDIBLY VALUABLE IN HELPING ME GROW BOTH PROFESSIONALLY AND PERSONALLY AS A LEADER. THANK YOU AGAIN FOR YOUR LEADERSHIP, ENCOURAGEMENT, AND INVESTMENT IN ASPIRING ADMINISTRATORS LIKE MYSELF.”

TRAINING INNOVATIVE PRINCIPALS SYMPOSIUM

MISD STRIVES FOR LEADERS DEDICATED TO **EXCELLENCE IN
ACHIEVEMENT AND EDUCATIONAL EQUITY.**

TIPS PARTICIPANTS ENGAGE IN RELEVANT LEARNING EXPERIENCES
DESIGNED TO DEVELOP AND FOSTER THE **PERSONAL AND
PROFESSIONAL COMPETENCIES** EXPECTED OF EFFECTIVE
MANSFIELD ISD PRINCIPALS.

“WITHOUT A STRONG PK-12 LEADERSHIP PIPELINE, SCHOOLS FACE INSTABILITY, STALLED INITIATIVES, AND DIMINISHED SUPPORT FOR TEACHERS AND STUDENTS AT A TIME WHEN STEADY LEADERSHIP IS ESSENTIAL.” — MARTIN YOUSEF, 2026.

RESEARCH FROM THE WALLACE FOUNDATION FOUND THAT DISTRICTS WITH STRONG PRINCIPAL PIPELINES EXPERIENCED HIGHER STUDENT ACHIEVEMENT AND BETTER PRINCIPAL RETENTION, AT A COST OF LESS THAN 0.5% OF A DISTRICT'S BUDGET.

TIPS Syllabus

Sessions 1-2	Sessions 3-4	Session 5	Session 6
Vision 2030 Leadership Style with DISC	Campus Culture 30/60/90 Plan	Board Policy Campus Budget	Resume & Interviews Mock Interviews
<p>We will analyze Vision 2030 in depth, as well as review results of our DISC profile.</p> <p><u>Leadership Task</u> Reflection and Goal Setting with DISC</p>	<p>We will review the principal competency for building campus culture, as well as review key components of <u>The First 90 Days</u>.</p> <p><u>Leadership Task</u> Create and Present 30/60/90 Entry Plan</p>	<p>We will review the principal's role in understanding and following board policy, as well as creating a campus budget to meet student needs.</p> <p><u>Leadership Task</u> Budget and Finance Group Project</p>	<p>We will review our resumes, provide feedback, and prepare for principal interviews.</p> <p><u>Leadership Task</u> Mock Interviews</p>

