MANSFIELD ISD

District Improvement Plan

Reviewed and Recommended by DEIC December 9, 2021
Considered by MISD Board of Trustees on December 14, 2021
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Mission  To inspire and educate students to be productive citizens.

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

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

Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
3. Students will graduate life ready.
4. Students will graduate college and/or career ready.
# Mansfield ISD District Scorecard
## 2021-2026

## 1. Vision 2030 Guiding Statements

<table>
<thead>
<tr>
<th>#</th>
<th>Key Strategic Measure</th>
<th>5 Year Goal</th>
<th>Base Line 20-21</th>
<th>21-22</th>
<th>22-23</th>
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<th>24-25</th>
<th>25-26</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>% Reading on level by start of 3rd grade</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.2</td>
<td>% of students mastering Algebra 2</td>
<td>80%</td>
<td>69%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3</td>
<td>% of students graduating Life Ready</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.4</td>
<td>% of students graduating College and/or Career Ready</td>
<td></td>
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<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>
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<th>25-26</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>% of 4th/5th/6th graders on/above level per MAP Reading</td>
<td>85%</td>
<td>62%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.2</td>
<td>% of 4th/5th/6th graders on/above level per MAP Math</td>
<td>80%</td>
<td>80%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.3</td>
<td>% Completing Student Scorecard</td>
<td>97%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></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>
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<th>24-25</th>
<th>25-26</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>% Students in Extra/Co-curricular Activities</td>
<td>97%</td>
<td>77%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.2</td>
<td>Student Survey-% Satisfied</td>
<td>80%</td>
<td>60%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>% Out of Placement (ISS/OSS/DAEP)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

## 4. Technology

<table>
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<tr>
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<th>24-25</th>
<th>25-26</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></td>
<td></td>
<td></td>
<td></td>
<td></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></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>Cybersecurity: Uncompromised End-Points</td>
<td>99%</td>
<td>99%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## 5. Human Resources

<table>
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<tr>
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<th>25-26</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></td>
<td></td>
<td></td>
<td></td>
<td></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></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.3</td>
<td>Staff Survey-% Satisfied</td>
<td>85%</td>
<td>80%</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

## 6. Communications & Marketing

<table>
<thead>
<tr>
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<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></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.2</td>
<td>% MISD staff trained in Diversity, Equity &amp; Inclusion</td>
<td>90%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.3</td>
<td>Revenue Generated</td>
<td>$5,050,000</td>
<td>$3,126,571</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

## 7. Facilities & Operations

<table>
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<tr>
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<th>25-26</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.1</td>
<td>% of Work Orders Completed within 5 Business Days</td>
<td>83%</td>
<td>74%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.2</td>
<td>% of Workers Compensation Claims Filed</td>
<td>6.75%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.3</td>
<td>% of Student Meal Participation</td>
<td>65%</td>
<td>60%</td>
<td></td>
<td></td>
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</tr>
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</table>

## 8. Business & Finance

<table>
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<th>25-26</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.1</td>
<td>Highest rating on FIRST</td>
<td>Superior</td>
<td>Superior</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.2</td>
<td>Clean Financial Audit</td>
<td>Unqualified Opinion</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.3</td>
<td>% Payroll Issued Accurately &amp; On Time</td>
<td>99%</td>
<td>99%</td>
<td></td>
<td></td>
<td></td>
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</tr>
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</table>

## 9. Safety & Security

<table>
<thead>
<tr>
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<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1</td>
<td>% Police Presentations Per Month</td>
<td>95%</td>
<td>64%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.2</td>
<td>% Students that Feel Safe at School</td>
<td>80%</td>
<td>60%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.3</td>
<td>% Police Force Meeting TCOLE Standards</td>
<td>100%</td>
<td>100%</td>
<td></td>
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</tbody>
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June 17, 2021
### Comprehensive Needs Assessment Summary: 2021-2022

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

<table>
<thead>
<tr>
<th>List Data Sources Reviewed:</th>
<th>Summary of Strengths</th>
<th>Summary of Needs</th>
<th>Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area Reviewed</td>
<td>What were the identified strengths?</td>
<td>What were the identified needs?</td>
<td>What are the priorities for the department, including how federal and state program funds will be used?</td>
</tr>
</tbody>
</table>
| Demographics               | • MISD is a fast-growing diverse school district with enrollment of 35,566 students.  
• MISD district demographics are changing. Specifically, the percent of White students has decreased an average of 1% in the last 2 years. The percentage of African American and Hispanic students increased about 1% compared to the 2020–21 school year. The percent of Economically Disadvantaged students decreased by 3%.  
• African American 32%  
• White 28%  
• Hispanic 26%  
• Asian 8%  
• Two or More Races 5%  
• Economically Disadvantaged 42%  
• Gift & Talented 7%  
• Special Ed 11%  
• Limited English Proficient (LEP) 12%  
• Bilingual 3%  
• English as a Second Language (ESL) 9%  
• At-Risk 38% | • The percentage of Limited English Proficient (LEP) students increased 2% compared to the 2020-21 school year.  
• The percentage of Special Education (SPED) students increased by 1% compared to the previous year.  
• The percentage of students identified of being at risk of failing academically increased by 7% compared to the 2020-21 school year. | • Efficient use of facilities.  
• Viable Tier 1 curriculum for all courses.  
• Title 1 funds are used to support 21 campuses with the greatest number of economically disadvantaged students. Create new choice options in north part of the district. |
Student Achievement

- District earned an overall A rating on the A-F Accountability System for two years in a row in 2018 and in 2019. Due to COVID 19, Texas Education Agency (TEA) paused accountability ratings in 2020 and 2021. In both years, the district and campuses received, Not Rated:Declared State of Disaster label.

