

BOARD OF TRUSTEES
Regular Meeting and Public Hearing to Discuss the Proposed Tax Rate for 2024-2025
Agenda
September 17, 2024
5:30 PM

The Board of Trustees of the Midland Independent School District will attend the following Regular Meeting and Public Hearing to Discuss the Proposed Tax Rate for 2024-2025 on September 17, 2024, beginning at 5:30 PM at
Bowie Fine Arts Academy
805 Elk Avenue
Midland, Texas 79701.

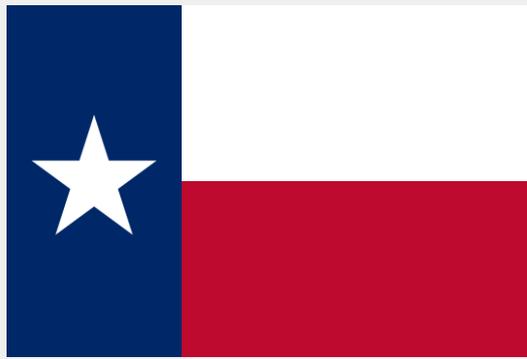
**Please note that the District may add or remove agenda items up until 72 hours prior to the meeting. Pursuant to the Texas Open Meetings Act the District must publicly post this notice and agenda 72 hours prior to the meeting.*

Public Forum: Participants must register to speak in person by 5:25 p.m. on the day of the meeting.

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.
3. Moment of Silence



I pledge allegiance to the Flag of
the United States of America, and
to the Republic for which it stands,
one Nation under God, indivisible,
with liberty and justice for all.



Honor the Texas flag; I pledge
allegiance to thee, Texas, one state
under God, one and indivisible

4. Pledge to the US Flag and Texas Flag
 - A. Young Women's Leadership Academy
 1. Principal, Laura Doughty
 - a. Pledge Leaders: Naylenie Gutierrez Parra and Allizay Parra
 - B. Vision of Midland ISD - Educating the Future with Excellence
 - C. Mission of Midland ISD - All Students will Graduate College, Career, or Military Ready
5. Awards/Achievements/Recognitions/Announcements
 - A. MISD Student Recognitions
 1. College Board National Recognitions
 2. FFA Lonestar Degree Recipients
 3. Texas State Solo and Ensemble Contest
 - B. MISD Staff Recognitions
 1. Principal Incentive Allotment Recipients
6. Public Forum
7. Public Hearing
 - A. Public Hearing to Discuss the Proposed Tax Rate for 2024-2025
Presenter: Tucker Durham

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Public Hearing to Discuss the Proposed Tax Rate for 2024-2025

Public Hearing

Executive Summary:

The 2024-2025 budget was adopted based on a proposed overall tax rate of \$0.877, which is made up of the Maintenance and Operations (M&O) tax rate of \$ 0.6695 and the Interest and Sinking (I&S) tax rate of \$ 0.2075. Once the district submitted the Local Property Value Study (LPVS) at the end of July, the certified estimates provided by the CAD were slightly higher than the April estimates, resulting in higher value growth. Due to the district's value growth, TEA set our maximum compression rate for 2024-2025 at the floor. The proposed overall tax rate is the same at \$0.8770, which is made up of the Maintenance and Operations (M&O) tax rate of \$0.6669 and the Interest and Sinking (I&S) tax rate of \$ 0.2101. Even though the overall tax rate is the same as what was previously published, since our I&S rate is slightly higher than the published rate in June, we're required to hold an additional public hearing to discuss the tax rate.

In June, the Board of Trustees adopted a budget that would require a tax rate of \$ 0.6695 for M&O and \$0.2075 for I&S, for an overall tax rate of \$ 0.877. The total tax rate of \$0.877 was the advertised tax rate that was published in the Midland Reporter-Telegram on **June 15, 2024**. Due to the slight change in the I&S tax rate, the district is required to republish the notice. The notice was published in the Midland Reporter-Telegram on September 7, 2024, with an updated M&O rate of \$0.6669 and an I&S rate of \$0.2101 for a total rate of \$.877.

The proposed overall tax rate is the same as the previous 2023-2024 rate. With the adoption of this rate, the district will be able to defease additional outstanding debt obligations late next summer, continuing to pay down debt quicker and saving taxpayers from paying interest.

Contact Person:

Tucker Durham, Chief Financial Officer

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The MIDLAND INDEPENDENT SCHOOL DISTRICT will hold a public meeting at 5:30pm, on September 17, 2024 in Bowie Fine Arts Academy, 805 Elk Street, Midland, Texas.

The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax \$ 0.666900 /\$100 (Proposed rate for maintenance and operations)

School Debt Service Tax
Approved by Local Voters \$ 0.210100 /\$100 (Proposed rate to pay bonded indebtedness)

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories:

Maintenance and operations	<u> </u>	% increase or	<u>6.15%</u>	% (decrease)
Debt service	<u>1699%</u>	% increase or	<u> </u>	% (decrease)
Total expenditures	<u>1693%</u>	% increase or	<u> </u>	% (decrease)

Total Appraised Value and Total Taxable Value (as calculated under Tax Code Section 26.04)

	Preceding Tax Year		Current Tax Year
Total appraised value* of all property	\$ <u>56,731,310,980</u>	\$	<u>58,561,613,952</u>
Total appraised value* of new property**	\$ <u>627,407,903</u>	\$	<u>1,130,939,371</u>
Total taxable value*** of all property	\$ <u>50,669,604,646</u>	\$	<u>49,957,780,155</u>
Total taxable value*** of new property**	\$ <u>602,991,796</u>	\$	<u>1,102,186,980</u>

* "Appraised value" is the amount shown on the appraisal roll and defined by Tax code Section 1.04(8).
 ** "New property" is defined by Tax Code Section 26.012(17).
 *** "Taxable value" is defined by Tax code Section 1.04(10).

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$ 876,570,000

* Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	<u>Maintenance & Operations</u>	<u>Interest & Sinking Fund*</u>	<u>Total</u>	<u>Local Revenue Per Student</u>	<u>State Revenue Per Student</u>
Last Year's Rate	\$ <u>0.659500</u>	\$ <u>0.217500</u>	\$ <u>0.877000</u>	\$ <u>12,952</u>	\$ <u>409</u>
Rate to Maintain Same					

Level of Maintenance & Operations Revenue &

Pay Debt Service	\$ <u>0.660940</u>	\$ <u>0.207660</u>	\$ <u>0.868600</u>	\$ <u>13,061</u>	\$ <u>71</u>
Proposed Rate	\$ <u>0.666900</u>	\$ <u>0.210100</u>	\$ <u>0.877000</u>	\$ <u>12,793</u>	\$ <u>604</u>

* The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	<u>Last Year</u>	<u>This Year</u>
Average Market Value of Residences	\$ <u>340,065</u>	\$ <u>352,048</u>
Average Taxable Value of Residences	\$ <u>333,175</u>	\$ <u>345,946</u>
Last Year's Rate Versus Proposed Rate per \$100 Value	\$ <u>0.877000</u>	\$ <u>0.877000</u>
Taxes Due on Average Residence	\$ <u>2,921.94</u>	\$ <u>3,033.95</u>
Increase (Decrease) in Taxes		\$ <u>112.00</u>

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is 0.877997. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of . . . 0.877997

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment:

Maintenance and Operations Funds Balance(s)	\$ <u>226,091,823</u>
Interest & Sinking Fund Balance(s)	\$ <u>117,053,608</u>

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operation tax revenue for the purpose of paying the district's debt service.

MADE IN



Public Hearing for Proposed 2024 Tax Rate

Overview

- State mandated maintenance and operations (M&O) tax rate compression
- Additional homestead exemption from \$40k to \$100k
- Local homestead exemption of 10%
- Maintenance and Operations (M&O)
 - Subject to recapture
- Interest & Sinking (I&S)
 - 100% of collections stay within MISD
- Defeasing Debt
- No New Revenue (NNR) tax rate
- Basic allotment could be adjusted down⁹
 - Maximum compression rate (MCR)

Proposed Tax Rate

	<i>2023-2024</i>	<i>Proposed 2024-2025</i>
<i>MCR</i>	\$0.6195	\$0.6169
<i>Golden Penny (Not Subject to Recapture)</i>	\$0.0400	\$0.0500
<i>Total M&O Tax Rate</i>	\$0.6595	\$0.6669
<i>Total I&S Tax Rate</i>	\$0.2175	\$0.2101
<i>Total Tax Rate</i>	\$0.8770	\$0.8770

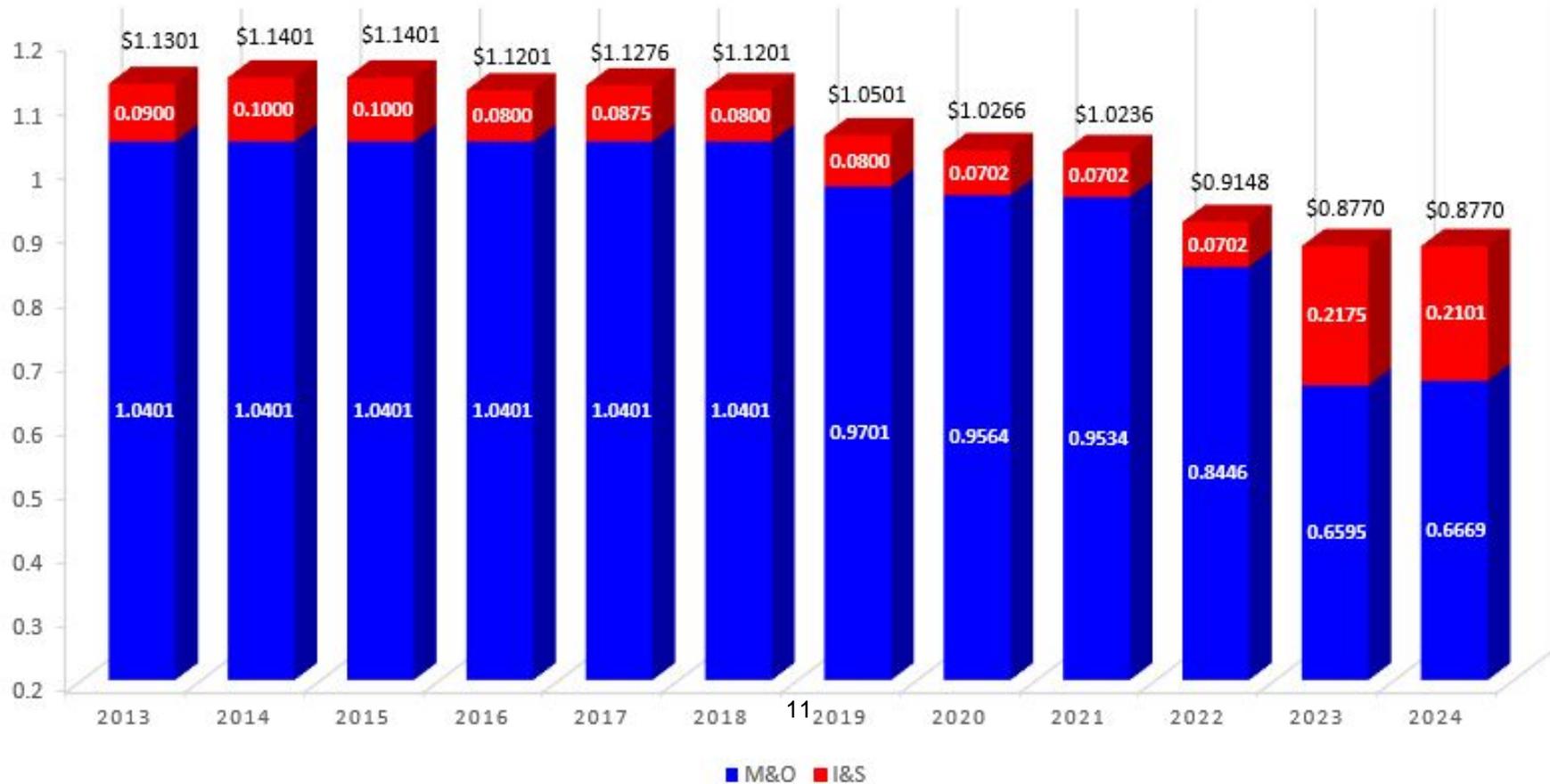
TEA's Floor & Ceiling Rates:

Floor - \$0.6169

Ceiling - \$0.6855

Basic allotment¹⁰ could be adjusted down if a district does not levy its maximum tier 1 tax rate Tex. Educ. Code 48.051(a)

HISTORICAL TAX RATES



Required Language & Motion

ORDINANCE TO ADOPT 2024 AD VALOREM TAX RATE

September 17, 2024

An ordinance levying an annual ad valorem tax for the year 2024 setting specific tax rates, applicable to all real, personal, and mixed property situated within the Midland Independent School District.

BE IT ORDERED by the Board of Trustees of Midland Independent School District of Midland County, Texas to set the tax rate of \$100 valuation for the district for tax year 2024 at a total tax rate of \$0.8770 to be assessed and collected by tax officials designated by the district, as follows:

1. That an ad valorem tax rate for Maintenance and Operations for the general fund of \$0.6669 per \$100 cash valuation be and the same is hereby levied for the year 2024 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.
2. That an ad valorem tax rate for Interest and Sinking for the debt service fund of \$0.2101 per \$100 cash valuation be and the same is hereby levied for the year 2024 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY ¹².2871 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$1.91.

Adopted this 17th day of September 2024, by the Board of Trustees.

Public Hearing

This is a Public Hearing and Open to Comments

8. Action Items

A. Discussion of and Request for Approval for all Matters Incident and Related to Providing for the Defeasance and Redemption of Certain Currently Outstanding Obligations of the District, Including the Adoption of an Order Pertaining Thereto

Presenter: Tucker Durham

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Discussion of and Request for Approval for all Matters Incident and Related to Providing for the Defeasance and Redemption of Certain Currently Outstanding Obligations of the District

Action Item

Financial Impact:

The district anticipates defeasing around \$10 million of the current outstanding debt late next summer, which will leave the district with around \$2.46 million in principal debt remaining on outstanding debt obligations prior to Series 2024. The remaining principal of \$2.46 million also takes the annual February principal and interest payment into account. By defeasing some existing debt, the District will save taxpayers an estimated \$700,000 in interest that they would have paid if the debt was not paid off early.

Strategic Plan Goals/Board Academic Goals

Goal 8, Initiative 2

Executive Summary:

Defeasing debt is when a borrower sets aside a sufficient amount of funds to cover their future debt obligations. This allows districts to take the debt off their books and save taxpayers money in interest payments, which they would have paid if they had paid it off for the total duration of the payment schedule.

The Board of Trustees has adopted resolutions to defease certain outstanding debt obligations. Since 2012, the district has saved taxpayers over \$92 million between defeasing debt and refinancing. By defeasing debt early, MISD is expected to save taxpayers an additional \$700,000 in interest, depending on how large a payment the district can make based on tax collections. This will increase the amount saved to taxpayers since 2012 by just under \$93 million.

Recommendation:

The administration recommends the Board of Trustees approve the defeasance and redemption of certain currently outstanding obligations of the District, including the adoption of an order pertaining thereto.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Motion:

N/A

Contact Person:

Tucker Durham, Chief Financial Officer

Enclosure:

Resolution Expressing Intent to Defeasance and Redeem Bonds

RESOLUTION EXPRESSING INTENT TO DEFEASE AND REDEEM
CERTAIN OF THE DISTRICT’S OUTSTANDING BONDS

STATE OF TEXAS §
COUNTY OF MIDLAND §
MIDLAND INDEPENDENT SCHOOL DISTRICT §

WHEREAS, the Midland Independent School District (the “District”) has duly issued and there is now outstanding approximately \$876,570,000 of unlimited tax bonds (the “Outstanding Bonds”); and

WHEREAS, the Board of Trustees (the “Board”) of the District has determined to express its present intention to defease and redeem approximately \$10,000,000 in aggregate principal amount of such Outstanding Bonds from amounts budgeted for collection during the fiscal year that commenced on July 1, 2024, such defeasance to occur not later than August 31, 2025, thereby (i) increasing the District’s capacity to pay debt service on school building bonds that may be issued in the future, (ii) terminating the payment of interest on such bonds on the date of their redemption and (iii) reducing the District’s aggregate debt service requirements in the years subsequent to the redemption date.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE MIDLAND INDEPENDENT SCHOOL DISTRICT THAT:

Section 1. The Board hereby declares its present intent to defease and redeem approximately \$10,000,000 in aggregate principal amount of Outstanding Bonds from amounts budgeted for collection during the fiscal year that commenced on July 1, 2024, such defeasance to occur not later than August 31, 2025. The Board hereby directs the Superintendent, the Chief Financial Officer and any other employees and agents of the District to identify Outstanding Bonds as candidates for redemption prior to their stated maturity as contemplated by this Resolution.

Section 2. The Board intends to take subsequent action to identify such bonds and make due provision for their defeasance and redemption. Notwithstanding the foregoing, the Board reserves the right not to defease or redeem any of the Outstanding Bonds upon a determination by the Board that the funds of the District intended for such purpose could be better utilized for (i) the payment of regularly scheduled debt service on any Outstanding Bonds or unlimited tax bonds to be issued, (ii) the contribution to any refunding of any Outstanding Bonds or (iii) the reduction of future interest and sinking fund tax levies of the District.

PASSED AND APPROVED this _____, 2024.

