1. **Question:** What is the status of the DEI committee?
   **Board answer:** The DEI Director position has been posted. Although the committee is not currently meeting, the work of the DEI committee continues. That work consists of making sure there is equity among the campuses so that each student has what he/she needs to be successful.

2. **Question:** Has the technology breach been secured? Have we considered what information is required to be stored on district technology? Do we really need social security numbers stored? What information is required to be maintained?
   **Board answer:** The district is in the process of working on the issue and cannot be discussed for legal reasons. Those possibly impacted received letters on what to do to protect their identities. The state requires certain information, such as high school transcripts, to be stored indefinitely.
   **Additional Information from the Technology Department:** Upon discovering the event, Mansfield ISD immediately disconnected all of its systems from the Internet. The District also launched a privileged forensic investigation, with the assistance of third-party cybersecurity specialists, to determine the nature and scope of the event, while also working as quickly as possible to restore Mansfield ISD’s systems in a safe and secure manner. Mansfield ISD’s network and systems are being monitored 24/7 for any signs of suspicious or potentially malicious activity. Any such activity will be quarantined immediately. Since taking these actions, Mansfield ISD has not identified any ongoing malicious activity in its network.

   As a school district, Mansfield ISD is required to collect and maintain certain information related to students and employees. Mansfield ISD collects and maintains this information in accordance with its policies and procedures pursuant to state and federal law. We also note that parents have the option not to provide a Social Security number for students, in which case Mansfield ISD uses an identification number for each student issued by the Texas government. However, Mansfield ISD must collect and maintain Social Security numbers for employees, including for purposes of background checks and payroll.

3. **Question:** What protects parents or employees from retaliation against their student or themselves while going through the grievance process?
   **Board answer:** This is a question for Student Services.
   **Additional Information from the Student Services Department:** Educators shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The State Board for Educator Certification (SBEC) provides for the adoption, amendment, and enforcement of an educator's code of ethics related to certification disciplinary proceedings.
4. **Question**: Is one year of Experian sufficient? If we made the “unauthorized” actor award of the one year support, they will most likely wait until after that date to use the information.

**Board answer**: This is a question for the Technology Department.

**Additional Information from the Technology Department**: Mansfield ISD has not received any indication of identity theft or fraud as a result of this event. Nonetheless, Mansfield ISD is providing each potentially impacted individual with complimentary credit monitoring and identity theft restoration services out of an abundance of caution.

Mansfield ISD encourages individuals always to remain vigilant against incidents of identity theft and fraud by reviewing their accounts statements and credit reports for suspicious activity and to report any suspicious activity promptly to their bank or financial institution. Individuals may take further steps to protect their personal information by following the instructions included in the notice letters mailed to each potentially impacted individual, which information is also available on our website at [https://www.mansfieldisd.org/about-misd/required-postings/notice-of-data-event](https://www.mansfieldisd.org/about-misd/required-postings/notice-of-data-event).

There are several free solutions available to consumers to monitor and to freeze their credit information as described in the notice of data event FAQ.

5. **Question**: Is there a current policy preventing phones in athletic locker rooms? A student recently took photos of another student in the locker room and posted them on social media.

**Board answer**: There is not a current policy; coaches determine rules for having cell phones during sporting events. Most coaches require students to leave them in the locker room during games/meets. Abuse of cell phones is addressed in the Student Code of Conduct and consequences are strictly enforced. Students and parents sign an athletic agreement at the beginning of the school year affirming those terms.

6. **Question**: The district is overusing technology. The parent recently encountered a math assignment which was graded without reviewing the student’s work. He feels that this is not an appropriate way to teach math. How does MISD intend to present math concepts in the future?

**Board answer**: The Board urged the parent to talk directly to the teacher to find out how future lessons will be presented.

**Additional Information from the Curriculum & Instruction Department**: Teachers engage students in a variety of ways, with technology being one means. If you were to walk in a math classroom, you would see students using the following materials: Chromebooks to access the curriculum and to do practice problems; whiteboards and markers; calculators; manipulatives; and paper and pencil. The Texas Education Agency has mandated that all STAAR/EOC testing will now be online. Students using technology in their classroom is necessary to prepare them for that testing platform.

