



MANSFIELD ISD

District Improvement Plan

Approved by MISD Board of Trustees on December 12, 2023

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Mansfield Independent School District



LIFE READY • CAREER READY
COLLEGE READY

Mission To inspire and educate students to be productive citizens.

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

Values

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



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

Guiding Statements

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

Mansfield ISD District Scorecard 2021-2026

1. Vision 2030 Guiding Statements									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
1.1	% Reading on level by start of 3 rd grade	82%		73%	72%				
1.2	% of students mastering Algebra 2	80%	69%	76%	77%				
1.3	% of students graduating Life Ready	80%		58%	76%				
1.4	% of students graduating College and/or Career Ready	88%		63%	70.4%				
2. Curriculum, Instruction & Accountability									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
2.1	% of 4 th /6 th /8 th gr students on/above level per MAP Reading	70%	62%	61%	61%				
2.2	% of 4 th /6 th /8 th gr students on/above level per MAP Math	70%	59%	57%	56%				
2.3	% Completing Student Scorecard	80%		74%	*				
*Data not available due to cybersecurity incident.									
3. Student Services									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
3.1	% Students in Extra/Co-curricular Activities	90%	77%	68%	68%				
3.2	Student Survey-% Satisfied	70%	60%	50%	59%				
3.3	% Out of Placement (ISS/OSS/DAEP)	15%		11%	11%				
4. Technology									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
4.1	% Critical Systems Scheduled Uptime	98%	99%	99.8%	95.6%				
4.2	% Work Orders Completed within 7 Business Days	80%	63%	81.5%	80.5%				
4.3	Cybersecurity: Uncompromised End-Points	99%	99%	99.8%	99.78%				
5. Human Resources									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
5.1	% Teacher Retention Rate	90%	89.6%	86.7%	TAPR				
5.2	Teaching staff reflects diversity of student population - % Gap	≤ 10%	14.9%	14.1%	TAPR				
5.3	Staff Survey - % Satisfied	85%	80%	75%	79%				
6. Communications & Marketing									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
6.1	# MISD Positive Publicity Media Hits	1464	970	1,276	2,063				
6.2	ACE Summer Rd & Math Progress %	90%		85%/95%	80%/93%				
6.3	Revenue Generated	\$4,000,000	\$3,126,571	\$3,466,915	\$3,692,885				
7. Facilities & Operations									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
7.1	% of Work Orders Completed within 5 Business Days	83%	78%	80%	79.3%				
7.2	% of Workers Compensation Claims Filed	6.75%	8%	5.8%	8.1%				
7.3	% of Student Meal Participation	65%	60%	74%	69%				
8. Business & Finance									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
8.1	Highest rating on FIRST	Superior	Superior	Superior	Superior				
8.2	Clean Financial Audit	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion	Unqualified Opinion				
8.3	Trainings Provided to District Personnel	15	8	8	19				
9. Safety & Security									
#	Key Strategic Measure	5 Year Goal	Base Line 20-21	Actual Data					Status
				21-22	22-23	23-24	24-25	25-26	
9.1	% Police Presentations Per Month	95%	63%	112%	109%				
9.2	% District Physical Security Audit	94%			90%				
9.3	% Police Force Meeting TCOLE Standards	100%	100%	100%	100%				
<div> <div></div> Met or Exceeded 5 Year Goal <div></div> On Track Towards Meeting Goal with a Positive Trend <div></div> Did Not Achieve Yearly Goal-Improvement Effort Suggested <div></div> Current Progress Did Not Achieve Goal-Improvement Effort Required </div>									

Comprehensive Needs Assessment Summary: 2023-2024

Parents, Administrators, and Teacher Climate Surveys, State Assessment and Accountability Data.			
List Data Sources Reviewed:			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the department, including how federal and state program funds will be used?
Demographics	<ul style="list-style-type: none"> MISD is a diverse school district with 35,937 students. African-American 33.78% White 25.12% Hispanic 27.11% Asian 8.54% Two or More Races 5.03% Economically Disadvantaged 50.19% Gift & Talented 7.05% Special Ed 12.79% Limited English Proficient (LEP) 13.8% Bilingual 2.76% English as a Second Language (ESL) 11.97% At-Risk 39.71% 	<ul style="list-style-type: none"> The percentage of economically disadvantaged students increased by 1.80% compared to the previous year. The percentage of African-American students increased by 1.78%. The percentage of White students decreased by 1.58%. The Special Education population increased by 1.29%. The percentage of students identifying English as their second language increased by 1.47%. This student group has risen by about 1.5% in the last two years. 	<ul style="list-style-type: none"> Ensuring a viable Tier 1 curriculum for all courses. Use of Title 1 funds to support our most high need campuses and students.
Student Achievement	ELAR 3-8 <ul style="list-style-type: none"> In Grades 3, 6, and 7, 82% of all students tested on the STAAR reading performed at the <i>Approaches Grade Level</i> In grades 4 & 5, 85% of all students performed at <i>Approaches Grade Level</i>. 88% of the 8th graders performed at the <i>Approaches Grade Level</i>. 	<ul style="list-style-type: none"> The percentage of students performing at the <i>Masters Grade Level</i> averaged 26% in STAAR 3-8 reading. The lowest rate was 21% in 3rd grade, 22% in 6th grade, and 25% in 4th grade. Grades 5 & 7 had 28%, and grade 8 had 33%. The percentage of students performing at the 	<ul style="list-style-type: none"> Transition all curriculum documents into a new format (IUP) that aligns with the Professional Learning Community (PLC) collaboration process.