President, Board of Trustees
Midland Independent School District

Secretary, Board of Trustees
Midland Independent School District

(SEAL)

MADE IN



Defeasance of Certain Outstanding Debt Obligations of the District

9.17.24

Overview

- Savings from 2012 - 2023
 - \$56,240,128
- Savings from recent August 2024 defeasance
 - \$35,812,950
- Total savings after defeasance since 2012
 - \$92,053,078
- Anticipated defeasance will occur late next summer
- Board will finalize the amount to defease next July

	<i>Series 2017</i>	<i>Series 2020</i>	<i>Combined</i>
<i>Current Outstanding Principal</i>	\$14,065,000	\$1,865,000	\$15,930,000
<i>February 2025 Payment</i>	(\$3,840,000)	(\$170,000)	(\$4,010,000)
<i>Est. Defeased Principal</i>	(\$9,465,000)		(\$9,465,000)
<i>Remaining Principal</i>	\$760,000	\$1,695,000	\$2,455,000

Recommendation

The administration recommends the Board of Trustees approve the defeasance and redemption of certain currently outstanding obligations of the District, including the adoption of an order pertaining thereto

B. Discussion of and Possible Approval of the 2024-2025 Tax Rate
Presenter: Tucker Durham

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Discussion of and Possible Approval of the 2024-2025 Tax Rate

Action Item

Financial Impact:

The 2024-2025 budget was adopted based on a proposed overall tax rate of \$0.877, which was made up of the Maintenance and Operations (M&O) tax rate of \$ 0.6695 and the Interest and Sinking (I&S) tax rate of \$ 0.2075. Once the district submitted the Local Property Value Study (LPVS) at the end of July, the certified estimates provided by the CAD were slightly higher than the April estimates, resulting in higher value growth. Due to the district's value growth, TEA set our maximum compression rate for 2024-2025 at the floor. The proposed overall tax rate is the same at \$0.8770, which is made up of the Maintenance and Operations (M&O) tax rate of \$0.6669 and the Interest and Sinking (I&S) tax rate of \$ 0.2101. Even though the overall tax rate is the same as what was previously published, since our I&S rate is slightly higher than the published rate in June, we're required to hold an additional public hearing to discuss the tax rate and then take action thereafter.

Strategic Plan Goals/Board Academic Goals

Goal 8, Initiative 2

Executive Summary:

In June, the Board of Trustees adopted a budget that would require a tax rate of \$ 0.6695 for M&O and \$0.2075 for I&S, for an overall tax rate of \$ 0.877. The total tax rate of \$0.877 was the advertised tax rate that was published in the Midland Reporter-Telegram on **June 15, 2024**. Due to the slight change in the I&S tax rate, the district is required to republish the notice. The notice was published in the Midland Reporter-Telegram on September 7, 2024, with an updated M&O rate of \$0.6669 and an I&S rate of \$0.2101 for a total rate of \$.877.

The proposed overall tax rate is the same as the previous 2023-2024 rate. With the adoption of this rate, the district will be able to defease additional outstanding debt obligations late next summer, continuing to pay down debt quicker and saving taxpayers from paying interest.

The district is required to state on the homepage of our website and ordinance adopted by the board that this tax rate will raise more taxes for maintenance and operations than last year's tax rate. As a reminder, TEA establishes the school district's maximum compression rate annually,



Midland Independent School District

BOARD OF TRUSTEES AGENDA

and then any additional tier two pennies are added thereafter for the total M&O tax rate. TEA set the district maximum compression rate at the floor for the 2024-2025 fiscal year. Due to the formula transition grant expiration, the district is recommending the board adopt the 5th golden penny, which is not subject to recapture. The district has not previously adopted the 5th golden penny due to implications it would have had with the amount of funds received from the formula transition grant. If the district had previously adopted the additional golden penny, the amount received from the state through the formula transition grant would have decreased while the tax collection amount would have increased; however, the net revenue would not have changed. Overall the district will receive additional M&O funds with the adoption of the 5th golden penny, not subject to recapture, and a slight increase in overall values.

The required motion mentions a tax rate increase by a certain percentage. This number is based on the tax rate calculation worksheet for the maintenance and operations tax rate. TEA sets the district's maximum compression rate (MCR) on an annual basis based on property value growth. Even though it states the tax rate is a .2871% increase, the overall tax rate is flat compared to the previous year.

Recommendation:

The administration recommends that the Board of Trustees adopt a maintenance and operations tax rate of \$0.6669 and an interest and sinking tax rate of \$0.2101 for a total tax rate of \$0.8770 per \$100 valuation.

Motion:

I move that the property tax rate be increased by the adoption of a tax rate of \$0.8770, which is effectively a .2871 percent increase in the tax rate.

Contact Person:

Tucker Durham, Chief Financial Officer

Enclosure:

2024-2025 Tax Rate Ordinance

2024 Tax Rate Calculation Worksheet

ORDINANCE TO ADOPT 2024 AD VALOREM TAX RATE

September 17, 2024

An ordinance levying an annual ad valorem tax for the year 2024 setting specific tax rates, applicable to all real, personal, and mixed property situated within the Midland Independent School District.

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2. That an ad valorem tax rate for Interest and Sinking for the debt service fund of \$0.2101 per \$100 cash valuation be and the same is hereby levied for the year 2024 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY .2871 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$1.91.

Adopted this 17th day of September 2024, by the Board of Trustees.

IN CERTIFICATION THEREOF:

Signed: _____
President

Attest: _____
Secretary

2024 Tax Rate Calculation Worksheet

School Districts with Chapter 313 Agreements

Form 50-884

Midland Independent School District
 School District's Name

(432) 240-1000
 Phone (area code and number)

615, W. Missouri Ave., Midland, TX 79701
 School District's Address, City, State, ZIP Code

www.midlandisd.net
 School District's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for **school districts with Chapter 313 agreements only**. School districts that do not have a Chapter 313 agreement should use Comptroller Form 50-859 *Tax Rate Calculation Worksheet, School District without Chapter 313 Agreements*.

Water districts as defined under Water Code Section 49.001(1) should use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

All other taxing units should use Comptroller Form 50-856 *Tax Rate Calculation, Taxing Units Other Than School Districts*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Chapter 313 agreements allow a school district to limit the value of certain qualified property subject to the agreement for the purposes of maintenance and operations (M&O) taxation. The value of the same property is not limited for the purposes of debt service, or interest and sinking (I&S) taxation. School districts that have entered into a Chapter 313 agreement must calculate the NNR tax rate for M&O and I&S purposes separately and then add together to determine the current year total NNR tax rate.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	Prior year total I&S taxable value. Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 8). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). ¹ This also includes the taxable value of property subject to a Chapter 313 agreement prior to the limitation.	\$48,461,760,419
2.	Prior year tax ceilings. Enter prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled.	\$1,456,145,273
3.	Preliminary prior year adjusted I&S taxable value. Subtract Line 2 from Line 1.	\$47,005,615,146
4.	Prior year taxable value not subject M&O taxation, due to limitation under Tax Code Chapter 313. A. Prior year I&S value of property subject to Chapter 313 agreement. Enter the total prior year appraised value of property subject to a Chapter 313 agreement: \$0 B. Prior year M&O value of property subject to Chapter 313 agreement. Enter the total prior year limited value of property subject to a Chapter 313 agreement: \$0 C. Subtract B from A.	\$0
5.	Preliminary prior year adjusted M&O taxable value. Subtract Line 4C from Line 3.	\$47,005,615,146
6.	Prior year total adopted tax rate. Separate the prior year adopted tax rate into its two components. A. Prior year M&O tax rate:/\$100 \$ 0.659500 B. Prior year I&S tax rate:/\$100 - \$ 0.217500	
7.	Prior year taxable value lost because court appeals of ARB decisions reduced the prior year appraised value. A. Original prior year ARB values: \$179,265,161 B. Prior year values resulting from final court decisions: - \$ 165,436,100 C. Prior year value loss. Subtract B from A.	\$13,829,061
8.	Prior year taxable value subject to an appeal under Chapter 42, as of July 25. A. Prior year ARB certified value: \$ 1,134,451,072 B. Prior year disputed value: - \$ 226,890,214 C. Prior year undisputed value. Subtract B from A.	\$907,560,858
9.	Prior year Chapter 42 related adjusted values. Add Line 7C and 8C	\$921,389,919
10.	Prior year M&O taxable value, adjusted for actual and potential court-ordered adjustments. The taxable value for M&O purposes should be less than the taxable value for I&S purposes. Add Line 5 and Line 9.	\$47,927,005,065

11.	Prior year I&S taxable value, adjusted for actual and potential court-ordered adjustments. The taxable value for M&O purposes should be more than the taxable value for M&O purposes. Add Line 3 and Line 9.	\$47,927,005,065
12.	Prior year taxable value of property in territory the school deannexed after Jan. 1, 2023. Enter the prior year value of property in deannexed territory.	\$0
13.	<p>Prior year taxable value lost because property first qualified for an exemption in the current year. If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport or goods-in transit, temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in 2024 does not create a new exemption or deduce taxable value.</p> <p>A. Absolute exemptions. Use the prior year market value:..... \$ 29,371,003</p> <p>B. Partial exemptions. The current year exemption amount or the current year percentage exemption times the prior year value: + \$ 80,468,438</p> <p>C. Value loss. Add A and B.</p>	\$109,839,441
14.	<p>Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational / scenic appraisal or public access airport special appraisal in 2024. Use only properties that qualified in 2024 for the first time; do not use properties that qualified in 2023.</p> <p>A. Prior year market value: \$ 2,405,780</p> <p>B. Current year productivity or special appraised value: -\$ 24,610</p> <p>C. Value loss. Subtract B from A.</p>	\$2,381,170
15.	Total adjustment for lost value. Add Lines 12, 13C and 14C.	\$112,220,611
16.	<p>Adjusted prior year M&O taxable value. Subtract Line 15 from Line 10.</p> <p>Note: if the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of M&O taxes the governing body deducted to the junior college district in the prior year from the result.</p>	\$47,814,784,454
17.	<p>Adjusted prior year I&S taxable value. Subtract Line 15 from Line 11.</p> <p>Note: if the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of M&O taxes the governing body deducted to the junior college district in the prior year from the result.</p>	\$47,814,784,454
18.	Adjusted prior year total M&O levy. Multiply Line 6A by Line 16 and divide by \$100.	\$315,338,503
19.	Adjusted prior year total I&S levy. Multiply Line 6B by Line 17 and divide by \$100.	\$103,997,156
20.	<p>Taxes refunded for years preceding the prior tax year. Enter the amount of taxes refunded by the district for tax years preceding the prior tax year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year.</p> <p>A. M&O taxes refunded for tax years preceding the prior tax year:..... \$ 3,250,205</p> <p>B. I&S taxes refunded for tax years preceding the prior tax year:..... -\$ 258,317</p>	
21.	Adjusted prior year M&O levy with refunds. Add Lines 18 and 20A.	\$318,588,708
22.	Adjusted prior year I&S levy with refunds. Add Lines 19 and 20B.	\$104,255,473
23.	<p>Total current year I&S taxable value on the current year certified appraisal roll today. This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 25). These homesteads include homeowners age 65 or older or disabled.</p> <p>A. Certified values. \$ 45,898,571,799</p> <p>B. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: -\$ 0</p> <p>C. Total current year value. Subtract B from A.</p>	\$45,898,571,799
24.	<p>Total value of properties under protest or not included on certified appraisal roll.</p> <p>A. Current year taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values.</p> <p>Enter the total value under protest. \$ 4,975,187,999</p> <p>A. Current year value of properties not under protest or included on certified appraisal roll. The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate).</p> <p>Enter the total value under protest. +\$ 0</p> <p>C. Total value under protest or not certified. Add A and B.</p>	\$4,975,187,999

25.	Current year tax ceilings and new property value for Chapter 313 limitations. A. Current year tax ceilings. Enter the current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. \$ 1,588,602,703 B. Current year Chapter 313 new property value. Enter the current year new property value of property subject to Chapter 313 agreements. +\$ 187,118,340 C. Add A and B. \$1,775,721,043	
26.	Current year total I&S taxable value. Add Lines 23C and 24C. Subtract Line 25C.	\$49,098,038,755
27.	Current year taxable value not subject M&O taxation, due to limitation under Chapter 313. A. Current year I&S value of property subject to Chapter 313 agreement. Enter the total current year appraised value of property subject to a Chapter 313 agreement. \$ 187,118,340 B. Current year M&O value of property subject to Chapter 313 agreement. Enter the total current year limited value of property subject to a Chapter 313 agreement..... -\$ 100,000,000 C. Subtract B from A. \$87,118,340	
28.	Current year total M&O taxable value. Subtract Line 27C from Line 26.	\$49,010,920,415
29.	Total current year taxable value of properties in territory annexed after Jan. 1 of the prior tax year. Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	\$0
30.	Total 2024 taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1 of the prior tax year and be located in a new improvement.	\$1,102,186,980
31.	Total adjustments to the current year taxable value. Add Line 29 and Line 30.	\$1,102,186,980
32.	Adjusted current year M&O taxable value. Subtract Line 31 from Line 28.	\$47,908,733,435
33.	Adjusted current year I&S taxable value. Subtract Line 31 from Line 26.	\$47,995,851,775
34.	Current year NNR M&O tax rate. Divide line 21 by line 32 and multiply by \$100. Please consult with counsel before using this rate for the purposes of Tax Code 26.05(b). /\$100	\$0.664991
35.	Current year NNR I&S tax rate. Divide line 22 by line 33 and multiply by \$100.	\$0.217218
36.	Current year NNR total tax rate. Add Line 34 and Line 35.	\$0.882209

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.¹⁸

- Maximum Compressed Tax Rate (MCR):** A district's maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.¹⁹
- Enrichment Tax Rate:**²⁰ A district's enrichment tax rate is defined as any tax effort in excess of the district's MCR and less than \$0.17. The enrichment tax rate is divided into 'golden pennies' and the 'copper pennies.' School districts can claim up to 8 'golden pennies, not subject to compression, and 9 'copper pennies' which are subject to compression with any increases in the guaranteed yield.²¹
- Debt Rate:** The debt rate includes the debt service necessary to pay the school district's debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district's maintenance and operations (M&O) tax rate. Districts cannot increase the district's M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district's debt service.²²

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district's website 30 days prior to the election.²³ Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the declaration without conducting an efficiency audit.²⁴

Districts should review information from TEA when calculating their voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
37.	Current year maximum compressed tax rate (MCR). TEA will publish compression rates based on district and statewide property value growth. Enter the school district's maximum compressed rate based on guidance from TEA.	\$0.6169
38.	Current year enrichment tax rate. Enter the greater of A and B. A. The district's prior year enrichment tax rate, minus any required reduction under Education Code Section 48.202(f)/\$100 B. \$0.05 per \$100 of taxable/\$100	\$0.0500

¹⁸ Tex. Tax Code §26.08(n)
¹⁹ Tex. Edu. Code §48.2551(a)(3)
²⁰ Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032
²¹ Tex. Edu. Code §548.202(a-1)(2) and 48.202(f)
²² Tex. Edu. Code §45.0021(a)
²³ Tex. Edu. Code §11.184(b)
²⁴ Tex. Edu. Code §11.184(b-1)
²⁵ Tex. Edu. Code §548.255 and 48.2551(b)(1) and (b)(2)
²⁶ Tex. Tax Code §26.08(n)(2)
²⁷ Tex. Edu. Code §45.003(d)

39.	Current year maintenance and operations (M&O) tax rate (TR). Add Lines 37 and 38. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compression rate. /\$100	\$0.66690
40.	Total current year debt to be paid with property tax revenue. Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes, (2) Are secured by property taxes, (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. Debt includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. Enter debt amount: \$ 101,665,062 B. Subtract unencumbered fund amount , used to reduce total debt. -\$ \$0 C. Subtract state aid received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program. -\$ \$0 D. Adjust debt: Subtract B and C from A.	\$101,665,062
41.	Certified prior year excess debt collections. Enter the amount certified by the collector	\$0
42.	Adjusted current year debt. Subtract line 41 from line 40D.	\$101,665,062
43.	Current year anticipated collection rate. If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. A. Enter the current year anticipated collection rate certified by the collector. (%) 98.00% B. Enter the prior year actual collection rate (%) 98.09% C. Enter the 2022 actual collection rate (%) 100.20% D. Enter the 2021 actual collection rate (%) 99.52%	98.09%
44.	Current year debt adjusted for collections. Divide Line 42 by Line 43.	\$103,644,675
45.	Current year total taxable value. Enter the amount on Line 26 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$49,098,038,755
46.	Current year debt rate. Divide Line 44 by Line 45 and multiply by \$100.	\$0.211097
47.	Current year voter-approval tax rate. Add Lines 39 and 46. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 39 and 46.	\$0.877997

SECTION 3: Voter-Approval Rate Adjustment for Pollution Control

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control. This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
48.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. The school district shall provide its tax assessor with a copy of the letter.	\$0
49.	Current year total taxable value. Enter the amount from line 26 of the No-New-Revenue Tax Rate Worksheet.	\$49,098,038,755
50.	Additional rate for pollution control. Divide line 48 by line 49 and multiply by \$100. /\$100	\$0.000000
51.	Current year voter-approval tax rate, adjusted for pollution control. Add line 50 and line 47.	\$0.877997

SECTION 4: Voter-Approval Tax Rate Adjustment in Year Following Disaster

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year.³⁵ As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
52.	Prior year adopted tax rate. Add Line 6A and Line 68 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	
53.	Prior year voter-approval tax rate. If the school district adopted a tax rate above the 2022 voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	
54.	Increase in the prior year tax rate due to disaster (disaster pennies). Subtract Line 53 from Line 52.	
55.	Current year voter-approval tax rate, adjusted for the prior year disaster. Subtract Line 54 from one of the following lines (as applicable): Line 47 or Line 52 (school districts with pollution control).	

