



# **MANSFIELD ISD**

## **District Improvement Plan**

**Reviewed and Recommended by DEIC on December 11, 2025**

**Recommended for Approval by MISD Board of Trustees on December 16, 2025**

# Table of Contents

<u>Vision 2030</u> .....	3
<u>Mansfield ISD 2021-2026 Scorecard</u> .....	4
<u>Comprehensive Needs Assessment Summary 2025-2026</u> .....	5
<u>Department Systems Goals Summary</u> .....	16
<u>Department Plan on a Page</u> .....	23
<u>Plan for Federal Funds 2025-2026</u> .....	65
<u>District-wide Educational Improvement Council (DEIC) Membership Charter</u> .....	67

# 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%	76%		
1.2	% of students mastering Algebra 2	80%	69%	76%	77%	74%	74%		
1.3	% of students graduating Life Ready	80%		58%	76%	63%*	84%		
1.4	% of students graduating College and/or Career Ready	88%		66%	78%	97%	98%		
*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%	62%		
2.2	% of students on/above grade level per STAAR Math Meets	60%	48%	51%	55%	54%	55%		
2.3	% Completing Student Scorecard	80%		74%	*	58%*	85%		
*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%	81%		
3.2	Student Survey-% Satisfied	70%	60%	50%	59%	62%	64%		
3.3	% Out of Placement (ISS/OSS/DAEP)	15%		11%	11%	12%	11%		
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%	99.8%		
4.2	% Work Orders Completed within 7 Business Days	80%	63%	81.5%	80.5%	86.9%	89.9%		
4.3	Cybersecurity: Uncompromised End-Points	99%	99%	99.8%	99.78%	99.99%	99.97%		
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%	84%	TAPR		
5.2	Teaching staff reflects diversity of student population - % Gap	≤ 10%	14.9%	14.1%	13.7%	13.6%	TAPR		
5.3	Staff Survey - % Satisfied	85%	80%	75%	79%	82%	76%		
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	1,529		
6.2	ACE Summer Rd & Math Progress %	90%		85%/95%	80%/93%	76%/91%	86%/87%		
6.3	Revenue Generated	\$4,000,000	\$3,126,571	\$3,466,915	\$3,692,885	\$3,807,605	\$4,752,615		
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	81%	78%	80%	79%	78%	80%		
7.2	% of Workers Compensation Claims Filed	6.75%	8%	5.8%	8.1%	7.4%	5.8%		
7.3	% of Student Meal Participation	65%	60%	74%	69%	72%	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	Superior		
8.2	Clean Financial Audit	Clean Audit	Clean Audit	Clean Audit	Clean Audit	Clean Audit	Clean Audit		
8.3	Trainings Provided to District Personnel	15	8	8	19	22	21		
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%	138%		
9.2	% District Physical Security Audit	94%			90%	90%	91%		
9.3	% Police Force Meeting TCOLE Standards	100%	100%	100%	100%	100%	100%		
	Met or Exceeded 5 Year Goal		Near Goal or On-Track to Meet Goal		Not Near Goal		Not Near Goal. Negative Trend		

## Comprehensive Needs Assessment Summary: 2025-2026

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?
Demographics	<ul style="list-style-type: none"> <li>MISD is a diverse school district with 34,998 students.</li> <li>African American 34.98%</li> <li>White 23.41%</li> <li>Hispanic 27.08%</li> <li>Asian 8.85%</li> <li>Two or More Races 5.24%</li> <li>Economically Disadvantaged 48.67%</li> <li>Gift &amp; Talented 8.02%</li> <li>Special Ed 16.10%</li> <li>Limited English Proficient (LEP) 15.41%</li> <li>Bilingual 3.54%</li> <li>English as a Second Language (ESL) 9.20%</li> <li>At-Risk 40.15%</li> <li>Military-Connected 6.18%</li> </ul>	<ul style="list-style-type: none"> <li>MISD student demographics are shifting: the number of White students continues to decrease, while percentages of African American, Hispanic, Asian, and Two or More Races students have increased slightly (0.3%–0.8%) or remained steady over the past four years.</li> <li>The proportion of students in Special Populations (Special Education, Section 504, and Language Acquisition) has steadily increased:</li> <li>SPED students rose 1.73% in 2024–25 and 1.58% in 2025–26.</li> <li>Military-connected students increased from 5.74% to 6.18%.</li> <li>The number of economically disadvantaged students increased by 0.53% from last year.</li> <li>If trends continue, both the Special Populations and economically disadvantaged groups are expected to grow steadily in the coming years.</li> </ul>	<p>Ensure efficient use of facilities to maximize learning environments and student access.</p> <p>Provide an aligned curriculum that is written, taught, and assessed to meet the diverse needs of all students.</p> <p>Effective use of federal funds:</p> <ul style="list-style-type: none"> <li>Title I: Support campuses identified for additional resources</li> <li>Title II: Fund professional learning for teachers, staff, and administrators</li> <li>Title III: Promote equity and support for Emergent Bilingual students</li> <li>Title IV: Support students' social-emotional well-being and related initiatives</li> </ul>

<b>Student Achievement</b>	<p><b><u>Student Achievement</u></b></p> <p>Mansfield ISD demonstrates solid academic achievement with 81% Approaches, 58% Meets, and 26% Masters across all subjects, resulting in a student achievement raw score of 55.</p> <p><b><u>ELAR</u></b></p> <ul style="list-style-type: none"> <li>• ELAR showed the highest overall outcomes (82% Approaches, 62% Meets, 27% Masters).</li> <li>• ELAR had the highest Meets rate (62%), while Social Studies had the highest Masters rate (32%).</li> </ul> <p><b><u>Math</u></b></p> <ul style="list-style-type: none"> <li>• Mathematics reflected moderately strong outcomes (79% Approaches, 55% Meets, 25% Masters).</li> </ul> <p><b><u>Science</u></b></p> <ul style="list-style-type: none"> <li>• Science performed comparably to ELAR at the Approaches level (82% Approaches, 54% Meets, 21% Masters).</li> </ul> <p><b><u>Social Studies</u></b></p> <ul style="list-style-type: none"> <li>• Social Studies remained a strength (81% Approaches, 57% Meets, 32% Masters, the highest mastery rate districtwide).</li> </ul> <p><b><u>Student Groups</u></b></p> <ul style="list-style-type: none"> <li>• Districtwide performance was strongest in ELAR and Social Studies, with Asian, White, Continuously Enrolled, and Non-Economically Disadvantaged students outperforming other groups.</li> <li>• Asian students significantly outperformed all groups (90% Approaches, 75% Meets, 44% Masters).</li> <li>• White students demonstrated strong results (88% Approaches, 69% Meets, 35% Masters).</li> </ul>	<p><b><u>Math</u></b></p> <ul style="list-style-type: none"> <li>• Mathematics has the lowest Meets performance at 55%.</li> </ul> <p><b><u>Science</u></b></p> <ul style="list-style-type: none"> <li>• Science has the lowest Masters performance at 21%.</li> </ul> <p><b><u>Student Groups</u></b></p> <ul style="list-style-type: none"> <li>• Despite solid overall achievement, persistent gaps remain for African American, Hispanic, Economically Disadvantaged, Emergent Bilingual, Special Education, and highly mobile students, as reflected in lower Meets/Masters performance—particularly in Math and Science.</li> <li>• African American (52%), Hispanic (49%), and Economically Disadvantaged (46%)</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to invest in teacher efficacy through ongoing professional learning and support</li> <li>• Provide training for teachers during district-wide PD sessions and through instructional coaching on differentiation using the Questions, Signal, STEM, Share, Assess (QSSSA) instructional strategy and the 15-Day Challenge</li> <li>• Equip teachers with resources and guidance that demonstrate how to help students apply language conventions, along with supplemental materials to reinforce instructional practices</li> </ul> <p><b><u>Guaranteed &amp; Viable Curriculum</u></b></p> <p>(Math/Science): tighten alignment to STAAR blueprint, item types, and cognitive demand; embed daily problem-solving and data analysis.</p> <ul style="list-style-type: none"> <li>• Instructional routines: Strengthen districtwide Math Number Talks (K–8) and CER (Claim-Evidence-Reasoning) in Science</li> <li>• Intentional differentiation and scaffolds based on essential standards, and systematic re-teach cycles</li> </ul>
----------------------------	--	---	--