- In 2021, all testing was done in-person. Remote learners could opt out of testing without penalty. TEA processed all student tests submitted. Therefore, assessment data provided in this document are limited and based on students with valid test scores. These data are not comprehensive and are not an accurate reflection of the district. They, however, provide a glimpse of the areas that the district needs to address to maintain or surpass pre-COVID student achievement and accountability rating.

- 93% of the eligible students participated in the state assessments in 2021 compared with 99% in 2019.

- District earned a raw component score of 52 (Domain 1) and a raw score of 58 on Domain 2B (relative performance).

- In Closing the Gaps (Domain 3), the district met all the indicators in English Language Proficiency and School Quality Status. The district met 74%, 67%, and 64% of the

The 2021 raw component scores for Domain I and Domain 2B were 5-8 points below the 2019 raw component scores.

- The percent of students achieving Meets Grade Level on 2021 STAAR Grades 3-8 decreased 5-10 percentage points in Reading compared with 2019. Grades 5 & 8 had the largest drop of 10%.

- The percent of students achieving Meets Grade Level on 2021 STAAR Grades 3-8 Math decreased 15-33 percentage points compared with 2019. Grades 7 & 8 realized significant drops of 23% and 33%, respectively in math.

- The percent of students achieving Meets Grade Level on 2021 STAAR Grades 4 & 7 Writing decreased by 11 and 13 percentage points, respectively.

- The percent of students achieving Meets Grade Level on 2021 STAAR Grade 5 Science decreased by 23% and by 10 percentage points on Grade 8 Science.

- The percent of students achieving Meets Grade Level on 2021 STAAR Grade 8 Social Studies decreased by 10% compared with 2019.

- The percent of students achieving Meets Grade Level on the 2021 EOC decreased 3% in US History and 6% in English I compared to 2019. Algebra I realized the largest drop of 18%.

- The Asian student group did not meet the state’s Meets Grade Level performance target in reading.

- The American Indian, Asian, Two or More Races, Economically Disadvantaged, Special Education, and Non-Continuously Enrolled (NES) student groups did not meet
### Academic Achievement, Graduation, and School Success Status

- District met or exceeded the state’s Meets Grade Level performance targets in 13 of 14 Closing the Gaps student groups in Reading.
- District met or exceeded the state’s Meets Grade Level performance targets in 7 of 13 Closing the Gaps student groups.
- The percent of students meeting Approaches Grade Level on 2021 STAAR grades 3-8 were 10 or more points than the state in Reading & Math – Grades 3, 4, 6, and 7; Writing – Grades 4 and 7; and Social Studies – Grade 8.
- The percent of students meeting Approaches Grade Level on the 2021 End-of-Course (EOC) examinations were 10 or more points than the state in Algebra I, English I and English II.
- The percent of students achieving Meets Grade Level on 2021 English II EOC increased by 1% compared with 2019.
- 95.9% of the class of 2020 students graduated within 4 years.
- 64% of the 2020 graduates were College, Career and Military Ready.
- All 12 student groups met the state CCMR targets.

- The state’s Meets Grade Level targets in math.
- The American Indian, EL and SPED student groups’ graduation rates were below 90%.
School Culture and Climate (Include Counseling)

- 96% of the administrators surveyed reported that they would recommend the district to friends seeking employment.
- 83% of the teachers surveyed in 2021 reported that they would recommend the campuses they work at to someone seeking a school for their children.
- 99% of the administrators and 82% of the teachers believe that the people they work with respect and care for them on a personal level.
- 79% of the parents who responded to the annual 2021 Parents Satisfaction & Engagement Survey believe that the district provides a safe place for their children to learn.
- 76% of the parents responded that they would recommend their child(ren)’s school to a friend seeking a school for their child(ren).
- 76% of the students who responded to the 2021 School Climate & Safety Survey reported that they had a friend who they can count on to help them, no matter the circumstances.
- 75% of the students believe that their teachers care about their learning.