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate	\$0.882209
Enter the 2024 NNR tax rate from Line 36.	
Voter-Approval Tax Rate	\$0.877997
As applicable, enter the current year voter-approval tax rate from Line 47, 51, or Line 55. Indicate the line number used:	Line 47

SECTION 6: School District Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.³⁶

print here ▶ Jerry Bundick , Chief Appraiser
 Printed Name of School District Representative

sign here ▶ *Jerry Bundick*
 School District Representative

9/5/2024
 Date

³³ Tex. Tax Code §26.045(d)
³⁴ Tex. Tax Code §26.045(i)
³⁵ Tex. Tax Code §26.04(c)

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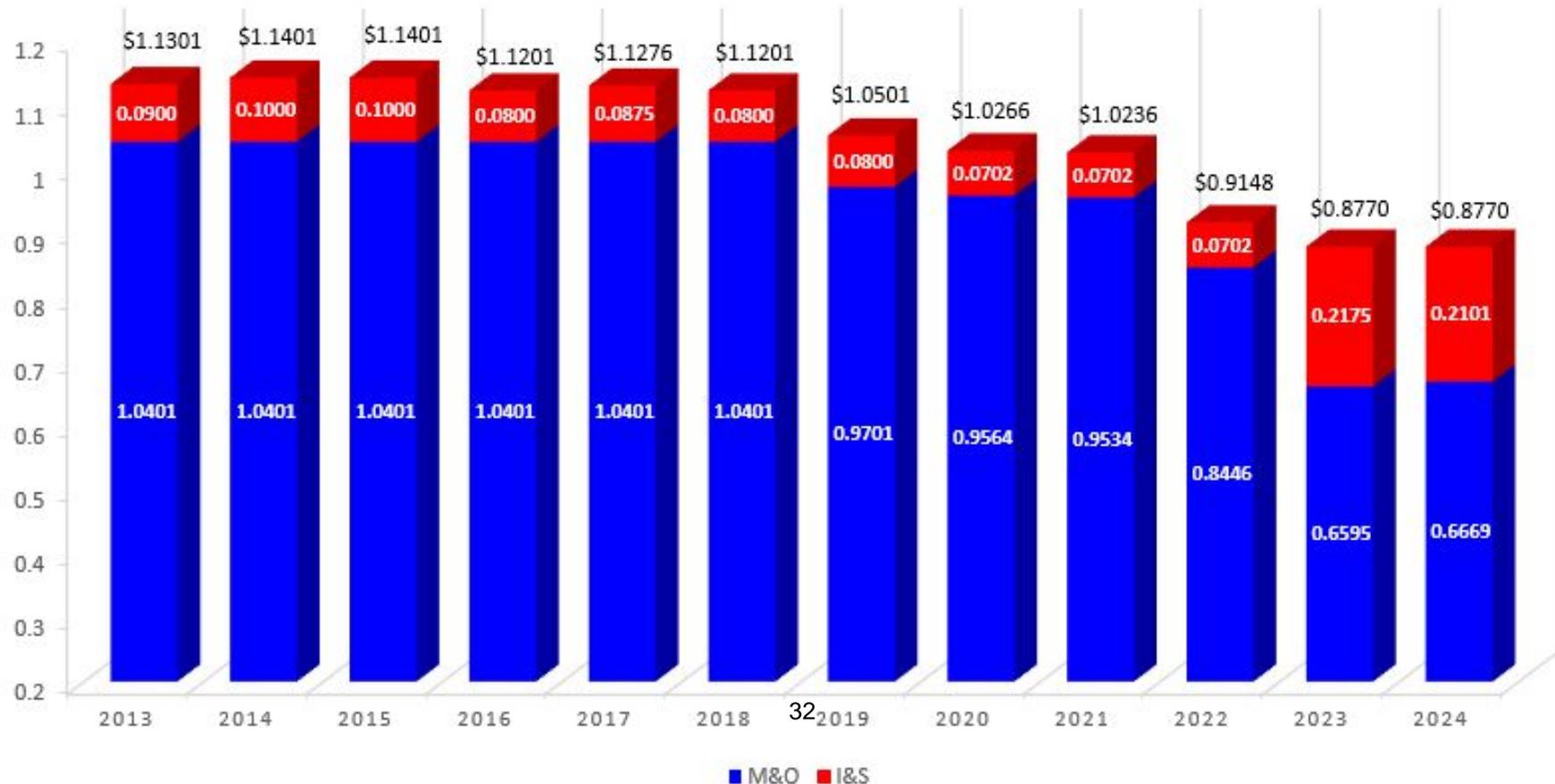


Approval of the Proposed 2024 Tax Rate

31

9.17.24

HISTORICAL TAX RATES



Required Language & Motion

ORDINANCE TO ADOPT 2024 AD VALOREM TAX RATE

September 17, 2024

An ordinance levying an annual ad valorem tax for the year 2024 setting specific tax rates, applicable to all real, personal, and mixed property situated within the Midland Independent School District.

BE IT ORDERED by the Board of Trustees of Midland Independent School District of Midland County, Texas to set the tax rate of \$100 valuation for the district for tax year 2024 at a total tax rate of \$0.8770 to be assessed and collected by tax officials designated by the district, as follows:

1. That an ad valorem tax rate for Maintenance and Operations for the general fund of \$0.6669 per \$100 cash valuation be and the same is hereby levied for the year 2024 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.
2. That an ad valorem tax rate for Interest and Sinking for the debt service fund of \$0.2101 per \$100 cash valuation be and the same is hereby levied for the year 2024 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY ³³.2871 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$1.91.

Adopted this 17th day of September 2024, by the Board of Trustees.

Public Hearing

The administration recommends the Board of Trustees adopt a maintenance and operations tax rate of \$0.6669 and an interest and sinking tax rate of \$0.2101 for a total tax rate of \$0.8770 per \$100 valuation

- 9. Superintendent's Update
 - Presenter: Dr. Stephanie Howard
- 10. District Informational Reports
 - A. Bond 2023 Monthly Report
 - Tucker Durham & Cortney Smith

36



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented by: Tucker Durham, Chief Financial Officer, and Cortney Smith, Chief of Facilities and Operations

Subject: Bond 2023 Monthly Report

District Presentation

Financial Impact

N/A

Strategic Plan Goals/Board Academic Goals

1-5

Executive Summary

Presentation to provide an update on the progress of the 2023 Bond. Midland ISD is committed to providing transparency to the Board of Trustees and voters in Midland County on a monthly basis for all aspects of the approved bond of 2023. Monthly updates will include but are not limited to construction and project timelines, costs of projects and financial reports, and communication and marketing efforts.

Recommendation

Presentation Only

Motion

N/A

Contact Person

Tucker Durham, Chief Financial Officer, and Cortney Smith, Chief of Facilities and Operations

Enclosure

N/A



Bond 2023 Monthly Update

Cortney Smith

September 17, 2024



Overview

- **Package 1: New Elementary (Under Construction 10-12% Complete | Aug 2025 Completion)**

Naming recommendation, Earth-Cam in place, construction progress, upcoming furniture design meetings



38



Overview

- **Package 2: New HS Campuses**

(SD Phase | Aug 2028 Completion)

SD presentation earlier this

week, tracking in budget,

CMARs assisting with

pricing/scheduling



Overview

- **Package 3: ES Renovations - Group A**
 - Emerson, Franks, Houston, Lamar, Long, Parker, South, and Travis



Overview

- **Package 4: MS Renovations - Group A** (STB/SD Phase Closed | Aug 2026 Completion)

Midland Freshman and Goddard



Overview

- **Package 5: MS Renovations - Group B** (STB/SD Phase Closing | Aug 2026 Completion)

Alamo Junior High



42

Overview

- **Package 6: ES Safety/Security** (Under Construction: ~20% complete | Mar 2025 Completion)

All cabling pulled (yellow) and is being terminated now. Cameras are arriving and installation of those should start on 23rd



Overview

- **Package 7: MFHS Site Improvements (50-60% Construction Complete | Nov 2024 Completion)**

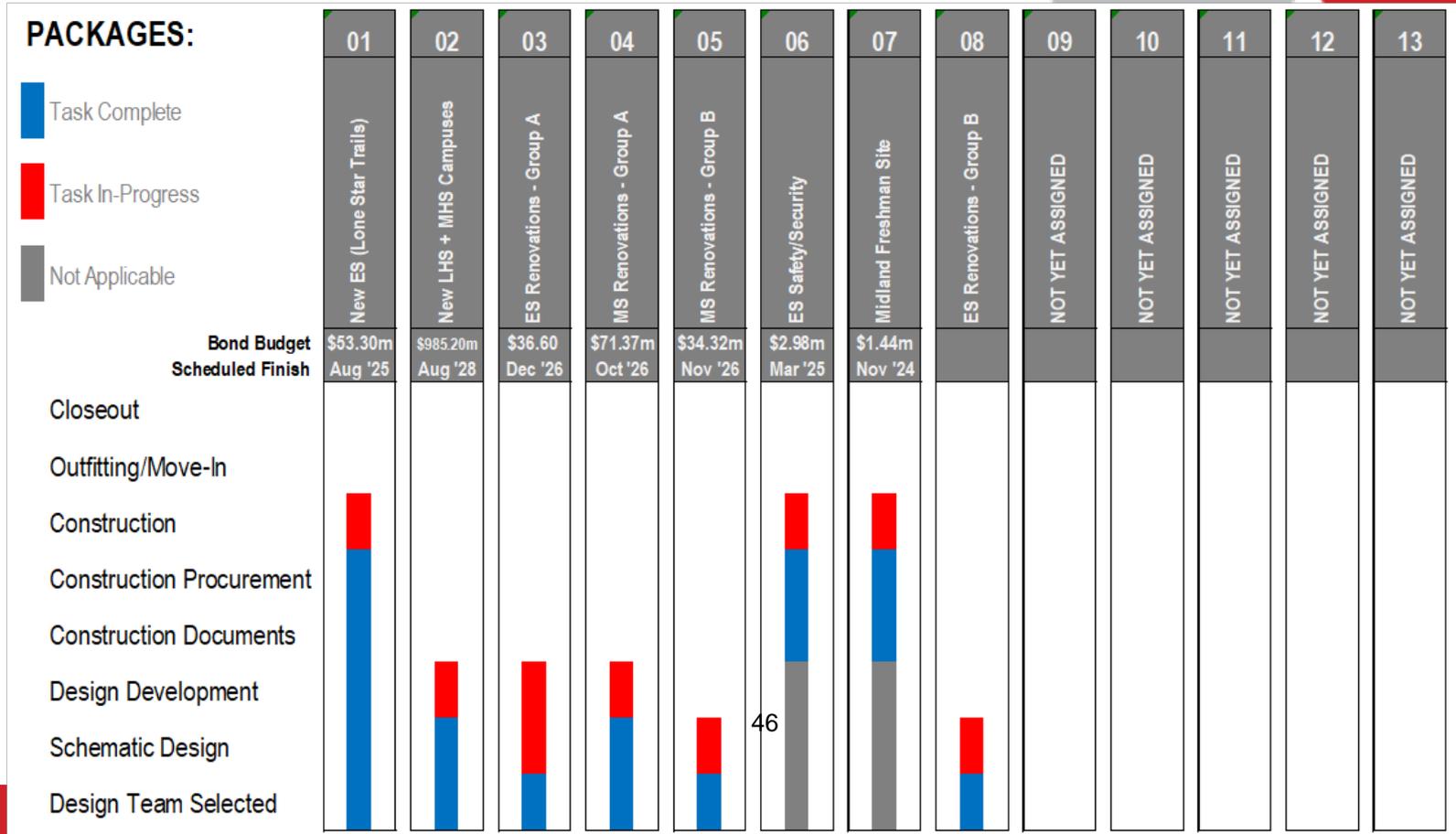
Poured bleachers pad, discus pad, shot put pad, and sidewalks; Finished placing drain stone in turf, installed tennis court fence posts, installed conduit for lighting towers



Overview

- **Package 8: ES Renovations - Group B** (Design in Progress | Aug 2026 Target Completion)
 - Architect assigned at August Board Meeting. Design tours/meetings starting next 2 weeks, aiming for spring 2025 pricing and May construction start
 - Bush, Dezavala, Santa Rita, and Scharbauer

Package Progress





B. Summer Learning

Presenters: Dr. Amanda Melchor and Andrea Messick



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Dr. Amanda Melchor, Executive Director of Secondary Teaching and Learning
Andrea Messick, Executive Director of Elementary Teaching and Learning

Subject: Summer Learning Report

District Report

Executive Summary: The Executive Directors of Teaching and Learning will provide an update on Summer Learning attendance, program metrics, and success.

Contact Person:

Dr. Amanda Melchor, Executive Director of Secondary Teaching and Learning
Andrea Messick, Executive Director of Elementary Teaching and Learning



Midland Independent School District

Summer Learning **REPORT**

Andrea Messick, Executive Director of Elementary Teaching and Learning
Dr. Amanda Melchor, Executive Director of Secondary Teaching and Learning⁵⁰
September 17, 2024

SUMMER LEARNING OVERVIEW

- **June 3-28**
 - **Monday-Thursday and Monday-Friday for Bilingual (BIL) Summer Learning**
- **Summer 2024 Average Weekly Attendance**
 - **779 elementary and 799 secondary students**
- **Summer 2023 Average Weekly Attendance**
 - **698 elementary and 391 secondary students**



Elementary Locations:

- **Bush Elementary, De Zavala Elementary, Greathouse Elementary, Jones Elementary, Long Elementary (BIL), and Rusk Elementary (Extended School Year (ESY))**

Secondary Locations:

- **Alamo JH, San Jacinto JH, Coleman HS, Legacy HS, and Midland HS**
 - **6th grade students attended Summer Learning at our JH campuses.**
 - **ESY for secondary students was held at each high school.**

SUMMER LEARNING FOCUS

- **Intervention and Acceleration**
 - **Reading Language Arts (RLA)**
 - **Math**
 - **Science**
 - **Social Studies**
- **Bilingual/ English as a Second Language (BIL/ESL)**
- **Extended School Year (ESY)**
- **House Bill 1416 Accelerated Instruction**
- **Credit Accrual**
- **Credit Recovery**
- **End of Course (EOC) Exams**



In addition to intervention, acceleration was provided to front-load highly tested TEKS. This provided students with an opportunity to preview content for their upcoming grade level.

END OF COURSE ASSESSMENTS AND CREDIT RECOVERY

	Algebra I	Biology	English I	English II	US History
2024	209 students tested	54 students tested	315 students tested	232 students tested	37 students tested
	35% approaches	69% approaches	21% approaches	21% approaches	57% approaches
2023	221 students tested	90 students tested	415 students tested	240 students tested	31 students tested
	30% approaches	66% approaches	18% approaches	19% approaches	32% approaches

Total Credits Accrued:
74

53

Total Credits Recovered:
1460

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MISD



11. Action Items

A. Discussion of and Request for Approval for Board Goal Update: Goal Progress Measures GPM 5.1, 5.4, 5.8, CPM 2.1

56

Presenters: Jeff Horner, Melissa Horner, & Shannon Torres



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented by: Shannon Torres, Executive Director of School Leadership
Jeff Horner, Executive Director of CTE
Melissa Horner, Executive Director of Student Services

Subject: Discussion of and Request for Approval for Board Goal Update: Goal Progress Measures 5.1, 5.4, 5.8, and Constraint Progress Measure 2.1

Action Item

Financial Impact

NA

Board Goals/ Strategic Plan Goals

GPM 5.1: The percentage of first time Algebra I EOC testers scoring at the meets grade level or above will increase from 42% to 52% by 2028.

GPM 5.4: The number of students that complete a program of study and earn an industry-based certification will increase from 14.5% to 28% by 2028.

GMP 5.8: The percentage of students that earn the Algebra I credit by the end of their 9th grade year will increase from 87% to 92% by 2028.

CPM 2.1: The percentage of students in A/B rated campuses will increase from 14% to 70% by 2028.

Executive Summary

The purpose of this is to provide and update and request approval of Goal Progress Measures 5.1, 5.4, 5.8, and Constraint Progress Measure 2.1. The purpose of these goals is to increase graduation rates and better prepare students for college, careers, or military service by strengthening academic achievement, expanding access to industry certifications, and improving overall school quality.

Recommendation

We recommend that the Board approve the information submitted in the Board Goal Update for Goal Progress Measures 5.1, 5.4, 5.8, and Constraint Progress Measure 2.1.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Motion

Motion to approve the information submitted in the Board Goal Update for Goal Progress Measures 5.1, 5.4, 5.8, and Constraint Progress Measure 2.1.

Contact Person

Shannon Torres, Executive Director of School Leadership

Jeff Horner, Executive Director of CTE

Melissa Horner, Executive Director of Student Services

Enclosure

September 2024

MADE IN



Midland Independent School District

BOARD GOAL UPDATE

**GOAL PROGRESS MEASURES 5.1, 5.4, 5.8
CONSTRAINT PROGRESS MEASURE 2.1**

Presented By:

Shannon Torres - Executive Director of School Leadership

Jeff Horner- Executive Director of Career & Technical Education

Melissa Horner- Executive Director of Student Services

September 17, 2024

GPM 5.1

The percentage of first time Algebra I EOC testers scoring at the meets grade level or above will increase from 42% to 52% by 2028.