	<ul style="list-style-type: none"> <li>• Gifted/Talented students excelled (99% Approaches, 96% Meets, 72% Masters), with 98% performing at Meets or above in ELAR and 95% in Math.</li> <li>• Non-economically disadvantaged students outperformed their peers (89% vs. 73% Approaches), with 75% meeting grade level in ELAR and 66% in Math.</li> <li>• Continuously enrolled students outscored their peers (84% vs. 74% Approaches, 62% vs. 47% Meets, 28% vs. 19% Masters).</li> <li>• Former SPED students performed significantly higher than current SPED students (85% vs. 48% Approaches, 60% vs. 22% Meets, 27% vs. 6% Masters).</li> </ul>	<p>students lag in the percentage meeting grade-level expectations across subjects.</p> <ul style="list-style-type: none"> <li>• Special Education students show the most significant concern (48% Approaches, 22% Meets, 6% Masters).</li> <li>• Highly Mobile students scored below district averages (63% Approaches, 36% Meets, 9% Masters).</li> <li>• Only 46% of Economically Disadvantaged students met grade level across subjects; 50% met expectations in ELAR and 43% in Math.</li> <li>• Current Emergent Bilingual students show low performance, with 37% meeting grade level in all subjects and 39% meeting expectations in ELAR and Math.</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching cycles: weekly PLC data meetings; biweekly content coaching in high-needs campuses; lesson internalization protocols.</li> <li>• Assessment redesign: shift common assessments to 70% STAAR-like items</li> </ul>
	<p><b><u>College Career or Military Ready</u></b></p> <ul style="list-style-type: none"> <li>• 96% of the class of 2023-24 students met one or more of the College, Career, or Military Readiness indicators. This rate was above the state average.</li> <li>• 97% of White students, 96% of African American and Hispanic students graduated CCMR-ready.</li> <li>• 86.0% of the class of 2024 met Texas Success Initiative (TSI) achievement criteria in BOTH RLA and Mathematics</li> <li>• 91.0% met TSI criteria in RLA</li> <li>• 88.4% met TSI criteria in Mathematics</li> </ul>	<p><b><u>College Career or Military Ready</u></b></p> <ul style="list-style-type: none"> <li>• 43.1% met TSI in both subjects without college prep courses</li> <li>• Only 32.4% met the TSI assessment criteria in RLA</li> <li>• Only 27.9% met the TSI assessment requirements in Mathematics</li> <li>• Only 31.3% met SAT math criteria (910 students)</li> <li>• Only 4.3% met ACT math criteria (126 students)</li> <li>• 48.6% needed college prep math courses (1,413 students - nearly half the graduating class) to be classified as CCMR ready.</li> </ul>	
	<p><b><u>Student Academic Growth</u></b></p> <ul style="list-style-type: none"> <li>• The district's overall academic growth score was</li> </ul>	<p><b><u>Student Academic Growth</u></b></p> <ul style="list-style-type: none"> <li>• Math growth shows more students remaining in Did Not Meet and Low Approaches, with fewer</li> </ul>	

	<p>71% (ELAR: 70%, Math: 69%).</p> <ul style="list-style-type: none"> <li>Students already performing at Meets/Masters maintained strong achievement, with 82% remaining at their performance level from 2023–24 to 2024–25.</li> <li>Students in High Approaches demonstrated strong upward movement, with 908 advancing to Meets in ELAR and 730 advancing to Meets in Math.</li> <li>82% of Asian students demonstrated academic growth in Math.</li> <li>88% of Gifted and Talented students showed academic growth in both ELAR and Math.</li> </ul> <p><b><u>Closing the Gaps</u></b></p> <ul style="list-style-type: none"> <li>Mansfield ISD realized a solid closing-the-gaps score of 89. This score was potentially capped at 89 (B) because one or more campuses earned less than 70 on the closing the gap domain. Meaning, even if calculations would have placed the district above 89, the cap would have prevented a higher district rating because of underperforming campuses.</li> </ul>	<p>progressing to Meets/Masters compared to ELAR.</p> <ul style="list-style-type: none"> <li>The district’s Accelerated Learning Score of 37 is low; of 6,170 students who did not meet grade level in 2023–24, only 37% reached grade level or higher in 2024–25.</li> <li>While Low Did Not Meet students showed some improvement, only 49% earned growth points.</li> <li>Many students in Low Approaches and High Approaches made only minimal or partial growth.</li> <li>Accelerated learning remained low in both subjects: only 33% of the 2,899 students who did not meet ELAR standards in 2023–24 met standards in 2025–26, and only 41% of the 3,271 students who did not pass Math met grade level in 2024–25.</li> <li>A large number of students (8,280) in Low/High Did Not Meet earned zero growth points.</li> </ul> <p><b><u>Closing the Gaps</u></b></p> <ul style="list-style-type: none"> <li>Despite several A ratings, achievement gaps remain for Emergent Bilingual, Special Education, African American, Hispanic, and Economically Disadvantaged students. Some campuses show failing indicators despite strong overall performance.</li> <li>Highly mobile students continue to lag below district averages:</li> <li>RLA Meets: 36%</li> </ul>	<ul style="list-style-type: none"> <li>Redesign Accelerated Instruction to ensure high-intensity, consistent, skill-specific tutoring (HB 1416 compliant).</li> <li>Ensure accurate identification of essential standards and alignment of tutoring content to student data</li> <li>Ensure campuses schedule protected intervention blocks with no interruptions or competing priorities</li> <li>Provide training on reteach strategies, error analysis, and scaffolding</li> <li>Expand Progress Monitoring Cycles: every 3–4 weeks for DNM students</li> <li>Implement targeted, data-driven intervention plans for each student group at all campuses.</li> <li>Provide training on scaffolding, and language-rich instruction for EB students</li> <li>Ensure campuses with A ratings but failing indicators receive intensive support and monitoring for student group performance</li> </ul>
--	--	--	--



	<ul style="list-style-type: none"><li>• Nearly all middle and high school campuses earned an A rating in Closing the Gaps.</li><li>• Every high school campus was rated A in Closing the Gaps with scores ranging from 92-100.</li><li>• All middle school campuses except Howard earned A in Closing the Gaps.</li><li>• Many elementary campuses earned a A/B Closing the Gaps score, but some earned C, and a few earned D, which pulled the district downward.</li><li>• Student achievement is strong for Asian, White, Gifted &amp; Talented, and Non-Economically Disadvantaged students.</li><li>• Overall growth scores are solid with 71% of the students showing growth in ELAR and/or Math.</li><li>• Graduation and CCMR rates are very strong districtwide with most student groups above 95%.</li></ul>	<ul style="list-style-type: none"><li>• Math Meets: 33%</li><li>• RLA Growth: 62%</li><li>• Math Growth: 66%</li></ul>	
	<p><b><u>Accountability</u></b></p> <ul style="list-style-type: none"><li>• Mansfield ISD demonstrates strong, consistent academic performance, with most high schools earning A ratings. Despite exceeding state averages on most indicators, mixed elementary performance, persistent subgroup gaps, and a few low-performing campuses prevented an overall A rating. In 2025, the district received a B rating with a scaled score of 89.</li><li>• <b>Overall ratings distribution:</b><ul style="list-style-type: none"><li>○ A: 20 campuses (43.5%)</li><li>○ B: 17 campuses (37%)</li><li>○ C: 7 campuses (15%)</li></ul></li></ul>	<p><b><u>Accountability</u></b></p> <ul style="list-style-type: none"><li>• Low student academic growth was observed in several elementary campuses, one intermediate campus, and one middle school, contributing significantly to C/D domain ratings and struggling student groups.</li><li>• Six campuses earned a C or D in Closing the Gaps, reflecting persistent low performance among Emergent Bilingual, Special Education, African American, Hispanic, and Economically Disadvantaged students.</li></ul>	