- 35% of the parents surveyed in 2021 responded that they did not feel welcome in their children’s campuses.
- 55% of the parents and 45% of the teachers surveyed believe that bullying is a challenging issue.
- 38% of the parents believe that the rules for student conduct are not enforced consistently across the district.
- 42% of the teachers believe that students are not respectful to teachers.
- 48% of the teachers responded that they are not well-supported by parents with regard to discipline issues.
- 25% of the teachers responded that they are not kept informed of what is happening in their campuses and in the district.
- 57% of the teachers reported that they are not involved in the decision-making process at their respective 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.
- DEI department work and district equity audit.
- Dedicated collaboration time at principal meetings.
- Title 4 supports for PD connected to SEL and other resources.
- Leadership Blueprint training for all principals and assistant principals.
<table>
<thead>
<tr>
<th>Staff Quality/PD</th>
<th>69% of the students reported that their teachers accept them for who they are.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Quality/PD</td>
<td>94% of the administrators and 80% of teachers who responded to the 2021 District/School Climate Survey responded that they are content working for the district at respective locations/campuses.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>94% of the administrators surveyed in 2021 would recommend the district to prospective employees.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>93% of the administrators and 79% of teachers responded that the district provides a positive professional work environment.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>76% of the teachers and campus support</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>30% of the administrators who responded to the 2021 Survey indicated that the district professional development opportunities are irrelevant to their professional growth.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>34% of the teachers surveyed responded that they are not provided with relevant professional development opportunities to learn and grow as professional educators.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>30% of the teachers reported that they do not have time during the school day to collaborate with their peers regarding curriculum and instruction research-based best practices.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>25% of the administrators hardly find time during the work day to collaborate with their peers.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>46% of the administrators believe that the district</td>
</tr>
<tr>
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<td>Staff Quality/PD</td>
<td>46% of the administrators believe that the district</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Title 2 monies utilized to support professional development for teachers and administrators.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>PLC training.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Leadership Blueprint training.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Grow your own training program.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Create 2 onboarding coach positions.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Offer National Board Certification option for teachers.</td>
</tr>
<tr>
<td>Staff Quality/PD</td>
<td>Curriculum Audit training</td>
</tr>
<tr>
<td>Curriculum, Instruction, Assessment (Include Library)</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>• 94% of the administrators surveyed in 2021 responded that the district successfully inspires and educates its students to become productive citizens.</td>
<td>• 69% of the students believe that what they learn does not relate to real-life situations.</td>
</tr>
<tr>
<td>• 79% of the parents surveyed in Spring 2021 believe that the district provides high quality education.</td>
<td>• 53% of the students do not believe that their teachers do a good job of making what they learn interesting.</td>
</tr>
<tr>
<td>• 78% of the parents responded that MISD teachers are knowledgeable and meet their children’s learning needs.</td>
<td>• 54% of the students do not enjoy what they learn at their campuses.</td>
</tr>
<tr>
<td>• 77% of the administrators believe that the district does a good job addressing the academic needs of all students.</td>
<td>• 41% of the teachers believe that effective teachers are not assigned to instruct students who are at risk of failing academically.</td>
</tr>
<tr>
<td>• 89% of the administrators responded that the</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>sponsored book studies do not help them grow professionally.</td>
<td>• 58% of the high school parents responding that the schools do not provide helpful information to their children about college and career planning.</td>
</tr>
<tr>
<td>• 34% of the administrators believe that the district’s hiring and promotion practices do not select the most qualified individuals for the administrative positions.</td>
<td></td>
</tr>
<tr>
<td>Family and Community Involvement</td>
<td>School Context and Organization</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>---------------------------------</td>
</tr>
</tbody>
</table>
| ● 85% of the parents surveyed in 2021 felt comfortable contacting the staff at their children’s school if they have a question or a concern.  
● 84% of the parents believe that they have opportunities to communicate with their children’s teachers as they need.  
● 83% of the parents reported that their child(ren)’s campus keeps them informed of their children’s academic progress.  
● 79% of the teachers surveyed in 2021 reported that they work closely with their students’ parents to meet the students’ academic needs. | ● Continuous improvement systems grounded in MISD Board Policy.  
● Fidelity of processes and procedures | ● Maintain fidelity to the cadence of accountability continuous improvement processes.  
● 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. |
<p>| 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 | Chromebooks for grades 3-12. |</p>
<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>VISON 2030 GOAL</th>
<th>SUPPORTING GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Academics</td>
<td>Advanced Academics department will monitor the deployment of the AP curriculum and common assessments with fidelity.</td>
<td>1. Disseminate validated data from all assessments within 3 days.</td>
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<td>2. Track College &amp; Career Ready (CCR) data multiple times a year from all sources to provide campus maximum opportunities to intervene.</td>
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<td></td>
<td>3. Reduce the number of testing irregularities on the state assessments.</td>
</tr>
<tr>
<td>Assessment, Accountability, &amp; Analysis</td>
<td>Support the vision 2030 strategic plan through the use of data analysis related to state and local assessments, and accountability.</td>
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</tr>
</tbody>
</table>
| Athletics                        | 1. Increase student athlete academic success  
2. Increase student participation                                                                                      | 1. Increase student academic success  
2. Review student athlete injuries to determine if common cause                                                                                                                                      |
| AVID                              | To support AVID schoolwide initiatives at all secondary campuses.                                                                                                                                                     | To coach the implementation of WICOR strategies (writing, inquiry, collaboration, organization, and reading) in the AVID elective and all EXCEL classes (acceleration of academic language acquisition) with student work samples collected each 6-weeks as evidence of routine use.  
To support WICOR strategies in priority content areas as determined by each campus improvement plan.                                                                                         |
| 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 work and learning environment for all employees and students. | Under budget ≤ 1.0% or $2.75 million (financial responsibility)                                                                                                                                                 |
| Business Services                                                                 | 1. Mansfield ISD will receive a superior rating on the FIRST report.  
2. Mansfield ISD will have a clean financial audit (Unqualified Opinion).  
3. Mansfield ISD will be 99% of payroll accurate and on time. | 1. It 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. Accurate and timely payroll supports MISD employee morale and assists the district with good community standing which helps attract future staff. |
| Career & Technical Education                                                      | The career and technical education department will ensure each CTE course has a written curriculum aligned to state and industry standards. |  |
| Center for the Performing Arts                                                  | The Center Arts program will create opportunities for our students to participate in extra or co-curricular activities. | 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. Create and sustain a diverse, equitable and inclusive environment for students and staff districtwide.  
3. Implement high quality out of school time programs and 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. Increase the % of MISD staff trained in Diversity, Equity & Inclusion  
3. Increase revenue generated through Advertising, MISD Education Foundation and QUEST Program.  
3.1 Increase Advertising & Sponsorship Revenue 5% Annually  
3.2 Increase Education Foundation total revenue collected by 7.5% annually  
3.3 Increase annual revenue generated through QUEST |