	<ul style="list-style-type: none"> • More than half of grades 3-8 students performed at <i>Meets Grade level</i> in reading. Specifically, 55% of 3rd & 4th graders, 56% of 6th graders, 58% of 7th, 60% of 5th, and 64% of 8th graders performed at <i>Meets Grade Level</i>. • In grades 5, 7, and 8, 69% to 76% of the Asian, White, and Non-Economically Disadvantaged students performed at the <i>Meets Grade Level</i>. • 65% to 69% of the grades 3, 4, and 6 Asian, White, and Non-Economically Disadvantaged students performed at the <i>Meets Grade Level</i>. <p>ELAR - EOC</p> <ul style="list-style-type: none"> • In English I and II End-of-Course (EOC), 85% of all students performed at <i>Approaches Grade Level</i>. • 72% and 70% of English I & II students scored at <i>Meets Grade Level</i>, respectively. • The percentage of students performing at <i>Meets Grade Level</i> increased by 9% in English I in 2022 compared with 2023. • In both English I and English II, 75% to 82% of the Asian, White, and Non-Economically Disadvantaged students 	<p><i>Meets Grade Level</i> dropped 4 percentage points in grade 3 reading compared with 2022.</p> <ul style="list-style-type: none"> • The percentage of students performing at the <i>Meets Grade Level</i> dropped 5 percentage points in grade 4 reading compared with 2022. • The percentage of students performing at the <i>Masters Grade Level</i> dropped in grades 3, 4, 5, 7, and 8. The drop ranged from 7 to 17 percentage points. • 47% to 59% of Hispanic, African American, and Economically Disadvantaged grades 5, 7, and 8 performed at the <i>Meets Grade Level</i>. • 41% to 51% of Hispanic, African American, and Economically Disadvantaged 3rd, 4th, and 6th graders performed at the <i>Meets Grade Level</i>. • 22% of English I testers performed at the <i>Masters Grade Level</i> • 12% of the English II students performed at the <i>Masters Grade Level</i>. • The percentage of Hispanic, African American, and Economically Disadvantaged students performing at the <i>Meets Grade Level</i> ranged from 52% to 57%. • The Emerging Bilingual and the SPED students had the lowest percentage of students at the <i>Meets Grade Level</i>. This 	<ul style="list-style-type: none"> • Provide administrators ongoing training in the PLC process • Guiding Coalition training for teachers • PLC coaching for each campus • Continue to focus on extended constructed response, to assist with new writing on STAAR/EOC • Utilize MAP and Interim assessments to help identify and track growth in students • Utilize Interim assessments to provide opportunities for students to test in STAAR/EOC format • Utilize CBAs to monitor the curriculum • Engage in curriculum audit with CMSi • Campus fidelity walks to monitor calibration of instruction
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	<p>performed at the <i>Meets Grade Level</i>.</p> <p>Mathematics 3-8</p> <ul style="list-style-type: none"> On average, 78.5% of all grades 3-8 students performed at the <i>Approaches Grade Level</i> in mathematics. Grades 7 and 4 had the lowest percentages of 74% and 76%, respectively. Eighty-three percent of 5th and 82% of 6th graders performed at the <i>Approaches Grade Level</i>. Grade 4 had the highest percentage (54%) of students performing at <i>Meets Grade Level</i>. Grades 3 and 5 had 51% and 52%, respectively. Half of the 7th graders performed at <i>Meets Grade Level</i>. The percentage of students performing at <i>Meets Grade Level</i> stayed the same or increased from 2022 to 2023. Grade 8 had the most significant increase of 11%. 51% to 73% of the White, Non-Economically Disadvantaged, and Asian 3-8 students performed at the <i>Meets Grade Level</i>. <p>Mathematics-EOC</p> <ul style="list-style-type: none"> Over 90% of the students who took Algebra I EOC performed at <i>Approaches Grade Level</i>. Over two-thirds, 68% of those who took Algebra I performed at <i>Meets Grade Level</i>. 74% of white students, 75% of non-economically disadvantaged students, 	<p>performance ranged from 16% to 23%.</p> <ul style="list-style-type: none"> 11% of 8th grade students performed at the <i>Masters Grade Level</i> in mathematics. 18% of 6th and 7th graders performed at the <i>Masters Grade Level</i>. 22% of 3rd and 5th graders performed at the <i>Masters Grade Level</i>. 26% of 4th graders performed at <i>Masters Grade Level</i>. Less than half of the 6th and 8th graders performed at <i>Meets Grade Level</i>. 34% to 49% of the Economically Disadvantaged, African-American, and Hispanic students performed at the <i>Meets Grade Level</i>. The Economically Disadvantaged group in 6th grade had the lowest percentage (34%) of students in the <i>Meets Grade Level</i> category. <ul style="list-style-type: none"> Less than half (43%) of the students who took Algebra I EOC in 2023 performed at <i>Masters Grade Level</i>. This was a 7% drop compared with 2022. 51% of Economically Disadvantaged students and 57% of African-American and Hispanic 	
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	<p>and 83% of Asian students performed at the <i>Meets Grade Level</i>.</p> <p>Science – 5 & 8</p> <ul style="list-style-type: none"> • Sixty eight percent of the 5th graders performed at <i>Approaches Grade Level</i>. • 55% of Asian and 54% of White 5th-grade students performed at the <i>Meets Grade Level</i>. • 80% of 8th graders performed at the <i>Approaches Grade Level</i>. • 54% of the 8th graders performed at <i>Meets Grade Level</i>. • 76% of Asian, 66% of White, 58% of Two or More Races, and 66% of Non-Economically Disadvantaged students performed at the <i>Meets Grade Level</i>. <p>Science - EOC</p> <ul style="list-style-type: none"> • 97% of Biology EOC students performed at the <i>Approaches Grade Level</i>. • 69% of all Biology testers performed at <i>Meets Grade Level</i>. • 99% of the Gifted and Talented students, 83% of Asian, 78% of White, and 77% of Non-Economically Disadvantaged students performed at the <i>Meets Grade Level</i>. 	<p>students performed at the <i>Meets Grade Level</i>.</p> <ul style="list-style-type: none"> • 35% of the Emerging Bilingual and 18% of the SPED students performed at the <i>Meets Grade Level</i>. • Less than half (38%) of 5th graders performed at <i>Meets Grade Level</i>. • The percentage of 5th graders performing at <i>Meets Grade Level</i> dropped by 5% in 2023 compared with 2022. • 30% of Hispanic, 31% of African-American, 21% of At-Risk, and 16% of SPED students performed at <i>Meets Grade Level</i> in 5th grade science. • 46% of African American, 41% of Economically Disadvantaged, 27% of Emerging Bilingual, and 14% of SPED students performed at the <i>Meets Grade Level</i> in 8th. • The percentage of students performing at the <i>Masters Grade Level</i> dropped in grades 5 and 8. The drop ranged from 2% to 7%. • 56% of Hispanic and 57% of African-American students performed at the <i>Meets Grade Level</i> in Biology. • 25% of the Emerging Bilingual Biology testers performed at the <i>Meets Grade Level</i>. • 29% of all the Biology testers performed at <i>Masters Grade Level</i>. 	
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	<p><u>Social Studies – 8th Grade</u></p> <ul style="list-style-type: none"> ● 72% of 8th graders performed at the <i>Approaches Grade Level</i>. ● More than 50% of the Asian, White, and Non-Economically Disadvantaged students achieved at <i>Meets Grade Level</i>. <p><u>Social Studies – US History</u></p> <ul style="list-style-type: none"> ● Ninety-seven percent of EOC US History testers performed at the <i>Approaches Grade Level</i>. ● Seventy-eight percent of EOC US History testers performed at <i>Meets Grade Level</i>. ● Over 80% of White, Asian, and Non-Economically Disadvantaged students performed at <i>Meets Grade Level</i>. 	<ul style="list-style-type: none"> ● Less than half (42%) of the 8th graders performed at <i>Meets Grade Level</i> in Social Studies. ● 17% of Emerging Bilingual students, 20% of Economically Disadvantaged students, and 36% of African-American students performed at the <i>Meets Grade Level</i>. <ul style="list-style-type: none"> ● Less than 40% of the African-American, Hispanic, Emerging Bilingual (EB), and Economically Disadvantaged students performed at the <i>Masters Grade Level</i>. ● 44% of the US History testers performed at the <i>Masters Grade Level</i>. 	
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School Culture and Climate (Include Counseling)	<ul style="list-style-type: none"> ● 84% of the district administrators and staff and 86% of the teachers surveyed in 2023 responded that the people they work with respect and care for them. ● 76% of the district staff and administrators surveyed reported that they would recommend the district to anyone seeking to enroll their child(ren). ● 76% of the campus staff and teachers reported that they would recommend the campuses they work at to someone seeking a school for their child(ren). ● 77% of the campus staff said that their leaders keep them abreast of what is happening on their campus and in the district. ● 76% of the campus staff responded that they are content with the quality of their campus. ● 71% of the teachers and campus staff reported that the school improvement planning process was inclusive and represented the views of all stakeholders. ● 69% of the parents surveyed in 2023 believe the district provides a safe place for their children to learn. ● 81% of the parents said they felt welcome at their child(ren)'s campus whenever they visited. ● 84% of the students reported having a friend 	<ul style="list-style-type: none"> ● 48% of the district staff and campus administrators believe that the district administrators act consistently and follow through on what they say. ● 42% of the teachers believe parents do not support them concerning discipline issues. ● 51% of the teachers and campus staff responded that students at their campuses do not respect them as teachers/staff. ● 41% of the campus staff and teachers believe that campus administrators do not implement programs and practices to hold staff accountable. ● 45% of the students reported that they do not feel safe in the restrooms. ● 41% of the students are concerned about their safety on their campuses. ● 41% of the students are not satisfied with the quality of their school. ● 42% of campus staff do not feel comfortable sharing their ideas with their campus administrators. 	<ul style="list-style-type: none"> ● Utilize students scorecard lessons to help identify and prevent bullying ● Utilize the district SEL curriculum at all grade levels ● Continue "This is our house" campaign ● Installed Evolv detection systems in all high schools ● Hired safety monitor at all high schools ● Continue use of wandering and dogs on campuses ● This year we banned cell phone use in the classrooms ● Utilize Title 4 funds for SEL and PD ● Continue student services training APs, principals, and counselors ● Student safety assessment teams meet weekly ● Police officer on every campus. ● MS and HS students from each campus participate in the superintendent advisory council to provide input to the superintendent.
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they can count on to help