2023

Baseline

42%

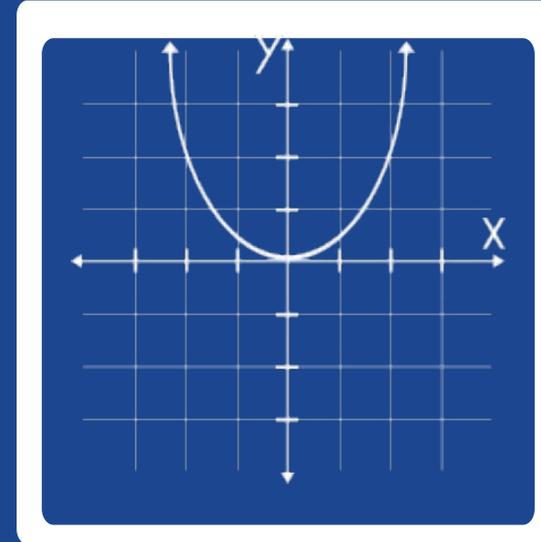
2024 Target

44%

2024

Actual

39%



DID NOT MEET End-of-Year Target



GPM 5.4

The number of students who complete a program of study and earn an industry-based certification will increase from 14.5% to 28% by 2028.

2023

Baseline

14.5%

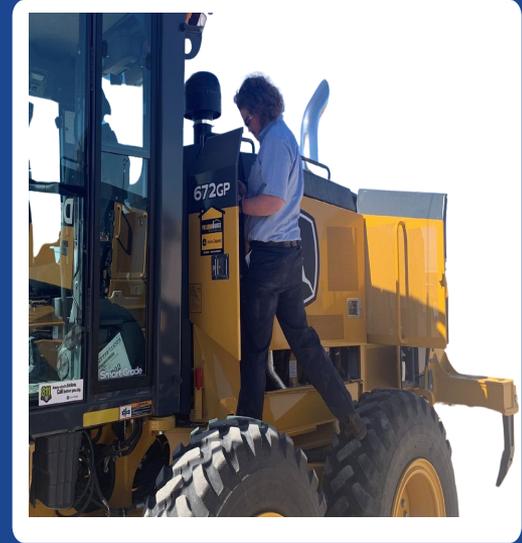
2024 Target

14.7%

2024

Actual

17.0%



EXCEEDED End-of-Year Target⁶⁰



GPM 5.8

The percentage of students that earn the Algebra I credit by the end of their 9th grade year will increase from 87% to 92% by 2028.

2023

Baseline

87%

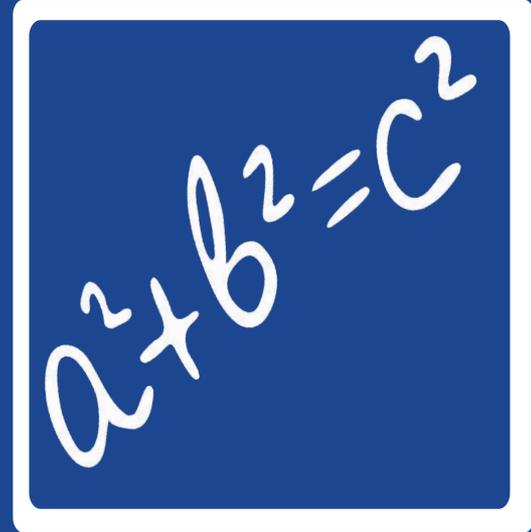
2024 Target

88%

2024

Actual

90%



EXCEEDED End-of-Year Target

61



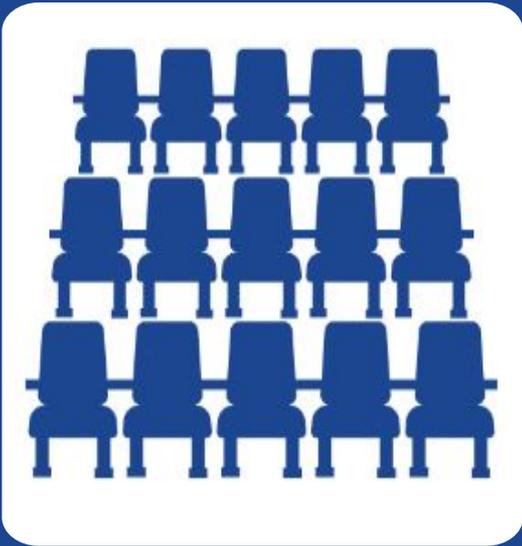
CPM 2.1

The percentage of students in A/B rated campuses will increase from 14% to 70% by 2028.

2023
Baseline
14%

2024 Target
25%

2024
Actual
31.0%



EXCEEDED End-of-Year Target ⁶²



NEXT STEPS

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Improve Tier 1 instruction

Student-driven academic data trackers

Providing enrichment opportunities during the school day

Enhance training for counseling, admin staff and teachers, align and adjust curriculum, increase student awareness and retention in programs

Expand great options, improve access to options, and refine collaborative and sustainable structures





Board Goals Reporting Calendar

January	Goal 1, Goal 2, Goal 3, Goal 4, Goal 5, Goal 6, GPM 5.5, GPM 5.7
February	GPM 1.1, GPM 1.2, GPM 1.4, GPM 2.1, GPM 2.2, GPM 2.3, GPM 3.1, GPM 3.2, GPM 3.3, GPM 3.4, GPM 3.5, GPM 3.6, GPM 3.7, GPM 4.1, GPM 4.2, GPM 4.3, GPM 4.4, GPM 4.5, GPM 4.6
March	GPM 1.3
April	
May	GPM 1.1, GPM 2.1
June	GPM 1.2, GPM 1.3, GPM 2.2, GPM 3.1, GPM 3.2, GPM 3.3, GPM 3.4, GPM 3.5, GPM 3.6, GPM 3.7, GPM 4.1, GPM 4.2, GPM 4.3, GPM 4.4, GPM 4.5, GPM 4.6
July	CPM 1.1
August	GPM 5.2, GPM 5.3, GPM 5.6
September	GPM 5.1, GPM 5.3, GPM 5.4, GPM 5.8, CPM 2.1
October	GPM 1.1, GPM 1.2, GPM 2.1, GPM 2.2, GPM 3.1, GPM 3.2, GPM 3.3, GPM 3.4, GPM 3.5, GPM 3.6, GPM 3.7, GPM 4.1, GPM 4.2, GPM 4.3, GPM 4.4, GPM 4.5, GPM 4.6
November	GPM 1.3
December	

MADE IN



B. Discussion of and Request of Approval for Naming of New Elementary School

Presenters: Jessica Redman & Morgan Robertson

C. Discussion of and Request for Approval of the 2024-2025 Campus Improvement Plans (CIP)

Presenters: Fallon McLane, Jessica Redman, Tricia Teran, Shannon Torres, David Duarte, Amy Overton, & Dr. Michelle Cline

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented by: Shannon Torres, Fallon McLane, Tricia Teran, Jessica Redman, David Duarte, DeZavala Elementary Principal, Amy Overton, Abell Junior High Principal, Dr. Michelle Cline, Midland High Principal

Subject: Discussion of and Request for Approval for the 2024-2025 Campus Improvement Plans

Action Item

Board Goal: Strategic Plan Goals

Board Goal: 1 and GPM: 1.1-1.4

Board Goal: 2 and GPM: 2.1-2.3

Board Goal: 3 and GPM: 3.1-3.7

Board Goal: 4 and GPM: 4.1-4.6

Board Goal: 5 and GPM: 5.1-5.7

Executive Summary

The Campus Improvement Plan is a strategic document designed to enhance the academic performance, operational efficiency, and overall environment of our campuses in Midland Independent School District. These plans are aligned with the district's board goals and strategic plan and aim to address the specific needs of our students, staff, and community. To achieve these goals, the campus improvement plan outlines several key strategies, which are related to data-driven instruction and assessments; teacher development and efficacy; retention of highly qualified staff; prioritization and fiscal responsibility of campus funds; and continuous implementation of campus safety and maintenance protocols.

Recommendation

We recommend the approval of campus improvement plans for all MISD campuses for the 2024-2025 school year.

Motion

Accept the recommendation as presented.

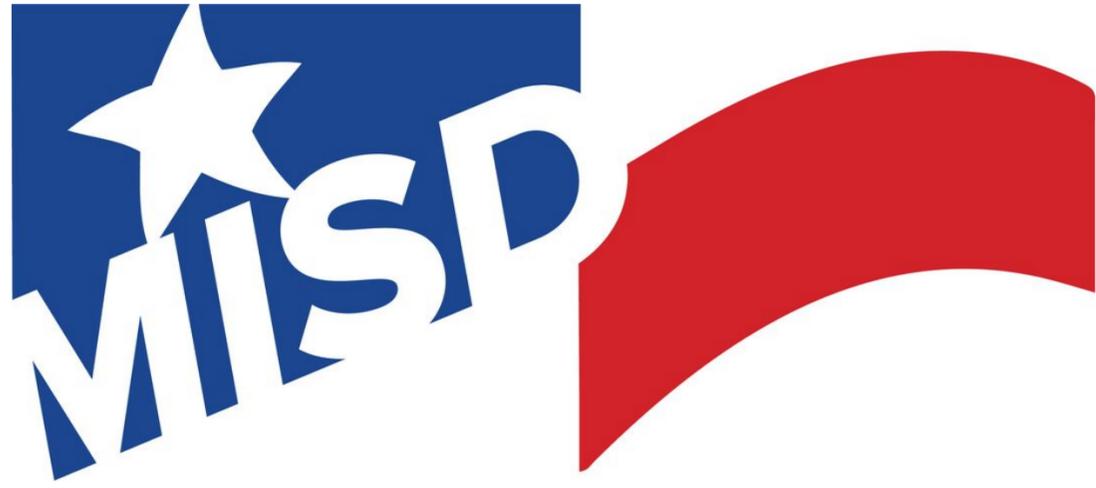
Contact Person

Shannon Torres, Principal Supervisor

Tricia Teran, Principal Supervisor

Jessica Redman, Principal Supervisor

Fallon McLane, Principal Supervisor



Campus Improvement Plan 2024-2025



Recommendation

Campus Improvement Plan Purpose

The Campus Improvement Plan serves two important purposes:

- **To document a Comprehensive System for Continuous Improvement for the district.**
- **The DIP provides detailed annual work plans for the key strategies and goals in the Strategic Plan, and is guided by a Needs Assessment conducted each year by the District (site-based) Leadership Team.**

Alignment of the District and Campus Improvement Plan

District Improvement Plan



The District Plan includes district level board goals with data specific to the district as a whole.



The District improvement plan includes goals and performance objectives that include both elementary and secondary levels.

Campus Improvement Plan



Campus plans use the board goals with data specific to the campus.



Campus improvement plans have specific strategies that fit their campus needs.



The improvement plan combines all other goals, plans (LSG) together into one master plan that includes all needs, requirements and initiatives.



Strategic Plan Themes



STUDENT EXPERIENCE

Create learning environments that prepare students for meaningful opportunities post-graduation.



GROW & DEVELOP STAFF

Retain and recruit high-quality staff to continuously improve operations and instruction.



ENGAGE & ACT

Cultivate trust and partnership through meaningful communication with the entire Midland community.



Campus Improvement Planning Process

Needs Assessment

Goals

**Performance
Objectives**

Strategies

Comprehensive Needs

Assessment

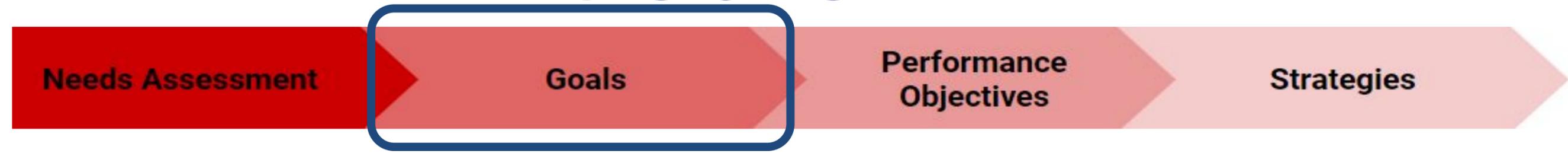


Data source examples:

- College, Career, Military Readiness rates
- Graduation rates
- Prior goals
- Promotion/retention rates
- SAT/ACT data
- Community demographics
- Standardized tests
- Discipline referrals
- Distinctions and Recognitions

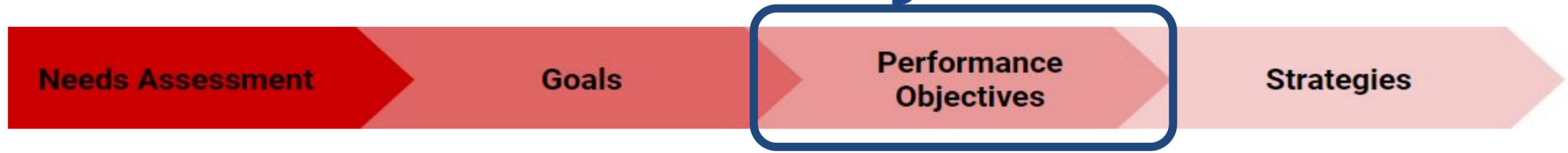
- Teacher retention
- Staff evaluation
- Survey and interviews of Students/Staff/Parents
- Safe Schools reports
- Class size averages
- Local assessment data reports
- TSIA data reports
- Attendance
- Completion rates
- Safety audits

Goals



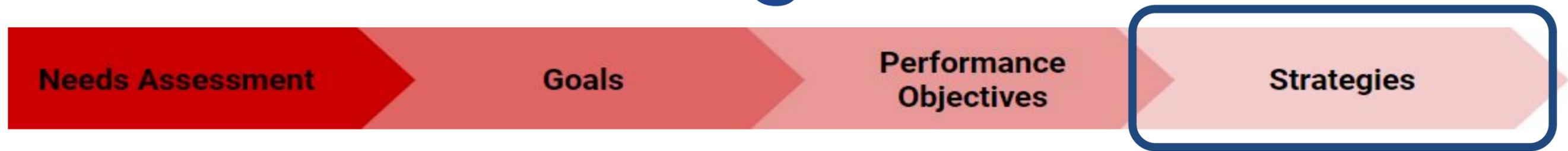
- **Through the Student Experience, Growing & Developing Staff, and Engaging & Acting, The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by July, 2028. (Baseline: 2022 54%)**
- **Through the Student Experience, Growing & Developing Staff, and Engaging & Acting, the percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by July, 2028. (Baseline: 2023 38%)**
- **Through the Student Experience, Growing & Developing Staff, and Engaging & Acting, MISD will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.**

Performance Objectives



- **GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by July, 2025.**
- **GPM 5.7: The four-year longitudinal graduation rate will increase from 86.8% (Class of 2022) to 90.5% (Class of 2027) by July, 2025.**
- **GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by July, 2025.**

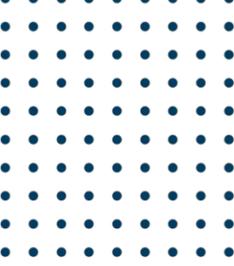
Strategies



- **Provide professional learning and ongoing support that aligns with the principles of the RLA framework, focusing on effective literacy instructional strategies grounded in research.**
- **Campus Instructional Coaches , MCLs, & Campus Instructional Leadership will utilize effective PLC Models to plan, collaborate and improve instruction according to data.**
- **Implement an early identification system in the Data Dashboard to identify students at risk of falling behind in credit accumulation.**
- **All High School campuses will address CCMR in their campus improvement plans and delineate strategies within their plan that address the district's CCMR overarching and outlined CCMR district goals.**



De Zavala Elementary



Goal 4: The percentage of 4th –6th students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective:

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 46% to 60% by 2025.

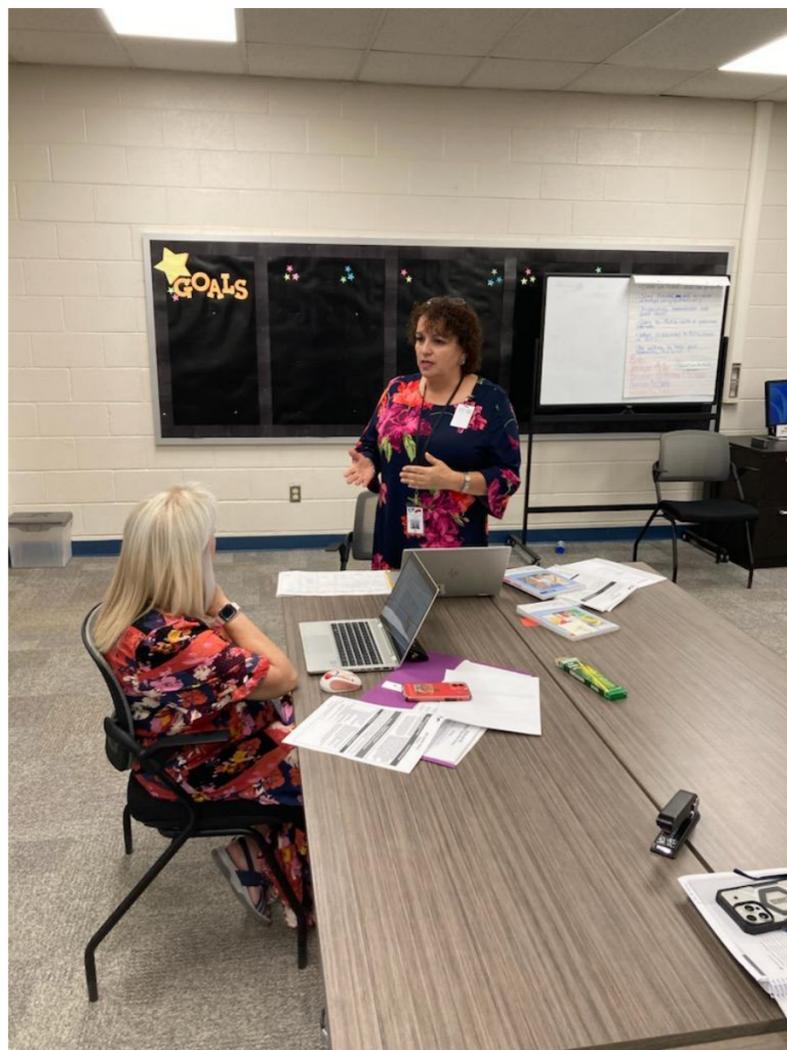
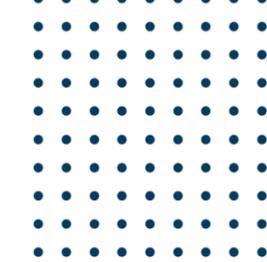
GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 59% to 65% by 2025.