|------------------------------------------|-----------------------------------------------|--------------------------------------------------|
| Custodial Services                       | 1. Facilitate the process of students learning to read on grade level and remaining on grade level or higher by the end of the third grade (MISD Guiding Statement #1) by providing a clean and safe learning environment. | 1. Reduce workers compensation claims through training and support (financial responsibility) < 7.75%  
2. Increase the number of Safety Training hours provided (financial responsibility) ≥ 2150 hours  
3. Increase the number of Leadership Training Program Hours (customer satisfaction) ≥ 520 hours |
| Digital Learning                         | Integrate technology using the Triple E Framework with fidelity. |                                                                 |
| EL/Bilingual                             | 1. Increase the EL Graduation rate on the A-F accountability rating (PBMAS Safeguards- ESL Graduation rate). | 1. Monitor and support the fidelity of the Two-Way Dual Language Program.  
2. 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. (*PBMAS Safeguards- ESL (3rd-8th): Writing, Science, & Social Studies; ESL: EOC ELAR) |
<p>| Energy Management                        |                                                                 | 1. Reduce energy and natural resources consumption through energy conservation program (financial responsibility) ≥ 20% |</p>
<table>
<thead>
<tr>
<th>English K-2 Early Literacy</th>
<th>We will support Campuses’ One Thing through coaching and professional development in the implementation of TEKS, curriculum, documents, and mCLASS.</th>
</tr>
</thead>
<tbody>
<tr>
<td>English Literacy Grades 3-12</td>
<td>Participate and support campuses in their grade level/course PLCs, such as implementation of the TEKS, going deeper with Misd curriculum documents, spiral/reteach opportunities, creating formative assessments, and student feedback.</td>
</tr>
<tr>
<td>Facilities</td>
<td>1. Reduce workers compensation through training and support (financial responsibility) 2. Cust ≤ 7.75%, Maint ≤ 6.75%, &amp; Student Nutrition ≤ 8% 3. Complete work orders within 5 business days ≥ 83% (customer satisfaction) 4. Increase Meal Participation &gt; 70% (financial responsibility)</td>
</tr>
<tr>
<td>Federal Programs</td>
<td>Provide training to Jobe MS for 2022-2023 Title I Schoolwide implementation.</td>
</tr>
</tbody>
</table>
| Fine Arts | Vision: To Inspire all Learners to Appreciate the Arts!  
Mission: Be the leading district for the ARTS in the State! |
<p>| Guidance and Counseling | The Department of Guidance and Counseling will plan, train and execute the implementation of the Vision 2030 Student Scorecard for both teachers and students. |</p>
<table>
<thead>
<tr>
<th>Health Services</th>
<th>The Health Services department will provide students, staff, and the MISD community with health education and instructional materials in order to promote a healthy lifestyle.</th>
<th>Provide additional health training to students, staff, and the community (via district-wide communication, campus clubs, and health referrals).</th>
</tr>
</thead>
</table>
| Human Resources | 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. | 1. MISD HR will increase recruiting visits to traditionally diverse colleges and universities by 100%.  
2. MISD HR will achieve and maintain an 85% satisfaction rating from principals and directors.  
3. MISD HR will offer quarterly HR training opportunities for principals and directors. |
| Maintenance | 1. 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) ≥ 83%  
2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) ≥ 25.5%  
3. Reduce the number of claims due to worker’s comp injuries (customer satisfaction) ≤ 6.75% |
<p>| Math K-6 | We will provide rich Tier 1 instruction with the use of our math structures through the use of daily numeracy routines, the reverse gradual release model for whole group instruction, purposeful small group instruction, and problem-solving. | We will empower teachers by providing targeted and engaging professional development that will build their knowledge of rich Tier 1 instruction through our District Math PLC Unit Previews and training provided to our campuses based on their individual needs. |
| Mathematics Secondary | Provide secondary math teachers/leaders targeted professional development and resources to meet individual course/grade level needs for best practices in tier one instruction. | |</p>
<table>
<thead>
<tr>
<th>PE/Health</th>
<th>1. Campuses will meet the state required compliance pieces for PE and Health.</th>
<th>1. Teachers will review new resources for the upcoming PE/Health Adoption.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Services</td>
<td>Provide a safe learning environment for the MISD Community.</td>
<td>1. Officers will conduct a minimum of one presentation a month on their campus to educate and build relationships with students and staff. 2. Officers will meet or exceed the required state standards for training allowing a well-trained and educated police department capable of providing a safe learning environment.</td>
</tr>
<tr>
<td>Post-Secondary Readiness (G&amp;C)</td>
<td>Training all campus counselors in the communication and implementation of new FAFSA graduation requirement and creating process to track completion.</td>
<td>1. Guidance and Counseling Department will provide district wide opportunities for students/families to complete FAFSA. 2. Utilize Go Center staff to assist in FAFSA completion.</td>
</tr>
<tr>
<td>Risk Management</td>
<td>1. 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 environment for all employees and students.</td>
<td>1. Reduce workers compensation through training and support (financial responsibility) ≤ $600,000 2. Increase the number of Safety Visits (financial responsibility) ≥ 110 visits</td>
</tr>
<tr>
<td>Science K-12</td>
<td>Provide targeted professional development and content resources in Canvas to support thinking like a scientist -including analyzing data, communicate valid conclusions and reasonable explanations.</td>
<td></td>
</tr>
<tr>
<td>Social &amp; Emotional Learning</td>
<td>Train all campuses to implement SEL relational practices with fidelity.</td>
<td></td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Social Studies</td>
<td>Complete the full Canvas template of curriculum documents for each course unit in grades 3-12 and support through professional development.</td>
<td>Support the district implementation of effective Professional Learning Communities.</td>
</tr>
<tr>
<td>Special Education</td>
<td>Expand and deliver appropriate reading instruction to 6th grade students with disabilities through the implementation of System 44 and Read 180</td>
<td>Increase the number of Special Education students earning credits in the 2021 – 22 school year in order to graduate with their cohort</td>
</tr>
</tbody>
</table>
| Special Programs            | In order to receive an appropriate education, qualifying students with identified needs for interventions and supports will be served through special programs, including: Multi-Tiered System of Supports, Dyslexia Services, and 504. | 1. Reading Specialists will have the tools and knowledge necessary to identify and instruct K-12 students with dyslexia using content and methodology with fidelity.  
2. Campuses will be equipped with the necessary tools and resources they need to implement the MTSS process.  
3. 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. |
| Student Nutrition           | Facilitate the process of students learning to read on grade level or higher (MISD Guiding Statement #1) and facilitating the process of students mastering Algebra I by the ninth grade (MISD Guiding Statement #2) by serving high-quality meals to our students. | 1. Increase Meal Participation (financial responsibility) > 61%  
2. Maintain a ≤ 43% food cost margin ratio (financial responsibility)  
3. Achieve worker’s compensation claims per total employee (financial responsibility) ≤ 8% |
| Student Services-Campus Support | To provide a smooth transition when parents make choices in educational opportunities, Campus support will continually enhance processes and procedures to track, monitor, and measure data for all transfer requests and enrollment forms with fidelity. | Measure the number of transfer requests and enrollment forms:  
1. Transfers Requested  
2. Transfers Approved  
3. Minor Living Separate and Apart  
4. McKinney-Ventos  
5. Residency Affidavits |
| Student Services | 1. Provide campuses feedback to increase the overall student experience through the use of student surveys.  
2. Support campus administrators regarding the use of data to target and improve campus discipline outcomes.  
3. Support each campus in providing students with the opportunity to be involved in extra and co-curricular activities that strengthen their probability of becoming life ready. | 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. |
| Technology | Facilitate our students learning to read on grade level or higher, students mastering Algebra II, students becoming life ready and students graduating college and/or career ready by providing:  
1. A secure and well-functioning student information system (Skyward Migration).  
2. Enhanced technical support by increasing the number of campus technicians at campuses.  
3. Increased monitoring of student resources and learning platforms. | 1. Uphold 100% average uptime of critical Systems throughout the year.  
2. Complete 75% of work orders within seven (7) business days.  
3. Maintain 95% or Greater Uncompromised devices monthly as it relates to cybersecurity. |
| Transportation | 1. 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 (customer satisfaction) <12%  
2. Reduce the number of hours daily that mechanics are required to drive routes (customer satisfaction) <3 hours  
3. Reduce the number of hours daily that non-route staff are required to drive routes (customer satisfaction) <30 hours |
| World Languages | The LOTE (Languages other than English) department will grow teacher effectiveness in the Proficiency Model in the Foreign Language classroom. |
Plan On A Page