	<ul style="list-style-type: none"> <li>○ D: 2 campuses (4%)</li> <li>• Over 80% of campuses earned an A or B.</li> <li>• Most middle schools earned A or high B ratings.</li> <li>• Five elementary campuses earned an A rating.</li> <li>• High schools show consistent excellence in students graduating College, Career, Military, and Life Ready.</li> <li>• Of 45 campuses evaluated for Distinction Designations, 30 (67%) earned at least one.</li> <li>• Distinction highlights: <ul style="list-style-type: none"> <li>○ 1 campus earned 7,</li> <li>○ 2 campuses earned 6, and</li> <li>○ 4 campuses earned 5 distinctions.</li> </ul> </li> </ul>		
<b>School Culture and Climate (Include Counseling)</b>	<b>Staff Perspectives:</b> <ul style="list-style-type: none"> <li>• 81% of administrators/coordinators, 76% of teachers, and 75% of paraprofessionals reported strong professional communities with respect and care among colleagues.</li> <li>• 86% of administrators/coordinators, 83% of paraprofessionals, and 70% of teachers would recommend their campus to others.</li> <li>• 88% of administrators/coordinators would recommend the district overall.</li> <li>• 75% of paraprofessionals and 68% of teachers felt well-informed by leaders.</li> <li>• 67% of teachers felt comfortable sharing ideas and opinions with administrators.</li> </ul>	<b>Teacher and Staff Support:</b> <ul style="list-style-type: none"> <li>• <b>43%</b> of teachers and <b>39%</b> of paraprofessionals felt supported by parents on discipline issues.</li> <li>• <b>50%</b> of teachers felt respected by students; <b>44%</b> of paraprofessionals reported students are respectful to teachers.</li> <li>• <b>50%</b> of teachers reported bullying as an issue; <b>56%</b> of parents agreed. Only <b>22%</b> of parents strongly felt bullying is not a problem.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand opportunities for two-way feedback cycles during planning, especially for improvement plans and initiative rollouts</li> <li>• Offer training on authentic stakeholder engagement for principals, coordinators, and district leaders</li> </ul>

	<p><b>Parent Perspectives:</b></p> <ul style="list-style-type: none"> <li>• 76% reported their child's campus is safe.</li> <li>• 79% felt welcomed on campus.</li> <li>• 71% would recommend their child's school to others.</li> <li>• 80% felt comfortable contacting staff with concerns.</li> </ul> <p><b>Student Perspectives:</b></p> <ul style="list-style-type: none"> <li>• 89% said administrators and staff adequately supervise halls; 71% feel safe in hallways.</li> <li>• 85% have a friend they can count on.</li> <li>• 84% can control their emotions when necessary.</li> <li>• 83% feel accepted by teachers, and 77% believe teachers care about them personally.</li> <li>• 83% reported school rules are clearly explained.</li> <li>• 74% felt safe on school grounds before and after school.</li> <li>• 67% are likely to report safety concerns.</li> <li>• 69% said counselors helped them succeed and felt safe at their campuses.</li> </ul>	<p><b>District and Campus Leadership:</b></p> <ul style="list-style-type: none"> <li>• 59% of administrators/ coordinators reported the district improvement planning process was inclusive; 59% of teachers felt the same about campus planning.</li> <li>• 66% of administrators/coordinators trust district leadership to make MISD a "Destination District."</li> <li>• 65% of administrators/coordinators felt well-informed about district activities.</li> <li>• 56% of administrators/coordinators reported that district leadership acts consistently and follows through on promises.</li> <li>• 60% of administrators/coordinators felt their opinions are valued in decision-making.</li> <li>• 48% of teachers felt involved in campus-level decision-making; 61% believed campus leadership values their ideas.</li> <li>• 54% of administrators/coordinators believe hiring and promotion practices select the most qualified candidates.</li> </ul> <p><b>Parent and Student Engagement:</b></p> <ul style="list-style-type: none"> <li>• 63% of parents regularly refer to campus or district websites for information.</li> <li>• 66% of students feel comfortable reporting drug or alcohol use</li> </ul>	
--	---	---	--

<b>Staff Quality/ Professional Development</b>	<p><b>Staff Satisfaction, Support, and Leadership</b></p> <p><b>Job Satisfaction and Work Environment:</b></p> <ul style="list-style-type: none"> <li>• 90% of administrators, 82% of paraprofessionals, and 74% of teachers are satisfied working in the district and on their campuses.</li> <li>• 89% of administrators, 81% of paraprofessionals, and 73% of teachers reported a positive, professional work environment.</li> </ul> <p><b>Supervisor Support and Feedback:</b></p> <ul style="list-style-type: none"> <li>• 76% of paraprofessionals and 71% of teachers felt supervisors understand their strengths and weaknesses.</li> <li>• 72% of administrators/coordinators and 68% of teachers receive adequate support and feedback to perform their jobs well.</li> <li>• 68% of district/campus administrators believe their strengths, skills, and expertise are used effectively.</li> <li>• 68% of district staff and administrators feel they receive adequate feedback.</li> <li>• 73% of paraprofessionals and 67% of teachers believe administrators provide knowledgeable leadership.</li> </ul> <p><b>Collaboration and Leadership:</b></p> <ul style="list-style-type: none"> <li>• 67% of teachers reported adequate time to collaborate on</li> </ul>	<p><b>Relevance of Professional Development:</b></p> <ul style="list-style-type: none"> <li>• 62% of paraprofessionals and 58% of teachers felt professional development provides relevant growth opportunities.</li> <li>• 59% of administrators reported district professional development helps them grow as leaders.</li> <li>• Only 44% of administrators felt PDC meetings are a productive use of time.</li> </ul> <p><b>Feedback and Decision-Making:</b></p> <ul style="list-style-type: none"> <li>• 65% of teachers said campus administrators provide adequate feedback on their work.</li> <li>• 48% of teachers and 33% of paraprofessionals reported being included in campus decision-making.</li> <li>• 61% of teachers and 62% of paraprofessionals felt campus leadership values their ideas and opinions.</li> </ul>	<ul style="list-style-type: none"> <li>• Redesign PDC offerings to include choice-based learning pathways and collaboration time</li> <li>• Revised the Training for Innovative Principals Academy to include more hands-on, real-world experience for aspiring principals</li> </ul>
--	---	--	---

	<p>curriculum and instructional best practices.</p> <ul style="list-style-type: none"> <li>77% of staff trust campus leadership and feel administrators understand campus needs and provide effective leadership.</li> </ul> <p><b>Parent Perspectives:</b></p> <ul style="list-style-type: none"> <li>77% of parents reported teachers are knowledgeable and meet students' learning needs.</li> <li>77% said staff and teachers are responsive and respectful to their concerns.</li> </ul>		
Curriculum, Instruction, Assessment (Include Library)	<p><b>Staff Awareness and Data Use:</b></p> <ul style="list-style-type: none"> <li>86% of PDC staff and 79% of teachers know how MISD students performed on STAAR compared to state and other districts.</li> <li>85% of teachers have access to student test results through Edugence and other platforms.</li> <li>78% of teachers reported principals effectively use data to identify areas needing improvement.</li> <li>70% of administrators/coordinators reported the district effectively uses data for improvement.</li> </ul> <p><b>Student and Teacher Impact:</b></p> <ul style="list-style-type: none"> <li>81% of administrators/coordinators said the district inspires students to become productive citizens.</li> <li>90% of students said teachers care about their learning.</li> </ul>	<p><b>School Improvement Planning:</b></p> <ul style="list-style-type: none"> <li>66% of paraprofessionals and 64% of teachers reported their campus has a highly effective continuous school improvement process.</li> <li>61% of administrators/coordinators believe the district effectively addresses the academic needs of all students.</li> </ul> <p><b>Student Engagement and Learning Experience:</b></p> <ul style="list-style-type: none"> <li>Only 50% of students feel their learning relates to real-life situations, highlighting a disconnect between curriculum and student experience.</li> <li>54% of students enjoy learning at school, while 17–24% reported they do not enjoy it at all.</li> <li>58% of students said teachers make learning enjoyable.</li> </ul>	<ul style="list-style-type: none"> <li>Use Comp Ed funds to supplement instructional resources specifically for At-Risk students, ensuring equitable access to high-quality learning materials</li> <li>Establish a per-pupil baseline for library resources at each campus to guarantee students have sufficient access to books and digital learning tools that support curriculum and literacy development</li> </ul>

