MANSFIELD ISD

District Improvement Plan

Reviewed and Recommended by DEIC on December 8, 2022
Considered by MISD Board of Trustees on December 20, 2022
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Mission  To inspire and educate students to be productive citizens.

Vision  A destination district committed to excellence.

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.
### 1. Vision 2030 Guiding Statements

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>% Reading on level by start of 3rd grade</td>
<td>82%</td>
<td></td>
<td>74%</td>
<td></td>
</tr>
<tr>
<td>1.2</td>
<td>% of students mastering Algebra 2</td>
<td>80%</td>
<td>69%</td>
<td>76%</td>
<td></td>
</tr>
<tr>
<td>1.3</td>
<td>% of students graduating Life Ready</td>
<td>80%</td>
<td></td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>1.4</td>
<td>% of students graduating College and/or Career Ready</td>
<td>80%</td>
<td></td>
<td>45%</td>
<td></td>
</tr>
</tbody>
</table>

### 2. Curriculum, Instruction & Accountability

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>% of 4th/6th/8th gr students on/above level per MAP Reading</td>
<td>70%</td>
<td>62%</td>
<td>61%</td>
<td></td>
</tr>
<tr>
<td>2.2</td>
<td>% of 4th/6th/8th gr students on/above level per MAP Math</td>
<td>70%</td>
<td>59%</td>
<td>57%</td>
<td></td>
</tr>
<tr>
<td>2.3</td>
<td>% Completing Student Scorecard</td>
<td>80%</td>
<td></td>
<td>74%</td>
<td></td>
</tr>
</tbody>
</table>

### 3. Student Services

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>% Students in Extra/Co-curricular Activities</td>
<td>90%</td>
<td>77%</td>
<td>68%</td>
<td></td>
</tr>
<tr>
<td>3.2</td>
<td>Student Survey-% Satisfied</td>
<td>70%</td>
<td>60%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>% Out of Placement (ISS/OSS/DAEP)</td>
<td></td>
<td></td>
<td></td>
<td>14%</td>
</tr>
</tbody>
</table>

### 4. Technology

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>% Critical Systems Scheduled Uptime</td>
<td>98%</td>
<td>99%</td>
<td>99.8%</td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td>% Work Orders Completed within 7 Business Days</td>
<td>80%</td>
<td>63%</td>
<td>81.5%</td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>Cybersecurity: Uncompromised End-Points</td>
<td>99%</td>
<td>99%</td>
<td>99.8%</td>
<td></td>
</tr>
</tbody>
</table>

### 5. Human Resources

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1</td>
<td>% Teacher Retention Rate</td>
<td>90%</td>
<td>89.6%</td>
<td>TAPR</td>
<td></td>
</tr>
<tr>
<td>5.2</td>
<td>Teaching staff reflects diversity of student population - % Gap</td>
<td>≤ 10%</td>
<td>14.9%</td>
<td>TAPR</td>
<td></td>
</tr>
<tr>
<td>5.3</td>
<td>Staff Survey - % Satisfied</td>
<td>85%</td>
<td>80%</td>
<td>75%</td>
<td></td>
</tr>
</tbody>
</table>

### 6. Communications & Marketing

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.1</td>
<td># MISD Positive Publicity Media Hits</td>
<td>1464</td>
<td>970</td>
<td>1,276</td>
<td></td>
</tr>
<tr>
<td>6.2</td>
<td>ACE Summer Rd &amp; Math Progress %</td>
<td>90%</td>
<td></td>
<td>85%/95%</td>
<td></td>
</tr>
<tr>
<td>6.3</td>
<td>Revenue Generated</td>
<td>$4,000,000</td>
<td>$3,126,571</td>
<td>$3,466,915</td>
<td></td>
</tr>
</tbody>
</table>

### 7. Facilities & Operations

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
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<th>Base Line 20-21</th>
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</tr>
</thead>
<tbody>
<tr>
<td>7.1</td>
<td>% of Work Orders Completed within 5 Business Days</td>
<td>83%</td>
<td>78%</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>7.2</td>
<td>% of Workers Compensation Claims Filed</td>
<td>6.75%</td>
<td>8%</td>
<td>5.8%</td>
<td></td>
</tr>
<tr>
<td>7.3</td>
<td>% of Student Meal Participation</td>
<td>65%</td>
<td>60%</td>
<td>74%</td>
<td></td>
</tr>
</tbody>
</table>

### 8. Business & Finance

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>Actual Data</th>
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</tr>
</thead>
<tbody>
<tr>
<td>8.1</td>
<td>Highest rating on FIRST</td>
<td>Superior</td>
<td>Superior</td>
<td>Superior</td>
<td></td>
</tr>
<tr>
<td>8.2</td>
<td>Clean Financial Audit</td>
<td>Unqualified Opinion</td>
<td>Unqualified Opinion</td>
<td>Now/Auditor</td>
<td></td>
</tr>
<tr>
<td>8.3</td>
<td>% Payroll Issued Accurately &amp; On Time</td>
<td>99%</td>
<td>99%</td>
<td>99%</td>
<td></td>
</tr>
</tbody>
</table>

### 9. Safety & Security

<table>
<thead>
<tr>
<th>#</th>
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<th>Actual Data</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1</td>
<td>% Police Presentations Per Month</td>
<td>95%</td>
<td>63%</td>
<td>112%</td>
<td></td>
</tr>
<tr>
<td>9.2</td>
<td>% Students that Feel Safe at School</td>
<td>80%</td>
<td>60%</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>9.3</td>
<td>% Police Force Meeting TCOLE Standards</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
## Comprehensive Needs Assessment Summary: 2022-2023

Parents, Administrators, and Teacher Climate Surveys, State Assessment and Accountability Data.

### List Data Sources Reviewed:

<table>
<thead>
<tr>
<th>Area Reviewed</th>
<th>Summary of Strengths What were the identified strengths?</th>
<th>Summary of Needs What were the identified needs?</th>
<th>Priorities What are the priorities for the department, including how federal and state program funds will be used?</th>
</tr>
</thead>
</table>
| Demographics  | • MISD is a fast-growing diverse school district with 35,724 students.  
• African American 32%  
• White 26.7%  
• Hispanic 26.8%  
• Asian 8.2%  
• Two or More Races 5.1%  
• Economically Disadvantaged 48.4%  
• Gift & Talented 6.7%  
• Special Ed 11.5%  
• Limited English Proficient (LEP) 13.8%  
• Bilingual 3.1%  
• English as a Second Language (ESL) 10.5%  
• At-Risk 39.6%  | • The percentage of Limited English Proficient (LEP) students increased nearly 2% compared to the 2020-21 school year.  
• The percent of economically disadvantaged students increased by 6% compared to the previous year.  
• The percent of students who identify English as their second language increased by 1.5%.  | • Efficient use of facilities.  
• Viable Tier 1 curriculum for all courses.  
• Title 1 funds are used to support 25 campuses with the greatest number of economically disadvantaged students. |
| Student Achievement | • District earned B rating with an overall score of 88 on the A-F Accountability System in the 2021-22 district accountability ratings.  
• The district had an 89 on Domain I. Domain I measures whether students met academic, graduation and College, Career, Military Ready (CCMR) standards.  | • The district missed the A rating by 2 points. Two campuses’ overall rating scores were below 70 and were assigned “SB 1365 Not Rated.”  
• 81% of the students performed at the Approaches Grade Level, 55% performed at Meets Grade Level, and 28% performed at Masters Grade Level in all subjects.  
• 81% of the students performed at the Approaches Grade Level,  | • Monitor and support implementation of Vision 2030 with grades 8th-10th students.  
• Monitor and support the Cadence of Accountability process at all MISD campuses and departments.  
• Use of ESSER funds to purchase supplemental materials for HB4545 implementation.  
• Use of ESSER funds for staffing critical need areas. |
The district earned an **86** on Domain II. Domain II shows how students perform over time and how the district’s performance compares to other districts with similar economically disadvantaged students.