	<p>them, no matter the circumstances.</p> <ul style="list-style-type: none">• 75% of the students believe their teachers care about them as individuals.• 83% of the students reported that their teachers and school staff accept them for who they are.• 82% of the students reported that the rules at their campuses are clearly defined and explained.• 67% of the students responded that their counselors help them to be successful.• 77% of the district staff and campus administrators surveyed said they would recommend MISD to friends seeking employment.		
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Staff Quality/ Professional Development	<ul style="list-style-type: none"> • 78% of administrators and 79% of the campus staff are satisfied working for the district. • 73% of district staff and campus administrators and 77% of the campus staff believe that MISD provides a positive, professional work environment. • 76% of the parents responded that their children's teachers are knowledgeable and meet the students' learning needs. • 76% of the parents reported that school staff and teachers are responsive and respectful to their concerns. • 75% of the school staff trust their campus leadership. • 75% of the campus staff reported that their supervisors understand their strengths and weaknesses. • 73% of the campus staff said that their campus administrators understood the needs of their campuses and provided the leadership needed to be successful. 	<ul style="list-style-type: none"> • 43% of the administrators indicated that the district's professional development opportunities help them grow as administrators. • 56% of district staff and campus administrators believe they are given adequate feedback on their work. • 39% of the administrators reported that PDC meetings are a productive use of their time and help them to do their job effectively. • 47% of campus staff and teachers reported that they are given adequate feedback on their work. • 56% of campus staff and 42% of district staff and campus administrators said they have time to collaborate with their peers during the workday. • 48% of the campus staff and teachers said they are included in the decision-making process at their campus. • 45% of campus staff and teachers believe they are provided professional development opportunities to help them learn and grow as district employees. 	<ul style="list-style-type: none"> • Title 2 monies utilized to support professional development for teachers & administrators. • Expanded PLC training to include teachers from every campus. • Revamped the structure of PDC meetings • Principals have level meetings monthly. • Principals participate in monthly all level meetings.
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Curriculum, Instruction, Assessment (Include Library)	<ul style="list-style-type: none"> ● 77% of the administrators and 70% of the campus instructional staff reported that they know how MISD performed on the STAAR assessments compared to other districts and the state. ● 80% of the district staff and campus administrators responded that the district successfully inspires and educates its students to become productive citizens. ● 79% of the parents reported that the district provides high-quality education. ● 71% of the district staff and campus administrators believe the district uses data to identify improvement areas. ● 70% of the district staff and campus administrators believe that the district addresses the academic needs of all students. ● 73% of the students believe they will be well-prepared for a career or college when they graduate. ● 64% of students said the career and college information was helpful. ● 80% of parents believe that their child(ren) are doing well in school. ● 77% of the parents reported that they are kept abreast of their child(ren)'s academic progress. ● 76% of the parents believe that the teachers know 	<ul style="list-style-type: none"> ● 58% of the district staff and campus administrators believe that the district recognizes and addresses challenges to improve continuously. ● 43% of the campus instructional staff responded that their campuses address the academic challenges to promote continuous learning. ● 51% of campus instructional staff believe that their campuses address the academic needs of all students. ● 42% of the teachers collaborate with parents to meet students' educational needs. ● 57% of teachers believe effective educators are assigned to instruct students at risk of failure or identified as Gifted and Talented. ● 50% of the students reported that they enjoy learning at their school. ● 55% of the students responded that the teachers make learning enjoyable. ● 45% of the students said that what they learn at school is related to real-life situations. ● 39% of the teachers reported the improvement planning process at their campuses was effective. ● 49% of teachers said they regularly use existing data platforms to access their students' CBA and STAAR results. 	<ul style="list-style-type: none"> ● Comp Ed funds supplement instructional resources for At-Risk students. ● Recommend per-pupil baseline for library resources at the campus level. ● Hired a Library Coordinator for the district. ● Parent University Nights ● Highlight the redesigned Guidance & Counseling website geared towards addressing readiness in life, college, and a career. ● Revamping the student scorecard to make it more accessible and meaningful for students. ● Utilize the Cadence of Accountability and PDSA model to focus on continuous improvement. ● Implemented Data Meetings with Lead Forward to help principals understand
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	<p>their child(ren)'s learning needs.</p> <ul style="list-style-type: none"> ● 67% of the teachers believe their campus administrators utilize data to assess improvement needs. ● 66% of high school parents believe their child(ren) would have the skills they need to be successful after high school. 		<p>state accountability</p> <ul style="list-style-type: none"> ● Revamped Advanced Academics team to better meet the needs of students and campuses.
Family and Community Involvement	<ul style="list-style-type: none"> ● 83% of the parents responded that they receive school activities and events information regularly. ● 81% of the parents felt welcome on their child(ren)'s campus and had opportunities to communicate with their child(ren)'s teachers as needed. ● 77% of the parents said that their child(ren)'s campus keeps them informed of their child(ren)'s academic progress. ● 76% of the parents responded that the teachers are responsive and respectful to their concerns. ● 80% of the parents felt comfortable contacting the staff at their child(ren)'s school if they had a question or concern. ● 73% of the parents actively participate in their child(ren)'s campus events and activities. ● 74% of the teachers reported working closely with their students' parents to meet their academic needs. 	<ul style="list-style-type: none"> ● 42% of the teachers collaborate with parents to meet the academic needs of their child(ren). ● 31% of the teachers reported that the parents volunteer to assist with extracurricular or classroom activities as needed. 	<ul style="list-style-type: none"> ● Hired a new Federal Programs director with experience ● Increased the number of Parent University offerings ● Host a multitude of district wide parent and community events: Toys for Tots, Wonderfall, Back to School Bash, Parent-Teacher conferences, Open House, Meet the Teacher nights, Kinder round-up