	<ul style="list-style-type: none"> <li>• 68% of teachers believe campuses effectively address the academic needs of all students.</li> <li>• 67% of teachers believe campuses address academic challenges to support continuous improvement.</li> </ul> <p><b>Parent and Student Perceptions:</b></p> <ul style="list-style-type: none"> <li>• 81% of parents said their children are doing well; 78% believe their child receives a high-quality education.</li> <li>• 77% of parents agree teachers are knowledgeable and meet students' learning needs.</li> <li>• 76% of parents received information on their child's academic progress.</li> <li>• 72% of parents felt homework amounts were appropriate; 74% felt difficulty levels were suitable.</li> <li>• 76% of students believe they will be well-prepared for college or careers.</li> <li>• 68% of students reported campuses provide useful career/college information.</li> </ul> <p><b>Campus Excellence:</b></p> <ul style="list-style-type: none"> <li>• 79% of paraprofessional staff and 70% of teachers consider their campuses excellent schools.</li> </ul>	<ul style="list-style-type: none"> <li>• 62% of teachers indicated that the most effective teachers are assigned to students at risk of failure or identified as gifted/talented.</li> </ul> <p><b>College and Career Readiness:</b></p> <ul style="list-style-type: none"> <li>• 63% of high school parents reported schools provide excellent preparation for college, career, and life readiness.</li> <li>• 65% of high school parents indicated schools provide vital college and career planning information to prepare students for post-graduation success.</li> </ul>	<ul style="list-style-type: none"> <li>• Host Parent University Nights to provide families with information and resources that support student success</li> <li>• Offer guided sessions to help parents navigate college funding options and scholarship opportunities, ensuring families are equipped to support postsecondary planning</li> </ul>
--	--	--	---

<b>Family and Community Involvement</b>	<b>Parent Engagement and Collaboration</b> <ul style="list-style-type: none"> <li>76% of teachers work closely with students' parents to support academic needs.</li> <li>75% of parents reported school staff are responsive and respectful to their concerns.</li> <li>80% of parents feel comfortable reaching out to school staff with questions or concerns.</li> <li>72% of parents are actively involved in events and activities at their child's school.</li> </ul>	<b>Parent Collaboration and Engagement</b> <ul style="list-style-type: none"> <li>46% of paraprofessionals reported working closely with parents to support student needs.</li> <li>48% of teachers and 41% of paraprofessionals noted that parents actively volunteer for classroom or extracurricular activities.</li> <li>37% of parents do not regularly visit the campus or district website, a 5-point increase from last year.</li> </ul>	<ul style="list-style-type: none"> <li>Expanded two-way communication opportunities for families by hosting a Special Education Parent Panel to gather feedback, address concerns, and strengthen collaboration between families and district staff</li> <li>Increased engagement with Emergent Bilingual families through quarterly meetings designed to share instructional strategies, provide language-support resources, and build stronger school-home partnerships</li> <li>Strengthened outreach by partnering with the Department of Parent and Family Engagement and district choice programs to offer campus and program tours for families and community members, highlighting specialized learning pathways and showcasing district strengths</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 and 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 the internet</li> </ul>	<ul style="list-style-type: none"> <li>Deploy new devices</li> <li>Deploy hot spots</li> </ul>

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Advanced Academics	College and Life Ready	Academic growth for all
Assessment Accountability & Analysis	Examine the viability of adopting the data determine their effectiveness in analysis framework presented in “Driven enhancing the district’s use of data to by Data 2.0” for systematic use across the district.	Establish a data-driven practices committee to evaluate the strategies outlined in Driven by Data 2.0 and inform decisions that improve student growth and success. 1. emphasizing and teaching The Texas
Athletics	1. Teach Character, teamwork and sportsmanship through competition 2. Promote community engagement through community service projects. 3. Improve academic success across all Athletic programs.	Way Character Curriculum in all Athletic programs. 2. Organize and provide 8 district wide community service projects. 3. Student athlete passing rate greater than 90% and graduation rate of 100%.
AVID	To empower all students, particularly those from underrepresented and underserved backgrounds, to achieve academic excellence, college readiness, and lifelong success through the MISD AVID system.	
Bond Program	Plan and efficiently execute MISD Bond Projects while training staff and providing facilities that enable students to achieve their learning goals outlined in Vision 2030.”	Complete the bond program at least 1% under budget while exceeding quality standards.
Business Services	Consistent on time deliveries and effective time management in the execution of all MISD requests.	A streamlined procedural process and database for all tasks associated with the Distribution Warehouse.
Career Technical Education (CTE)	Increase the number of students who earn Industry Based Certifications (IBCs) in their Career & Technical Education Courses by 10%.	
Center for Performing Arts	To host and support events that build our community while maintaining budget goals	We will meet our budget and booking goals while supporting student, family, and faculty events.



## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Communications & Marketing	<ol style="list-style-type: none"> <li>1. Increase enrollment by recruiting new and retaining current students through effective communication.</li> <li>2. Strengthen and refine MISD's brand to ensure accuracy and authenticity.</li> <li>3. Create a cultural shift that results in an excellent client experience.</li> </ol>	<ol style="list-style-type: none"> <li>1. Conduct research--using surveys, focus groups, etc.--to determine why stakeholders choose (or don't choose) Mansfield ISD, identify areas where improvement is needed, and create/implement plans to attract and keep students.</li> <li>2. Gather feedback from various groups to determine MISD's desired brand and create messaging and graphics to</li> <li>3. Recruit a pilot group of early adopters who commit to addressing areas of need for their campus, work with them to create individual action plans, and report success that can be implemented by other campuses/ departments.</li> </ol>
Curriculum, Instruction and Accountability	Build High Performing Schools & Programs	<ol style="list-style-type: none"> <li>1. Grow all students academically;</li> <li>2. Enhance instructional capacity;</li> <li>3. Provide a comprehensive, aligned curriculum;</li> <li>4. Unify through communication &amp; collaboration.</li> </ol>
Custodial Operations	Ensure the facility is safe, comfortable, clean, and fully functional—free of defects—so that students can successfully achieve their learning goals in alignment with Vision 2030.	<ol style="list-style-type: none"> <li>1. Reduce workers compensation claims through training and support (financial responsibility) &lt;8.00%</li> <li>2. Percentage of total work orders completed within 10 business days &lt;80% annually</li> <li>3. Increase the number of leadership training program hours (customer satisfaction) ≥520 hours</li> </ol>
Digital Learning	Empower educators and students through integrated technology, curriculum innovation, and differentiated professional learning to build high-performing schools and future-ready instructional practices.	
Early Learning	Increase the effectiveness of phonological awareness instruction.	Build capacity in Pre-K teachers through training and impactful communication. Provide targeted feedback through instructional best practice walks.