2021 - 2022

Advanced Academics

To provide educational opportunities so that each student has the prospect of reaching his/her maximum potential culminating in college readiness.

District Vision

A destination district committed to excellence.

District Motto

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

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

A. Advanced Academics department will monitor the deployment of the AP curriculum and common assessments with fidelity.

Supporting Goals
Plan On A Page

2021 - 2022

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. Details Matter

District/Campus Values
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Vision Goals
Support the vision 2030 strategic plan through the use of data analysis related to state and local assessments, and accountability.

Supporting Goals
1. Disseminate validated data from all assessments within 3 days.
2. Track College & Career Ready (CCR) data multiple times a year from all sources to provide campus maximum opportunities to intervene.
3. Reduce the number of testing irregularities on the state assessments.
## Plan On A Page

### District Vision

A destination district committed to excellence.

### District Motto

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

### Department Motto

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

### District/Campus Values

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### Vision Goals

1. Increase student athlete academic success
2. Increase student participation

### Supporting Goals

1. Increase student academic success
2. Review student athlete injuries to determine if common cause
Plan On A Page

2021 - 2022

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>Closing the opportunity gap by preparing all students for college readiness and success in a global society.</td>
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District/Campus Values

- Students First
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Vision Goals

To support AVID schoolwide initiatives at all secondary campuses.

Supporting Goals

To coach the implementation of WICOR strategies (writing, inquiry, collaboration, organization, and reading) in the AVID elective and all EXCEL classes (acceleration of academic language acquisition) with student work samples collected each 6-weeks as evidence of routine use.

To support WICOR strategies in priority content areas as determined by each campus improvement plan.
# Plan On A Page

## 2017 Bond Program

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

1. 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 environment for all employees and students.

### Supporting Goals

1. Under budget ≤ 1.0% or $2.75 million (financial responsibility)
Plan On A Page

2021 - 2022

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.

District/Campus Values
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Vision Goals
1. Mansfield ISD will receive a superior rating on the FIRST report.
2. Mansfield ISD will have a clean financial audit (Unqualified Opinion).
3. Mansfield ISD will be 99% of payroll accurate and on time.

Supporting Goals
1. It 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. Accurate and timely payroll supports MISD employee morale and assists the district with good community standing which helps attract future staff.
To inspire and educate students to be productive citizens.

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

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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
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</table>

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

**MISD Guiding Statements**
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**Vision Goals**
The career and technical education department will ensure each CTE course has a written curriculum aligned to state and industry standards.
Plan On A Page  

2021 - 2022  

Center for the Performing Arts

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  
Where Education and Celebration Become One

District/Campus Values

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Vision Goals

1. The Center Arts program will create opportunities for our students to participate in extra or co-curricular activities.

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.
3. The Center Arts Program will host 5 community events a year in which our students will participate.
# Plan On A Page

## 2021 - 2022 Communications & Marketing

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.

### District/Campus Values

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1. Implement a communication/marketing program that directly helps the district achieve its strategic goals.
2. Create and sustain a diverse, equitable and inclusive environment for students and staff districtwide.
3. Implement high quality out of school time programs and 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. Increase the % of MISD staff trained in Diversity, Equity & Inclusion
3. Increase revenue generated through Advertising, MISD Education Foundation and QUEST Program.
   - 3.1 Increase Advertising & Sponsorship Revenue 5% Annually
   - 3.2 Increase Education Foundation total revenue collected by 7.5% annually
   - 3.3 Increase annual revenue generated through QUEST
To inspire and educate students to be productive citizens.