The district scored an **87** on Domain III. Domain III shows how well the district is addressing achievement gaps.

- 59% performed at *Meets Grade Level*, and 28% performed at *Masters Grade Level* in reading.
- 80% of the students performed at the *Approaches Grade Level*, 51% performed at *Meets Grade Level*, and 25% performed at *Masters Grade Level* in mathematics.
- 81% of the students performed at the *Approaches Grade Level*, 54% performed at *Meets Grade Level*, and 24% performed at *Masters Grade Level* in science.
- 83% of the students performed at the *Approaches Grade Level*, 59% performed at *Meets Grade Level*, and 38% performed at *Masters Grade Level* in social studies.
- Overall the percent of students performing at *Meets Grade Level* are less than 60% in content areas assessed.
- 72% of the students who had reading and math scores in 2021 and 2022 demonstrated growth.
- 73% of the students grew in reading and 70% in math. Less growth was realized in math than in reading.

- The district met 79% of the targets evaluated in Academic Achievement component of Domain III.
- The American Indian, Asian, Pacific Islander,
<table>
<thead>
<tr>
<th>All student groups evaluated met the Domain III targets in reading.</th>
<th>Two or More Races, Special Education, and Non-Continuously Enrolled student groups did not meet math Closing the Gaps targets.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The district met 92% of the School Quality targets on Domain III.</td>
<td>The district met 44% of the Graduation Rate targets evaluated. The Hispanic, White, Economically Disadvantaged, Emergent Bilingual/English Learners, and Special Education students did not meet the graduation rate targets.</td>
</tr>
<tr>
<td>The district met all of the English Language Proficiency targets on Domain III.</td>
<td>The former Special Education students did not meet the school quality targets.</td>
</tr>
</tbody>
</table>
School Culture and Climate (Include Counseling)

- 91% of the administrators and 82% of the teachers surveyed in 2022 responded that the people they work with respect and care for them on a personal level.
- 92% of the administrators surveyed reported that they would recommend the district to anyone seeking to enroll their children.
- 73% of the staff reported that they would recommend the campuses they work at to someone seeking a school for their children.
- 76% of the parents surveyed in 2022 believe that the district provides a safe place for their children to learn.
- 79% of the parents responded that they felt welcome at their children’s campus whenever they visited.
- 82% of the students reported that they had a friend who they can count on to help them, no matter the circumstances.
- 72% of the students believe that their teachers care about their learning.
- 65% of the students reported that their teachers accept them for who they are.

- 44% of the district administrators do not believe that the district planning process is inclusive and does not represent the views of all stakeholders.
- 40% of the parents believe that the rules for student conduct are not enforced consistently across the district.
- 58% of the teachers believe that they are not well supported by the parents with respect to discipline issues.
- 53% of the teachers reported that students at their campuses are not respectful to teachers.
- 46% of the teachers reported that the school improvement process is not inclusive and does not represent the views of everyone at their respective campuses.
- 53% of the students felt that they cannot talk to a teacher or administrator if they have a problem.
- 50% of the students reported that their counselors do not help them to succeed in school.
- 50% of students reported that they are not satisfied with the overall school quality.
- 54% of the students reported that they do not safe at their campuses and 55% felt unsafe in the restrooms at their campuses.

- Provide education to students and parents on the legal definition of bullying; Train staff on how to recognize and respond to bullying incidents; Conduct administrator training on investigating bullying allegations; Provide an online platform for anonymous reporting of bullying allegations.
- Continue implementation of a district Social and Emotional Learning (SEL) framework that will foster an overall climate of inclusion, warmth, and respect, and will promote the development of core social and emotional skills among both students and staff.
- Dedicated collaboration time at principal meetings.
- Analyze the DEI equity audit.
- Title 4 supports for PD connected to SEL and other resources.
| Staff Quality/ Professional Development | • 89% of administrators and 75% of the campus staff are satisfied working for the district.  
• 87% of administrators and 76% of the campus staff believe that MISD provides a positive, professional work environment.  
• 79% of the parents responded that their children's teachers are knowledgeable and meet the students’ learning needs.  
• 69% of the campus staff believe that they have time during the school day to collaborate with their peers regarding curriculum and instruction best practices.  
• 71% of the administrators and the campus staff believe that they are given adequate feedback on the work they do.  
• 73% of the campus staff reported that their supervisors have a good understanding of their strengths and weaknesses.  
• 72% of the school staff consider their campus as excellent school.  
• 71% of the campus staff reported that they are supported to do their job well. | • 43% of the administrators indicated that the district professional development opportunities are not relevant to their professional growth.  
• 41% of the campus staff responded that they do not learn or grow as professional educators from the professional learning opportunities provided.  
• 71% of the administrators do not believe that the district sponsored book studies help them grow professionally.  
• 59% of district administrators reported that the PDC meetings are not a productive use of their time and do not provide them with relevant information to do their job more effectively.  
• 41% of the administrators do not believe that the district’s hiring and promotion practices effectively select the most qualified individuals for the administrative positions.  
• 56% of the teachers reported that they are not included in the decision-making process at their campus. | • Title 2 funds utilized to support professional development for teachers and administrators.  
• PLC training for administrators.  
• Leadership Blueprint training.  
• Grow Your Own training program.  
• Aspiring Leaders program for teachers.  
• TIPS program for aspiring assistant principals.  
• Onboarding program for new principals and assistant principals.  
• Create 2 onboarding coach positions.  
• Offer National Board Certification option for teachers.  
• Curriculum Audit Training for new instructional leadership and campus leadership. |

<p>| | | | |
| | | | |</p>
<table>
<thead>
<tr>
<th>Curriculum, Instruction, Assessment (Include Library)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>● 91% of the administrators reported that they know how MISD performed on the STAAR assessments compared to other districts and the state.</td>
<td>● 66% of the students reported that what they learn at school is not related to real-life situations.</td>
</tr>
<tr>
<td>● 85% of the administrators responded that the district successfully inspires and educates its students to become productive citizens.</td>
<td>● 54% of the students responded that their teachers do not do a good job of making what they learn interesting.</td>
</tr>
<tr>
<td>● 81% of the parents reported that the district provides high quality education.</td>
<td>● 51% of the students responded that they are not provided with useful information about careers, colleges, and other opportunities.</td>
</tr>
<tr>
<td>● 77% of the administrators responded that the district effectively uses data to identify areas in need of improvement.</td>
<td>● 57% of the students reported that they do not enjoy learning at their campuses.</td>
</tr>
<tr>
<td>● 70% of the teachers believe that their campus administrators consistently implement programs and practices to hold staff accountable to reach highest performance levels.</td>
<td>● 41% of the teachers do not believe that effective teachers are assigned to instruct students who are at risk of failing academically or identified as gifted and talented.</td>
</tr>
<tr>
<td>● 70% of the teachers responded that their campuses effectively address academic challenges to improve continuously.</td>
<td>● 58% of the high school parents responded that the campuses are not preparing their children adequately for college or career.</td>
</tr>
<tr>
<td>● 67% of the administrators believe that the district does a good job addressing the academic needs of all students.</td>
<td>● 57% of the high school parents responded that the schools do not provide helpful information to their children about college and career planning.</td>
</tr>
<tr>
<td></td>
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<tr>
<td>● Comp Ed funds supplement instructional resources for At-Risk students.</td>
<td>● 57% of the high school parents responded that their children will not have the skills they need to be successful after high school.</td>
</tr>
<tr>
<td>● Recommend per-pupil baseline for library resources at the campus level.</td>
<td></td>
</tr>
<tr>
<td>● Implementation of student scorecards.</td>
<td></td>
</tr>
<tr>
<td>● Curriculum writing and revisions.</td>
<td></td>
</tr>
<tr>
<td>● Continue development of SEL lessons.</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Parent University Nights</td>
<td></td>
</tr>
<tr>
<td>● Highlight the redesigned Guidance &amp; Counseling website geared towards addressing readiness in life, college, and a career.</td>
<td></td>
</tr>
<tr>
<td>● Walk parents through college funding &amp; scholarships.</td>
<td></td>
</tr>
<tr>
<td>● SEL parent nights.</td>
<td></td>
</tr>
</tbody>
</table>
| Family and Community Involvement | 84% of the parents responded that they receive school activities and events information regularly.  
82% of the parents reported that they felt comfortable contacting their children’s school if they had a concern.  
83% of the parents responded that they had opportunities to communicate with their children’s teachers as needed.  
80% of the parents reported that their children’s campus keeps them informed of their children’s academic progress.  
75% of the parents responded that the teachers are responsive and respectful to their concerns.  
74% of the teachers reported that they worked closely with their students’ parents to meet the students’ academic needs. | 55% of the teachers reported that the parents did not volunteer to assist with extracurricular or classroom activities as needed. | Parent University resources will be shared digitally through the MISD website.  
Title 1 funds used to support parent and family engagement.  
Social-Emotional Learning engagement nights by level.  
Focus for campuses to engage parents and community. |
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</thead>
<tbody>
<tr>
<td>School Context and Organization</td>
<td>Continuous improvement systems grounded in MISD Board Policy.</td>
<td>Fidelity of processes and procedures</td>
<td>Maintain fidelity to the cadence of accountability continuous improvement processes.</td>
</tr>
</tbody>
</table>
| Technology | Action plan in place to deliver devices to the majority of students. | Student access to devices  
Student access to internet | Deploy new devices  
Deploy hot spots |
## Department System Goals Summary 2022-2023