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Energy 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 reducing utility costs, so that those funds may be used for other purposes, such as hiring/maintaining personnel, investing in curricular materials, etc.	Through a variety of tasks including bill audits, building walks/audits, retrofit projects, etc., we aim to reduce utility expenditures by 20% (compared to 2011-2012 school year baseline).
English Literacy, K-12	Students will graduate college and/or career ready.	Improve instruction in ELAR courses through targeted professional learning and curriculum resources so that students can graduate ready to engage as critical readers and thinkers, as well as communicate in speaking and written forms..
Facilities	The Maintenance Department will complete at least 80% of work orders within 5 business days.	At least 23% of work hours in the Maintenance Department will be dedicated to Preventative Maintenance.
Federal Programs	Build the capacity of campus leaders to implement quality parent and family engagement offerings on their campus.	
Fine Arts	To build high performing programs and support campuses	
Guidance and Counseling	Implement an efficient process for accurate at-risk coding at all levels.	<ol style="list-style-type: none"> <li>1. Create and communicate effective procedures for Dropout Prevention program.</li> <li>2. Create and communicate effective procedures for Hospital Liaison program.</li> </ol>
Health Services	Health Services will increase targeted training to staff on student-specific health conditions and action plans by 50%.	<ol style="list-style-type: none"> <li>1. Create condition-specific training modules (e.g., diabetes, seizure disorders, severe allergies) aligned with district protocols.</li> <li>2. Create visual aids and quick-reference guides.</li> <li>3. Require staff sign-off upon completion of training.</li> </ol>
Human Resources Services	<p>Teacher Retention 90%, Student ethnicity will be no more than 10% greater than teacher ethnicity.</p> <p>Staff satisfaction of at least 85%</p>	<ol style="list-style-type: none"> <li>1. Maintain recruiting efforts at traditionally diverse universities.</li> <li>2. Maintain 85% HR satisfaction of principals and directors.</li> <li>3. Offer semi-annual training opportunities.</li> </ol>

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
K-12 P.E./Health	Campuses will meet or exceed the required PE minutes set by TEA.	Improve the curriculum documents for the High School Credit Health Course.
Library Services	MISD Libraries will serve as dynamic centers for learning, innovation, creativity, and personal discovery. We offer updated and relevant literacy, STEM, 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.	<ol style="list-style-type: none"> <li>1. The Maintenance Department will complete at least 80% of work orders within 5 business days.</li> <li>2. At least 23% of work hours in the Maintenance Department will be dedicated to Preventative Maintenance.</li> <li>3. Limit the number of workers compensation claims to no more than 6% of maintenance staff.</li> </ol>
Math K-6	1. We will support teachers with aligned curriculum and instructional tools that strengthen Tier 1 math instruction. Our focus includes numeracy routines, inquiry-based whole-group instruction using a reverse gradual release model, purposeful small-group instruction, and problem-solving structures that promote conceptual understanding and academic discourse.	We will continue to provide professional learning through district PLCs, coaching, modeling, and collaborative planning. This learning will build shared instructional practices and equip teachers to meet the needs of all students across MISD.
Math, 7-12	1. Improve instruction in Secondary math course through creating a high quality curriculum.	Provide opportunities for K-12 Math teachers to review and evaluate high quality instructional materials to support instructional delivery and student learning.
Police Services	Provide a safe learning environment for the MISD Community.	<ol style="list-style-type: none"> <li>1. Officers will conduct a minimum of one presentation a month on their campus to educate and build relationships with students and staff.</li> <li>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.</li> </ol>

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Post-Secondary Readiness	We will increase the number of students who earn their CCMR point by passing both the ELAR and Math Components of the TSIA2 (a college readiness test).	Implement the Shmoop Test Prep Program to provide intervention to students needing TSIA2 Support.
Risk Management	We will implement a districtwide Slip, Trip, and Fall Prevention Program focused on eliminating wet-surface hazards and walkway risks through engineering controls, housekeeping standards, and staff awareness.	
Science K-12	Build high-performing schools and programs.	Improve instruction in Science courses through targeted professional learning and curating curriculum resources.
Social & Emotional Learning	The SEL Department will update the PK-12 SEL Lessons Platform into two categories: General Life Ready Lessons that do not require parent consent and Parental Consent Required Lessons that do require parental consent per SB 12 guidelines.	The SEL Department will continue to grow our Student -to-Student Mentor Program through 1:1, Classroom and Great Start Mentoring.
Social Studies	Improve instruction in social studies courses through targeted professional learning and curriculum resources.	The Social Studies Team will provide Unit Previews for teachers in 5th, 6th, 7th, 8th, 9th, and 11th.
Special Populations/ESL & Bilingual	Ensure all MISD campuses are supported and monitored in their efforts to advance English language proficiency among Emergent Bilingual students, using TELPAS performance data to drive continuous improvement and close achievement gaps in Domain III.	Collaborate with the C&I Department to strengthen Tier I instruction by integrating effective second language acquisition strategies across all core content areas, with targeted support in Social Studies to address Results Driven Accountability (RDA) – ESL safeguards (STAAR 3-8).
Special Populations/MTSS/Dyslexia/504	Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student. Students will demonstrate mastery of Algebra II by the end of eleventh grade. Students will graduate high school, college and/or career ready.	Dyslexia Providers will deliver effective intervention to improve reading achievement for grades 7–8 students with dyslexia. Increase 5th-grade math growth by 5% on STAAR through research-based resources and consistent intervention. Implement a districtwide system to monitor 504 plans, improve accountability, and reduce parent complaints by 20%.

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Special Populations/Special Education	<p>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.</p> <p>2 - Increase Special Education students Reading STAAR Passing Rate</p> <p>3 - 8 from 50.6 % to 60% based on the Results Driven Accountability(RDA) report.</p>	Monitor and Support consistency of implementation of specially designed reading instruction. Collaborate with the Curriculum & Instruction Department to strengthen Tier I instruction by integrating effective specially designed instructional strategies across all core content areas, to address RDA Special Education safeguards (STAAR Grades 3–8).
STEM	MISD STEM Academies will increase the development of STEM fluency skills by integrating design processing within tier one instruction and performance tasks.	Our guiding coalition will continue the work of developing professional learning pathways focused on growth of innovative pedagogy and instructional leaders at each STEM academy.
Student Nutrition	<p>1) Department will serve more than 5.3 million meals in the 25-26 school year.</p> <p>2) Department will reduce worker's comp claims to less than 6.5% of staff.</p> <p>3) Department funds spent on food will not exceed 41% of our generated revenue.</p> <p>4) Department will retain at least 83% of employees that started on the first day of school.</p>	Department is utilizing a restructured interview process to better evaluate potential employees to increase retention. Department is proactively focused on kitchen manager training to promote a positive work environment.
Student Services	Student Services will provide support and training to MISD campus attendance teams in order to monitor and address chronic absenteeism by utilizing Parent Square Attendance Plus with fidelity.	
Student Services Safety & Security	Increase positive interactions between Safety and Security and the community to provide transparency and promote education around policies and procedures.	<p>1. The Safety and Security team will engage with staff, students, and our community partners in proactive interactions, including marketing campaigns, trainings, and in-person events.</p> <p>2. The Safety and Security team will have at least 10 positive touch points with the community by the end of the first semester.</p>

## Department System Goals Summary 2025-2026

Department	Vision 2030 Goal	Supporting Goal
Technology	Facilitate student learning by: Improving the monitoring and protection of student data and resources. Increasing interdepartmental collaboration within our district ticketing system by providing expanded request types and corroborating processes and workflows. Reviewing wireless coverage in all campus common spaces and planning for expansion as needed.	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	By providing a safe, reliable, clean and high functioning transportation service, so our students can achieve their learning goals, as stated in vision 2030.	1. Reduce or eliminate down buses for routing consistency and Efficiency. 2. Compliance with state and federal safety regulations, and maintaining a baseline under 55 preventable accidents. 3. Support equitable access to transportation for all students by hiring, training and retaining the best transportation staff.
World Languages	Increase students' proficiency in the target language at or above the state standards.	Students will increase proficiency in the Presentational Mode of Communication in the target language at or above the state standards.



# PLAN ON A PAGE

**2025-2026**

**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

Providing educational opportunities so that each student has the prospect of reaching their 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.

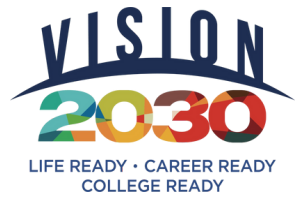
## Vision Goals

Ensure districtwide fidelity in 2nd grade GT Screening so that every student is evaluated consistently, equitably, and in alignment with research-based practices.

## Supporting Goals

Ensure that campuses, teachers and GT Specialists are supported in the GT identification testing process, including support with data analysis and usage. This support includes intensive training, resource sharing, examples of data usage, and coaching.





# PLAN ON A PAGE

**2025-2026**

**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

Data. Decisions. Impact.

## 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.

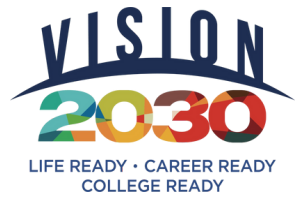
## Vision Goals

Examine the viability of adopting the data analysis framework presented in “Driven by Data 2.0” for systematic use across the district.