School Context and Organization	<ul style="list-style-type: none"> • Continuous improvement systems grounded in MISD Board Policy. • Curriculum Management Plan 	<ul style="list-style-type: none"> • Fidelity of core processes and procedures 	<ul style="list-style-type: none"> • Maintain fidelity to the cadence of accountability continuous improvement processes.
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Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
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 free of defects.	Under budget ≤ 1.0% or \$2.75 million (financial responsibility)
Advanced Academics	Increase AP Chemistry and AP Physics scores by providing additional district-level support (AP Chem: 60% 3+; AP Physics: 20% 3+)	Increase overall AP scores of 3+ (from 43% to 45%)
Advanced Academics: College Readiness	Provide opportunity to all Algebra 2 students to take the TSI Math test to demonstrate College Readiness.	
Assessment Accountability & Analysis	Support the Vision 2030 strategic plan by generating and disseminating assessment and accountability data to stakeholders and provide training in data literacy to assist in making informed decisions.	<ol style="list-style-type: none"> 1. Support the Vision 2030 strategic plan by generating and disseminating assessment and accountability data to stakeholders and provide training in data literacy to assist in making informed decisions. 2. Campus leadership will be trained in data literacy and accountability using various programs and data housed in their Box.com account. 3. Provide expanded training opportunities throughout the year to increase understanding of and utilize required systems to implement successful testing administrations.
Athletics	Improve academic success across all athletic programs, Increase community service hours, Teach character, teamwork, and sportsmanship through competition.	<p>Student-athlete graduation rate = 100%</p> <p>Student-athlete passing rate > 90%,</p> <p>Student-athletes on the A Honor Roll >20%, Student-athletes on the A/B Honor Roll > than 30%, Community service across all athletic programs > 20,000, Coaches committed to teaching a minimum of one character lesson per week</p>
AVID	Support the district AVID vertical alignment to create a path of college readiness for our AVID students.	Prepare middle and high school campuses for AVID changes in the 2024-2025 school year (AVID curriculum, AVID pathway, AP Capstone).

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
Business Services	<ol style="list-style-type: none"> 1. Mansfield ISD will receive a superior rating on the FIRST report. 2. Mansfield ISD will receive a clean financial audit (Unqualified Opinion). 3. Mansfield Business Services will provide 15 trainings to campus and department staff throughout the year. 	<ol style="list-style-type: none"> 1. It encourages schools to manage financial resources so that MISD receives the maximum allocation for direction 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 increase the number of Industry-Based Certifications (IBCs) earned during the 2023-2024 school year to meet the statewide target (25.3%). Our district rate is currently 20.5%.	
Center for Performing Arts	Facilitate the process of students graduating life ready (Guiding Statement #3)	<ol style="list-style-type: none"> 1. 25% of all events will be dedicated to our Fine Arts programs and activities. 2. Our students will participate in at least 15 events a year hosted by the Center Arts Program. 3. The Center Arts Program will host 10 community events a year in which our students will participate.
Communications & Marketing	<ol style="list-style-type: none"> 1. Implement a communication/marketing program that directly helps the district achieve its strategic goals. 2. Implement high quality out of school time programs 3. Build mutually beneficial partnerships through community relations and the education foundation that drive increased revenues to serve students. 	<ol style="list-style-type: none"> 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. Conduct a full audit of our MISD Curriculum	Training for Campus guiding coalitions

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
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.	<ol style="list-style-type: none"> 1. Reduce workers compensation claims through training and support (financial responsibility) < 8.00%. 2. Percentage of Total Work orders completed within 10 business days <80% annually. 3. Increase the number of Leadership Training Program Hours (customer satisfaction) ≥ 520 hours.
Digital Learning	The Digital Learning Coaches will support teachers and administrators with the effective integration of digital tools and resources.	The Digital Learning Coaches will support teachers and administrators with relevant learning experiences.
Early Literacy	Support the implementation of all components of literacy instruction with fidelity in PK-2 classrooms.	Support campuses' One Thing through coaching and curriculum training.
Energy Management	Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe, comfortable, clean, and high functioning facility free of defects.	Reduce energy and natural resources consumption through energy conservation program (financial responsibility) ≥ 20%
English Literacy, K-12	Support the implementation of the complete writing process with fidelity in 3rd-12th grade classrooms.	Support campuses' One Thing through coaching and curriculum training.
Facilities	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.	<ol style="list-style-type: none"> 1. Reduce workers compensation through training and support: Custodial < 8%; Maintenance ≤ 8%; Student Nutrition ≤ 8% 2. Complete work orders within 5 business days ≥ 80% - maintenance 3. Dedicate labor to preventative maintenance >23% 4. Complete work orders within 10 business days ≥ 80% - custodial 5. Serve 5.0 million meals 6. Food cost margin ≤ 40% 7. 2017 Bond under budget ≤ 1.0% or \$2.75 million 8. Reduce energy and natural resources consumption through energy conservation program ≥ 20% 9. Reduce workers compensation claims ≤ \$800,000 10. 25% of all events will be dedicated to our Fine Arts programs and activities 11. Reduce the number of buses that are out of service daily: < 12%

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
Federal Programs	The Federal Programs Department will increase principals' and secretaries' knowledge of Title I spending requirements so they may spend 90% of their funds by May 2024. 2. The Parent & Family Engagement Department will offer 8 Parent University academies for parents during the 2023-2024 school year.	
Fine Arts	Mansfield ISD Fine Arts will encourage and inspire students to explore and develop a passion for the visual and performing arts and to use arts education to inspire students to be life-long participants, advocates, and patrons of the performing and visual arts.	The Fine Arts Department will continue to implement fine arts integration in all fine arts academies and will provide relevant, rigorous, visual and performing arts education and experiences for all students.
Guidance and Counseling	The department of Guidance and Counseling will create a new platform to house the Vision 2030 Student Scorecard and will update activities on all scorecards.	The Department of Guidance and Counseling will train counselors on the process for tracking time spent on work activities (in accordance with the TEA requirement) and monitor implementation.
Health Services	The Health Services Department will increase available training for school nurses.	1. Partner with local hospitals to provide nursing training. 2. Offer School nurse specific emergency response training.
Human Resources Services	Teacher Retention 90%; Student ethnicity will be no more than 10% greater than teacher ethnicity, Staff satisfaction of at least 85%	Increase recruiting efforts to traditionally diverse universities by 100%, Achieve 85% satisfaction of principals and directors; Offer semi-annual training opportunities
K-12 Science	Provide opportunities for K-12 Science teachers to review and evaluate resources and begin curriculum writing to support the new standards	
K-6 Math	We will deliver high-quality Tier 1 instruction by utilizing a range of effective teaching strategies. Our approach includes the consistent implementation of daily numeracy routines, the application of inquiry-based, reverse gradual release model for whole-group instruction, purposeful small-group instruction, and a strong emphasis on problem-solving skills.	We will build a strong professional learning community of mathematics educators within MISD through our District PLC math sessions which will be designed to enhance the delivery of high-quality Tier 1 instruction and will be made available to all campuses ensuring opportunities are provided to have representation from each grade level and each school.