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>VISION 2030 GOAL</th>
<th>SUPPORTING GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Advanced Academics</strong></td>
<td>Increase AP exam passing rate across the district to 42% from 40%. The five-year goal is 50%.</td>
<td>Using all student groups, the GT student population will mirror the campus student population with a +/- 20% differential.</td>
</tr>
</tbody>
</table>
| **Assessment, Accountability, & Analysis** | Support the Vision 2030 strategic plan by generating and disseminating assessment, accountability, and College Career Military Readiness (CCMR) data to stakeholders to make informed decisions. | 1. Track and update the district’s and campuses’ CCMR projections six times a year.  
2. Train the Campus Test Coordinators (CTC) to plan and implement the best online testing environment for all MISD students.  
3. Train CTCs on generating and utilizing the TestHound reporting feature to create campus level reports for 5-year documentation. |
| **Athletics**                    | 1. Improve academic success across all athletic programs (See supporting Goals 1 & 2).  
2. Increase community service hours.  
3. Teach character, teamwork and sportsmanship through competition. | 1. Student-athlete graduation rate of 100%  
2. Student athlete Passing rate > 90%  
3. Organize and provide 4 district wide community service projects  
4. High School Community service hours per sport > 2000 hours  
5. Middle School Community service hours per campus > 500 hours  
6. Coaches teach 2-Word character lessons one day per week in study hall |
| **AVID**                          | To support AVID schoolwide initiatives at all secondary campuses. The initiatives vary among the following:  
• Implement student note-making process | To coach the implementation of WICOR strategies (writing, inquiry, collaboration, organization, and reading) in the AVID elective classes.  
To collect student work samples of WICOR each 6-weeks as evidence of routine use. |
- Implement content writing process
- Routine use of WICOR strategies
- Implement student collaborative study groups

To create scripts for the monthly AVID Site Team meetings and to provide technical assistance in goal setting and ongoing analysis of student work.

| 2017 Bond Program | Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility that meets and exceeds the district standards. | 1. Under budget ≤ 1.0% or $2.75 million (financial responsibility) |

| Business Services | 1. Mansfield ISD will receive a superior rating on the FIRST report. *FIRST = Financial Integrity Rating System of Texas.  
2. Mansfield ISD will receive a clean financial audit (Unqualified Opinion).  
3. Mansfield ISD Business Services will provide 8 trainings to campus and department staff throughout the year: (1) Beginning of year training, (1) Finance Round Table trainings, (1) Activity, (1) Adobe, (1) Report Writing, and (1) Booster/Sponsor Training. | 1. FIRST report encourages schools to manage financial resources so that MISD receives the maximum allocation for direct instructional purposes.  
2. A clean financial audit allows taxpayers to be confident in the financial management of taxpayer funds.  
3. Trainings to campus and department staff supports MISD employee morale and assists the district with good community standing which helps ensure financial accuracy. |