## Supporting Goals

Establish a data-driven practices committee to evaluate the strategies outlined in Driven by Data 2.0 and determine their effectiveness in enhancing the district's use of data to inform decisions that improve student growth and success.





# PLAN ON A PAGE

**2025-2026**

**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

1. Teach Character, teamwork and sportsmanship through competition 2. Promote community engagement through community service projects. 3. Improve academic success across all Athletic programs.

## Supporting Goals

1. emphasizing and teaching The Texas Way Character Curriculum in all Athletic programs. 2. Organize and provide 8 district wide community service projects. 3. Student athlete passing rate greater than 90% and graduation rate of 100%.



# PLAN ON A PAGE

**2025-2026**

**Department: AVID**

## 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

Our mission is to prepare students for

**District Vision** success in college & career readiness by providing them with the necessary academic, social, and organizational skills.

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

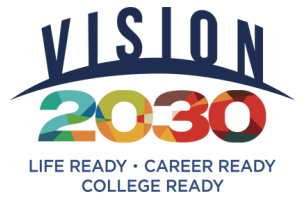
## MISD Guiding Statements

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 empower all students, particularly those from underrepresented and underserved backgrounds, to achieve academic excellence, college readiness, and lifelong success through the MISD AVID system.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**Department: 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 the future today.

## 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

Plan and efficiently execute MISD Bond Projects while training staff and providing facilities that enable students to achieve their learning goals outlined in Vision 2030.”

## Supporting Goals

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



# PLAN ON A PAGE

**2025-2026**

**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

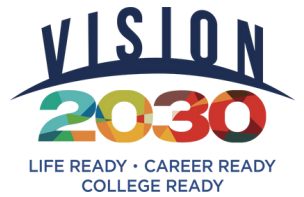
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Consistent on time deliveries and effective time management in the execution of all MISD requests.

## Supporting Goals

A streamlined procedural process and database for all tasks associated with the Distribution Warehouse.



# PLAN ON A PAGE

**2025-2026**

**Department:** Career Technical Education (CTE)

## 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

Your Success. Your Future. Our Mission.

## District Vision

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

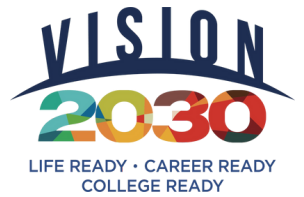
## MISD Guiding Statements

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 the number of students who earn Industry Based Certifications (IBCs) in their Career & Technical Education Courses by 10%.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**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 celebration and education 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

To host and support events that build our community while maintaining budget goals.

## Supporting Goals

Budget Goals and Booking Goals met

# PLAN ON A PAGE

**2025-2026**

**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

Sharing the stories of MISD students and staff with purpose

## 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. Increase enrollment by recruiting new and retaining current students through effective communication. 2. Strengthen and refine MISD's brand to ensure accuracy and authenticity. 3. Create a cultural shift that results in an excellent client experience for every stakeholder.

## Supporting Goals

1. Conduct research--using surveys, focus groups, etc.--to determine why stakeholders choose (or don't choose) Mansfield ISD, identify areas where improvement is needed, and create/implement plans to attract and keep students.
2. Gather feedback from various groups to determine MISD's desired brand and create messaging and graphics to support and reinforce that brand.
3. Recruit a pilot group of early adopters who commit to addressing areas of need concerning the client experience for their campus, work with them to create individual action plans, and report successes that can be implemented by other campuses/departments.



# PLAN ON A PAGE

**2025-2026**

**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

N/A

## 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

Build High Performing Schools & Programs

## Supporting Goals

1. Grow all students academically; 2. Enhance instructional capacity; 3. Provide a comprehensive, aligned curriculum; 4. Unify through communication & collaboration.



# PLAN ON A PAGE

**2025-2026**

**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

Clean spaces, safe futures.

## District Vision

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

## MISD Guiding Statements

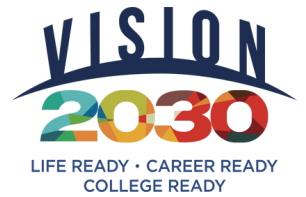
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Ensure the facility is safe, comfortable, clean, and fully functional—free of defects—so that students can successfully achieve their learning goals in alignment with Vision 2030.

## Supporting Goals

- 1.Reduce workers compensation claims through training and support (financial responsibility) <8.00%
- 2.Percentage of total work orders completed within 10 business days <80% annually
- 3.Increase the number of leadership training program hours (customer satisfaction) ≥520 hours



# PLAN ON A PAGE

**2025-2026**

**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

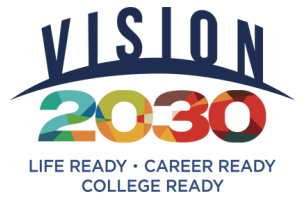
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Empower educators and students through integrated technology, curriculum innovation, and differentiated professional learning to build high-performing schools and future-ready instructional practices.

## Supporting Goals

Provide and curate a digital hub with Professional Learning resources tailored for beginner, intermediate, and advanced tech users.



# PLAN ON A PAGE

**2025-2026**

**Department: Early Literacy**

## 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

Perfectly designed for inquiring young minds.

## 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 the effectiveness of phonological awareness instruction.

## Supporting Goals

Build capacity in Pre-K teachers through training and impactful communication. Provide targeted feedback through instructional best practice walks.

# PLAN ON A PAGE

**2025-2026**

**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

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 reducing utility costs, so that those funds may be used for other purposes, such as hiring/maintaining personnel, investing in curricular materials, etc.

## Supporting Goals

Through a variety of tasks including bill audits, building walks/audits, retrofit projects, etc., we aim to reduce utility expenditures by 20% (compared to 2011-2012 school year baseline).

# PLAN ON A PAGE

**2025-2026**

**Department: English Literacy, 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

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

Students will graduate college and/or career ready.

## Supporting Goals

Improve instruction in ELAR courses through targeted professional learning and curriculum resources so that students can graduate ready to engage as critical readers and thinkers, as well as communicate in speaking and written forms..

# PLAN ON A PAGE

**2025-2026**

**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

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 Maintenance Department will complete at least 80% of work orders within 5 business days.

## Supporting Goals

- At least 23% of work hours in the Maintenance Department will be dedicated to Preventative Maintenance.



# PLAN ON A PAGE

**2025-2026**

**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

“Empower and engage MISD families to support their child’s education.”

## 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

Build the capacity of campus leaders to implement quality parent and family engagement offerings on their campus.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**Department: Fine 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

Empowering Creativity, Inspiring Excellence

## 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 build high performing programs and support campuses

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**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

## 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

Implement an improved process for accurate at-risk coding at all levels.

## Supporting Goals

- 1) Create and communicate effective procedures for our Dropout Prevention Program.
- 2) Create and communicate effective procedures for our Hospital Liaison program.

# PLAN ON A PAGE

**2025-2026**

**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

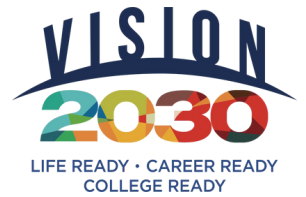
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Health Services will increase targeted training to staff on student-specific health conditions and action plans by 50%.

## Supporting Goals

1. Create condition-specific training modules (e.g., diabetes, seizure disorders, severe allergies) aligned with district protocols. 2. Create visual aids and quick-reference guides. 3. Require staff sign-off upon completion of training.



# PLAN ON A PAGE

**2025-2026**

**Department: Human Resources**

## 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

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

Teacher Retention 90%, Student ethnicity will be no more than 10% greater than teacher ethnicity, Staff satisfaction of at least 85%

## Supporting Goals

Maintain recruiting efforts at traditionally diverse universities, Maintain 85% HR satisfaction of principals and directors, Offer semi-annual training opportunities



# PLAN ON A PAGE

**2025-2026**

**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, creativity, and personal discovery. We offer updated and relevant literacy, STEM, 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

**2025-2026**

**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

Consider it done!