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
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: 1. Increase circulation of library materials by 3%. 2. Increase use of TexQuest Databases by 2%.
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) $\geq 80\%$ 2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) $\geq 23\%$ 3. Reduce the number of claims due to workers comp injuries (customer satisfaction) $\leq 8\%$
Math 7-12	To increase student readiness and mastery of Algebra II by providing individualized instructional coaching, instructional best practices training, and developing additional curriculum resources for secondary math teachers.	To support teacher instruction and lesson planning in 7th grade Math - Algebra I by creating and publishing Instructional Unit Plans.
PE/Health	Campuses will conduct the Fitnessgram Assessment for students in grades 3-12 who are currently enrolled in PE.	Campuses will meet the activity minutes required by TEA for PE.
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 and build relationships 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 and build relationships with department personnel.
Risk Management	Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1) and facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2) by providing a safe work and learning environment for all employees and students.	Reduce paid workers compensation claims through training and support (financial responsibility) $\leq \$800,000$

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
Social & Emotional Learning	Grow our Connect Student-to-Student Mentor Program by 60%. Last year 1600 students were mentored in some capacity (1:1, small groups, or in classrooms). This year, we are aiming to have 264 mentors, which represents a 60% increase from last year. Our target for mentees is 2,560.	Continue to provide services to campuses by executing processes used by the district's Behavior Intervention Team
Social Studies	Publish Instructional Unit Plans (IUPs) for grades 4-8, and HS US History 4 weeks prior to the unit beginning.	
Special Populations/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. All schools will receive training and support for required transitions required in HB3928. Campuses will be equipped with the necessary tools and resources they need to implement the Multi-Tiered System MTSS process with targeted schools receiving scheduled support and modeling in PLC meetings. 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/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 students receiving std. protocol dyslexia instruction will be transitioned from 504 to SPED per HB 3928. Targeted Schools will receive scheduled MTSS supports for PLCs.

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
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 2023-2024 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 instructions. Meet every six-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.
Special Populations/ESL & Bilingual	1. Monitor and Support Texas English Language Proficiency Assessment System (TELPAS) Target measures and increase by 2 percentage points. 2. Increase the English Learners (EL) Graduation rate from 84% to 88% based on the Results Driven Accountability (RDA) report (Safeguards- English Learners Graduation rate).	1. Monitor and support the fidelity of the Two-Way Dual Language Program by completing monthly walk-throughs. 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. *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).
STEM	STEM programs will increase STEM Habits of Mind and Fluency Skills at all levels through real world experiences.	Create District STEM Just Cause district STEM Guiding Coalition.
Student Nutrition	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. To serve at least 5 million meals (students first). 2. To maintain a food cost margin of ≤ 40% (fiscal responsibility). 3. To reduce the amount of employee medical claims to ≤ 6.5% (fiscal responsibility) 4. To improve employee retention to > 83% (Great Place to Live, Learn, and Teach)
Student Services	Student Services will decrease the number of multiple out of placement actions for students by providing targeted support and guidance to campus administrators.	Student Services will utilize feedback from campus administrators to provide targeted professional development.
Student Services Campus Support	To provide a smooth transition as parents make choices in their student's campus destinations.	To enhance the process and procedures in enrollment and transfer opportunities with fidelity.

Department System Goals Summary 2023-2024

Department	Vision 2030 Goal	Supporting Goal
Student Services Safety & Security	Safety, Security and Threat Assessment team will create a safe environment for students to learn, grow and graduate.	The district will complete at least 400 total safety walks per month across all 47 campuses.
Technology	Facilitate our students learning by providing: An updated inventory system to track district technology equipment. A cybersecurity campaign that will include monthly content for students and parents. Increased monitoring of student resources and learning platforms.	Uphold 98% average uptime of critical systems throughout the year. Complete 80% of work orders within 7 business days. 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 preventable bus accidents: <24% 3. Reduce the average daily hours non-route staff are driving/attending routes < 30 hours per day
World Languages	The World Language department will grow teacher effectiveness in the Proficiency Model in the foreign language classroom.	

PLAN ON A PAGE

2023-2024

Department: 2017 Bond Program

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

Under budget \leq 1.0% or \$2.75 million (financial responsibility)

PLAN ON A PAGE

2023-2024

Department: Advanced Academics

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

Increase AP Chemistry and AP Physics scores by providing additional district-level support (AP Chem: 60% 3+; AP Physics: 20% 3+)

Supporting Goals

Increase overall AP scores of 3+ (from 43% to 45%)

PLAN ON A PAGE

2023-2024

**Department: Advanced Academics:
Post-Secondary Readiness**

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Cultivate College Readiness through advanced educational opportunities

District Vision

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

MISD Guiding Statements

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

Vision Goals

Provide opportunity to all Algebra 2 students to take the TSI Math test to demonstrate College Readiness.

Supporting Goals

PLAN ON A PAGE

2023-2024

Department: Assessment Accountability & Analysis

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Details Matter

District Vision

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

MISD Guiding Statements

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

Vision Goals

Support the Vision 2030 strategic plan by generating and disseminating assessment and accountability data to stakeholders and provide training in data literacy to assist in making informed decisions.

Supporting Goals

1. Support the Vision 2030 strategic plan by generating and disseminating assessment and accountability data to stakeholders and provide training in data literacy to assist in making informed decisions.
2. Campus leadership will be trained in data literacy and accountability using various programs and data housed in their Box.com account.
3. Provide expanded training opportunities throughout the year to increase understanding of and utilize required systems to implement successful testing administrations.

PLAN ON A PAGE

2023-2024

Department: Athletics

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

A great place to live, learn, teach, and coach.

District Vision

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

MISD Guiding Statements

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

Vision Goals

Improve academic success across all athletic programs, Increase community service hours, Teach character, teamwork, and sportsmanship through competition.

Supporting Goals

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

PLAN ON A PAGE

2023-2024

Department: AVID

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

MISD's AVID mission is to close the achievement gap by preparing all students for college readiness and success in a global society.

District Vision

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

MISD Guiding Statements

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

Vision Goals

Support the district AVID vertical alignment to create a path of college readiness for our AVID students.

Supporting Goals

Prepare middle and high school campuses for AVID changes in the 2024-2025 school year (AVID curriculum, AVID pathway, AP Capstone).

PLAN ON A PAGE

2023-2024

Department: Business Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

The silent partner ensuring support of all stakeholders.

District Vision

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

MISD Guiding Statements

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

Vision Goals

1. Mansfield ISD will receive a superior rating on the FIRST report.
2. Mansfield ISD will receive a clean financial audit (Unqualified Opinion).
3. Mansfield Business Services will provide 15 trainings to campus and department staff throughout the year.