7. **Question**: What standard does the Board use to decide what is age appropriate for the curriculum? Are decisions based on parents’ views, teachers, government, culture or a higher power?

**Board answer**: Board members are not curriculum experts, so they often consult outside counsel including education experts, professors, counselors and social workers. MISD writes its own curriculum based on the TEKS set by the State Board of Education.

**Additional Information from the Curriculum & Instruction Department**: The State Board of Education (SBOE) sets policies and standards for Texas public schools. The primary responsibilities of the SBOE include:

- Setting curriculum standards
• Reviewing and adopting instructional materials
• Establishing graduation requirements

Based on the curriculum standards developed by the SBOE, MISD teachers, curriculum coordinators and coaches then write the curriculum that is used in the classroom.

8. **Question:** How does the public know that the Board is holding themselves accountable?
   
   **Board answer:** Just like MISD administration, the Board has a scorecard that they report monthly on the agenda. The scorecard is supported by charts that show how the Board arrived at each score. Examples of things that the Board tracks are community engagement, Board training and participation in school events.

9. **Question:** There is a GSA club at Legacy High School. The speaker is concerned about the safety of students during these meetings. Why are schools allowed to have whatever clubs that they want?
   
   **Board answer:** If a group of kids want to start a club, they need a sponsor who is a teacher/coach/staff member. That sponsor must be present at all club meetings and events.

10. **Question:** What is MISD doing to reduce class size? How does the district calculate the 20 per class district average yet most classes have 30+ kids?

    **Board answer:** If there are more than 20 students in an elementary school class, the district has to apply for a waiver. We have not had to do that yet. The district doesn’t know how many students will enroll each year, although it carefully studies the annual demographer’s report to see where the growth is occurring.

    **Additional information from the Human Resources Department:** Using enrollment numbers and demographer report information, the district determines the number of teachers needed per campus using the average student to teacher ratios of 22:1 at elementary school, 28:1 at intermediate and middle school, and 28.5:1 at high school. These are average class sizes, so some may be larger or smaller, depending on campus enrollment, student course selection, master scheduling, etc.

    There are some elementary classrooms with more than 22 students at this time, and the district will seek the Board’s permission to apply for waivers from the state in this instance, versus hiring new teachers or sending students to different campuses outside of their attendance zone.

11. **Question:** Mansfield and Arlington are seeing significant increases in apartments being built. What steps are being taken at MISD to prepare for the increase in students to ensure MISD remains the gold standard in education? How does the Board plan to attract more highly qualified teachers?

    **Board answer:** Schools of Choice help reduce class sizes at the mainstream campuses. There are many campuses with empty classrooms, so the district is constantly trying to find ways to repurpose those classrooms and bring new programs to the students. The Board is always discussing what’s best for kids, including hiring highly qualified teachers.

    **Additional information from the Human Resources Department:** Again, we use data from our current enrollment numbers, as well as data from the demographer when preparing for upcoming school years. Our strong curriculum, innovative instructional practices, and professional learning communities enhance the effectiveness of our teachers in the classrooms. We will continue to share all MISD has to offer through recruitment efforts in MISD and throughout many colleges and universities.

12. **Question:** What kind of classes or programs are offered to students on learning life skills, such as how to treat one another and how to communicate emotions?

    **Board answer:** SEL strategies are being implemented throughout the school day as part of the curriculum at every campus throughout the district. Lessons vary from campus to campus and by grade level.
Additional Information from the Curriculum & Instruction Department: We also have leadership classes at many campuses that students can choose to take.

13. Question: MISD nutrition plans are unhealthy and do not encourage students to make good food choices. How is the Board addressing this?

Board answer: The district’s Student Nutrition Department is strictly governed by federal guidelines. The Executive Director of Student Nutrition, Rita Denton, does a phenomenal job trying to introduce healthy, appealing meals to students.

Additional Information from the Student Nutrition Department: We are very proud of our fresh offerings and nutritional value of the student meals in our school cafeterias. We are a continuous-improvement department and always value student and community feedback on our menu items.