## District Vision

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

## MISD Guiding Statements

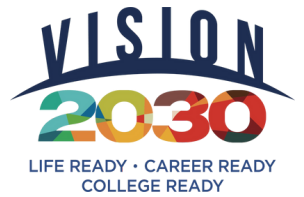
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Facilitate the process of students learning to read on grade level 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. The Maintenance Department will complete at least 80% of work orders within 5 business days. 2. At least 23% of work hours in the Maintenance Department will be dedicated to Preventative Maintenance. 3. Limit the number of workers compensation claims to no more than 6% of maintenance staff.



# PLAN ON A PAGE

**2025-2026**

**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

Every Student. Every Teacher. Every Day.

## 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

Brenda Norwood teachers will deliver Tier 1 Math instruction that meets the depth and complexity of the cognitive and contextual demand of the TEKS.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**Department: Mathematics Secondary**

## 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

Improve instruction in secondary math courses through creating a high quality curriculum.

## Supporting Goals

Provide opportunities for K-12 Math teachers to review and evaluate high quality instructional materials to support instructional delivery and student learning.



# PLAN ON A PAGE

**2025-2026**

**Department: PE/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

## 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

Campuses will meet or exceed the required PE minutes set by TEA.

## Supporting Goals

Improve the curriculum documents for the High School Credit Health Course.



# PLAN ON A PAGE

**2025-2026**

**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

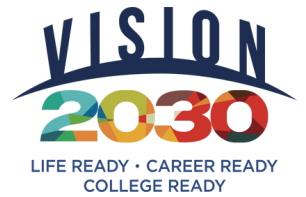
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## 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

**2025-2026**

**Department: Post-Secondary Reading**

## 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

Your Success Your Future Our Mission

## District Vision

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

## MISD Guiding Statements

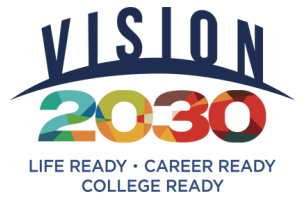
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

We will increase the number of students who earn their CCMR point by passing both the ELAR and Math Components of the TSIA2 (a college readiness test).

## Supporting Goals

Implement the Shmoop Test Prep Program to provide intervention to students needing TSIA2 Support.



# PLAN ON A PAGE

**2025-2026**

**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

Safety is everyone's business!

## 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 implement a districtwide Slip, Trip, and Fall Prevention Program focused on eliminating wet-surface hazards and walkway risks through engineering controls, housekeeping standards, and staff awareness.

## Supporting Goals

# PLAN ON A PAGE

**2025-2026**

**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

## District Vision

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

## MISD Guiding Statements

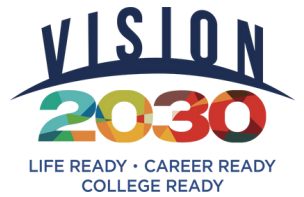
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Build high-performing schools and programs.

## Supporting Goals

Improve instruction in Science courses through targeted professional learning and curating curriculum resources.



# PLAN ON A PAGE

**2025-2026**

**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

## District Vision

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

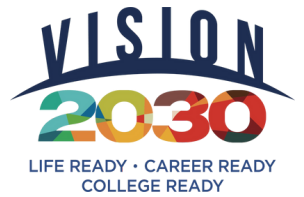
## MISD Guiding Statements

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 SEL Department will update the PK-12 SEL Lessons Platform into two categories: General Life Ready Lessons that do not require parent consent and Parental Consent Required Lessons that do require parental consent per SB 12 guidelines.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**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

Improve instruction in social studies courses through targeted professional learning and curriculum resources.

## Supporting Goals

The Social Studies Team will provide Unit Previews for teachers in 5th, 6th, 7th, 8th, 9th, and 11th.



# PLAN ON A PAGE

**2025-2026**

**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

Language Growth and Shaping 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

Ensure all MISD campuses are supported and monitored in their efforts to advance English language proficiency among Emergent Bilingual students, using TELPAS performance data to drive continuous improvement and close achievement gaps in Domain III.

## Supporting Goals

Collaborate with the C&I Department to strengthen Tier I instruction by integrating effective second language acquisition strategies across all core content areas, with targeted support in Social Studies to address Results Driven Accountability (RDA) – ESL safeguards (STAAR 3-8).

# PLAN ON A PAGE

**2025-2026**

**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

Support for all. Success 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.

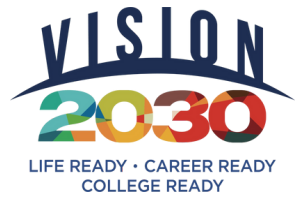
## Vision Goals

Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student. Students will demonstrate mastery of Algebra II by the end of eleventh grade. Students will graduate high school, college and/or career ready.

## Supporting Goals

Dyslexia Providers will deliver effective intervention to improve reading achievement for grades 7–8 students with dyslexia. Increase 5th-grade math growth by 5% on STAAR through research-based resources and consistent intervention. Implement a districtwide system to monitor 504 plans, improve accountability, and reduce parent complaints by 20%.





# PLAN ON A PAGE

**2025-2026**

**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

The Mission of the Mansfield ISD Special Education Department is to provide and support 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

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 - Increase Special Education students Reading STAAR Passing Rate 3 - 8 from 50.6 % to 60% based on the Results Driven Accountability(RDA) report.

## Supporting Goals

Monitor and Support consistency of implementation of specially designed reading instruction. Collaborate with the Curriculum & Instruction Department to strengthen Tier I instruction by integrating effective specially designed instructional strategies across all core content areas, to address RDA Special Education safeguards (STAAR Grades 3–8).



# PLAN ON A PAGE

**2025-2026**

**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.

## 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 Academies will increase the development of STEM fluency skills by integrating design processing within tier one instruction and performance tasks.

## Supporting Goals

Our guiding coalition will continue the work of developing professional learning pathways focused on growth of innovative pedagogy and instructional leaders at each STEM academy.

# PLAN ON A PAGE

**2025-2026**

**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

1) Department will serve more than 5.3 million meals in the 25-26 school year. 2) Department will reduce workers comp claims to less than 6.5% of staff. 3) Department funds spent on food will not exceed 41% of our generated revenue. 4) Department will retain at least 83% of employees that started on the first day of school.

## Supporting Goals

Department is utilizing a restructured interview process to better evaluate potential employees to increase retention. Department is proactively focused on kitchen manager training to promote a positive work environment.



# PLAN ON A PAGE

**2025-2026**

**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

Safe Schools Today, Strong Communities

Tomorrow.

## District Vision

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

## MISD Guiding Statements

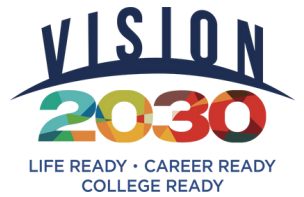
1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

## Vision Goals

Increase positive interactions between Safety and Security and the community to provide transparency and promote education around policies and procedures.

## Supporting Goals

1. The Safety and Security team will engage with staff, students, and our community partners in proactive interactions, including marketing campaigns, trainings, and in-person events. 2. The Safety and Security team will have at least 10 positive touch points with the community by the end of the first semester.



# PLAN ON A PAGE

**2025-2026**

**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

Great Place to Live, Learn, and Teach

## District Vision

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

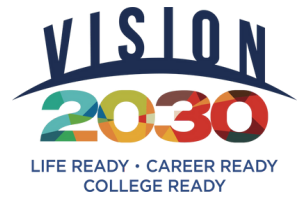
## MISD Guiding Statements

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 provide support and training to MISD campus attendance teams in order to monitor and address chronic absenteeism by utilizing Parent Square Attendance Plus with fidelity.

## Supporting Goals



# PLAN ON A PAGE

**2025-2026**

**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 with the tools they need for success, teachers with the support they need for instruction, and parents with 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: Improving the monitoring and protection of student data and resources. Increasing interdepartmental collaboration within our district ticketing system by providing expanded request types and corroborating processes and workflows. Reviewing wireless coverage in all campus common spaces and planning for expansion as needed.

## 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 un-compromised devices monthly as it relates to cybersecurity.

# PLAN ON A PAGE

**2025-2026**

**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

A Safe Journey to Learning

## 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

By providing a safe, reliable, clean and high functioning transportation service, so our students can achieve their learning goals, as stated in vision 2030.