Strategy 1: The Math MCLs and Math Strategist will observe, coach, provide feedback, and follow up with teachers while providing individualized support, carification, and exemplars. The expectation for MCLs and strategists is to complete a full coaching cycle with two teachers every two weeks.

Strategy 2: Lesson rehearsals will occur daily by focusing on the delivery of student questioning and means of participation.



De Zavala Elementary



Lesson Internalization Checklist for Teachers

- Identify the focus TEKS for the lesson**
 - What should students be able to do?
 - Make sure you fully understand the standard (see Unit Map/Overview from MISD Curriculum department)
 - Determine if this is an essential standard (highly tested, high leverage across grade levels).

- Choose the HLT (high leverage task) from this lesson FOR THIS STANDARD**
 - The highest leverage task is the task that would give you the best evidence that the student is achieving depth of levels and rigor.
 - At this point you can also narrow the focus- are there tasks or questions that are NOT tightly aligned, have high levels of complexity, or make thinking visible? (change them or remove them).

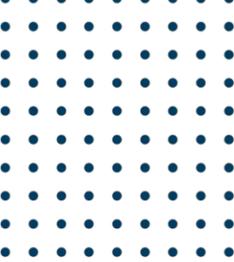
- Create an exemplar for the HLT** * This can be used as evidence of planning to be uploaded.
 - If you have a team, each of you create the exemplar separately, then compare and revise (SPAR)

- Record the key understanding students need to take away from this HLT (add to exemplar)**

- Plan the Means of Participation (MOP)**
 - Choose from the MOP Cheat Sheet if needed
 - Is there a sequence you will follow?
 - Time stamps



Abell Jr. High



Goal 2: The percentage of 7th, 8th, and Algebra I students who meet or exceed their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objectives:

GPM 4.4: The percentage of 7th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 44% to 50% by 2025.

GPM 4.5: The percentage of 8th grade students who meet or exceed their Math growth goals on the NWEA MAP assessment will increase from 50% to 55% by 2025.

Strategy 4: Math teachers will collaborate daily to internalize lesson, rehearse lessons, disaggregate data, and plan for intervention and enrichment.



Abell Junior High School



8th Grade PLC Agenda 2024-2028



Norms:

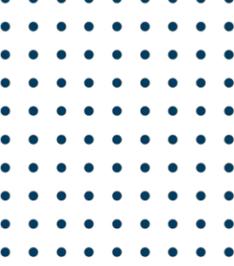
- All members will attend
- We will start and end on Time
- All members will come prepared
- All members will stay engaged

Date	Agenda
9/9	Test Session for NWEA Friday lesson: Functions-Create Exemplar
9/10	Create common assessment and grading Rubric for test Need another day on Identifying Functions Activity
9/11	Lesson Internalization/ Topic 3 Create Exemplar
9/12	Create an exemplar for Solving Equations with a Variable
9/13	Do-Nows/Exit Ticket based on assessments Lesson Plans Activities for Equations with variables on both sides





Midland High School



Goal 3: The percentage of the graduating class meeting one or more of the CCMR indicators will increase from 54% (Class of 2022) to 83% (Class of 2027) by 2028.

Performance Objective:

GPM 5.5: The number of students that meet TSI criteria on both reading and math on SAT, ACT, TSIA2, or College Bridge Prep Course will increase from 25.2% (Class of 2022) to 40% (Class of 2025) by 2026.

Strategy 1: The CCMR coordinator and principal will utilize a CCMR tracker to track completion of SAT, ACT, TSIA2 and Texas College Bridge. Counselors and the CCMR coordinator will look at each student individually to determine the best pathway to CCMR for the student.

Strategy 2: MHS will employ common bell ringers/Do-nows directly tied to College Board performance measures during Advisory Class.



Midland High School




PSAT TEST

Scan the QR Code to Register for the PSAT Digital



**Test Date: Wednesday
Oct 23, 2024**

**Deadline to Register
September 7, 2024**

**If you have any questions contact:
Nichole Agharanya
432-240-3299**




THIS YEAR (2024-2025) AT MIDLAND HIGH SCHOOL OUR GOAL IS TO HAVE MORE STUDENTS take the TSI test.

WHY TAKE THE TSIA2 TEST?

1. COLLEGE AND UNIVERSITY ENTRANCE REQUIREMENT
2. APPLY FOR AN OFF PERIOD AT MIDLAND HIGH SCHOOL
3. EARLY GRADUATION REQUIREMENT

WHEN CHOOSING FROM THE TESTING DATES LISTED CONSIDER THE FOLLOWING....

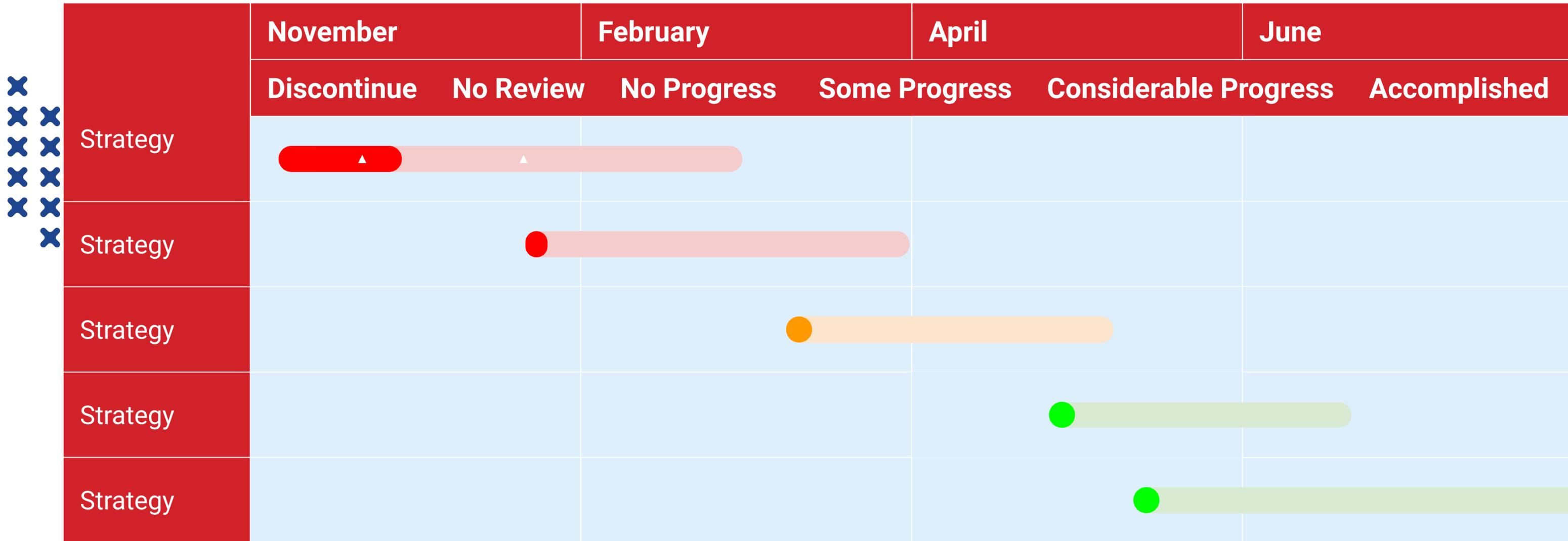
DURING THE WEEK, STUDENTS WILL BE ENCOURAGED TO ONLY TAKE 1 TEST DURING THE WEEKDAY.

SATURDAYS STUDENTS WILL BE ENCOURAGED TO TAKE BOTH PARTS OF THE TSIA2 TEST.

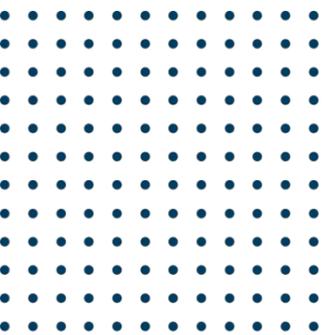
SCAN CODE TO REGISTER FOR THE TEST



Monitor



▲ LOREM



**Recommend
approval for
2024–2025 Campus
Improvement Plans**

Midland Independent School District

Coleman High

2024-2025 Performance Objectives



Mission Statement

Our supportive and alternative environment will accelerate the high school program; enabling all of our students to graduate prepared and ready for college or career.

Vision

Coleman High School is a place where students are provided individual opportunities to excel in classes designed for them to achieve success. CHS values GRIT, individuality, and a meaningful connection with all students.

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Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	8
Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	9

Goals

Goal 1: Board Goal :3

The percentage of English I-English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: Coleman High School students scoring at Approaches level on their English I EOC will increase from 44% to at least 50% by the end of the 2025 school year.

Performance Objective 2: Coleman High School students scoring at Approaches level on their English II EOC will increase from 51% to at least 55% by the end of the 2025 school year.

Performance Objective 3: The percentage of Coleman High School students who score Meets or Masters on their English I EOC will increase from 30% to 35% by the end of the 2025 school year.

Performance Objective 4: The percentage of Coleman High School students who score Meets or Masters on their English II EOC will increase from 29% to 35% by the end of the 2025 school year.

Goal 2: Board Goal : 4

The percentage of Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: The percentage of Coleman High School students who score at the Approaches level on their Algebra EOC will increase from 50% to 55% by the end of the 2025 school year.

Performance Objective 2: The percentage of Coleman High School students who score at Meets or Masters on their Algebra EOC will increase from 5% to 10%.

Goal 3: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by 2028.

Performance Objective 1: The percentage of Coleman High School graduates who meet one or more CCMR indicators will be 90% or greater for the 2025 school year.

Performance Objective 2: The percentage of Coleman High School graduates meeting CCMR requirements through TSIA2 or other avenues such as Dual Credit or IBC will increase from 10% to 20%.

Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Coleman High School will strengthen instructional practices to improve student academic performance across all grades and content areas.

Performance Objective 2: Coleman High School will improve academic support and career preparation for students to ensure readiness for college, employment, or military service upon graduation.

Performance Objective 3: Coleman High School will cultivate a nurturing and supportive environment for student well-being, providing comprehensive support systems and effective discipline strategies to promote a positive student experience for every student.

Performance Objective 4: Coleman High School will focus on increasing the attendance rate from 75% to 80% across all student subgroups and populations for the 2025 school year.

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Coleman High School will recruit and onboard highly-qualified staff that effectively serve all students and the broader community.

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Coleman High School will increase family involvement in school activities and decision-making, empowering all parents to play an active role in holding students accountable and nurturing their educational journey.

Midland Independent School District
Early College High School
2024-2025 Performance Objectives



Mission Statement

In four years all ECHS@MC students will graduate with an associate's degree and a high school diploma; all students will graduate prepared for a bachelor's degree program while demonstrating commitment to self and community.

Vision

ECHS @ MC will create a culture that focuses on the following:

*core values of honesty, kindness, responsibility, integrity, desire and respect

*educational excellence for each student

*Strong Self Esteem and high personal expectations

Developing these skills is the corner stone of the education we offer. Students will have success for today and be prepared for tomorrow.

Motto:

Rising Above, Going Beyond, and Conquering All

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Goal 3: Board Goal: 5 The percentage of the graduating class MEETING one or more CCMR indicators will remain at 100% through the year 2028.	6
Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.	7
Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	8
Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	9

Goals

Goal 1: Board Goal: 3

The percentage of English I and II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from an average of 78% to 88% by 2028.

Performance Objective 1: The percentage of English I students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 68% to 73% by 2025.

The percentage of English II students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 88% to 89% by 2025.

Goal 2: Board Goal: 4

The percentage of Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 97% to 100% by 2028.

Performance Objective 1: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 97% to 98% by 2025

Goal 3: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will remain at 100% through the year 2028.

Performance Objective 1: The percentage of students earning 6 or more credits by the end of their first year in high school will increase from 90% to 92% by 2025.

The percentage of students in their second year of high school earning 6 or more credits will increase from 90% to 92% by 2025.

Performance Objective 2: The number of students that complete an associate's degree will increase from 87.7% (Class of 2022) to 90% (Class of 2023) by 2025.

Performance Objective 3:

The number of students that meet TSI criteria on BOTH reading and math on SAT, ACT, TSIA2, STAAR, or College Bridge/Prep course will increase from 98.6% (Class of 2022) to 100% (Class of 2023) by 2025.

Performance Objective 4: The number of students that score a 3 or higher on an AP exam will increase from 21.9% (Class of 2022) to 24% (Class of 2023) by 2025.

Performance Objective 5: The four-year longitudinal graduation rate will remain 100% (Class of 2022) to (Class of 2023) by 2025.

HB3 Goal

Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Midland Independent School District
Legacy High School
2024-2025 Performance Objectives



Mission Statement

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

Vision

Learn with passion, act with courage, and change the world.

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Goals

Goal 1: Board Goal :3

The percentage of English I -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.6: The percentage of English I students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 52% to 55% by 2025.

GPM 3.7: The percentage of English II students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 56% by 2025.

Goal 2: Board Goal : 4

The percentage of Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 63% by 2025

Goal 3: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by 2028.

Performance Objective 1: GPM 5.1: First time Algebra I EOC testers scoring at the meets grade level or above will increase from 42% to 46% by 2025.

Performance Objective 2: GPM 5.2: The percentage of students earning 6 or more credits by the end of their first year in high school will increase from 87% to 90% by 2025.

GPM 5.3: The percentage of students in their second year of high school earning 6 or more credits will increase from 79% to 83% by 2025.

Performance Objective 3: GPM 5.4: The number of students that complete a program of study and earn an industry based certification will increase from 14.5% (Class of 2022) to 21% (Class of 2025).

Performance Objective 4:

GPM 5.5: The number of students that meet TSI criteria on BOTH reading and math on SAT, ACT, TSIA2, or College Bridge/Prep course will increase from 25.2% (Class of 2022) to 40% (Class of 2025).

Performance Objective 5: GPM 5.6: The number of students that score a 3 or higher on an AP exam will increase from 15.6% (Class of 2022) to 20% (Class of 2025).

Performance Objective 6: GPM 5.7: The four-year longitudinal graduation rate will increase from 86.8% (Class of 2022) to 89% (Class of 2025).

HB3 Goal

Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Midland High School
2024-2025 Performance Objectives



Mission Statement

Mission: At Midland Senior High School, all students have equitable access to quality education so ALL are empowered to reach academic goals.

Vision

Vision: All (all means all) students will be ready to succeed following graduation; college, career or military.

Value Statement

Commitments (values):

I will be a positive, contributing member of my collaborative team and our full staff.

I will teach the essential learnings of our agreed-upon curriculum.

I will monitor each student's learning on an ongoing basis through classroom and team developed formative assessments and give practical feedback.

I will use evidence of student learning to inform and improve my practice and to better meet the needs of individual students.

I will seek out the most promising practices to support student learning.

I will keep parents informed of the progress of their children.

I will utilize the discipline matrix and maintain a safe environment in my classroom

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Goals

Goal 1: Board Goal :3

The percentage of English I -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.6: The percentage of English I students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 52% to 57% by 2025.

GPM 3.7: The percentage of English II students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 2: Board Goal : 4

The percentage of Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 62% by 2025

Goal 3: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by 2028.

Performance Objective 1: GPM 5.1: First time Algebra I EOC testers scoring at the meets grade level or above will increase from 42% to 46% by 2025.

Performance Objective 2: GPM 5.2: The percentage of students earning 6 or more credits by the end of their first year in high school will increase from 87% to 89% by 2025.

GPM 5.3: The percentage of students in their second year of high school earning 6 or more credits will increase from 79% to 81% by 2025.

Performance Objective 3: GPM 5.4: The number of students that complete a program of study and earn an industry based certification will increase from 14.5% (Class of 2022) to 21% (Class of 2025).

Performance Objective 4:

GPM 5.5: The number of students that meet TSI criteria on BOTH reading and math on SAT, ACT, TSIA2, or College Bridge/Prep course will increase from 25.2% (Class of 2022) to 40% (Class of 2025) by 2026.

Performance Objective 5: GPM 5.6: The number of students that score a 3 or higher on an AP exam will increase from 15.6% (Class of 2022) to 20% (Class of 2027).

Performance Objective 6: GPM 5.7: The four-year longitudinal graduation rate will increase from 86.8% (Class of 2022) to 89% (Class of 2025).

HB3 Goal

Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Legacy Freshman High School

2024-2025 Performance Objectives



Mission Statement

All students will be on track to graduate college, career, or military ready.