| Career Technical Education (CTE) | The CTE department will ensure all 143 CTE courses have a written scope and sequence and curriculum framework aligned to industry and state standards.  
The CTE department will identify all seniors without a CCMR (College, Career, or Military Readiness) point who have the opportunity to earn an industry-based certification (IBC) and communicate that data to stakeholders (campus)  
100% of CTE courses will have a completed scope and sequence. Currently, 50% of scope and sequence documents have been audited and the remaining will be completed and audited by the end of this year.  
30% of CTE courses will have a completed and aligned curriculum framework. Currently, 10% of CTE courses have a completed and aligned curriculum framework. |
| **Center for Performing Arts** | Facilitate the process of students graduating life ready (Guiding Statement #3). | 1. 25% of all events will be dedicated to our Fine Arts programs and activities.  
2. Our students will participate in at least 10 events a year hosted by the Center Arts Program.  
3. The Center Arts Program will host 5 community events a year in which our students will participate. |
|-------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| **Communications & Marketing** | 1. Implement a communication/marketing program that directly helps the district achieve its strategic goals.  
2. Implement high quality out of school time programs through QUEST and ACE.  
3. Build mutually beneficial partnerships through community relations and the Education Foundation that drive increased revenues to serve students. | 1. Track MISD positive publicity via media hits.  
2. Provide academic support in math and reading/language arts to ensure that 80% or more of ACE students show academic progress by the end of each academic year.  
3. Increase revenue generated through Advertising, MISD Education Foundation and QUEST Program. |
| **Curriculum, Instruction and Accountability** | Implementation of Professional Learning Communities K-12. | Focus on principal and assistant principal leadership development. |
| Custodial Operations | Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects. | 1. Reduce workers compensation claims through training and support (financial responsibility) < 8.76%  
2. Increase the number of Safety Training hours provided (financial responsibility) ≥ 2,850 hours  
3. Increase the number of Leadership Training Program Hours (customer satisfaction) ≥ 520 hours |
|----------------------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Digital Learning     | 1. The Digital Learning Team will empower students to be college, career, and life ready in a digital world.  
                        2. The Digital Learning Team will empower teachers to develop engaging digital learning activities for all MISD students. | 1. The Digital Learning Team will support teachers and administrators with relevant teaching and learning experiences.  
                        2. The Digital Learning Team will offer multiple learning modalities for teachers to become confident developers of engaging digital learning activities for students. |
<p>| Early Literacy       | Implement PK Guidelines through active, explorative experiences. |  |</p>
<table>
<thead>
<tr>
<th>English Literacy, K-12</th>
<th>Implement all components of literacy instruction with fidelity in K-12 classrooms.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Facilities</strong></td>
<td>Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects.</td>
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</tbody>
</table>
|                       | 1. Reduce workers compensation through training and support: Custodial < 8.75%; Maintenance ≤ 8%; Student Nutrition ≤ 8%  
2. Complete work orders within 5 business days ≥ 80%  
3. Serve 5.5 million meals  
4. 2017 Bond under budget ≤ 1.0% or $2.75 million  
5. Reduce energy and natural resources consumption through energy conservation program ≥ 20%  
6. Reduce workers compensation through training and support ≤ $600,000  
7. 25% of all events will be dedicated to our Fine Arts programs and activities  
8. Reduce the number of buses that are out of service daily: < 12% |
| **Federal Programs**   | 1. Implement a federal funds program that supports Title I funded campuses in achieving their strategic goals as identified in campus needs assessments.  
2. Implement a high-quality, federally funded, Parent and Family Engagement Program that provides interaction between school and home as measured by growth of parent and family programming on each Title I campus.  
3. Implement a federally funded, School Improvement Program based on student STAAR outcomes.  
4. Provide service and support to federally funded campus leaders on the use, compliance, and evaluation on the expenditure of Title I funds.  
5. Provide Title I campus structure and compliance to bring parents and families into our MISD Title I campus buildings.  
6. Using the Effective School Framework Model (ESF) targeted and comprehensive schools, as identified by TEA, will track improvement in state criterion as measured by STAAR. |
| Fine Arts | **Mission:**  
The mission of Mansfield ISD Fine Arts is to encourage and inspire students to explore and develop a passion for the visual and performing arts. | Implement the MISD Fine Arts Curriculum with fidelity.  
1. Track student participation.  
2. Record the number of groups/students advancing in state level competitions.  
3. Track staff retention.  
4. Track A and A/B Honor Roll students. |
| --- | --- | --- |
| Guidance and Counseling | **Vision:**  
The vision of Mansfield ISD Fine Arts is to use arts education to inspire students to be life-long participants, advocates, and patrons of the performing and visual arts. | The Guidance and Counseling Department will support and monitor the progress of student scorecards at the campus level by training staff, creating lessons and teacher scripts, and providing technical support.  
The Guidance and Counseling Department will continue to support and monitor the implementation of Hope Squads in grades 7-12, while also laying the foundation to implement Hope Squads at the intermediate level. |
| Health Services | The Health Services Department will guide students, staff, and the MISD community on access to healthcare services. | Provide opportunities for students, staff, and the community to access health-related services (via district events, immunization clinics, and community outreach). |
| Human Resource Services | 1. MISD will achieve a teacher retention rate of at least 90% annually when considering discretionary turnover.  
2. MISD’s student ethnicity population will be no more than 10% greater than the corresponding teacher ethnicity population.  
3. MISD will maintain an 85% or higher staff retention rate. | 1. MISD HR will increase recruiting visits to traditionally diverse colleges and universities by 100% of baseline 20-21 data.  
2. MISD HR will achieve and maintain an 85% satisfaction rating from principals and directors.  
3. MISD HR will offer semi-annual HR training opportunities for principals and/or directors. |
| **Library Services** | MISD Libraries will provide:  
1. Literacy activities to develop lifelong learners.  
2. STEAM & Makerspace activities to develop critical thinkers & problem solvers.  
3. Opportunities to develop digital literacy skills to succeed in life.  
4. Opportunities to explore self-interests and career pathways. | MISD Libraries will gather data to establish goals for:  
1. Circulation of library materials  
2. Use of TexQuest Databases |
| **Maintenance** | Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects. | 1. Complete work orders within 5 business days (customer satisfaction) ≥ 80%  
2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) ≥ 23%  
3. Reduce the number of claims due to worker’s comp injuries (customer satisfaction) ≤ 8% |
<p>| <strong>Math K-6</strong> | We will implement the deconstructing of our math standards in order to increase teacher content knowledge and confidence thereby impacting Tier 1 instruction. | We will empower teachers by providing targeted and engaging professional development that will build their knowledge of our math TEKS in our District Math PLC (Professional Learning Community) Unit Previews and provide additional training to our campuses based on their individual needs. |</p>
<table>
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<tr>
<th>Mathematics Secondary</th>
<th>To provide professional development and resources for secondary math teachers focused on understanding the standards and using data to impact Tier 1 instruction.</th>
<th>Increase awareness of the math content included in college readiness assessments and making connections to individual math course standards to provide vertical alignment and focused learning targets for students.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PE/Health</td>
<td>Provide professional development opportunities on the new PE/Health TEKS.</td>
<td>Curate and add content resources to Canvas that align with the new PE/Health TEKS.</td>
</tr>
</tbody>
</table>
| Police Services       | 1. Maintain a highly trained department meeting and/or exceeding the Texas Commission on Law Enforcement (TCOLE) standards.  
2. Provide opportunities for our students, staff, and parents to communicate with our department. | 1. Officers will complete TCOLE mandated and department-designated training.  
2. Officers will provide presentations on their assigned campus no fewer than once a month.  
3. The department will participate in designated district events by providing an opportunity for others to communicate with department personnel. |
<p>| Post-Secondary Readiness (G&amp;C) | In support of Guiding statement 4, we will administer the Texas Success Initiative (TSIA 2.0) to seniors that have not yet met state criteria for College Career and Military Readiness (CCMR). This provides an opportunity for students to demonstrate college readiness and meet state criteria at no cost to the student. | Senior students who are not successful on the TSIA 2.0 will be given the opportunity to enroll in an online Texas College Bridge course that was designed to help bridge learning gaps. Successful completion of this course at 90% or higher meets the state criteria for College Career and Military Readiness (CCMR). |
| Risk Management       | Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering | 1. Reduce paid workers compensation claims through training and support (financial responsibility) $\leq$ 600,000 |</p>
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<tr>
<th>Special Populations/ESL &amp; Bilingual</th>
<th>Social Studies</th>
<th>Science K-12</th>
</tr>
</thead>
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<tr>
<td>• Increase the English Learners (EL) Graduation rate from 84% to 88% based on the Results Driven Accountability (RDA) report (Safeguards- English Learners Graduation rate).&lt;br&gt;• Monitor and Support Texas English Language Proficiency Assessment System (TELPAS) Target measure and increase by 2 percentage points.</td>
<td>A Unit Design Document will be created for each unit of high school World Geography, World History, and US History for a total of 32 documents.</td>
<td>Provide targeted professional development and content resources in Canvas/Edugence to support the new technology enhanced items such as hot spot; drag and drop including literacy supports for short constructed responses. Create an implementation plan for the new Science TEKS.</td>
</tr>
</tbody>
</table>