A lot of our menu items are modeled after traditional “kid favorites” but are prepared with a more health-conscious approach. Example of breakfast and lunch options.

**Breakfast**
Students are able to select up to a whole cup of fruit at breakfast and that pairs with a whole grain bread item. Surprisingly, protein is not a State or Federal requirement at the breakfast meal period, but MISD offers lean protein every day for additional nutrition for our students.

Example breakfast plates from next week at the elementary level:
Breakfast Pizza with Turkey Sausage on whole grain crust (210 calories, 10 grams of protein, and on 330 mg of sodium)
Fresh Apple
1% White Milk

Danimals yogurt with whole grain buttered toast (yes, we use real butter!)
Chilled peaches
1% White Milk

Egg & Cheese Patty (homemade! Not a press and form) on warmed croissant
Fresh Grapes
Fat Free Reduced Sugar Chocolate Milk

Whole grain mini blueberry pancakes
Fresh Banana
100% Orange Juice
Water cup

Homemade Cinnamon Toast slices on whole grain bread
Fresh Apple Slices
1% White Milk

**Lunch**
We are required to offer five food components during the lunch service: Grains, Protein, Fruit, Veggies, and Milk. Student lunch plates must include at least three of these food components and up to five. One choice must be a fruit or a vegetable. If a student does not have a fruit or a vegetable on their plate the cashier guides them back through the line to select one. The lunch pattern encourages students to make half their plate fruits and veggies which we love because we believe this habit is a life-ready skill. Encouraging your own child to take all of the meal
components at lunch not only brings you maximum value for the price of the plate, but it also provides optimized nutrition.

Our Federal meal pattern requires a minimum and maximum caloric range, based on a weighted average, for the various age/grade groups. We also exceed the requirement for percentage of whole grain items on the overall menu. We do not have any transfats on our menu and do not deep fat fry our food ingredients. Our regulations also require specific weekly vegetable subgroups. This means that students that eat with us daily experience the following subgroups throughout the week:
- dark green (romaine, spinach, broccoli, etc)
- red/orange (cherry tomatoes, baby carrots, etc)
- bean/legume (black beans, pinto beans, etc)
- starchy (mashed potatoes, corn, etc)
- other (cucumbers, zucchini, squash, etc)

Other
1. We love celebrating healthy habits with our students by offering special promotions. The theme for this year’s try-something-new program is super foods. Avocado will be featured on elementary menus this month and the health benefits will be explained to all students. Next month we will feature blood oranges. Each month has a different featured superfood.
2. Did you know that we procure organic grass-fed angus ground beef from a local farm and we hand season and sauté our own taco meat? We also use the ground beef to prepare things like homemade sloppy joes and spaghetti sauce.
3. We often purchase organic produce from the same farm. We have seen our salad consumption more than double as more and more kids select our fun shaker salads.

For further information or to provide feedback contact the Executive Director of Student Nutrition, Rita Denton at ritadenton@misdmail.org.

14. **Question:** My understanding was that fine arts academies, like the STEM academies, would go from elementary through high school graduation. Is that no longer the case? And why?
**Board answer:** The district is trying to expand those programs, but has not been able to do so yet. For the time being, students do return to their home campuses. However, all of the high schools have incredibly strong, award-winning fine arts programs (which is part of the reason a fine arts high school has not been created). Theater teachers have also been hired for each middle school campus.

**Additional Information from the Curriculum & Instruction Department:** We pride ourselves on the fantastic arts programs we have across the district. Most recently MISD has been named Best Communities in Music Education and District of Distinction in Arts Education. We could not have accomplished this task without amazing arts educators in all of our schools. We offer great art education programs in all of our comprehensive middle and high schools.

15. **Question:** What is the status of correcting the bus issues at McKinzy? (two schools share one bus and students must wait long periods of time before getting home).
**Board answer:** This is a Transportation Department issue.