Vision

Educating the Future with Excellence

Value Statement

Rebel Pride

Perseverance

Respect

Integrity

Dedication

Empathy

The Rebel Way

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Goals

Goal 1: Board Goal: 3

The percentage of English I students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: The percentage of English I students who meet or exceed their Reading Language Arts STAAR Annual Growth goal will be at 60% or above for the 2025 school year.

Performance Objective 2: The percentage of English I students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 59.2% to 64% on the 2025 end-of-year assessment.

Goal 2: Board Goal : 4

The percentage of Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: The percentage of Algebra I students who meet or exceed their Math STAAR annual growth will be at 64% or higher for the 2025 school year.

Performance Objective 2: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 73.4% to 78% on the end-of-year assessment.

Goal 3: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by 2028.

Performance Objective 1: First-time Algebra I EOC testers scoring at the meets grade level or above will increase from 20.65% (2024 Algebra I STAAR) to 46% (2025 Algebra I STAAR).

Performance Objective 2: The percentage of students earning 6 or more credits by the end of their first year in high school will increase from 82% (for 2023 - 2024) to 90% following 2025 summer school.

Performance Objective 3: The percentage of students that earn the Algebra I credit by the end of their 9th grade year will increase from 84% to 90%.

Performance Objective 4: English I EOC testers scoring at the meets grade level or above will increase from 46.47% (2024 English I STAAR) to 51% (2025 English I STAAR).

Goal 4: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: The percentage of students scoring a 3 or higher on the AP Human Geography test will increase from 23.8% to 35%.

Performance Objective 2: Legacy Freshman will increase the average daily attendance rate from 91% to 93.7%.

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Based on Superintendent Constraint Progress Measure 1.1

On the PLC implementation rubric, the percent of teams that will achieve or maintain at "3 - refinement" or "4 - internalized" or show at least one level of growth on other elements (those that are not 3 or 4 will increase from 83% to 95%.

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: The percentage of parent satisfaction on the K - 12 Insight Survey -- Opportunities to Improve School Environment -- will improve from 72% for 2024 to 74% for 2025.

Midland Independent School District
Midland Freshman High School
2024-2025 Performance Objectives



Mission Statement

Midland Freshman High School will provide students a safe, structured, and inclusive environment where they will set the foundation for high school graduation and post-secondary success by earning all credits.

Midland ISD: All students will graduate prepared for college, career, or military.

Vision

MISD: Educating the Future with Excellence

MFHS: All students will be on track to graduate prepared for college, career, or military.

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Goals

Goal 1: The percentage 9th grade English I students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028 (Board Goal 3).

Performance Objective 1: At Midland Freshman High School, first-time English 1 EOC testers scoring at the meets grade level or above will increase from 53% to 57% by end of school year 2025.

Goal 2: The percentage of 9th grade Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028 (Board Goal 4).

Performance Objective 1: At Midland Freshman High School, first-time Algebra 1 EOC testers scoring at the meets grade level or above will increase from 27% to 32% by end of school year 2025.

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Increase family involvement in school activities and decision-making, empowering all parents to play an active role in holding students accountable and nurturing their educational journey.

Goal 6: Board Goal: 5

The percentage of the graduating class MEETING one or more CCMR indicators will increase from 54% to 83% by 2028.

Performance Objective 1: The percentage of first-year grade 9 students earning 6 or more credits will increase from 92.5% for the 2024 - 2025 school year to 93.5% by August 2025.

Midland Independent School District

Abell Jr. High

2024-2025 Performance Objectives

Accountability Rating: C



Mission Statement

The mission of Abell Junior High School is to provide academic excellence and stellar extracurriculars and elective experiences so that our students are prepared academically, socially, emotionally, and physically for the next level.

In due time, Abell JH students will graduate from their respective high schools, prepared and ready for college, career, or military.

Vision

Abell Junior High School administration and staff will work in conjunction with the community and parents toward creating a safe and secure learning environment. Instructional staff will provide experiences and opportunities enabling all students to succeed as they strive to obtain their maximum potential academically, physically, and socially.

Value Statement

- *All students can learn.
- *All students deserve a high-quality education.
- *Parent involvement is key and we will do our best to include our parents in the educational process.
- *Structures and procedures are key to a safe learning environment.
- *Our students are our most valuable asset.

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Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	7
Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	8

Goals

Goal 1: The percentage of 7th & 8th grade students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028 (Board Goal: 3).

Performance Objective 1: GPM 3.4: The percentage of 7th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 47% by 2025.

Performance Objective 2: GPM 3.5: The percentage of 8th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 50% to 55% by 2025.

Goal 2: The percentage 7th & 8th grade and Algebra 1 students who MEET or EXCEED their Math STAAR/EOC Annual Growth will increase from 61% to 71% by 2028 (Board Goal: 4).

Performance Objective 1: GPM 4.4: The percentage of 7th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 44% to 50% by 2025.

GPM 4.5: The percentage of 8th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 50% to 55% by 2025.

Performance Objective 2: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 65% by 2025

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Alamo Jr. High

2024-2025 Performance Objectives



Mission Statement

All students will be academically prepared and ready for high school and beyond.

Vision

Alamo JH will strategically plan and implement targeted instruction to ensure the engagement and academic growth of all students.

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Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.	6
Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	7
Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	8

Goals

Goal 1: Board Goal :3

The percentage of 7th and 8th grade students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.4: The percentage of 7th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 50% to 54% by 2025.

GPM 3.5: The percentage of 8th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 55% by 2025.

Goal 2: Board Goal : 4

The percentage of 7th & 8th grade students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.4: The percentage of 7th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 41% to 46% by 2025.

GPM 4.5: The percentage of 8th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 50% to 55% by 2025.

Performance Objective 2: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 66% to 71% by 2025

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Goddard Jr. High

2024-2025 Performance Objectives



Mission Statement

All Goddard students and staff will achieve at high levels!

Vision

Goddard Junior High is forging a culture with students, staff, and families that promotes a supportive learning environment for growth and measurable outcomes.

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Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	8

Goals

Goal 1: Board Goal :3

The percentage of 7th & 8th students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.4: The percentage of 7th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 27% to 50% by 2025.

GPM 3.5: The percentage of 8th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 32% to 50% by 2025.

Goal 2: Board Goal : 4

The percentage of 7th & 8th students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.4: The percentage of 7th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 26% to 50% by 2025.

GPM 4.5: The percentage of 8th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 33% to 50% by 2025.

Performance Objective 2: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 61% to 65% by 2025

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

San Jacinto Jr. High

2024-2025 Performance Objectives



Mission Statement

San Jacinto's mission is to ensure that ALL students achieve at high levels into high school and beyond.

Vision

San Jacinto JHS will prepare our students to advance their academic potential in a safe learning environment. We will lead them to become productive citizens through the shared responsibility of students, parents, and community.

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Goal 2: Goal : 2 The percentage of Algebra 1 students who Masters their Algebra 1 STAAR Annual Growth will increase from 63% to 70% by 2028.	5
Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.	6
Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	7
Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	8
Goal 6: Goal : 6 The percentage of 7th and 8th grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 38% to 50% for 7th grade and 39% to 50% in 8th grade and by 2028.	9

Goals

Goal 1: Goal: 1

The percentage of 7th and 8th grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 14% to 50% for 7th grade and 44% to 54% in 8th grade by 2028.

Performance Objective 1: GPM 2.1: The percentage of 7th and 8th grade students on track to develop understanding on the Math STAAR assessment will increase from 14% to 25% for 7th and 44% to 54% for 8th grade for the 2024-2025 school year.

Goal 2: Goal : 2

The percentage of Algebra 1 students who Masters their Algebra 1 STAAR Annual Growth will increase from 63% to 70% by 2028.

Performance Objective 1: GPM 4.1: The percentage of Algebra 1 students who Master their Math STAAR assessment will increase from 62% to 65% by 2025.

Performance Objective 2: GPM 4.6: The percentage of Algebra I students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 65% by 2025

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Goal 6: Goal : 6

The percentage of 7th and 8th grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 38% to 50% for 7th grade and 39% to 50% in 8th grade and by 2028.

Performance Objective 1: The percentage of 7th grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 38% to 43% for 7th grade by 2025.

The percentage of 8th grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 39% to 44% in 8th grade and by 2025.

Performance Objective 2: The percentage of 7th grade students who meet or exceed their Reading annual growth goals on the STAAR assessment will increase from 42% to 45% by 2025.

The percentage of 8th grade students who meet or exceed their Reading annual growth goals on the STAAR assessment will increase from 50% to 53% by 2025.

Midland Independent School District

Bonham Elementary

2024-2025 Performance Objectives



Mission Statement

Bonham Elementary will provide a safe, respectful, and productive learning environment with the support of parents, staff, and our community, to promote and motivate all Bonham scholars to reach their maximum potential to become successful leaders in their community.

Vision

Bonham Elementary scholars and staff will persevere to excellence so that together we reach our maximum potential, becoming successful leaders in our community.

Value Statement

At Bonham, we are committed to the habit of excellence. We are a team of data-driven practitioners that takes pride in authentic practices to meet the needs of our diverse community of scholars.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 34% to 40% by May 2025.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 91% to 93% by May 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 33% to 60% by May 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 51% to 60% by May 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 20% to 35% by May 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 17% to 40% by May 2025.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 89% to 91% by May 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 39% to 60% by May 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 12% to 30% by May 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 22% to 60% by May 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 36% to 60% by May 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 60% by May 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 23% to 60% by May 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 24% to 60% by May 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 42% to 60% by May 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Bowie Fine Arts Academy

2024-2025 Performance Objectives



Mission Statement

At Bowie Fine Arts Academy, EVERY student will grow intellectually and artistically in a safe environment.

Vision

Excellence for all.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 72% to 75% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 46% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 72% to 75% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 64% to 70% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 49% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 60% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 50% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 29% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Bunche Elementary
2024-2025 Performance Objectives



Mission Statement

The mission of Bunche Elementary is to educate the future by maximizing the potential of every Bunche Bear.

Vision

ALL Bears will grow through collaborative team practices producing:

LEARNERS who use risk-taking and self- reflection behaviors

THINKERS who are innovative and strategic problem solvers

POSITIVE MEMBERS of the COMMUNITY who build relationships through empathy and kindness

Value Statement

Bunche's Compelling Purpose is to empower others to initiate transformation toward our vision by working in unity.

Collaborative team efforts

Best teaching practice implementation

Risk taking, reflection seeking, and problem solving

Open mindsets

Productive struggle

Communication and feedback

Highlight success

We will create a culture of learning, practice, and growth that ultimately leads to the success of ALL Bears!

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 57% to 62% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 41% to 53% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 40% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 33% to 53% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 23% to 43% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 38% to 53% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Burnet Elementary

2024-2025 Performance Objectives



Mission Statement

Burnet Elementary will work collaboratively with all stakeholders to provide a safe, challenging, nurturing and innovative environment that will inspire, empower and unite our students as a community of learners in their pursuit of excellence.

Vision

Inspiring Excellence...Every Student, Every Day, Every Way

Motto

"Our Journey of Excellence: Because Every Child Matters"

CORE VALUES:

P - Perseverance

R - Respectful

I - Integrity

D - Dignity

E - Excellence

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 48% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 36% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 58% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Bush Elementary

2024-2025 Performance Objectives



Mission Statement

Bush Elementary will provide a nurturing environment where all students are motivated and challenged to pursue goals in order to reach their maximum potential.

Our Core Values:

Perseverance

Inclusion

Unity

Integrity

Encouragement

Vision

Educating and Empowering a Brighter Future

Motto

Be Legendary: Challenge Accepted

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2025.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 48% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2025.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 36% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 58% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
DeZavala Elementary
2024-2025 Performance Objectives



Mission Statement

The De Zavala Mission is to provide a welcoming environment where staff and parents are mutually involved in helping students take ownership of their learning.

Vision

The De Zavala Vision is for teachers, parents, and staff to work together to create an inclusive school culture where all students will reach their full potential.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd-grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 29% to 50% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 48% to 58% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd-grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment will increase from 18% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 90% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 47% to 57% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 25% to 35% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -6th students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 54% to 60% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 60% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -6th students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 70% to 80% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 46% to 60% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 59% to 65% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Emerson Elementary
2024-2025 Performance Objectives



Mission Statement



Vision

We will continue to build on strong teachers, student leadership, and high achievement for all using opportunity culture, technology, and collaboration.

We will continue to build on strong teachers and high achievement through an expanded support system, effective schedule, and a more comprehensive use of technology. We will continue to build on creating a strong culture of support for all to grow instructional practices and student growth through goal tracking growth for all. We will continue to develop student leadership and ownership of growth and support.

Value Statement

CORE VALUES

- **Respect**
- **Responsibility**
- **Courage**
- **Compassion**
- **Citizenship**
- **Honesty**
- **Diligence**
- **Fairness**
- **Integrity**

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Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	10
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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 100% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 43% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 49% to 55% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 59% to 65% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 100% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 50% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 57% to 65% by 2025.

Goal 3: Board Goal :3

The percentage of 4th grade-English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 43% to 56% by 2025.

HB3 Goal

Performance Objective 2: GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 46% to 53% by 2025.

HB3 Goal

Performance Objective 3: GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 23% to 50% by 2025.

HB3 Goal

Goal 4: Board Goal : 4

The percentage of 4th grade-Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 38% to 50% by 2025.

HB3 Goal

Performance Objective 2: GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

HB3 Goal

Performance Objective 3: GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 29% to 50% by 2025.

HB3 Goal

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates, and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Fannin Elementary

2024-2025 Performance Objectives

Accountability Rating: C



Mission Statement

All students will graduate college, career, or military ready.

Vision

Excellence for all students by providing a rigorous and comprehensive learning experience, resulting in high-quality education.

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Goals

Goal 1: Board Goal: 1- The percentage of 3rd-grade students who score Meets Grade Level Performance or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

The percentage of 3rd-grade students at Fannin Elementary who score meet grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2025.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop an understanding of the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

The percentage of Pre-Kindergarten students proficient or above in emergent literacy on CLI Engage phonological awareness assessment will be 86% or above by May 2025.

HB3 Goal

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

The percentage of Kindergarten-2nd grade students who meet or exceed their individual growth goals in reading as measured by NWEA Map will increase from 45% to 55% by May 2025.

HB3 Goal

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by iReady, will increase from 56% to 70% by 2025.

The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by iReady, will increase from 51% to 61% by 2025.

HB3 Goal

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

The percentage of 3rd grade students at Fannin Elementary who score Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 52% to 62% by 2025.

HB3 Goal

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

The percentage of 3rd grade students at Fannin Elementary who score Meets or above on Math STAAR assessment will increase from 38% to 50% by May 2025.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2028.

The percentage of Fannin Pre-K students on track to develop an understanding of the CLI Engage math assessment will increase from 94% to 98% by 2025.

HB3 Goal

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

The percentage of kindergarten through 2nd grade Fannin students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 61% to 70% by 2025.

HB3 Goal

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

The percentage of Fannin 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 64% to 70% by 2025.

HB3 Goal

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

The percentage of 4th-6th grade students at Fannin Elementary who meet or exceed their Reading STAAR annual performance will increase from 51% to 60% by May 2025.

Performance Objective 1: GPM 3: The percentage of 4th-English II students who meet or exceed their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2025.

The percentage of Fannin 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 57% to 67% by 2025.

The percentage of Fannin 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 49% to 55% by 2025.

The percentage of Fannin 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 49% to 55% by 2025.

HB3 Goal

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

The percentage of 4th -6th grade students at Fannin Elementary who meet or exceed their Math STAAR annual performance will increase from 47% to 60% by May 2025.

Performance Objective 1: GPM 4: The percentage of 4th-Algebra 1 students who meet or exceed their Math STAAR Annual Growth will increase from 61% to 71% by 2025.

The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 54% to 64% by 2025.

The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 52% to 62% by 2025.

The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 52% to 62% by 2025.

HB3 Goal

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

HB3 Goal

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit highly qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

HB3 Goal

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

HB3 Goal

Midland Independent School District

Fasken Elementary

2024-2025 Performance Objectives

Accountability Rating: Not Rated



Mission Statement

Our mission is to cultivate a safe, collaborative, and inclusive learning community. Through reflection, relentlessness, and goal-oriented growth, we foster a lifelong love for learning that supports excellence for all.

Vision

With an unwavering pursuit of excellence, we will rise to the forefront as one of the state's highest performing schools, fostering lifelong learners and embody the values of respect, relentlessness, collaboration, and family.

Value Statement

Together, we forge an unwavering bond of respect, collaboration, relentlessness, and family, empowering every member of our campus community to thrive.

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Goals

Goal 1: The percentage of 3rd grade students who score Meets Grade Level Performance or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: The percentage of Pre-Kindergarten students on track to develop understanding on a standards-based phonological awareness assessment will be 82% or above by the end of school year 2025.

Performance Objective 2: The percentage of Kindergarten - Second Grade students who meet or exceed their individual growth goals in reading as measured by NWEA MAP will increase from 56% to 65% by the end of school year 2025.

Performance Objective 3: The percentage of Third Grade students who demonstrate grade level mastery by scoring at the meets grade level or above on a STAAR aligned district reading assessment will increase from 55% to 65% by the end of school year 2025.

Goal 2: The percentage of 4th-6th students who meet or exceed their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: The percentage of 4th-6th grade students who meet or exceed their Reading STAAR Progress Measure on a STAAR aligned district formative assessment will increase from scaled score of 78% to 85% by the end of school year 2025.

Goal 3: The percentage of 3rd grade students who score Meets Grade Level Performance or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: The percentage of Pre-Kindergarten students on track to develop understanding on a math standards-based math assessment will be 92% or above by the end of May 2025.