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<th>Social &amp; Emotional Learning</th>
<th>2. Increase the number of Safety Visits (financial responsibility) ≥ 125 visits</th>
<th>Monitor campuses in implementing SEL relational practices.</th>
</tr>
</thead>
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<tr>
<td>Plan and execute the services provided and processes used by the district’s Behavior Intervention Team.</td>
<td></td>
<td></td>
</tr>
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Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe work and learning environments for all employees and students.
| Special Populations/MTSS/Dyslexia/504 | Students with identified academic and behavioral needs will receive equitable educational opportunities for interventions and supports through special programs including Multi-Tiered System of Supports, Dyslexia Services, and Section 504. | • Dyslexia providers will have the tools and knowledge necessary to provide standard protocol dyslexia instruction that is explicit, systematic, and intentional in its approach to K-12 students with dyslexia.  
• Campuses will be equipped with the necessary tools and resources they need to implement the Multi-Tiered System MTSS process.  
• Students with eligibility for 504, will receive appropriate accommodations and support as documented by administrators in Success Ed and teachers through campus progress monitoring and lesson planning. |
| Special Populations/Special Education | - Increase Special Education STAAR 3rd – 8th reading passing rate from 47.9 to 52.0 (Based on RDA report).  
- Increase the number of Special Education students earning credits in the 2022-2023 school year in order to graduate with their cohort. | - Expand and deliver appropriate reading instruction to students with disabilities through the implementation of a foundational reading program.  
- Provide targeted professional development and content resources to support specially designed instruction.  
- Meet every 6 weeks with high school administrative leadership teams to develop collaborative PLCs with paired high schools to share best practices and strategies for lowering failure rates.  
- Share Special Education Failure Padlet to support on-going analysis of high school campus data and encourage leaders to build a culture of high expectations for teachers resulting in high student achievement. |
| Student Nutrition | To inspire healthy lifestyles for students and staff by providing the access to delicious and nutritious meals at every campus. | 1. To serve 5.5 million meals districtwide. [Demonstrates Food Quality and Acceptability]  
2. Maintain an average food cost ratio (cost of food: revenue) ≤ 40%. [Demonstrates Fiscal Responsibility] |
<table>
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<tr>
<th><strong>Student Services</strong></th>
<th>Support campus administrators regarding the use of data to target and improve campus discipline outcomes.</th>
<th>Develop and deploy a process that improves campus discipline placements through the use of restorative practices supported by the improvement of student social emotional learning.</th>
</tr>
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<tr>
<td><strong>Student Services – Campus Support</strong></td>
<td>Campus support will continually enhance processes and procedures to track, monitor, and measure data for all enrollment forms with fidelity.</td>
<td>Measure the number of enrollment forms from surrounding districts: 1. Minor Living Separate and Apart 2. Residency Affidavits</td>
</tr>
</tbody>
</table>
| Student Services Safety & Security | 1. Develop and deploy a process that improves training methods and student accountability in regard to threat assessments and emergency management expectations.  
2. Utilize continuous improvement strategies, as well as status checks to implement and enhance safety systems and their resiliency. | 1. Review and create a more robust and efficient training method for beginning of year in regard to Emergency Management and Threat Assessment.  
2. Research, discuss, train, modify and implement, if applicable, for 23-24 SY ID scanners for student accountability at all sporting venues.  
3. Evaluate, discuss, budget, and implement third party monitoring of student social media accounts in order to amplify safety reach for district and campuses.  
4. Evaluate, budget and check status of safety systems (fire, cameras) and their state of system overview. |
| Technology | Facilitate our students learning by providing:  
1. A secure and well-functioning staff and student ticketing system.  
2. Added support by acquiring assistance for mobile device administration and repairs.  
3. Increased monitoring of student resources and learning platforms. | 1. Uphold 98% average uptime of critical systems throughout the year.  
2. Complete 80% of work orders within 7 business days.  
3. Maintain 99% or greater uncompromised devices monthly as it relates to cybersecurity. |
| Transportation | Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning way for students to get to and from school. | 1. Reduce the number of buses that are out of service daily: < 12%  
2. Reduce the number of hours non-route staff are driving/attending routes < 30 hours  
3. Increase completion rate of Corrective Action Plan (CAP) training following accidents/incidents. >90% |
| World Languages | The World Language department will grow teacher effectiveness in the Proficiency Model in the foreign language classroom. | Support World Language teachers by providing Professional Development that increases their knowledge on the Proficiency Model. |
2022 - 2023

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

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

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<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td>Cultivate college readiness through advanced educational opportunities.</td>
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</table>

**District/Campus Values**
- 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 a 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 AP exam passing rate across the district to 42% from 40%. The five-year goal is 50%.

**Supporting Goals**
Using all student groups, the GT student population will mirror the campus student population with a +/- 20% differential.
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<tr>
<th>2022 - 2023 Assessment, Accountability, and Analysis</th>
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**District Mission**

To inspire and educate students to be productive citizens.

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**District Motto**

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

**Department/Campus Motto**

Details matter.

**District/Campus Values**

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**Vision Goals**

Support the Vision 2030 strategic plan by generating and disseminating assessment, accountability, and College Career Military Readiness (CCMR) data to stakeholders to make informed decisions.

**Supporting Goals**

1. Track and update the district’s and campuses’ CCMR projections six times a year.
2. Train the Campus Test Coordinators (CTC) to plan and implement the best online testing environment for all MISD students.
3. Train CTCs on generating and utilizing the TestHound reporting feature to create campus level reports for 5-year documentation.
### District Mission

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### District/Campus Values

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### Vision Goals

1. Improve academic success across all athletic programs (See supporting Goals 1 & 2)
2. Increase community service hours.
3. Teach character, teamwork, and sportsmanship through competition.

### Supporting Goals

1. Student-athlete graduation rate of 100%
2. Student athlete Passing rate > 90%
3. Organize and provide 4 district wide community service projects.
4. High School Community service hours per sport >2000 hours.
5. Middle School Community service hours per campus > 500 hours.
6. Coaches teach 2-Word character lessons one day per week in study hall.
**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.
- Closing the opportunity gap by preparing all students for college readiness and success in a global society.

**District/Campus Values**

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**Vision Goals**

To support AVID schoolwide initiatives at all secondary campuses. The initiatives vary among the following:

- Implement student note-making process
- Implement content writing process
- Routine use of WICOR strategies
- Implement student collaborative study groups

**Supporting Goals**

To coach the implementation of WICOR strategies (writing, inquiry, collaboration, organization, and reading) in the AVID elective classes.

To collect student work samples of WICOR each 6-weeks as evidence of routine use.

To create scripts for the monthly AVID Site Team meetings and to provide technical assistance in goal setting and ongoing analysis of student work.
## District Mission

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## District/Campus Values

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## MISD Guiding Statements

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## Vision Goals

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

## Supporting Goals

Under budget ≤ 1.0% or $2.75 million (financial responsibility)
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/Campus Motto**

The silent partner ensuring support of all stakeholders.

**District/Campus Values**

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**Vision Goals**

<p>| | |</p>
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<tbody>
<tr>
<td>1.</td>
<td>Mansfield ISD will receive a superior rating on the FIRST report. *FIRST = Financial Integrity Rating System of Texas.</td>
</tr>
<tr>
<td>2.</td>
<td>Mansfield ISD will receive a clean financial audit (Unqualified Opinion).</td>
</tr>
<tr>
<td>3.</td>
<td>Mansfield ISD Business Services will provide 8 trainings to campus and department staff throughout the year: (1) Beginning of year training, (1) Finance Round Table trainings, (1) Activity, (1) Adobe, (1) Report Writing, and Booster/Sponsor Training.</td>
</tr>
</tbody>
</table>

**Supporting Goals**

<p>| | |</p>
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<tbody>
<tr>
<td>1.</td>
<td>FIRST report encourages schools to manage financial resources so that MISD receives the maximum allocation for direct instructional purposes.</td>
</tr>
<tr>
<td>2.</td>
<td>A clean financial audit allows taxpayers to be confident in the financial management of taxpayer funds.</td>
</tr>
<tr>
<td>3.</td>
<td>Trainings to campus and department staff supports MISD employee morale and assists the district with good community standing which helps ensure financial accuracy.</td>
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District Mission
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MISD: A great place to live, learn, and teach.

Department/Campus Motto
Educate, Innovate, Inspire.

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Vision Goals
The CTE department will ensure all 143 CTE courses have a written scope and sequence and curriculum framework aligned to industry and state standards.

Supporting Goals
100% of CTE courses will have a completed scope and sequence. Currently, 50% of scope and sequence documents have been audited and the remaining will be completed and audited by the end of this year.

30% of CTE courses will have a completed and aligned curriculum framework. Currently, 10% of CTE courses have a completed and aligned curriculum framework.
## District Mission
To inspire and educate students to be productive citizens.

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

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### Vision Goals
Facilitate the process of students graduating life ready (Guiding Statement #3).

### Supporting Goals
1. 25% of all events will be dedicated to our Fine Arts programs and activities.
2. Our students will participate in at least 10 events a year hosted by the Center Arts Program.
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2. Implement high quality out of school time programs through QUEST and ACE.
3. Build mutually beneficial partnerships through community relations and the Education Foundation that drive increased revenues to serve students.