**Additional Information from the Transportation Department:** We believe that this is a Choice School bus that is serving Martinez and McKinzy Choice school students. Originally the bus route picked up Martinez IS students and went to McKinzy MS to pick up students and deliver all students home on a combined route. Currently, the number of students attending the Choice school option exceeds the bus capacity. Therefore, the route has been modified to pick up Martinez IS students and deliver them home and return to McKinzy MS and pick up students.
and deliver them home. This has caused a delay of about 15 minutes according to our GPS tracking system.

Due to a shortage of bus drivers we do not have the capacity to add a second route at this time. If we are able to recruit additional staff and maintain staff, the route will be reconsidered for additional equipment allocation.

Contact Dr. Paul Cash, Executive Director of Student Operations at paulcash@misdmail.org or the Transportation Director David Walker at davidwalker@misdmail.org

16. **Question:** Does the district receive any portion of the fees from Ticket Spicket?
   
   **Board answer:** The fees cover the processing fees to use the app/service.

17. **Question:** How does the Board view parents who don’t align with the same views as the Board?
   
   **Board answer:** The Board’s focus is on students, and all decisions are made based on what is best for the students and teachers. With 35,000 students, parents will not always agree with every decision the Board makes.

18. **Question:** Mr. Tipping, you stated when you ran that you would keep politics out of the classroom. What does that mean and how are you doing that?
   
   **Board answer:** There are a lot of issues going on in the world on both ends of the spectrum that don’t belong in the classroom. The focus should be on the basics – reading, writing, arithmetic, etc. Parents should be able to maintain their own belief systems outside of the classroom. Parents should have a voice.

19. **Question:** How many library books have been contested?
   
   **Board answer:** There have not been any challenges in several years. We have a good process in place for challenging books.

20. **Question:** How long do negative marks stay on a child’s record? How long do they stay in Edugence?
   
   **Board answer:** In Skyward, students get a clean slate on their discipline reports each year. Student Services would be able to explain other reports and systems that the district uses.

   **Additional Information from the Student Services Department:** All students get a clean slate for each new academic year, unless they had to attend DAEP and attendance carried over across multiple academic years. While in most cases students do start the year with a clean slate, all of a student’s discipline history is maintained in Skyward for their entire educational career.

21. **Question:** I have applied for over 40 positions at MISD and haven’t heard a reply for any of them. How come I haven’t heard any response from my applications?
   
   **Board answer:** This is a Human Resource Department question.

   **Additional Information from the Human Resources Department:** Depending on the position, the district sometimes has over 100 applicants to consider when filling a vacant position. This means not every person will receive an interview, and sometimes people apply for many positions before being selected for an interview.

   When reviewing an applicant’s experience for an instructional position, which describes the majority of our positions, specific related experience is considered, including elements such as holding appropriate Texas certification, experience with Texas curriculum, and successful experience in related positions, etc. Out-of-state applicants sometimes have difficulty being hired
right away for instructional positions, as there is a learning curve with each state’s specific curriculum standards. Applicants for administrative positions, such as principal, are also screened with relation to specific campus survey results and academic needs of the particular campus. Please note that applicants are notified when the position for which they apply has been filled. We will continue to review applications of all who apply, and we appreciate the interest in employment in MISD.

22. **Question:** I am concerned about “group think” and the ability to vote based on what’s right for all our students instead of personal and business relationships between a majority of the board members. How do you prevent that?

   **Board answer:** We think independently as Board members. We have our own individual views, but we work together to do what is best for kids. The more veteran board members help inform the new board members of district processes, board responsibilities, etc.

23. **Question:** What specific strategies are being implemented at campuses that were rated “C” or received “no rating” by TEA? Why did campuses receive a “no rating”?

   **Board answer:** Principals at those campuses are being very creative and doing a lot of parent engagement, such as helping them learn strategies to help their students with homework.

   **Additional Information from the Curriculum & Instruction Department:** Our two campuses that were “not rated” are working closely with our School Improvement Coordinator to provide targeted interventions for students. Our Curriculum, Instruction and Accountability team work closely with the teachers and staff on those campuses and provide support and training. A campus receives a “Not Rated” label if their accountability score was below a 70.