

CISD Board Agenda Item Synopsis

CISD Board Mission: Celina ISD will educate students at the highest levels, empower them to succeed, develop their leadership potential, instill faith-based traditional values, and prepare them to become contributing members of society.

Subject: Staffing Survey: Review of Market Analysis

Meeting Date: March 30, 2026

Submitted by: Jason Johnston, Ed.D., Senior Chief

Goals		
Core Principles Community · Excellence · Innovation Leadership · Stewardship The Learner Experience Love the learner, drive the rigor Responsible for one's own learning Interdependent self-managers	✓ -	1. We will provide and support a safe, civil and collaborative culture.
	✓ -	2. We will continuously provide and support effective teaching in every classroom.
	-	3. We will provide and support a guaranteed and viable curriculum.
	-	4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
	-	5. We will foster strong numeracy skills and commit to continual growth in math success.
	-	6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
	✓ -	7. We will attract, recruit, develop, and retain high-quality professional staff.

Background Information: The Celina Independent School District engaged Texans for Excellence in Education to conduct a comprehensive staffing review during the 2025–2026 school year. The review examined the district's staffing structures across a variety of employee groups to assess market alignment, internal equity, and long-term sustainability and planning. Using regional peer district data and position-level analysis, the study provides a clear, data-driven framework to support informed decision-making and future staffing planning as the district continues to grow

Policy: DEA (LEGAL)(LOCAL): Compensation and Benefits

Budgetary Impact: N/A

Recommendation: Information Only