### Supporting Goals

1. Track MISD positive publicity via media hits.
2. Provide academic support in math and reading/language arts to ensure that 80% or more of ACE students show academic progress by the end of each academic year.
3. Increase revenue generated through Advertising, MISD Education Foundation and QUEST Program.
## District Mission

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### District Motto

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

### Department/Campus Motto

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### Vision Goals

Implementation of Professional Learning Communities K-12.

### Supporting Goals

Focus on principal and assistant principal leadership development.
### District Mission

To inspire and educate students to be productive citizens.

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A destination district committed to excellence.

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### Department/Campus Motto

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

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### MISD Guiding Statements

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

### Vision Goals

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

### Supporting Goals

1. Reduce workers compensation claims through training and support (financial responsibility) \(< 8.76\%\)
2. Increase the number of Safety Training hours provided (financial responsibility) \(\geq 2,850\) hours
3. Increase the number of Leadership Training Program Hours (customer satisfaction) \(\geq 520\) hours
## 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/Campus Motto
Inspiring educators to impact the future

## District/Campus Values
- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

## MISD Guiding Statements
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## Vision Goals
1. The Digital Learning Team will empower students to be college, career, and life ready in a digital world.
2. The Digital Learning Team will empower teachers to develop engaging digital learning activities for all MISD students.

## Supporting Goals
1. The Digital Learning Team will support teachers and administrators with relevant teaching and learning experiences.
2. The Digital Learning Team will offer multiple learning modalities for teachers to become confident developers of engaging digital learning activities for students.
### District Mission
To inspire and educate students to be productive citizens.

### District Vision
A destination district committed to excellence.

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<td>To improve school readiness of young children using creative, hands-on, interactive experiences.</td>
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### District/Campus Values
- Students First
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### MISD Guiding Statements
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### Vision Goals
Implement PK Guidelines through active, explorative experiences.

### Supporting Goals
2022 - 2023 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/Campus Motto

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

District/Campus Values

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MISD Guiding Statements

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Vision Goals

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

Supporting Goals

Reduce or avoid costs for energy and natural resource consumption ≥ 20% (compared to SY2011-2012, the year before the program was established) through an energy conservation program (financial responsibility).
## 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/Campus Motto

Our mission is to engage and inspire critical readers, writers, thinkers and communicators.

### District/Campus Values

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- Communication
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- Resiliency

### MISD Guiding Statements

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### Vision Goals

Implement all components of literacy instruction with fidelity in K-12 classrooms.
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/Campus Motto

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

District/Campus Values

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Vision Goals

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

Supporting Goals

1. Reduce workers compensation through training and support: Custodial < 8.75%; Maintenance ≤ 8%; Student Nutrition ≤ 8%
2. Complete work orders within 5 business days ≥ 80%
3. Serve 5.5 million meals
4. 2017 Bond under budget ≤ 1.0% or $2.75 million
5. Reduce energy and natural resources consumption through energy conservation program ≥ 20%
6. Reduce workers compensation through training and support ≤ $600,000
7. 25% of all events will be dedicated to our Fine Arts programs and activities
8. Reduce the number of buses that are out of service daily: < 12%
2022 - 2023

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/Campus Motto

Funding grant opportunities for college, career, and life readiness.

District/Campus Values

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MISD Guiding Statements

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Vision Goals

1. Implement a federal funds program that supports Title I funded campuses in achieving their strategic goals as identified in campus needs assessments.
2. Implement a high-quality, federally funded, Parent and Family Engagement Program that provides interaction between school and home as measured by growth of parent and family programming on each Title I campus.
3. Implement a federally funded, School Improvement Program based on student STAAR outcomes.

Supporting Goals

1. Provide service and support to federally funded campus leaders on the use, compliance, and evaluation on the expenditure of Title I funds.
2. Provide Title I campus structure and compliance to bring parents and families into our MISD Title I campus buildings.
3. Using the Effective School Framework Model (ESF) targeted and comprehensive schools, as identified by TEA, will track improvement in state criterion as measured by STAAR.
# 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/Campus Motto


## District/Campus Values

- Students First
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## Vision Goals

**Mission:**

The mission of Mansfield ISD Fine Arts is to encourage and inspire students to explore and develop a passion for the visual and performing arts.

**Vision:**

The vision of Mansfield ISD Fine Arts is to use arts education to inspire students to be life-long participants, advocates, and patrons of the performing and visual arts.

## Supporting Goals

1. Implement the MISD Fine Arts Curriculum with fidelity.
2. Track student participation.
3. Record the number of groups/students advancing in state level competitions.
4. Track staff retention.
5. Track A and A/B Honor Roll students.
### District Mission

To inspire and educate students to be productive citizens.

### District Vision

A destination district committed to excellence.

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### District/Campus Values

- Students First
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### MISD Guiding Statements

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### Vision Goals

The Guidance and Counseling Department will support and monitor the progress of student scorecards at the campus level by training staff, creating lessons and teacher scripts, and providing technical support.

### Supporting Goals

The Guidance and Counseling Department will continue to support and monitor the implementation of Hope Squads in grades 7-12, while also laying the foundation to implement Hope Squads at the intermediate level.
# District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

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<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td>Keeping staff and students healthy, safe, and ready to teach and learn.</td>
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## District/Campus Values

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

## MISD Guiding Statements

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4. Students will graduate college and/or career ready.

## Vision Goals

The Health Services Department will guide students, staff, and the MISD community on access to healthcare services.

## Supporting Goals

Provide opportunities for students, staff, and the community to access health-related services (via district events, immunization clinics, and community outreach).
**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/Campus Motto**

Optima Petamus: We seek the best.

**District/Campus Values**

- Students First
- Continuous Improvement
- Integrity
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- Positive Relations
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**MISD Guiding Statements**

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**Vision Goals**

1. MISD will achieve a teacher retention rate of at least 90% annually when considering discretionary turnover.
2. MISD’s student ethnicity population will be no more than 10% greater than the corresponding teacher ethnicity population.
3. MISD will maintain an 85% or higher staff satisfaction rating per the MISD staff survey.

**Supporting Goals**

1. MISD HR will increase recruiting visits to traditionally diverse colleges and universities by 100% of baseline 20-21 data.
2. MISD HR will achieve and maintain an 85% satisfaction rating from principals and directors.
3. MISD HR will offer semi-annual HR training opportunities for principals and/or directors.
2022 - 2023

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/Campus Motto
Literacy, Exploration & Connections for ALL

District/Campus Values
- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

MISD Guiding Statements
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4. Students will graduate college and/or career ready.

Vision Goals
MISD Libraries will provide:
1. Literacy activities to develop lifelong learners.
2. STEAM & Makerspace activities to develop critical thinkers & problem solvers.
3. Opportunities to develop digital literacy skills to succeed in life.
4. Opportunities to explore self-interests and career pathways.

Supporting Goals
MISD Libraries will gather data to establish goals for:
1. Circulation of library materials
2. Use of TexQuest Databases
## 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/Campus Motto

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

### District/Campus Values

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

### MISD Guiding Statements

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### Vision Goals

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

### Supporting Goals

1. Complete work orders within 5 business days (customer satisfaction) ≥ 80%
2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) ≥ 23%
3. Reduce the number of claims due to worker’s comp injuries (customer satisfaction) ≤ 8%
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**District Vision**

A destination district committed to excellence.

**District Motto**

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

**Department/Campus Motto**

To inspire and educate students to be creative, innovative, and confident mathematical thinkers.

**District/Campus Values**

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

**MISD Guiding Statements**

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

**Vision Goals**

We will implement the deconstructing of our math standards in order to increase teacher content knowledge and confidence thereby impacting Tier 1 instruction.

**Supporting Goals**

We will empower teachers by providing targeted and engaging professional development that will build their knowledge of our math TEKS in our District Math PLC (Professional Learning Community) Unit Previews and provide additional training to our campuses based on their individual needs.
### 2022 - 2023 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/Campus Motto

To inspire and educate students to be creative, innovative, and confident mathematical thinkers.