District Vision
A destination district committed to excellence.

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

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

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

MISD Guiding Statements
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Vision Goals
Roll out of student scorecards in grades K-12.

Supporting Goals
Implementation of Professional Learning Communities K-12.
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.

**District/Campus Values**
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**Vision Goals**
1. Facilitate the process of students learning to read on grade level and remaining on grade level or higher by the end of the third grade (MISD Guiding Statement #1) by providing a clean and safe learning environment.

**Supporting Goals**
1. Reduce workers compensation claims through training and support (financial responsibility) $< 7.75\%$
2. Increase the number of Safety Training hours provided (financial responsibility) $\geq 2150$ hours
3. Increase the number of Leadership Training Program Hours (customer satisfaction) $\geq 520$ hours
## 2021 - 2022

<table>
<thead>
<tr>
<th>MISD Mission</th>
<th>Digital Learning Mission</th>
</tr>
</thead>
<tbody>
<tr>
<td>To inspire and educate students to be productive citizens.</td>
<td>To educate and empower students to be life-ready digital citizens.</td>
</tr>
</tbody>
</table>

## 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
- Continuous Improvement
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## Vision Goals

Integrate technology using the Triple E Framework with fidelity.

## Supporting Goals
### Plan On A Page

#### 2021 - 2022

**EL/Bilingual**

### MISD 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.

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

### Vision Goals

1. Increase the EL Graduation rate on the A-F accountability rating (PBMAS Safeguards - ESL Graduation rate).

### Supporting Goals

1. Monitor and support the fidelity of the Two-Way Dual Language Program.
2. 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. (*PBMAS Safeguards - ESL (3rd-8th): Writing, Science, & Social Studies; ESL: EOC ELAR*)
# Plan On A Page

## 2021 - 2022

### Energy Management

To inspire and educate students to be productive citizens.

### District Vision

A destination district committed to excellence.

<table>
<thead>
<tr>
<th>District Motto</th>
<th>Department/Campus Motto</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td></td>
</tr>
</tbody>
</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.
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<tr>
<th>Vision Goals</th>
<th>Supporting Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1. Reduce energy and natural resources consumption through energy conservation program (financial responsibility) ≥ 20%</td>
</tr>
</tbody>
</table>
# Plan On A Page

## 2021 - 2022

### English K-2 Early Literacy

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 Mission

Our mission is to engage and inspire early learners to be readers, writers, thinkers, and communicators using a structured literacy model.

## 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

We will support campuses’ One Thing through coaching and professional development in the implementation of TEKS, curriculum documents, and mCLASS.
## Plan On A Page

### 2021 – 2022

**English Literacy Grades 3-12**

---

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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- 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

Participate and support campuses in their grade level/course PLCs, such as implementation of the TEKS, going deeper with MISD curriculum documents, spiral/reach opportunities, creating formative assessments, and student feedback
## District Vision

A destination district committed to excellence.

### District Motto

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

### District/Campus Values

- Students First
- Continuous Improvement
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- Positive Relations
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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

### Supporting Goals

1. Reduce workers compensation through training and support (financial responsibility)
2. Cust ≤ 7.75%, Maint ≤ 6.75%, & Student Nutrition ≤ 8%
3. Complete work orders within 5 business days ≥ 83% (customer satisfaction)
4. Increase Meal Participation > 70% (financial responsibility)
2021 - 2022

Federal Programs

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

A great place to live, learn, and teach.

District/Campus Values

- Students First
- Continuous Improvement
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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

Provide training to Jobe MS for 2022-2023 Title I Schoolwide implementation.

Supporting Goals
# Plan On A Page

**2021 - 2022**

**Fine Arts**

---

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
- 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.
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<thead>
<tr>
<th><strong>Vision Goals</strong></th>
<th><strong>Supporting Goals</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vision:</strong> To Inspire all Learners to Appreciate the Arts!</td>
<td>1. Seek designations as “Best Community in the Arts Education”</td>
</tr>
<tr>
<td><strong>Mission:</strong> Be the leading district for the ARTS in the State!</td>
<td>2. Increase student participation</td>
</tr>
<tr>
<td></td>
<td>3. Be competitive in every State level Arts competition</td>
</tr>
<tr>
<td></td>
<td>4. Hire, recruit, and retain high quality educators</td>
</tr>
<tr>
<td></td>
<td>5. Implement a district wide Fine Arts Curriculum</td>
</tr>
</tbody>
</table>
# Plan On A Page

**2021 - 2022**

**Guidance and Counseling**

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

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<th>District Motto</th>
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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td>Lead with Heart</td>
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## 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

The Department of Guidance and Counseling will plan and execute the implementation of the Vision 2030 Student Scorecard for both teachers and students.
## District Vision

A destination district committed to excellence.

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<tr>
<th>District Motto</th>
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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td>MISD Health Services: Keeping children healthy, safe, and ready to learn.</td>
</tr>
</tbody>
</table>

### District/Campus Values

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

### MISD Guiding Statements

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### Vision Goals

The Health Services department will provide students, staff, and the MISD community with health education and instructional materials in order to promote a healthy lifestyle.