Supporting Goals

1. It encourages schools to manage financial resources so that MISD receives the maximum allocation for direction 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.

PLAN ON A PAGE

2023-2024

Department: Career Technical Education (CTE)

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Educate, Innovate, Inspire.

District Vision

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

MISD Guiding Statements

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

Vision Goals

The CTE Department will increase the number of Industry-Based Certifications (IBCs) earned during the 2023-2024 school year to meet the statewide target (25.3%). Our district rate is currently 20.5%.

Supporting Goals

1. The Career and Technical Education (CTE) department will continue to explore new industry-based certification (IBC) opportunities that align to our existing programs of study by piloting at least 2 new IBCs each school year.
2. The Career and Technical Education (CTE) department will continue to align new industry-based certification (IBC) test objectives with the state standards when updating existing scope and sequence documents and pacing guides.

PLAN ON A PAGE

2023-2024

Department: Center for Performing Arts

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

Facilitate the process of students graduating life ready (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 15 events a year hosted by the Center Arts Program.
3. The Center Arts Program will host 10 community events a year in which our students will participate.

PLAN ON A PAGE

2023-2024

Department: Communications & Marketing

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Tell our story in such a way that it builds confidence and trust from the kids, families and the community as a whole of Mansfield ISD.

District Vision

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

MISD Guiding Statements

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

Vision Goals

1. Implement a communication/marketing program that directly helps the district achieve its strategic goals.
2. Implement high quality out of school time programs.
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.

PLAN ON A PAGE

2023-2024

Department: Curriculum, Instruction and Accountability

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Ensure All Students Learn At High Levels

District Vision

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

MISD Guiding Statements

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

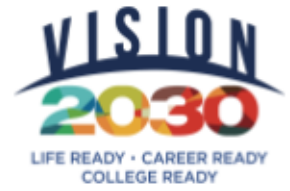
Vision Goals

Implementation of Professional Learning Communities K-12.

Conduct a full audit of our MISD Curriculum

Supporting Goals

Training for Campus guiding coalitions.



PLAN ON A PAGE

2023-2024

Department: Custodial Operations

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Supporting Goals

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

PLAN ON A PAGE

2023-2024

Department: Digital Learning

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Engaging, Efficient and Enhancing Experience for all.

District Vision

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

MISD Guiding Statements

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

Vision Goals

The Digital Learning Coaches will support teachers and administrators with the effective integration of digital tools and resources.

Supporting Goals

The Digital Learning Coaches will support teachers and administrators with authentic learning experiences through exemplar examples, monthly communication and relevant resources and training.

PLAN ON A PAGE

2023-2024

Department: Early Literacy

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

Support campuses' One Thing through coaching and curriculum training.

PLAN ON A PAGE

2023-2024

Department: Energy Management

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Saving today for a brighter tomorrow.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

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

PLAN ON A PAGE

2023-2024

Department: English Literacy, K-12

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

Support campuses' One Thing through coaching and curriculum training.

PLAN ON A PAGE

2023-2024

Department: Facilities

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

1. Reduce workers compensation through training and support: Custodial < 8%; Maintenance ≤ 8%; Student Nutrition ≤ 8%
2. Complete work orders within 5 business days ≥ 80% - maintenance
3. Dedicate labor to preventative maintenance >23%
4. Complete work orders within 10 business days ≥ 80% - custodial
5. Serve 5.0 million meals
6. Food cost margin ≤ 40%
7. 2017 Bond under budget ≤ 1.0% or \$2.75 million
8. Reduce energy and natural resources consumption through energy conservation program ≥ 20%
9. Reduce workers compensation claims ≤ \$800,000
10. 25% of all events will be dedicated to our Fine Arts programs and activities
11. Reduce the number of buses that are out of service daily: < 12%

PLAN ON A PAGE

2023-2024

Department: Federal Programs

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

We build capacity through our customers so they can positively impact the lives of students!

District Vision

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

MISD Guiding Statements

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

Vision Goals

1. The Federal Programs Department will increase principals' and secretaries' knowledge of Title I spending requirements so they may spend 90% of their funds by May 2024.
2. The Parent & Family Engagement Department will offer 8 Parent University academies for parents during the 2023-2024 school year.

Supporting Goals

PLAN ON A PAGE

2023-2024

Department: Fine Arts

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

Mansfield ISD Fine Arts will encourage and inspire students to explore and develop a passion for the visual and performing arts and to use arts education to inspire students to be life-long participants, advocates, and patrons of the performing and visual arts.

Supporting Goals

The Fine Arts Department will continue to implement fine arts integration in all fine arts academies and will provide relevant, rigorous, visual and performing arts education and experiences for all students.

PLAN ON A PAGE

2023-2024

Department: Guidance and Counseling

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Lead with Heart

District Vision

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

MISD Guiding Statements

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

Vision Goals

The department of Guidance and Counseling will create a new platform to house the Vision 2030 Student Scorecard and will update activities on all scorecards.

Supporting Goals

The Department of Guidance and Counseling will train counselors on the process for tracking time spent on work activities (in accordance with the TEA requirement) and monitor implementation.

PLAN ON A PAGE

2023-2024

Department: Health Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

The Health Services Department will increase specialized trainings for school nurses by 50%.

Supporting Goals

1.Partner with local hospitals to provide nursing training.

2.Offer school nurse specific emergency response training.

PLAN ON A PAGE

2023-2024

Department: Human Resources Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Optima Petamus--We seek the best.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

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

PLAN ON A PAGE

2023-2024

Department: Library Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Literacy, Exploration & Connection for ALL

District Vision

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

MISD Guiding Statements

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

Vision Goals

MISD Libraries will 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:

1. Increase circulation of library materials by 3%.
2. Increase use of TexQuest Databases by 2%.

PLAN ON A PAGE

2023-2024

Department: Maintenance

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

1. Complete work orders within 5 business days (customer satisfaction) $\geq 80\%$
2. Perform preventative maintenance to extend life and efficiency of capital equipment (financial responsibility) $\geq 23\%$
3. Reduce the number of claims due to workers comp injuries (customer satisfaction) $\leq 8\%$

PLAN ON A PAGE

2023-2024

Department: Math K-6

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

We will deliver high-quality Tier 1 instruction by utilizing a range of effective teaching strategies. Our approach includes the consistent implementation of daily numeracy routines, the application of inquiry-based, reverse gradual release model for whole-group instruction, purposeful small-group instruction, and a strong emphasis on problem-solving skills.

Supporting Goals

We will build a strong professional learning community of mathematics educators within MISD through our District PLC math sessions which will be designed to enhance the delivery of high-quality Tier 1 instruction and will be made available to all campuses ensuring opportunities are provided to have representation from each grade level and each school.

PLAN ON A PAGE

2023-2024

Department: Math 7-12

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

To increase student readiness and mastery of Algebra II by providing individualized instructional coaching, instructional best practices training, and developing additional curriculum resources for secondary math teachers.

Supporting Goals

To support teacher instruction and lesson planning in 7th grade Math - Algebra I by creating and publishing Instructional Unit Plans.