## Supporting Goals

1. Reduce or eliminate down buses for routing consistency and Efficiency.
2. Compliance with state and federal safety regulations, and maintaining a baseline under 55 preventable accidents.
3. Support equitable access to transportation for all students by hiring, training and retaining the best transportation staff.

# PLAN ON A PAGE

**2025-2026**

**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

Increase students' proficiency in the target language at or above the state standards.

## Supporting Goals

Students will increase proficiency in the Presentational Mode of Communication in the target language at or above the state standards.





## **Intent of Federal Funds (Initial Allocation) 2025-2026**

### **Title I, Part A** – Improving Basic Programs—\$4,637,098

- 40% or higher free/reduced lunch eligibility is required for participating schools.
- 26 Title I campuses are served.
- 3 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—\$908,073

- Funds must be used to improve student achievement through teaching and leadership (teacher and principal staff development).
- Funds are also 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 towards implementing the content area curriculum, leadership development for campus improvement, and the KEEPS teacher mentor program (teacher retention).

### **Title III** – ELA—\$510,703

- Funds must be used to help students who are identified as Limited English Proficient (advanced proficiency expected within 3 years) master the 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.
- 4 Bilingual/ESL Specialists have been hired.

Mansfield ISD utilizes Title III funds for supplemental staff to provide instructional support, 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** –\$344,292

- Funds must be used to provide students with well-rounded educational opportunities.
- Funds must be used to provide students with safe and healthy student 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 use of technology. In addition, Title IV supports school safety programs.

#### **Immigrant** – \$41,657

- Funds must be used to assist all immigrant children and youth achieve 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.
- Fund 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 the District's 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 6/2025*



**Charter  
District-wide Educational Improvement Council (DEIC)  
2025-2026**

**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 10, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

October 16, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

November 6, 2025 – 4:30-7:00pm, *MISD Center PDC Rooms,*

December 11, 2025 – 4:30-6:00pm, *MISD Center PDC Rooms*

February 12, 2026 – 4:30-6:00pm, *MISD Center PDC Rooms*

March 12, 2026 – 4:30-6:00pm, *MISD Center PDC Rooms*

April 16, 2026– 4:30pm-6:00pm, *MISD Center PDC Rooms*

May 13, 2026 – 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.

## 2025-2026 DEIC Membership

CAMPUS	REPRESENTATIVE	TYPE OF REP	CAMPUS ROLE	TERM
<b>EARLY CHILDHOOD</b>				
Sarah K. Jandrucko	Ana Gonzalez	Teaching	ESL Teacher	2025-2027
<b>ELEMENTARY SCHOOLS</b>				
Charlotte Anderson	Daniel Beauford	Non-Teaching	Assistant Principal	2024-2026
J. L. Boren	Kelsee Hudson	Teaching	3rd Grade Teacher	2024-2026
Janet Brockett	Rene Almanza	Teaching	ESL Lead Teacher	2024-2026
Willie Brown	Maya Garcia	Teaching	Kindergarten	2024-2026
Louise Cabaniss	Alicia Williams	Teaching	SPED Resource	2025-2027
Anna Mae Daulton	Victoria Ellis	Teaching	Kindergarten	2025-2027
Kenneth Davis	Keisha Gray McGlowan	Teaching	1st Grade Teacher	2024-2026
Imogene Gideon	Melissa Jones	Teaching	1st Grade Teacher	2024-2026
Glenn Harmon	Christie Walton	Teaching	3rd Grade Teacher	2024-2026
Carol Holt	Elashun Summerville	Non-Teaching	Principal	2024-2026
Thelma Jones	Sherrine Biwoule	Teaching	Kindergarten	2025-2027
Judy K. Miller	Jamie Kuykendall	Teaching	Reading Specialist	2025-2027
D. P. Morris	Jacqueline Franco	Teaching	2nd Grade Teacher	2024-2026
Erma Nash 1 YT	LaVona Hopkins	Teaching	SPED ISLE	2025-2027
Nancy Neal	LeeAnn McKinney	Non-Teaching	Assistant Principal	2025-2027
Brenda Norwood	Samantha Nouredine	Teaching	4th Grade Teacher	2025-2027
Annette Perry	Camille Tortorici	Teaching	SPED FALS	2025-2027

Alice Ponder 1 YT	Kallie White	Teaching	1st Grade Teacher	2025-2027
Martha Reid	Jadzia Ajemian	Teaching	3rd Grade Teacher	2025-2027
Mary Jo Sheppard	Crystal Kempken	Non -Teaching	Librarian	2025-2027
Elizabeth Smith 1 YT	Krystal Clark	Teaching	1st Grade Teacher	2025-2027
Cora Spencer	Tanya Kelly	Teaching	4th Grade Teacher	2025-2027
Tarver Rendon	Rebecca McCain	Teaching	2nd Grade Teacher	2025-2027
Roberta Tipps	Michaela Knapp	Teaching	4th Grade Teacher	2025-2027
<b>INTERMEDIATE SCHOOLS</b>				
Cross Timbers 1 YT	Stephanie Bonebrake	Teaching	Band	2025-2027
Della Icenhower	Lindsay Cottle	Non-Teaching	Counselor	2024-2026

Mary Lillard	John (Ryan) Carpenter	Teaching	6th Grade Teacher	2024-2026
Asa Low	Laura Watts	Non-Teaching	Librarian	2025-2027
Alma Martinez	Johnathan Phipps	Teaching	Social Studies	2025-2027
Mary Orr	Zachary Stephenson	Teaching	SPED ISLE Teacher	2025-2027
Donna Shepard	Cheryl Stallings	Teaching	5th Grade Teacher	2024-2026
Jerry Knight STEM	Lianne Lindsey	Teaching	6th Grade Teacher	2024-2026



MIDDLE SCHOOLS				
James Coble	Adrienne Gordon	Teaching	7th Grade Teacher	2024-2026
T. A. Howard 1 YT	Brandon Williams	Teaching	8th Grade Math	2025-2027
Linda Jobe	Christi Stinson	Non-Teaching	Assistant Principal	2025-2027
Danny Jones 1 YT	Quentin Cook	Teaching	English	2025-2027
Charlene McKinzey	Erin Finn	Non-Teaching	Counselor	2025-2027
Brooks Wester	Elizabeth "Betsy" Whiting	Teaching	Reading Specialist	2024-2026
Rogene Worley	Kymberlee Buntyn	Non-Teaching	Counselor	2025-2027
HIGH SCHOOLS				
Ben Barber/Frontier	Stephen Johnson	Teaching	Social Studies Teacher	2024-2026
Early College 1 YT	Tamie Colston	Teaching	English Teacher	2024-2027
Phoenix Academy	Michael Helbert	Teaching	DAEP	2024-2026
Lake Ridge	Eboni Clesay	Non-Teaching	Assistant Principal	2024-2026
Lake Ridge	Julian Rivera	Teaching	Science	2025-2027
Legacy	Tiffany Kennedy	Non-Teaching	Assistant Principal	2024-2026
Legacy	Josh Powell	Teaching	Choir	2024-2026
Mansfield	Samuel Riley	Teaching	Social Studies Teacher	2024-2026
Mansfield 1 YT	Loni Lawson	Non-Teaching	Assistant Principal	2025-2027
Summit	Amber Bowen	Teaching	SPED Content Mastery Teacher	2024-2026
Summit	Tiffany Jones	Non-Teaching	Assistant Principal	2025-2027
Timberview	Andrew Marsh	Non-Teaching	Assistant Principal	2024-2026
Timberview	Maya Fleming	Teaching	English	2025-2027
PARENTS				
	April Green	Parent Rep		2025-2027

	Sherry Smith	Parent Rep		2024-2026
	Daniela Vasquez	Parent Rep		2025-2027
<b>COMMUNITY</b>				
	Erin Wuerz	Community Rep		2024-2026
	Olabisi Lasode	Community Rep		2025-2027
<b>BUSINESS</b>				
	Ally Peer	Business Rep		2025-2027
	Toye Penny	Business Rep		2024-2026