#### District/Campus Values

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

#### MISD Guiding Statements

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3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

#### Vision Goals

To provide professional development and resources for secondary math teachers focused on understanding the standards and using data to impact Tier 1 instruction.

#### Supporting Goals

Increase awareness of the math content included in college readiness assessments and making connections to individual math course standards to provide vertical alignment and focused learning targets for students.
## 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/Campus Motto

Healthy habits for a healthy life.

### District/Campus Values

- Students First
- Continuous Improvement
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- Resiliency

## MISD Guiding Statements

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3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

### Vision Goals

Provide professional development opportunities on the new PE/Health TEKS.

### Supporting Goals

Curate and add content resources to Canvas that align with the new PE/Health TEKS.
2022 - 2023

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto | Department/Campus Motto
--- | ---
MISD: A great place to live, learn, and teach. | Protect, Serve, Educate.

District/Campus Values

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

MISD Guiding Statements

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Vision Goals

1. Maintain a highly trained department meeting and/or exceeding the Texas Commission on Law Enforcement (TCOLE) standards
2. Provide opportunities for our students, staff and parents to communicate with our department.

Supporting Goals

1. Officers will complete TCOLE mandated and department-designated training.
2. Officers will provide presentations on their assigned campus no fewer than once a month.
3. The department will participate in designated district events by providing an opportunity for others to communicate with department personnel.
## District Mission
To inspire and educate students to be productive citizens.

## District Vision
A destination district committed to excellence.

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<td>MISD: A great place to live, learn, and teach.</td>
<td>Cultivate College Readiness through advanced educational opportunities.</td>
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### District/Campus Values
- Students First
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### MISD Guiding Statements
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### Vision Goals
In support of Guiding statement 4, we will administer the Texas Success Initiative (TSIA 2.0) to seniors that have not yet met state criteria for College Career and Military Readiness (CCMR). This provides an opportunity for students to demonstrate college readiness and meet state criteria at no cost to the student.

### Supporting Goals
Senior students who are not successful on the TSIA 2.0 will be given the opportunity to enroll in an online Texas College Bridge course that was designed to help bridge learning gaps. Successful completion of this course at 90% or higher meets the state criteria for College Career and Military Readiness (CCMR).
### 2022 - 2023 Risk Management

#### District Mission

To inspire and educate students to be productive citizens.

#### District Vision

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#### District/Campus Values

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#### MISD Guiding Statements

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#### Vision Goals

Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe work and learning environments for all employees and students.

#### Supporting Goals

1. Reduce paid workers compensation claims through training and support (*financial responsibility*) $\leq 600,000$
2. Increase the number of Safety Visits (*financial responsibility*) $\geq 125$ visits
## 2022 - 2023

### 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/Campus Motto

Think like a Scientist

### District/Campus Values

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### MISD Guiding Statements

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### Vision Goals

Provide targeted professional development and content resources in Canvas/Edugence to support the new technology enhanced items such as hot spot; drag and drop including literacy supports for short constructed responses.

### Supporting Goals

Create an implementation plan for the new Science TEKS.
### District Mission

To inspire and educate students to be productive citizens.

### District Vision

A destination district committed to excellence.

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### Vision Goals

**Plan and execute the services provided and processes used by the district’s Behavior Intervention Team.**

### Supporting Goals

**Monitor campuses in implementing SEL relational practices.**
## District Mission

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## District Vision

A destination district committed to excellence.

### District Motto

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

### Department/Campus Motto


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### Vision Goals

### Supporting Goals

A Unit Design Document will be created for each unit of high school World Geography, World History, and US History for a total of 32 documents.
2022 - 2023

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/Campus Motto

To support and monitor student learning in English.

District/Campus Values

- Students First
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Vision Goals

- Increase the English Learners (EL) Graduation rate from 84% to 88% based on the Results Driven Accountability (RDA) report (Safeguards- English Learners Graduation rate).
- Monitor and Support Texas English Language Proficiency Assessment System (TELPAS) Target measure and increase by 2 percentage points.

Supporting Goals

- Monitor and support the fidelity of the Two-Way Dual Language Program by completing monthly walk-throughs.
- Support each campus’ “One Thing” by working collaboratively with the C&I Department to increase the use of effective second language acquisition strategies during Tier I instruction across all four core content areas. *RDA Safeguards- English as Second Language (3rd-8th): Writing, Science, & Social Studies; English as Second Language (ESL): End of Course (EOC), English Language Arts and Reading (ELAR).
2022 - 2023

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/Campus Motto**

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

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<td>• Students with identified academic and behavioral needs will receive equitable educational opportunities for interventions and supports through special programs including Multi-Tiered System of Supports, Dyslexia Services, and Section 504.</td>
<td>• Dyslexia providers will have the tools and knowledge necessary to provide standard protocol dyslexia instruction that is explicit, systematic and intentional in its approach to K-12 students with dyslexia.</td>
</tr>
<tr>
<td></td>
<td>• Campuses will be equipped with the necessary tools and resources they need to implement the Multi-Tiered System MTSS process.</td>
</tr>
<tr>
<td></td>
<td>• Students with eligibility for 504, will receive appropriate accommodations and support as documented by administrators in Success Ed and teachers through campus progress monitoring and lesson planning.</td>
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</table>
2022-2023 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/Campus Motto**
The mission of the Mansfield ISD Special Education Department is to provide and support customized educational opportunities for students, parents, and staff.

**District/Campus Values**
- 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 a MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.

**Vision Goals**
- Increase Special Education STAAR 3rd – 8th reading passing rate from 47.9 to 52.0 (Based on RDA report).
- Increase the number of Special Education students earning credits in the 2022-2023 school year in order to graduate with their cohort.

**Supporting Goals**
- Expand and deliver appropriate reading instruction to students with disabilities through the implementation of a foundational reading program.
- Provide targeted professional development and content resources to support specially designed instruction.
- Meet every 6 weeks with high school administrative leadership teams to develop collaborative PLCs with paired high schools to share best practices and strategies for lowering failure rates.
- Share Special Education Failure Padlet to support on-going analysis of high school campus data and encourage leaders to build a culture of high expectations for teachers resulting in high student achievement.
### 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/Campus Motto
“Good Food, Real Food.”

### District/Campus Values
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### MISD Guiding Statements
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### Vision Goals
To inspire healthy lifestyles for students and staff by providing the access to delicious and nutritious meals at every campus.

### Supporting Goals
1. To serve 5.5 million meals districtwide. [Demonstrates Food Quality and Acceptability]
2. Maintain an average food cost ratio (cost of food: revenue) ≤ 40%. [Demonstrates Fiscal Responsibility]
3. Achieve ≤ 8% workers’ compensation claims for the total number of Student Nutrition employees. [Demonstrates Fiscal Responsibility]
### District Mission
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### District Motto

<table>
<thead>
<tr>
<th>Department/Campus Motto</th>
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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
</tr>
<tr>
<td>Committed to students, teachers, and the campus.</td>
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</table>

### District/Campus Values
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### MISD Guiding Statements
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### Vision Goals

| Supporting Goals |
|-------------------|-----------------|
| Support campus administrators regarding the use of data to target and improve campus discipline outcomes. |
| Develop and deploy a process that improves campus discipline placements through the use of restorative practices supported by the improvement of student social emotional learning. |
### District Mission

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### MISD Guiding Statements

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### Vision Goals

Campus support will continually enhance processes and procedures to track, monitor, and measure data for all enrollment forms with fidelity.

### Supporting Goals

Measure the number of enrollment forms from surrounding districts:
1. Minor Living Separate and Apart
2. Residency Affidavits
### District Mission

To inspire and educate students to be productive citizens.

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### District Motto

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

### Department/Campus Motto

Get them home safe.