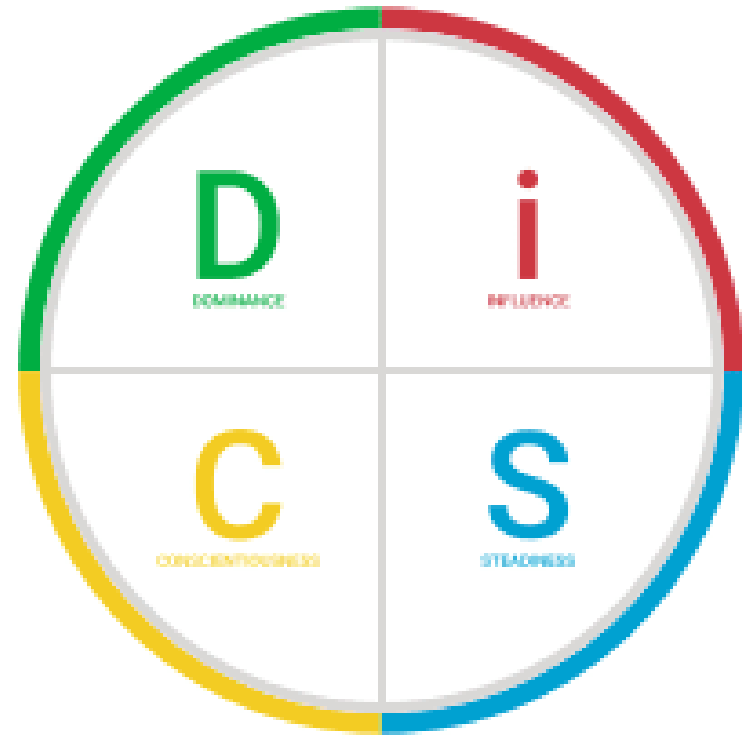


Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic

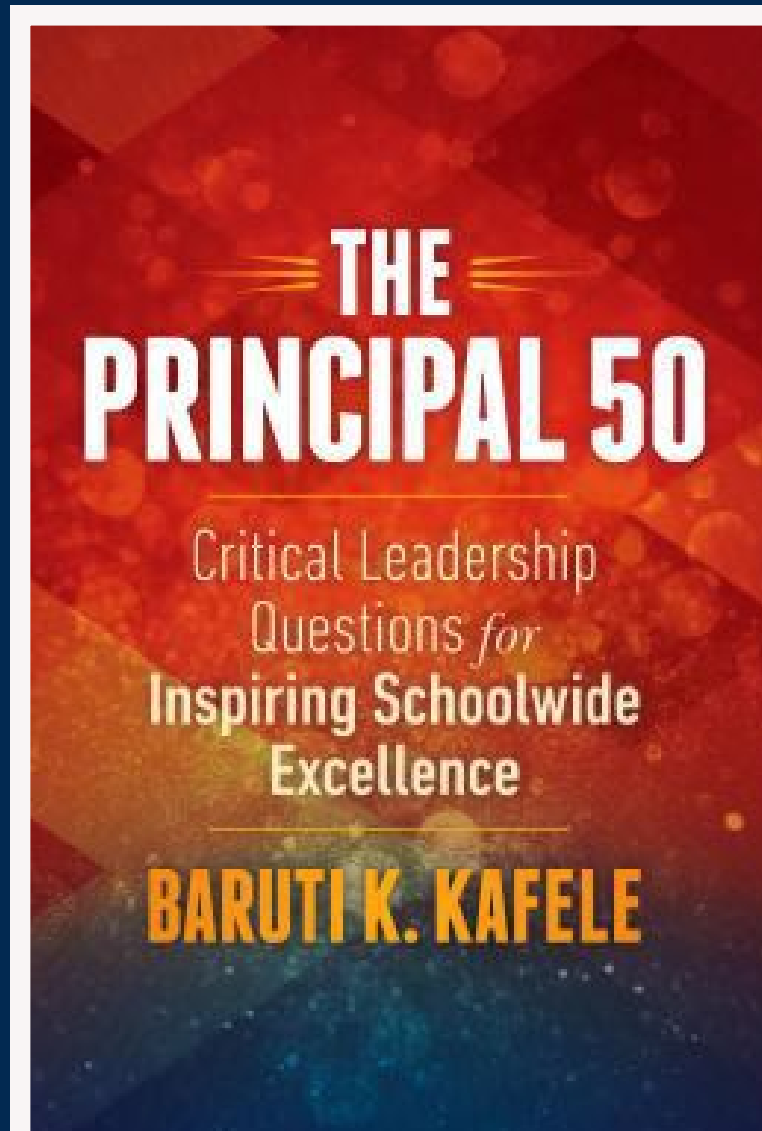
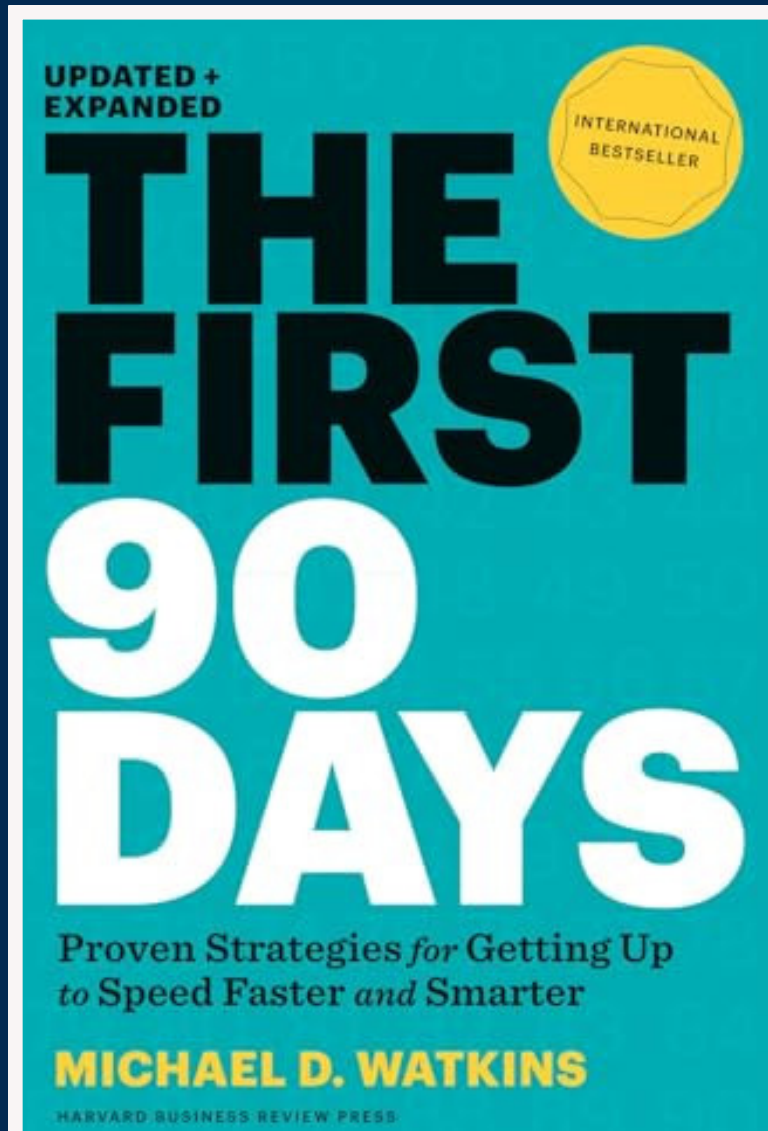


Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful



BY THE NUMBERS

*Training Innovative
Principals Participants*

2023-2024 - 19

2024-2025 - 13

2025-2026 - 10

*Promoted TIPS
Participants*

25%

***AS OF MAY 2026**

SURVEY SAYS

"LEARNING ABOUT MY LEADERSHIP PROFILE IN DEPTH TO PRESENTATIONS, BUDGETING, THE 30/60/90 PLANS AND FEEDBACK FOR MY RESUME! I FEEL EXTREMELY PREPARED TO EXECUTE MY ROLE AS AN AP AND EVEN MORE SO PREPARED TO TAKE ON THE ROLE AS A PRINCIPAL"

"AUTHENTIC LEADERSHIP , UNDERSTAND WHERE YOU NEED TO HIRE BASED ON STRENGTHS AND WEAKNESSES. PEOPLE FIRST BUT DON'T FORGET SYSTEMS!"

"I ENJOYED EVERY SESSION. THE LAST ONE WE HAD YESTERDAY WITH OPEN Q&A WAS SO BENEFICIAL AND INFORMATIVE. THANK YOU BOTH SO MUCH FOR POURING INTO US, THE WAY YOU DID THIS YEAR."

CONTINUOUS IMPROVEMENT

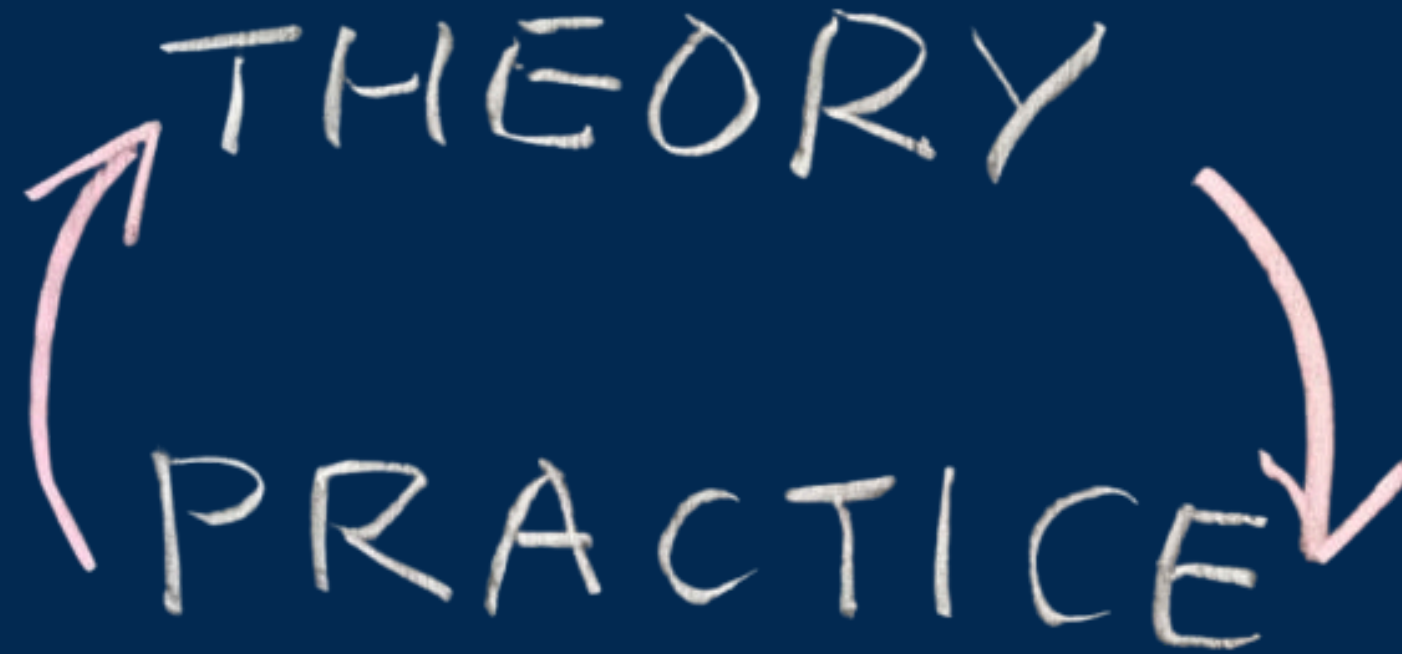
MENTOR

A group of hands holding up large red letters that spell out the word "MENTOR".

CAREER

A hand placing a wooden block with the letter "R" on top of a staircase of wooden blocks spelling out "CAREER". Green arrows indicate the path of the staircase.

THEORY
PRACTICE

A hand-drawn diagram showing a cycle between "THEORY" and "PRACTICE". A pink arrow points from "PRACTICE" up to "THEORY", and another pink arrow points from "THEORY" down to "PRACTICE".

QUESTIONS