### Supporting Goals

Provide additional health training to students, staff, and the community (via district-wide communication, campus clubs, and health referrals).
# Plan On A Page

## 2021 - 2022

**Human Resource Services**

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
- Communication
- Positive Relations
- Resiliency

### 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%.
2. MISD HR will achieve and maintain an 85% satisfaction rating from principals and directors.
3. MISD HR will offer quarterly HR training opportunities for principals and directors.
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
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

**MISD Guiding Statements**
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<tr>
<th>Vision Goals</th>
<th>Supporting Goals</th>
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| 1. 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) ≥ 83%
2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) ≥ 25.5%
3. Reduce the number of claims due to worker’s comp injuries (customer satisfaction) ≤ 6.75% |
# Plan On A Page

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

## District Vision
A destination district committed to excellence.

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<th>District Motto</th>
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<tbody>
<tr>
<td>A great place to live, learn, and teach.</td>
<td>To inspire and educate students to be creative, innovative, and confident mathematical thinkers.</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
We will provide rich Tier 1 instruction with the use of our math structures through the use of daily numeracy routines, the reverse gradual release model for whole group instruction, purposeful small group instruction, and problem-solving.

## Supporting Goals
We will empower teachers by providing targeted and engaging professional development that will build their knowledge of rich Tier 1 instruction through our District Math PLC Unit Previews and training provided to our campuses based on their individual needs.
## Plan On A Page

**2021 - 2022**  
Mathematics Secondary

---

**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  
- Continuous Improvement  
- Integrity  
- Communication  
- Positive Relations  
- Resiliency

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**MISD Guiding Statements**

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---

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</table>
| Provide secondary math teachers/leaders targeted professional development and resources to meet individual course/grade level needs for best practices in tier one instruction. | }
## Plan On A Page

**2021 - 2022**

**PE/Health**

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 be active and involved in their physical and mental wellbeing.

### 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

1. Campuses will meet the state required compliance pieces for PE and Health.

### Supporting Goals

1. Teachers will review new resources for the upcoming PE/Health Adoption.
## Plan On A Page

### 2021 - 2022

**Police Services**

---

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

Protect, Serve, and Educate.

---

### 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

Provide a safe learning environment for the MISD Community.

---

### Supporting Goals

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

2021 - 2022

Post-Secondary Readiness (G & C)

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>
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**District/Campus Values**

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

**MISD Guiding Statements**

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</table>
| Training all campus counselors in the communication and implementation of new FAFSA graduation requirement and creating process to track completion. | 1. Guidance and Counseling Department will provide district wide opportunities for students/families to complete FAFSA.  
2. Utilize Go Center staff to assist in FAFSA completion. |
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
- Continuous Improvement
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- Positive Relations
- Resiliency

**MISD Guiding Statements**

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

**Vision Goals**

1. 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 environment for all employees and students.

**Supporting Goals**

1. Reduce workers compensation through training and support \((financial\ responsibility) \leq 600,000\)
2. Increase the number of Safety Visits \((financial\ responsibility) \geq 110\) visits
To inspire and educate students to be productive citizens.

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

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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
<td>Prepare students to be problem solvers and critical thinkers.</td>
</tr>
</tbody>
</table>

**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**
Provide targeted professional development and content resources in Canvas to support thinking like a scientist - including analyzing data, communicate valid conclusions and reasonable explanations.
Plan On A Page

2021 - 2022

Social & Emotional Learning

To inspire and educate students to be productive citizens.

District Vision
A destination district committed to excellence.

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<tbody>
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<td>Lead with Heart</td>
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District/Campus Values
- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

MISD Guiding Statements
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<th>Vision Goals</th>
<th>Supporting Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Train all campuses to implement SEL relational practices with fidelity.</td>
<td></td>
</tr>
</tbody>
</table>
# Plan On A Page

## 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.

## 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
Complete the full Canvas template of curriculum documents for each unit in each course grades 3-12 in social studies in Canvas and support through professional development.

## Supporting Goals
Support the district implementation of effective Professional Learning Communities in social studies.
# Plan On A Page

## 2021 - 2022

### Special Education

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.

## District/Campus Motto

### Department/Campus Motto

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.

## District/Campus Values

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

## Vision Goals

Expand and deliver appropriate reading instruction to 6th grade students with disabilities through the implementation of System 44 and Read 180

## Supporting Goals

Increase the number of Special Education students earning credits in the 2021 – 22 school year in order to graduate with their cohort
## Plan On A Page

### 2021 - 2022

### District Vision

To inspire and educate students to be productive citizens.

### District Motto

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

### 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

In order to receive an appropriate education, qualifying students with identified needs for interventions and supports will be served through special programs, including: Multi-Tiered System of Supports, Dyslexia Services, and 504.

### Supporting Goals

1. Reading Specialists will have the tools and knowledge necessary to identify and instruct K-12 students with dyslexia using content and methodology with fidelity.
2. Campuses will be equipped with the necessary tools and resources they need to implement the MTSS process.
3. 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.
## Plan On A Page

### 2021 - 2022

#### 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
- Continuous Improvement
- Integrity
- Communication
- Positive Relations
- Resiliency

#### MISD Guiding Statements

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

#### Vision Goals

Facilitate the process of students learning to read on grade level or higher (MISD Guiding Statement #1) and facilitating the process of students mastering Algebra I by the ninth grade (MISD Guiding Statement #2) by serving high-quality meals to our students.

#### Supporting Goals

1. Increase Meal Participation (financial responsibility) > 61%
2. Maintain a ≤ 43% food cost margin ratio (financial responsibility)
3. Achieve worker’s compensation claims per total employee (financial responsibility) ≤ 8%
Plan On A Page

2021 - 2022
Student Services – Campus Support

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
Student Services: Committed to students, teachers, and the campus.

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
To provide a smooth transition when parents make choices in educational opportunities, Campus support will continually enhance processes and procedures to track, monitor, and measure data for all transfer requests and enrollment forms with fidelity.

Supporting Goals
- Measure the number of transfer requests and enrollment forms:
  a. Transfers Requested
  b. Transfers Approved
  c. Minor Living Separate and Apart
  d. McKinney-Ventos
  e. Residency Affidavits
# Plan On A Page

## District Mission

To inspire and educate students to be productive citizens.