### District/Campus Values

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### MISD Guiding Statements

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### Supporting Goals

1. Review and create a more robust and efficient training method for beginning of year in regards to Emergency Management and Threat Assessment.
2. Research, discuss, train, modify and implement, if applicable, for 23-24 SY ID scanners for student accountability at all sporting venues.
3. Evaluate, discuss, budget and implement third party monitoring of student social media accounts in order to amplify safety reach for district and campuses.
4. Evaluate, budget and check status of safety systems (fire, cameras) and their state of system overview.
## 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/Campus Motto

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

### District/Campus Values

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### MISD Guiding Statements

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### Vision Goals

Facilitate our students learning by providing:
1. A secure and well-functioning staff and student ticketing system.
2. Added support by acquiring assistance for mobile device administration and repairs.
3. Increased monitoring of student resources and learning platforms.

### Supporting Goals

1. Uphold 98% average uptime of critical systems throughout the year.
2. Complete 80% of work orders within 7 business days.
3. Maintain 99% or greater uncompromised devices monthly as it relates to cybersecurity.
## 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/Campus Motto
Driven to Serve

### District/Campus Values
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### Vision Goals
Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning way for students to get to and from school.

### Supporting Goals
1. Reduce the number of buses that are out of service daily: < 12%
2. Reduce the number of hours non-route staff are driving/attending routes < 30 hours
3. Increase completion rate of Corrective Action Plan (CAP) training following accidents/incidents. >90%
### District Mission
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<td>MISD: A great place to live, learn, and teach.</td>
<td>Inspire students to develop communication skills for a global setting.</td>
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### Vision Goals
- The World Language department will grow teacher effectiveness in the Proficiency Model in the foreign language classroom.

### Supporting Goals
- Support World Language teachers by providing Professional Development that increases their knowledge on the Proficiency Model.
Intent of Federal Funds for 2022-2023

**Title I, Part A** – 2022-2023 amount $4,635,145

- 40% or higher free/reduced lunch eligibility.
- We have 25 Title I school wide campuses. We added 4 school wide campuses (Asa Low, Jr. Intermediate School, Mary Orr Intermediate School, Linda Jobe Middle School, and Rogene Worley Middle School).
- Serve 4 Private Non-Profit schools, who select to participate, with students from MISD Title I Campuses (St. Joseph Catholic School, School of Lexia, St. Maria Goretti Catholic School, and Fellowship Academy).
- Provide resources to support the District Early Childhood Program at Dr. Sarah K. Jandrucko Early Learners Academy.
- Tiered system of funding to document funds are directed to 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.
- A Title I Coordinator of Parent and Family Engagement was hired.

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** – 2022-2023 amount $888,762

- Funds must be used to improve student achievement by improving teaching and leadership (teacher and principal staff development)
- Funds are also be used to recruit and retain teachers (KEEPs mentor program in MISD)
- A Coordinator of School Improvement was hired.
Mansfield ISD uses Title II funds for the following: supplemental staff to support coaching, district-level professional development geared toward implementing the content area curriculum, leadership development for campus improvement, and the KEEPS teacher mentor program (teacher retention).

**Title III** – 2022-2023 amount $418,466
- Funds must be used to help students who are identified as Limited English Proficient English (advanced proficiency expected within 3 years) while at the same time mastering state content area standards.
- Funds must be supplemental to what is required by State law, and supplemental to all other federal funds as well
- Only 2% may be used for administrative costs
- 1 Bilingual/ESL Specialist has been hired

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

**Title IV** – 2022-2023 Amount $276,175
- Funds must be used to provide students with well-rounded educational opportunities,
- Funds must be used to provide students with safe and healthy students activities,
- Funds must be used to support the effective use of technology

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

**Carl Perkins** (Career Tech) - 2022-2023 amount $278,504
- Technology and materials to upgrade programs for career paths and college readiness at Ben Barber and secondary campuses. MISD has no personnel funded with this grant.

**Private Non-Profit Schools**
Private non-profit schools may be eligible to receive services under federal funds. Currently, St. Joseph Catholic School and School of Lexia participates in Title I, II, IV, and SPED. St. Maria Goretti Catholic School and Fellowship Academy participate in Title I (not eligible for others due to outside of our boundaries). Consultations with private, non-profit schools were held on May 12, 2022.

Please contact Dr. Tamara Vardy at 817-299-6358 or tamaravardy@misdmail.org for questions or comments regarding federal funding.

*Roll over funds (unspent money from prior year) NOT included in above amounts.

Revised 11/2022

Intent of Federal Programs was presented to the DEIC on 11/3/2022.
Title IV, Part A Evaluation Process for 2022-2023

Mansfield ISD utilizes the PDSA (Plan, Do, Study, Act) process of Continuous Improvement for evaluating programs. Title IV will be evaluated using the district process.

- Plan—strategies based on the Comprehensive Needs Assessment
- Do—carry out the strategies identified
- Study—evaluate the strategies for effectiveness
- Act—communicate the results of the strategies—determine what worked and what needs amending

Evaluate the Effectiveness of the Process

- Cadence of Accountability—CoA
  - Commitments from the previous reporting period
  - One Thing or primary goal(s)
  - Root Cause Analysis
  - Measures
  - Lead fidelity measures—on-going surveys
  - Lag fidelity measures—STAAR results—determine the impact on student performance
  - Support needed, if any, from Central Administration
- Presented quarterly to Area Superintendent

Program Objectives

- Provide students with opportunities to receive a well-rounded education
- Improve academic outcomes by maintaining safe and healthy students
- Utilize technology to advance academic achievement

Intended Outcomes of Funded Programs

- Improve academic achievement in Agriculture Leadership Program as measured by STAAR Data
- Maintaining safe and healthy students using Social Emotional Learning (SEL) strategies and activities as measured by SEL Survey Data, Climate and Control Data, and Threat Assessment Data
- Increasing student academic achievement through instructional technology and robotics as measured by STAAR Data

Approved by DEIC Members on November 3, 2022.
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.

2022-2023 DEIC Membership:

<table>
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<tr>
<th>CAMPUS</th>
<th>REPESENTATIVE</th>
<th>TYPE OF REP</th>
<th>CAMPUS ROLE</th>
<th>TERM</th>
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<td>EARLY CHILDHOOD</td>
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<tr>
<td>Sarah K. Jandruco</td>
<td>Ashton Oliver</td>
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<td>Associate Principal</td>
<td>2021-2023</td>
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<tr>
<td>Charlotte Anderson</td>
<td>Carson Gentry</td>
<td>Teaching</td>
<td>2nd Grade Teacher</td>
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<tr>
<td>J. L. Boren</td>
<td>Mary Costa</td>
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<td>Tech Apps/SEL Enrich</td>
<td>2022-2024</td>
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<td>Janet Brockett</td>
<td>Allison Lawson</td>
<td>Teaching</td>
<td>Reading Specialist</td>
<td>2022-2024</td>
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<td>Willie Brown</td>
<td>Lisa Eubanks</td>
<td>Non-Teaching</td>
<td>Counselor</td>
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<td>Louise Cabaniss</td>
<td>Tamara Nti Mensah</td>
<td>Teaching</td>
<td>Resource Teacher</td>
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<td>Anna Mae Daulton</td>
<td>Andrea Hutchins</td>
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<td>ESL Lead</td>
<td>2021-2023</td>
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<td>Kenneth Davis</td>
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<td>Josh Roberts</td>
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<td>Principal</td>
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<td>Glenn Harmon</td>
<td>Alexis Hinton</td>
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<td>Intervention Specialist</td>
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<td>Pre-K Teacher</td>
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<td>D. P. Morris</td>
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<td>Erma Nash</td>
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<td>Mary Jo Sheppard</td>
<td>Candy Graham</td>
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<td>Della Icenhower</td>
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<td>Asa Low</td>
<td>Michelle Elliot</td>
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