PLAN ON A PAGE

2023-2024

Department: PE/Health

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Healthy Habits = Healthy Life

District Vision

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

MISD Guiding Statements

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

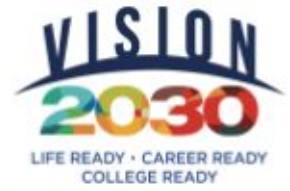
Vision Goals

Campuses will conduct the Fitnessgram Assessment for students in grades 3-12 who are currently enrolled in PE.

Provide professional development to integrate skills into Health Education.

Supporting Goals

Campuses will meet the activity minutes required by TEA for PE.



PLAN ON A PAGE

2023-2024

Department: Police Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Protect, Serve, Educate.

District Vision

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

MISD Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as 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. 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 and build relationships 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 and build relationships with department personnel.

PLAN ON A PAGE

2023-2024

Department: Risk Management

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

Reduce paid workers compensation claims through training and support (financial responsibility) ≤ \$800,000

PLAN ON A PAGE

2023-2024

Department: Science K-12

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Think Like a Scientist

District Vision

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

MISD Guiding Statements

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

Vision Goals

Supporting Goals

Provide opportunities for K-12 Science teachers to review and evaluate resources and begin curriculum writing to support the new standards.

PLAN ON A PAGE

2023-2024

Department: Social & Emotional Learning

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Lead with Heart

District Vision

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

MISD Guiding Statements

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

Vision Goals

Grow our Connect Student-to-Student Mentor Program by 60%. Last year 1600 students were mentored in some capacity (1:1, small groups, or in classrooms). This year, we are aiming to have 264 mentors, which represents a 60% increase from last year. Our target for mentees is 2,560.

Supporting Goals

Continue to provide services to campuses by executing processes used by the district's Behavior Intervention Team

PLAN ON A PAGE

2023-2024

Department: Social Studies K-12

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Shaping Strong Citizens.

District Vision

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

MISD Guiding Statements

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

Vision Goals

Supporting Goals

Publish Instructional Unit Plans (IUPs) for grades 4-8, and HS US History 4 weeks prior to the unit beginning.

PLAN ON A PAGE

2023-2024

Department: Special Populations/MTSS

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

A great place to live, learn and teach.

District Vision

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

MISD Guiding Statements

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

Vision Goals

A destination district committed to excellence.

Supporting Goals

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.

All schools will receive training and support for required transitions required in HB3928.

Campuses will be equipped with the necessary tools and resources they need to implement the Multi-Tiered System MTSS process with targeted schools receiving scheduled support and modeling in PLC meetings.

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

2023-2024

Department: Special Populations/Dyslexia/504

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

A great place to live, learn and teach.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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.

Supporting Goals

Dyslexia students receiving std. protocol dyslexia instruction will be transitioned from 504 to SPED per HB 3928. Targeted Schools will receive scheduled MTSS supports for PLCs.

PLAN ON A PAGE

2023-2024

Department: Special Populations/Special Education

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

The mission of the Mansfield ISD Special Education Department is to provide and support customized educational opportunities for students parents, and staff.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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 2023-2024 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 instructions. Meet every six-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.

PLAN ON A PAGE

2023-2024

Department: Special Populations/ESL & Bilingual

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

To support and monitor language acquisition for all emergent bilingual learners to participate equitably in school.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

1. Monitor and support the fidelity of the Two-Way Dual Language Program by completing monthly walkthroughs.
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. *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).

PLAN ON A PAGE

2023-2024

Department: STEM

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

MISD STEM: committed to exploration, creation and innovation.

District Vision

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

MISD Guiding Statements

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

Vision Goals

STEM programs will increase STEM Habits of Mind and Fluency Skills at all levels through real world experiences.

Supporting Goals

The district STEM Guiding Coalition will create a STEM Just Cause and vertically align STEM practices to ensure real world STEM experiences integrate STEM Habits of Mind and STEM fluency skills."

PLAN ON A PAGE

2023-2024

Department: Student Nutrition

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Good Food, Real Food.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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. To serve at least 5 million meals (students first).
2. To maintain a food cost margin of $\leq 40\%$ (fiscal responsibility).
3. To reduce the amount of employee medical claims to $\leq 6.5\%$ (fiscal responsibility)
4. To improve employee retention to $> 83\%$ (Great Place to Live, Learn, and Teach)

PLAN ON A PAGE

2023-2024

Department: Student Services

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Mansfield ISD; A great place to live, learn, and teach.

District Vision

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

MISD Guiding Statements

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

Vision Goals

Student Services will decrease the number of multiple out of placement actions for students by providing targeted support and guidance to campus administrators.

Supporting Goals

Student Services will utilize feedback from campus administrators to provide targeted professional development.

PLAN ON A PAGE

2023-2024

Department: Student Services Campus Support

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Committed to serving MISD students, teachers, and campuses.

District Vision

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

MISD Guiding Statements

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

Vision Goals

To provide a smooth transition as parents make choices in their student's campus destinations.

Supporting Goals

To enhance the process and procedures in enrollment and transfer opportunities with fidelity.

PLAN ON A PAGE

2023-2024

Department: Student Services Safety & Security

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

MISD STEM: committed to exploration, creation and innovation.

District Vision

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

MISD Guiding Statements

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

Vision Goals

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

Supporting Goals

The district will complete at least 400 total safety walks per month across all 47 campuses.

PLAN ON A PAGE

2023-2024

Department: Technology

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

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

District Vision

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

MISD Guiding Statements

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

Vision Goals

Facilitate our students learning by providing:

1. An updated inventory system to track district technology equipment.
2. A cybersecurity campaign that will include monthly content for students and parents.
3. Increased monitoring of student resources and learning platforms.

Supporting Goals

Facilitate our students learning by providing:

1. Increased monitoring of student resources and learning platforms.
2. An updated inventory system to track district technology equipment.
3. A cybersecurity campaign that will include monthly content for students and parents.

PLAN ON A PAGE

2023-2024

Department: Transportation

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

Department Motto

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

Driven to Serve

District Vision

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

MISD Guiding Statements

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

Vision Goals

Supporting Goals

Facilitate the process of students learning to read on grade level (MISD Guiding Statement #1), facilitate the process of students mastering Algebra II by the eleventh grade (MISD Guiding Statement #2), and 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 preventable bus accidents: < 24%
3. Reduce the average daily hours non-route staff are driving/attending routes < 30 hours per day

PLAN ON A PAGE

2023-2024

Department: World Languages

District Mission

To inspire and educate students to be productive citizens.

District Vision

A destination district committed to excellence.

District Motto

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

Department Motto

Exploring the world through languages

District Vision

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

MISD Guiding Statements

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

Vision Goals

The World Language Department will grow teacher effectiveness in the Proficiency Model in the foreign language classroom.

Supporting Goals



Intent of Federal Funds (Initial Allocation)

2023-2024

Title I, Part A – Improving Basic Programs—\$4,680,099

- 40% or higher free/reduced lunch eligibility
- We have 25 Title I school wide campuses.
- Serve 3 Private Non-Profit schools, who select to participate, with students from MISD Title I Campuses (St. Joseph Catholic School, School of Lexia, 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.