## District Vision

A destination district committed to excellence.

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

1. Provide campuses feedback to increase the overall student experience through the use of student surveys.
2. Support campus administrators regarding the use of data to target and improve campus discipline outcomes.
3. Support each campus in providing students with the opportunity to be involved in extra and co-curricular activities that strengthen their probability

## Supporting Goals

- 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.
# Plan On A Page

**2021 - 2022**

**Technology**

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 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

- 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

Facilitate our students learning to read on grade level or higher, students mastering Algebra II, students becoming life ready and students graduating college and/or career ready by providing:

1. A secure and well-functioning student information system (Skyward Migration).
2. Enhanced technical support by increasing the number of campus technicians at campuses.
3. Increased monitoring of student resources and learning platforms.

## Supporting Goals

1. Uphold 100% average uptime of critical Systems throughout the year.
2. Complete 75% of work orders within seven (7) business days.
3. Maintain 95% or Greater Uncompromised devices monthly as it relates to cybersecurity.
# Plan On A Page

## 2021 - 2022

### Transportation

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

- 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

1. 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 (customer satisfaction) <12%
2. Reduce the number of hours daily that mechanics are required to drive routes (customer satisfaction) <3 hours
3. Reduce the number of hours daily that non-route staff are required to drive routes (customer satisfaction) <30 hours
Plan On A Page

### 2021 - 2022

**World Languages**

Inspire students to develop global competency and cultural awareness

**District Vision**

A destination district committed to excellence.

<table>
<thead>
<tr>
<th>District Motto</th>
<th>Department/Campus Motto</th>
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<tbody>
<tr>
<td>MISD: A great place to live, learn, and teach.</td>
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**District/Campus Values**

- Students First
- Continuous Improvement
- Integrity
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**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.
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**Vision Goals**

The LOTE (Languages other than English) department will grow teacher effectiveness in the Proficiency Model in the Foreign Language classroom.

**Supporting Goals**

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<th>Supporting Goals</th>
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INTENT OF FEDERAL FUNDS FOR 2021-2022

**Title I, Part A** – current year amount $3,823,493; 2021-2022 amount TBA

- 40% or higher free/reduced lunch eligibility, serving over 47% only
- We have 21 Title I school wide campuses
- 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 opportunities to receive a fair, equitable, high-quality education, and close the educational achievement gaps.
- 1% of the grant is reserved for Parent Engagement activities.

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

**Title II** – current year amount $709,719; 2021-2022 amount TBA

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

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** – current year amount $333,338 (LEP); 2021-2022 amount TBA

- Funds must be used to help students who are identified as Limited English Proficient (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

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** – Current year amount $271,586; 2021-2022 Amount TBA

- 20% well-rounded educational opportunities, 20% safe and healthy students activities, supporting effective use of technology (15% limit on infrastructure)

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.

**IDEA B** (Special Education) – current year total $5,405,714; 2021-2022 amount TBA

- Personnel, contracted services, supplies, materials and equipment (including technology) to benefit students with disabilities
IDEA B PK (SPED) – current year total $58,790; 2021-2022 amount TBA

- Personnel and supplies/materials (including technology and software) to benefit students with disabilities ages 4 and under

Carl Perkins (Career Tech) - $245,089; 2021-2022 amount TBA

- 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 participates in Title 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 was held in May 6, 2021.

Please contact Dr. Victoria Miles at 817-299-6358 or victoriamiles@misdmail.org for questions or comments regarding federal funding.

*Roll over funds (unspent money from prior year) NOT included in above amounts.
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
- Study-evaluate the strategies for effectiveness
- Act- communicate the results of the strategies- determine if the plan worked

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-impact on student performance
  - Support Needed if any from central administration
- Presented quarterly to Area Superintendent /Supervisor (August, October, January, May)

Program Objectives

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

Intended Outcomes of Funded Programs

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

Approved by MISD DEIC 11/4/2021
Charter
District-wide Educational Improvement Council (DEIC)
2021-2022

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

Responsibilities of the Committee
The Superintendent or Superintendent’s Designee shall serve as the chairperson of DEIC.

- Chairperson: Fernando Benavides, Executive Director of High Schools
- DEIC Scribe: Secretary to the Executive Director
- Type of Committee: Standing
- Decision Making Authority: Advisory

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

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

Meeting Dates*
October 6, 2021 – 4:30pm-6:00pm, MISD Center PDC Rooms-CANCELED
October 14, 2021 – 4:30pm-6:00pm, MISD Center PDC Rooms, First Meeting
November 4, 2021 – 4:30pm-6:00pm, MISD Center PDC Rooms, DIP / Plan on a Page
December 9, 2021 – 4:30pm-6:00pm, MISD Center PDC Rooms
January 13, 2022 – 4:30pm-6:00pm, MISD Center PDC Rooms
February 24, 2022 – 4:30pm-6:00pm, MISD Center PDC Rooms
March 24, 2022 – 4:30pm-6:00pm, MISD Center PDC Rooms
April 21, 2022 – 4:30pm-6:00pm, Administration Building 100 Great Room

*Meetings are tentatively scheduled and confirmed monthly based on agenda items to be addressed.
Committee Membership
The District-wide Educational Improvement Council shall include representative, professional staff, parents of students enrolled in the district, business representatives, and community members.

2021-2022 DEIC Membership:

<table>
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<tr>
<th>CAMPUS</th>
<th>REPRESENTATIVE</th>
<th>TYPE OF REP</th>
<th>CAMPUS ROLE</th>
<th>TERM</th>
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<td>Ashton Oliver</td>
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<td>Louise Cabaniss</td>
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