Performance Objective 2: The percentage of Kindergarten - Second Grade students who meet or exceed their individual growth goals in math as measured by NWEA MAP will increase from 75% to 80% by the end of school year 2025.

Performance Objective 3: The percentage of third grade students who demonstrate grade level mastery by scoring at the meets grade level performance or above on a STAAR aligned district math assessment will increase from 62% to 65% by the end of school year 2025.

Goal 4: The percentage of 4th-6th students who meet or exceed their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: The percentage of 4th-6th grade students who meet or exceed their Math STAAR Progress Measure on a STAAR aligned district formative assessment will increase from a scaled score of 80% to 85% by the end of school year 2025.

Goal 5: The percentage of 5th grade students that achieve at the meets or masters performance levels in Science will improve from 50% to 65% as measured by the STAAR Science assessment by the end of the 2025 school year.

Performance Objective 1: The percentage of 5th grade students that achieve at the meets or masters performance levels in Science will improve from 50% to 65% as measured by the STAAR Science assessment by the end of the 2025 school year.

Goal 6: We will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: Cultivate nurturing and supportive environments for student well-being, providing comprehensive support systems and effective discipline strategies to promote a positive student experience for every child.

Performance Objective 3: Increase Attendance percentage from 93% to 95%.

Goal 7: We will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Goal 8: We will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Increase family involvement in school activities and decision-making, empowering all parents to play an active role in holding students accountable and nurturing their educational journey.

Goal 9: We will use school resources to relentlessly pursue high quality instruction and growth in student achievement.

Performance Objective 1: We will use 100% of school resources to relentlessly pursue high quality instruction and growth in student achievement.

Midland Independent School District
Tommy Franks Elementary
2024-2025 Performance Objectives



Mission Statement

General Franks Elementary will intentionally create a safe and supportive environment, built on relationships with all stakeholders that will foster academic engagement, leadership and social growth.

Vision

The students of General Franks Elementary will be given the tools they need to confidently achieve their goals, and take ownership of their future.

Core Beliefs

Growth-Mindset, Respect, Integrity, Responsibility

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Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	10

Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 2: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 55% to 70% by 2025.

Performance Objective 3: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 38% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 67% to 72% by 2025.

Performance Objective 2: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 36% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 51% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 60% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 50% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 49% to 55% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 51% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 78% to 80% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 32% to 40% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 61% to 66% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Greathouse Elementary

2024-2025 Performance Objectives



Mission Statement

Greathouse Shared Mission:

At Greathouse, we will provide high quality instruction so all students reach their individual goals.

Vision

Greathouse Vision:

All students will receive the time and support required to learn at high levels and reach their individual goals. All students will be guaranteed a safe learning environment.

Value Statement

Greathouse Collective Commitments:

I will be a positive contributing member of the schoolwide team as we work interdependently using common language to achieve shared goals and demonstrate mutual accountability.

I will use evidence of student learning to inform and improve my practice by utilizing the most effective educational practices.

I will cultivate a culture of celebration by acknowledging the efforts and achievements of our students and colleagues as we continually strive for excellence.

Create learning environments which are student centered, allow for various learning styles and showcase student achievement.

I will implement with fidelity an effective system of intervention and extension while providing enrichment opportunities for all.

I will honor the individual and unique qualities of our students and at the same time not use their uniqueness to label them.

I will engage in open frequent two-way communication among all stakeholders, provide families with ongoing information about their child, and offer specific ideas and ma

Collaborate in our PLC groups around the four guiding questions in order to:

- Align instruction using standards based learning targets while monitoring students' evolving needs
- Develop opportunities for students to demonstrate understanding and monitor growth
- Adjust instruction and provide flexible groupings to differentiate for student needs
- Ensure all student receive high quality instruction

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 83% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 54% to 65% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 72% to 77% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 61% to 66% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028..

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 70% to 75% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 50% to 65% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 38% to 65% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 68% to 71% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 50% to 65% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 51% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 64% to 68% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 48% to 60% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

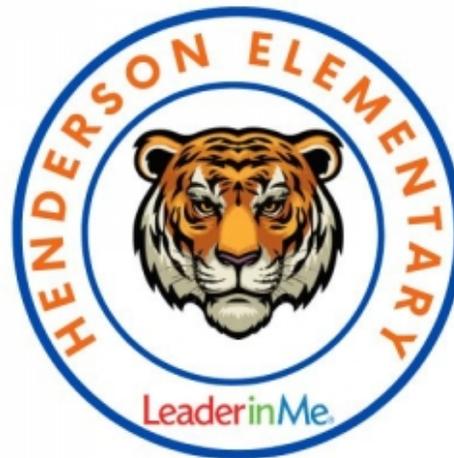
Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Henderson Elementary
2024-2025 Performance Objectives



Mission Statement

Henderson Tigers show their tiger pride by displaying patience, respect, integrity, determination, and excellence in all aspects of their lives.

Vision

Henderson Elementary, in partnership with families, will ensure a maximum educational experience for all students so they will learn to think critically and apply the knowledge and skills necessary to become successful and productive citizens.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will remain at 95% or higher by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in Reading, as measured by NWEA MAP, will increase from 44% to 60% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 49% to 65% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 36% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will remain at 95% or greater by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 43% to 60% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 46% to 60% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 36% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 39% to 55% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 42% to 55% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 59% to 75% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 44% to 60% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Jones Elementary

2024-2025 Performance Objectives

Accountability Rating: D



Mission Statement

We will develop collaborative partnerships with students and families to unify and maximize our academic growth through team-centered experiences utilizing rigorous research-based practices.

Vision

Eliminate achievement gaps by providing a nurturing and challenging learning environment.

Value Statement

Focus Area 1: Objective-driven daily lesson plans and formative assessments aligned to the rigor of the standard.

Focus Area 2: Data-driven instruction and weekly data driven meetings.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 48% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2025.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 36% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 58% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

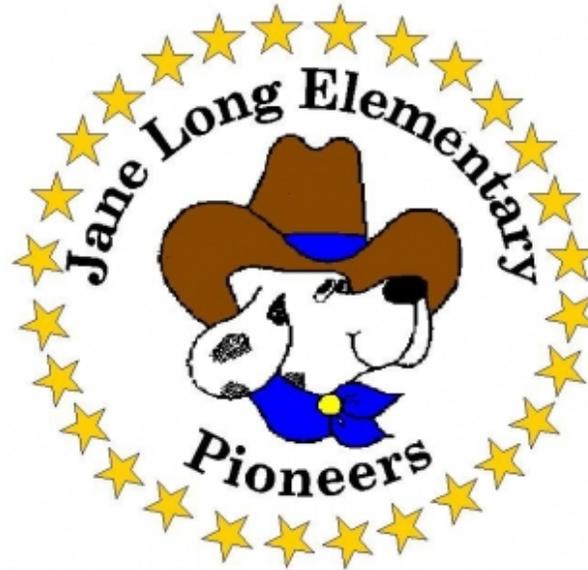
Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Long Elementary

2024-2025 Performance Objectives



Mission Statement

Excellence for All

Vision

District Vision-All students will graduate prepared and ready for college, career, and life.

Campus Vision-Our Jane Long Family believes in growing the whole child in a loving, engaging, and safe environment in order to create memorable experiences that promote excellence in academics and empower our students to be confident collaborators and independent lifelong learners.

Value Statement

We are respectful. We believe in ourselves and never give up. We achieve goals together. We are a team. We are Jane Long.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 48% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 36% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 58% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Parker Elementary
2024-2025 Performance Objectives



Mission Statement

Midland ISD

Vision Statement:

All students will graduate college, career, or military ready.

Parker Elementary

Parker Elementary will provide a safe and supportive environment where individual differences are celebrated and students are challenged academically.

Vision

Vision Statement:

All students will graduate college, career, or military ready.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 95% to 96% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 53% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 58% to 65% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 17% to 40% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 86% to 90% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 56% to 60% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 40% by 2025.

Goal 3: Board Goal : 3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 60% to 62% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 59% to 61% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 65% to 67% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 65% to 67% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 44% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 83% to 85% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Pease Communication & Technology Academy
2024-2025 Performance Objectives



Mission Statement

We INSPIRE and nurture our children through a balanced instructional program to create the **FUTURE LEADERS OF THE WORLD**.

Vision

To transform our educational beliefs by creating **INCLUSIVE** learning opportunities where learners are **ACTIVELY ENGAGED** in a **SELF-REGULATED** and **SAFE** environment.

Value Statement

Our foundation is built upon our core values. We are Accountability Focused, Collaborative, Proactive, and Passionate about student success. We hold ourselves to the highest standards of Excellence in all aspects of our lives.

Embedded within our culture are the following tenets that guide our actions and decisions:

- Citizenship - Ciudadanía
- Compassion - Compasión
- Diligence - Diligencia
- Fairness - Justicia
- Honesty/Integrity - Honestidad/Integridad
- Respect - Respeto
- Responsibility - Responsabilidad
- Safety - Seguridad

These values and tenets drive our commitment to INSPIRE and nurture our children through a balanced instructional program, preparing them to become the **FUTURE LEADERS OF THE WORLD**. We create an **INCLUSIVE** learning environment where learners are **ACTIVELY ENGAGED**, fostering **SELF-REGULATION**, and ensuring a **SAFE** space for exploration and discovery. Our collective dedication empowers students with the skills, knowledge, and character to excel and lead with compassion, innovation, and integrity.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 86% to 89% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 49% to 55% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 35% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 34% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -6th grade students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 49% to 85% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 51% to 56% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 48% to 53% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th-6th grade students who MEET or EXCEED their Math STAAR Annual Growth will increase from 56% to 85% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 36% to 50% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 58% to 63% by 2025.

Performance Objective 2: GPM 4.4: The percentage of 4th-6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 56% to 65% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Rusk Elementary

2024-2025 Performance Objectives



Mission Statement

Support and empower educators with innovative tools and strategies, fostering an environment where students are inspired and equipped to reach their full potential and thrive in a future of endless opportunities.

Vision

Empowering educators to inspire and equip students for a future of limitless possibilities.

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 95% to 98% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 55% to 60% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 54% to 60% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 46% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will go from 86% to 96% or above by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 51% to 56% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 54% to 60% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 68% to 73% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 63% to 68% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 57% to 62% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 69% to 75% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 62% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 60% to 65% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District

Santa Rita Elementary

2024-2025 Performance Objectives

Accountability Rating: B



Mission Statement

We are an Inclusive, Learner centered, Diverse Campus All about Transforming to a School of Excellence!

Vision

The Santa Rita Family will strive for excellence by putting all students first!

Value Statement

Core Values

Collaboration - Professional Learning Communities - Mutual Respect - Innovation - Growth Mindset - Student Centered Learning & Goal Setting - Resilience - Inclusiveness

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Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	9
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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will increase from 95% to 97% by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 58% to 60% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 56% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 36% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will increase from 92% to 94% by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 79% to 81% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 41% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 61% to 64% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 70% to 73% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 55% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 62% to 63% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 65% to 68% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 71% to 74% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Scharbauer Elementary
2024-2025 Performance Objectives

Accountability Rating: C



Mission Statement

To provide a safe and inclusive environment that encourages collaboration and growth for all.

Vision

To create a community of learners who achieve at their highest potential socially, emotionally, and academically.

Core Beliefs

We are Safe!

We are Respectful!

We are Responsible!

We are Wranglers!

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Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: GPM 1.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage phonological awareness assessment will reach 95% or above by 2025.

Performance Objective 2: GPM 1.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in reading, as measured by NWEA MAP, will increase from 54% to 60% by 2025.

Performance Objective 3: GPM 1.3: The percentage of kindergarten through 2nd grade students who are reading on or above grade level, as measured by mCLASS, will increase from 61% to 70% by 2025.

Performance Objective 4: GPM 1.4: The percentage of 3rd grade students whose STAAR proficiency is Meets and Masters, as measured by the winter NWEA MAP reading assessment, will increase from 21% to 50% by 2025.

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score meets grade level or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: GPM 2.1: The percentage of Pre-K students on track to develop understanding on the CLI Engage math assessment will reach 95% or above by 2025.

Performance Objective 2: GPM 2.2: The percentage of kindergarten through 2nd grade students who meet or exceed their individual growth goals in math, as measured by NWEA MAP, will increase from 58% to 65% by 2025.

Performance Objective 3: GPM 2.3: The percentage of 3rd grade students whose STAAR projected proficiency is Meets and Masters, as measured by the winter NWEA MAP math assessment, will increase from 22% to 50% by 2025.

Goal 3: Board Goal :3

The percentage of 4th-6th grade students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.1: The percentage of 4th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 54% to 62% by 2025.

GPM 3.2: The percentage of 5th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 57% to 65% by 2025.

GPM 3.3: The percentage of 6th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 43% to 58% by 2025.

Goal 4: Board Goal : 4

The percentage of 4th-6th grade students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.1: The percentage of 4th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 37% to 60% by 2025.

GPM 4.2: The percentage of 5th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 55% to 65% by 2025.

GPM 4.3: The percentage of 6th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 42% to 63% by 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: 100% of the district's safety policies will be implemented.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

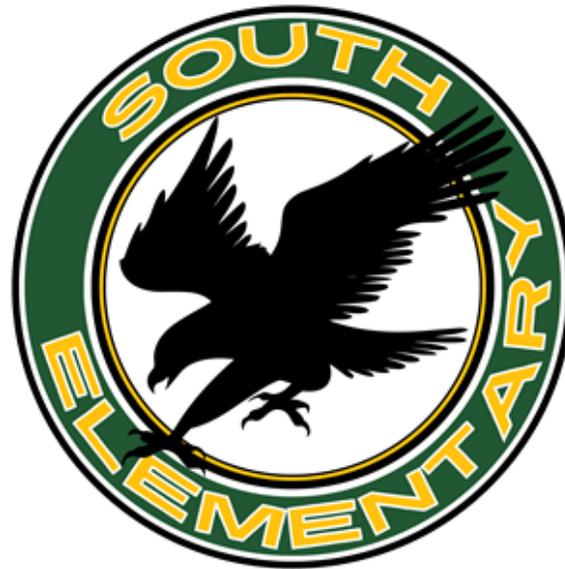
Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
South Elementary
2024-2025 Performance Objectives



Mission Statement

All South Elementary students will be prepared for college, career, or the military through the implementation of effective data-driven Tier 1 instruction that supports social emotional wellbeing.

Vision

Core Purpose:

Empower

Educate

Embrace

Everyone

Core Values:

Perseverance

Respect

Integrity

Determination

Excellence

Value Statement

Educate, Empower, Embrace Everyone.

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Goal 2: The percentage of 3rd-grade students who score meets grade level or above on the Math STAAR assessment will increase from 38%to 50% by 2028.	5
Goal 3: The percentage of 4th -English II students who meet or exceed their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.	6
Goal 4: The percentage of 4th -Algebra 1 students who meet or exceed their Math STAAR Annual Growth will increase from 61% to 71% by 2028.	7
Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post-graduation.	8
Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	9
Goal 7: Through Engaging and Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	10

Goals

Goal 1: The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: The percentage of Pre-Kindergarten students on track to develop understanding on a standards based phonological awareness assessment will be 93% or above by the end of school year 2025.

Performance Objective 2: The percentage of Kindergarten-2nd grade students who meet or exceed their individual growth goals in reading as measured by the EOY NWEA MAP assessment will increase from 40% to 60% by the end of school year 2025.

Performance Objective 3: The percentage of 3rd grade students who demonstrate grade level mastery by scoring at the Meets Grade Level or above on STAAR aligned district reading assessments will increase from 31% to 50% by the end of school year 2025.

Goal 2: The percentage of 3rd-grade students who score meets grade level or above on the Math STAAR assessment will increase from 38%to 50% by 2028.

Performance Objective 1: The percentage of Pre-Kindergarten students on track to develop understanding on a math standards-based math assessment will be 93% or above by the end of school year 2025.

Performance Objective 2: The percentage of Kindergarten-2nd grade students who meet or exceed their individual growth goals in math as measured by NWEA MAP will increase from 36% to 58% by the end of school year 2025.

Performance Objective 3: The percentage of 3rd grade students who demonstrate grade level mastery by scoring at the Meets Grade Level Performance or above on a STAAR aligned district math assessment will increase from 35% to 50% by the end of school year 2025.

Goal 3: The percentage of 4th -English II students who meet or exceed their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: The percentage of 4th-6th grade students who meet or exceed their Reading STAAR Progress Measure on a STAAR aligned district formative assessment will increase to 80% by the end of school year 2025.

Performance Objective 2: The percentage of 4th-6th grade students who meet or exceed who meet or exceed their individual growth goals in Reading as measured by NWEA MAP will increase from 38% to 58% by the end of school year 2025.

Goal 4: The percentage of 4th -Algebra 1 students who meet or exceed their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: The percentage of 4th-6th grade students who meet or exceed their Math STAAR Progress Measure on a STAAR aligned district formative assessment will increase to 80% by the end of school year 2025.

Performance Objective 2: The percentage of 4th-6th grade students who meet or exceed their individual growth goals in Math as measured by NWEA MAP will increase from 38% to 55% by the end of school year 2025.

Goal 5: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post-graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous Improvement.

Performance Objective 2: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 3: Cultivate nurturing and supportive environments for student well-being, providing comprehensive support systems and effective discipline strategies to promote a positive student experience for every child.

Performance Objective 4: Increase Attendance percentage from 92% to 97%.

Goal 6: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit and onboard highly qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 7: Through Engaging and Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Increase family involvement in school activities and decision-making, empowering all parents to play an active role in holding students accountable and nurturing their educational journey.

