

Midland Independent School District

District Improvement Plan

2022-2023

Accountability Rating: B



Mission Statement

All students will graduate prepared and ready for college or career.

Vision

Excellence for all

Core Beliefs

Authenticity

Integrity

Awareness

Courage

Perseverance

Faith

Purpose

Vision

Focus

Enthusiasm

Service Leadership

Goals

Goal 1: Midland ISD will advance academics.

Performance Objective 1: The percentage of 3rd grade students who demonstrate grade level mastery by scoring at the Meets Grade Level Performance or above on the Reading STAAR assessment will increase from 45% to 48% by school year 2023.

HB3 Goal

Evaluation Data Sources: STAAR
NWEA MAP

Goal 1: Midland ISD will advance academics.

Performance Objective 2: The percentage of 3rd grade students who demonstrate grade level mastery by scoring at the Meets Grade Level Performance or above on the Math STAAR assessment will increase from 43% to 47% by the end of school year 2023.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR
NWEA MAP

Goal 1: Midland ISD will advance academics.

Performance Objective 3: The percentage of 4th-8th grade students that meet their Reading STAAR Academic Growth will increase from 75% to 80% by the end of school year 2023.

Evaluation Data Sources: STAAR
NWEA MAP
Interim Assessments

Goal 1: Midland ISD will advance academics.

Performance Objective 4: The percentage of 4th-8th grade students who that meet their Math STAAR Academic Growth will increase from 60% to 70%

by the end of school year 2023.

Evaluation Data Sources: STAAR
NWEA MAP
Interim Assessments

Goal 1: Midland ISD will advance academics.

Performance Objective 5: The four year graduation rate will increase from 89.7 percent of the graduating class of 2020 (reported in November of 2021) to 91% percent for the graduating class of 2021 (reported in November of 2022).

High Priority

Evaluation Data Sources: TAPR
State Accountability (Domain 1 and Domain 3)
Graduation Rates

Goal 1: Midland ISD will advance academics.

Performance Objective 6: The percent of College, Career, Military Ready (CCMR) graduates will increase from 51% (C-78) class of 2021 to 63% (A-90) class of 2022.

HB3 Goal

Evaluation Data Sources: CCMR state accountability reports
CCMR tracker

Goal 1: Midland ISD will advance academics.

Performance Objective 7: 100% of MISD schools will implement structures and processes that support a culture of Professional Learning Communities as measured by the "PLC Implementation Rubric."

High Priority

Evaluation Data Sources: PLC Rubric BOY, MOY and EOY
Campus Master Schedules
Student Outcomes on STAAR

Goal 1: Midland ISD will advance academics.

Performance Objective 8: Midland ISD will establish a Balanced District Assessment Program that measures the effectiveness of curriculum and instructional delivery as it works to become a high performing organization.

Evaluation Data Sources: Local Assessment Data
STAAR Assessments

Goal 2: Midland ISD will meet the needs of diverse learners.

Performance Objective 1: Midland ISD will reduce the number of "F" campuses from 9 to 2 by September 2023.

HB3 Goal

Evaluation Data Sources: 2022-2023 State Accountability Ratings

Goal 2: Midland ISD will meet the needs of diverse learners.

Performance Objective 2: By the end of School Year 2022-2023, the percent of Emergent Bilingual students who demonstrate at least one level of growth (composite score) as measured by TELPAS will increase from 43% in Spring of 2022 to 50% in Spring of 2023.

High Priority

Evaluation Data Sources: TELPAS
Summit K12 Pre and Post Assessment

Goal 2: Midland ISD will meet the needs of diverse learners.

Performance Objective 3: By the end of School Year 2022-2023, the percent of Special Education (current) students that meet their STAAR Academic Growth measure in both math and in reading (combined) will increase from 66% to 71%.

High Priority

Evaluation Data Sources: STAAR
NWEA MAP
Interim Assessment
Local Assessments

Goal 2: Midland ISD will meet the needs of diverse learners.

Performance Objective 4: By the end of School Year 2022-2023, the percent of Economically Disadvantaged students that meet their STAAR Academic Growth measure in both math and in reading (combined) will increase from 68% to 75%.

High Priority

Evaluation Data Sources: STAAR
NWEA MAP
Interim Assessment
Relative Performance Reports

Goal 3: Midland ISD will ensure a safe and welcoming school environment for students, staff and community members.

Performance Objective 1: The attendance rate for MISD will increase from 90.6% to 96% or greater by the end of 2022-2023 school year.

Evaluation Data Sources: Raawee Reports
Court Case Data related to Truancy
Certify Reports
6 Weeks Attendance Data

Goal 3: Midland ISD will ensure a safe and welcoming school environment for students, staff and community members.

Performance Objective 2: Midland ISD will ensure that all campus leadership is provided with professional development opportunities that will support and improve student social/emotional and mental health needs resulting in at least 90% of students will agree or strongly agree that they have at least one adult at school that cares for them.

High Priority

Evaluation Data Sources: K-12 Insights Survey
Discipline Data

Goal 4: Midland ISD will develop authentic relationships with the community.

Performance Objective 1: MISD will ensure that annually each school plans, communicates, and hosts family events each semester to celebrate the school, families, and the Midland Community.

Evaluation Data Sources: Title 1 Sign-in sheets
K-12 Insights Survey
Event communications (flyers, online posts, etc.)
Event online calendar

Goal 4: Midland ISD will develop authentic relationships with the community.

Performance Objective 2: Annually, at least 80% of MISD families will agree or strongly agree that families are encouraged to volunteer on campus, as measured by the K-12 School Climate Survey.

Evaluation Data Sources: K-12 Insights Survey
Partners in Education list by campus
Campus Websites

Goal 5: Midland ISD will become a high performing organization.

Performance Objective 1: Midland ISD will develop and implement a District Strategic Plan that is understood and implemented by 100% of DSC departments and campuses.

Evaluation Data Sources: District Strategic Plan
Campus Improvement Plans

Goal 5: Midland ISD will become a high performing organization.

Performance Objective 2: Midland ISD will establish policies and procedures that ensure greater alignment and coherence in the development and implementation of District initiatives, programs, and practices.

Evaluation Data Sources: Implementation of District Strategic Plan
DSC Survey

Goal 5: Midland ISD will become a high performing organization.

Performance Objective 3: Midland ISD District Service Center will prioritize time on campuses ensuring that each semester campus support staff members are spending a minimum of forty hours on campuses providing direct support.

Evaluation Data Sources: DSC Departmental Satisfaction Surveys
Google Calendars
Weekly Support Summary (Communique)

Goal 5: Midland ISD will become a high performing organization.

Performance Objective 4: Midland ISD will Recruit, develop and retail highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience and decrease turnover rates.

Evaluation Data Sources: Teacher Turnover Rate
Exit Interviews
Staff Satisfaction Surveys