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

Title II – Supporting Effective Instruction—\$888,744

- 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)

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 – ELA—\$451,266

- 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 –\$365,558

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

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

Immigrant – \$75,369

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

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

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

Revised 08/2023



Charter
District-wide Educational Improvement Council (DEIC)
2023-2024

Purpose

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

Responsibilities of the Committee

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

- Chairperson: Dr. Marcus Brannon, Executive Director of Intermediate and Middle 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*

September 14, 2023 – 4:30-6:00pm, MISD Center PDC Rooms

October 19, 2023 – 4:30-6:00pm, MISD Center PDC Rooms

November 9, 2023 – 4:30-7:00pm, MISD Center PDC Rooms

December 7, 2023 – 4:30-6:00pm, MISD Center PDC Rooms

January 11, 2024 – 4:30pm-6:00pm, MISD Center PDC Rooms

February 22, 2024 – 4:30-6:00pm, MISD Center PDC Rooms

March 21, 2024 – 4:30-6:00pm, MISD Center PDC Rooms

April 18, 2024– 4:30pm-6:00pm, MISD Center PDC Rooms

May 2, 2024 – 4:30-6:00pm, MISD Center PDC Rooms

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



Committee Membership

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

2023-2024 DEIC Membership

CAMPUS	REPRESENTATIVE	TYPE OF REP	CAMPUS ROLE	TERM
EARLY CHILDHOOD				
Sarah K. Jandrucko	Janeene Morrison	Teaching	ESL Teacher	2023-2025
ELEMENTARY SCHOOLS				
Charlotte Anderson	Carson Gentry	Teaching	2 nd Grade Teacher	2022-2024
J. L. Boren	Mary Costa	Teaching	Tech Apps/SEL Enrich	2022-2024
Janet Brockett	Allison Lawson	Teaching	Reading Specialist	2022-2024
Willie Brown	Lisa Eubanks	Non-Teaching	Counselor	2022-2024
Louise Cabaniss	Jaffee Eichelberger	Teaching	Title1 Intervention	2023-2025
Anna Mae Daulton	Roya Akhtar-Khavari	Teaching	ESL Teacher	2023-2025
Kenneth Davis	Amber Wawrzynski	Teaching	SPED Co-Teacher	2022-2024
Imogene Gideon	Josh Roberts	Non-Teaching	Principal	2022-2024
Glenn Harmon 1 YT	Mayssa Ghanim	Non-Teaching	Intervention Specialist	2022-2024
Carol Holt-1 YT	Terri Pepper	Teaching	Kindergarten Teacher	2022-2024
Thelma Jones	Jennifer Allen	Teaching	Art Teacher	2023-2025
Judy K. Miller	Darnesha Young	Teaching	3 rd Grade Teacher	2022-2024
D. P. Morris	Amy Jaramillo	Teaching	4 th Grade Teacher	2022-2024
Erma Nash	Dorothy Ugwu	Teaching	SPED Resource	2023-2025
Nancy Neal	Kelsee Hudson	Teaching	3 rd Grade Teacher	2023-2025
Brenda Norwood	Shelby Hannaman	Teaching	1 st Grade	2023-2025
Annette Perry	Kristen Hendrix	Non-Teaching	Librarian	2023-2025
Alice Ponder	Veronica Garcia	Non-Teaching	Title 1 Reading Spec.	2023-2025
Martha Reid	Robin Adolph	Teaching	Reading Specialist	2023-2025
Mary Jo Sheppard	Byrclin Quisenberry	Teaching	4 th Grade Teacher	2023-2025
Elizabeth Smith	Bradley Hinton	Teaching	Second Grade	2023-2025
Cora Spencer	Jocelyn Hobdy	Non-Teaching	Principal	2023-2025
Tarver Rendon	Stephanie Vigil	Teaching	SPED Success Teacher	2023-2025
Roberta Tipps	Chris Teubner	Non-Teaching	Assistant Principal	2023-2025
INTERMEDIATE SCHOOLS				
Cross Timbers	Nicholas Parisi	Teaching	5 th Science Teacher	2023-2025
Della Icenhower1 YT	Teresa Easter	Teaching	6 th Grade ELAR Teacher	2022-2024
Mary Lillard	Chris Gibson	Non-Teaching	Principal	2022-2024
Asa Low	Colby Williams	Teaching	6 th Grade Math	2023-2025
Alma Martinez	Dan Hippman	Non-Teaching	Assistant Principal	2023-2025
Mary Orr	Jennifer Rothlin	Non-Teaching	Math Enrichment	2023-2025
Donna Shepard	Edrica Mullins	Teaching	CM/Math Teacher	2022-2024
Jerry Knight STEM	Blake Lindsey	Teaching	8 th Grade SS Teacher	2022-2024



MIDDLE SCHOOLS				
James Coble	Sherrie Sutton	Teaching	8 th Grade Math Teacher	2022-2024
T. A. Howard	Stephanie Sugg	Non-Teaching	Title 1 Inst. Specialist	2023-2025
Linda Jobe	Nathan Bass	Teaching	7 th Grade Math Teacher	2023-2025
Danny Jones 1 YT	Steven Williams	Teaching	8 th Grade Social Studies	2022-2024
Charlene McKinzey	Erin Morefield Finn	Non-Teaching	Counselor	2023-2025
Brooks Wester	Cynthia Adkison	Teaching	ELL/Math Improvement Teacher	2022-2024
Rogene Worley	Daphne Brown	Teaching	7 th Grade Math Teacher	2023-2025
HIGH SCHOOLS				
Ben Barber/Frontier 1 YT	Michael Woodward	Teaching	SPED VAC Teacher	2022-2024
Early College	Shanda Gentry-Shoop	Teaching	AVID Teacher	2023-2025
Phoenix Academy	Janette Lawler	Teaching	SPED English Teacher	2022-2024
Lake Ridge	T.J. Planas	Non-Teaching	Facilities Associate Principal	2022-2024
Lake Ridge	Adriana Hensley	Teaching	English Teacher	2023-2025
Legacy 1 YT	Gregory Owens	Non-Teaching	Assistant Principal	2022-2024
Legacy	Lawrence Hood	Teaching	Math Teacher	2023-2025
Mansfield	Cindy Bridges	Teaching	English Teacher	2022-2024
Mansfield	Stephanie Bonebrake	Non-Teaching	Data Inst Specialist	2023-2025
Summit 1 YT	Carlos Diaz	Teaching	AVID Teacher	2022-2024
Summit	Latasha Prichett	Non-Teaching	Data Inst Specialist	2023-2025
Timberview 1 YT	Zach Urquhart	Non-Teaching	Data Inst Specialist	2022-2024
Timberview	Anitra Hankerson	Teaching	SPED FALS Teacher	2023-2025
PARENTS				
Ana Gann		Parent Rep		2023-2025
Marla Wilkerson		Parent Rep		2022-2024
JoAnna Cardoza		Parent Rep		2023-2025
COMMUNITY				
Angie Thor		Community Rep		2022-2024
Lauren Brown		Community Rep		2023-2025
BUSINESS				
Todd Simmons		Business Rep		2022-2024
Brad Golden		Business Rep		2023-2025

Updated: 10.23.23-MB