Performance Objective 2: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 3: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

Midland Independent School District
Yarbrough Elementary
2024-2025 Performance Objectives



Mission Statement

Yarbrough will prepare students for their future as graduates prepared and ready for college or career.

Vision

Yarbrough Elementary Mission/Vision: Educating the Future with Excellence.

Value Statement

At Yarbrough, All students will graduate college, career or military ready. All means All.

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Goals	4
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Goal 2: Board Goal: 2 The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.	5
Goal 3: Board Goal :3 The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.	6
Goal 4: Board Goal : 4 The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.	7
Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	8
Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	9
Goal 7: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.	10

Goals

Goal 1: Board Goal: 1

The percentage of 3rd grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 41% to 55% by 2028.

Performance Objective 1: The percentage of Yarbrough 3rd Grade students who score meets grade level or above on the Reading Language Arts STAAR assessment will increase from 39% to 55% by 2028.

HB3 Goal

Performance Objective 2: The percentage of Kindergarten-2nd. grade students who meet or exceed their individual growth goal in reading as measured by NWEA MAP will increase from 45% to 55% by the end of school year 2025.

HB3 Goal

Performance Objective 3: The percentage of Pre-Kindergarten students on track to develop understanding on a standards-based phonological awareness assessment will be 95% by the end of the school year 2025.

HB3 Goal

Goal 2: Board Goal: 2

The percentage of 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAAR assessment will increase from 38% to 50% by 2028.

Performance Objective 1: The percentage of Yarbrough 3rd grade students who score MEET GRADE LEVEL PERFORMANCE or above on the Math STAR will increase from 47% to 60% by 2028.

HB3 Goal

Performance Objective 2: The 2025 MAP Growth summary for grade K-3 will improve from 54% to 60% on the NWEA MAP MATH EOY Assessment.

HB3 Goal

Goal 3: Board Goal :3

The percentage of 4th -English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: The percentage of Yarbrough 4th-6th graders who meet or exceed their Reading STAAR Progress from 53% to 60% by 2025.

HB3 Goal

Performance Objective 2: The percentage of fourth-sixth grade students meeting growth on the NWEA EOY MAP test shall improve from 41% to 50% in 2025.

HB3 Goal

Goal 4: Board Goal : 4

The percentage of 4th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: The percentage of Yarbrough 4th-6th grade students who meet or exceed Math STAAR will increase from 52% to 62% in 2025.

HB3 Goal

Goal 5: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Yarbrough will grow and develop staff member through the implementation of Opportunity Culture.

HB3 Goal

Goal 6: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Increase family attendance in school activities and decision-making, empowering all parents to play an active role in holding students accountable and supporting their educational process.

HB3 Goal

Goal 7: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

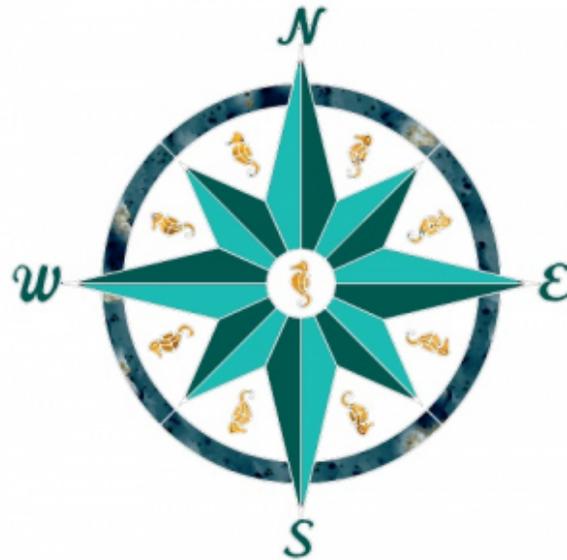
Performance Objective 1: Yarbrough will increase the 2024-2025 attendance from 94.54 % to 96%.

HB3 Goal

Performance Objective 2: Cultivate nurturing and supportive environments for student well-being, providing comprehensive support systems and effective discipline strategies to promote a positive student environment and experience for all students.

HB3 Goal

Midland Independent School District
Midland Alternative Program
2024-2025 Performance Objectives



Mission Statement

The Midland Alternative Program mission is to provide a continued education through a concentrated program of academic, behavior, and social emotional skills in a safe and structured learning environment for students removed from their regular educational setting due to their behavior(s) impeding the educational process.

Vision

All students will graduate prepared for college or career by learning how to manage their challenges through self-advocating.

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Goal 2: Board Goal : 4 The percentage of 7th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.	5
Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.	6
Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.	7
Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.	8

Goals

Goal 1: Board Goal :3

The percentage of 7th-English II students who MEET OR EXCEED their Reading Language Arts STAAR Annual Growth will increase from 55% to 71% by 2028.

Performance Objective 1: GPM 3.4: The percentage of 7th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 42% to 45% by 2025.

GPM 3.5: The percentage of 8th grade students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 50% to 52% by 2025.

Performance Objective 2: GPM 3.6: The percentage of English I students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 52% to 54% by 2025.

GPM 3.7: The percentage of English II students who meet or exceed their Reading annual growth goals on the NWEA MAP assessment will increase from 53% to 55% by 2025.

Goal 2: Board Goal : 4

The percentage of 7th -Algebra 1 students who MEET or EXCEED their Math STAAR Annual Growth will increase from 61% to 71% by 2028.

Performance Objective 1: GPM 4.4: The percentage of 7th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 44% to 46% by 2025.

GPM 4.5: The percentage of 8th grade students who meet or exceed their Math annual growth goals on the NWEA MAP assessment will increase from 50% to 52% by 2025.

Goal 3: Through the Student Experience we will foster safe and innovative learning spaces where students engage in rigorous and relevant experiences, preparing them for meaningful opportunities post graduation.

Performance Objective 1: Strengthen instructional practices to improve student academic performance across all grades, cultivating a culture of continuous improvement.

Performance Objective 2: 100% of PLCs will use student data effectively to inform instructional decisions and personalize learning experiences. PLCs will analyze assessment data, identify student needs and learning gaps, and develop targeted interventions and enrichment activities to support student growth and achievement.

Performance Objective 3: Research, plan and implement new school safety infrastructure, facility updates and transportation operations that maximize instructional time.

Performance Objective 4: 100% of the district's safety policies will be implemented.

Goal 4: Through Growing & Developing Staff we will build retention and recruitment practices to promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Performance Objective 1: Recruit & onboard highly-qualified staff that effectively serve all students and the broader community.

Performance Objective 2: Develop and implement talent pipelines and professional learning for all staff with systems of support that cultivate continuous learning, staff recognition and incentives, enhance job satisfaction, promote staff retention, and foster a culture of growth, well-being, work-life balance and career progression.

Goal 5: Through Engaging & Acting we will engage the entire Midland community through clear and actionable communication that cultivates trust and partnership.

Performance Objective 1: Promote proactive and transparent data sharing and improve communication practices, ensuring clear follow-up and promoting a culture of openness and accountability.

Performance Objective 2: Amplify the narrative and impact of communication regarding performance and expectations, empowering stakeholders to effectively understand, engage with, and contribute to the shared story of success.

D. Discussion of and Approval for RFP # 23-75 Police Department Vehicle Purchase
Presenter: Tucker Durham

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Discussion of and Approval of Request for Proposal (RFP) # 24-75 Police Department Vehicle Purchase

Consent Item

Financial Impact

Estimated Expenditures not to exceed \$750,000.00 – Local Funds

Board Goal/Strategic Plan Goals

Goal 3, Initiative 2

Executive Summary

Pursuant to 44.031 of the Texas Education Code (TEC) contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

Recommendation

On August 23, 2024, MISD issued RFP # 24-75 Police Department Vehicle Purchase. It was advertised on August 23, 2024, and August 30, 2024. One hundred forty-five (145) invitations were issued. Eight (8) vendors submitted proposals. The proposals were opened at 2:00 P.M. CST on September 13, 2024.

The committee for this RFP recommends awarding the following vendor providing the best value to the district:

Line Item 1: Sewell Family Companies

Line Item 2: Rogers Ford Sales

Line Item 3: Rogers Ford Sales

Line Item 4: Rogers Ford Sales

The lead times were also considered regarding the award of the contract along with the similar fleet we currently have. This is not part of the board-adopted budget and will require a budget amendment to utilize fund balance. Utilizing fund balance for one-time expenses, similar to this, is a good use of fund balance as it's not an ongoing expense. Due to HB3, the district is required to have an armed guard at all instructional facilities, and this action item will provide the department with the necessary equipment to perform its duties. We elected to issue an rfp to ensure we getting the most competitive prices and also ensured the local dealerships not on a purchasing cooperative had an opportunity to p 398



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Motion

Approve as presented

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

Bid Tabulation, Scoresheet, Price Analysis

Bid Tabulation

Event Number	RFP # 24-75
Event Title	Police Department Vehicle Purchase
Event Description	
Event Type	RFP
Issue Date	8/23/2024 09:00:02 AM (CT)
Close Date	9/13/2024 02:00:00 PM (CT)

Organization
Workgroup
Event Owner
Email
Phone
Fax

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
TRIPLE CROWN FORD LINCOLN (TRIPLE CROWN FORD LINCOLN LLC)	STEPHENVILLE	TX	9/10/2024 01:34:59 PM (CT)	3	\$142,569.65
CARVILLE CHRYSLER DODGE JEEP RAM (Blue Sky Automotive Inc.)	Greeneville	TN	9/3/2024 03:04:13 PM (CT)	1	\$405,000.00
Sames Bastrop Ford (Sames Bastrop Ford, INC.)	Bastrop	TX	9/13/2024 11:10:06 AM (CT)	4	\$470,709.00
SILSBEE FORD	SILSBEE	TX	9/13/2024 09:54:37 AM (CT)	4	\$541,533.00
GILCHRIST AUTOMOTIVE _ PEGASUS CHEVROLET LLC (PEGASUS CHEVROLET LLC)	ENNIS	TX	9/13/2024 01:27:42 PM (CT)	4	\$555,089.00
All American CDJR of midland	midland	TX	9/11/2024 10:11:12 AM (CT)	4	\$578,340.08
Rogers Ford Sales	Midland	TX	9/12/2024 01:57:21 PM (CT)	4	\$629,041.00
Sewell Family of Companies	Odessa	TX	9/12/2024 05:03:23 PM (CT)	4	\$817,931.82

Scoresheet
Request for Proposal
24-75 Police Department Vehicle Purchase

Line Item 1: Police Interceptor Vehicle	
	Total
Sewell Family Companies	90
Carville Chrysler Dodge Jeep Ram	80
Silsbee Ford	70
Rogers Ford Sales	70
Gilchrist Automotive Pegasus Chevrolet	70
Sames Bastrop Ford	65
All American CDJR of Midland	50
Triple Crown Ford Lincoln	0

Line Item 2: Small Truck	
	Total
Rogers Ford Sales	90
Gilchrist Automotive Pegasus Chevrolet	80
Sewell Family Companies	75
Sames Bastrop Ford	70
Silsbee Ford	70
Triple Crown Ford Lincoln	70
All American CDJR of Midland	50
Carville Chrysler Dodge Jeep Ram	0

Line Item 3: Mid-Size Truck	
	Total
Rogers Ford Sales	90
All American CDJR of Midland	80
Gilchrist Automotive Pegasus Chevrolet	80
Triple Crown Ford Lincoln	80
Sames Bastrop Ford	70
Silsbee Ford	70
Sewell Family Companies	50
Carville Chrysler Dodge Jeep Ram	0

Line Item 4: Sport Utility Vehicle	
	Total
Rogers Ford Sales	90
All American CDJR of Midland	85
Gilchrist Automotive Pegasus Chevrolet	80
Sewell Family Companies	70
Triple Crown Ford Lincoln	65
Silsbee Ford	45
Carville Chrysler Dodge Jeep Ram	0
Sames Bastrop Ford	0

Price Analysis

		TRIPLE CROWN FORD LINCOLN (TRIPLE CROWN FORD LINCOLN LLC)	CARVILLE CHRYSLER DODGE JEEP RAM (Blue Sky Automotive Inc.)	Sames Bastrop Ford (Sames Bastrop Ford, INC.)	SILSBEE FORD	GILCHRIST AUTOMOTIVE _ PEGASUS CHEVROLET LLC (PEGASUS CHEVROLET LLC)	All American CDJR of Midland	Rogers Ford Sales	Sewell Family of Companies
		\$142,569.65	\$405,000.00	\$470,709.00	\$541,533.00	\$555,089.00	\$578,340.08	\$629,041.00	\$817,931.82
Description	QTY								
Police Intercept Vehicles	9	No Bid	\$45,000.00	\$44,525.00	\$46,268.00	\$46,490.75	\$48,628.63	\$55,176.50	\$68,409.13
Small Truck	1	\$32,592.83	No Bid	\$27,444.00	\$27,989.00	\$44,790.75	\$50,580.07	\$33,216.50	\$49,623.25
Mid-Size truck	1	\$49,197.91	No Bid	\$42,540.00	\$42,248.00	\$46,990.75	\$45,073.20	\$44,696.50	\$69,827.10
Sport Utility Vehicle (Suv)	1	\$60,778.91	No Bid	No Bid	\$54,884.00	\$44,890.75	\$45,029.14	\$54,539.50	\$82,799.30

MADE IN



RFP for Police Department Vehicle's

403

9.17.24

Overview

- HB3 in the 88th Legislative Session required an armed guard at all instructional facilities
- 8 submittals were received from vendors
- Main factors considered when reviewing the submittals
 - Lead time
 - Cost

	<i>Number of Vehicles</i>	<i>Type of Vehicles</i>	<i>Total Est. Cost</i>	<i>Recommendation</i>
<i>Patrol Vehicles</i>	9	Interceptor Utility (Explorer)	\$615,683	<i>Sewell Family Companies</i>
<i>Access Control Vehicles</i>	2	F150 Maverick	\$44,697 \$33,217	<i>Rogers Ford</i>
<i>Chief of Police Vehicle</i>	1	Expedition	\$54,540	<i>Rogers Ford</i>
<i>Total Needs</i>	12	404	\$748,137	<i>Not to Exceed \$750,000</i>

Recommendation

The administration recommends the Board of Trustees approve RFP 24-75 as presented for the purchase of all police department vehicles.

12. Closed session in accordance with Government Code Section 551.001 et. seq.

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law, including to provide legal advice regarding two separate Level III hearings on student matters.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee, including discussion of two separate Level III hearings on student matters.

Section 551.082 - For the purpose of deliberation in a case involving discipline of a public-school child, including discussion of a Level III hearing on a student matter.

Section 551.0821 - For the purpose of deliberation on a matter regarding a public-school student if personally identifiable information about the student will necessarily be revealed by the deliberation, including discussion of two separate Level III hearings on student matters.

13. Consideration and Possible Action regarding a Level III Grievance

14. Consideration and Possible Action regarding a Level III Grievance

15. Action Arising from Closed Session

16. Consent Agenda

A. Approval of Board Meeting Minutes

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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Subject: Approval of Board Meeting Minutes

Consent Item

Attached you will find minutes of meeting of the Board of Trustees for:

August 27, 2024

Regular Meeting
Tuesday, August 27, 2024 5:30 PM Central

Bowie Fine Arts Academy
805 Elk Avenue
Midland, Texas 79701

The Board of Trustees of the Midland Independent School District met for a Regular Board Meeting Tuesday, August 27, 2024, beginning at 5:30 PM at the Bowie Fine Arts Academy, 805 Elk Avenue, Midland, Texas 79701

The following members were present:

Tommy Bishop, President
Sara Burleson, Secretary
Michael Booker
Robert Marquez
Bryan Murry

Dr. Stephanie Howard, Superintendent

1. Call to Order - Roll Call

Absent: Katie Joyner and Brandon Hodges

2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.

3. Moment of Silence and Pledge to the US Flag and Texas Flag

3.A. Long Elementary

3.A.1. Principal, Mr. Pedro Covarrubias

3.A.1.a. Pledge Leaders: Edgar Esparza, Sky Jackson, and Ian Lopez

4. Awards/Achievements/Recognitions/Announcements

4.A. Vision of Midland ISD - Educating the Future with Excellence

4.B. Mission of Midland ISD - All Students will Graduate College, Career, or Military Ready

4.C. MISD Student Recognitions

4.C.1. AP Scholars, AP Scholars with Honor, AP Scholars with Distinction

4.C.2. All-American Athlete

4.D. MISD Staff Recognitions

4.D.1. Campuses with Highest Achievement, Growth, and Double-Digit Gains

4.D.2. Education Foundation AP Score Incentive Recipients

4.D.3. Safety Incentive Recipients

4.D.4. Midland ISD Office of Financial Services

5. Public Forum

Mark Wagner	Ranchland Hills
Matt Galindo	Pease Academy
Courtney Ratliff	Pease Academy

6. Superintendent's Update

7. District Informational Reports

- 7.A. Bond 2023 Monthly Report
- 7.B. Human Capital Monthly Report
- 7.C. Teaching and Learning Departmental Report
- 7.D. 2023-2024 STAAR Accountability Ratings

8. Action Items

- 8.A. Discussion of and Request for Approval for Board Goal Update: Goal Progress Measures GPM 5.2, 5.3, and 5.6

The Board Approved the Board Goal Update: Goal Progress Measures GPM 5.2, 5.3, and 5.6.
Motion made by Bryan Murry and seconded by Michael Booker
Motion carried 5-0

9. Closed session in accordance with Government Code Section 551.001 et. seq.

Section 551.071 - For the purpose of a private consultation with the Board’s attorney on any or all subjects or matters authorized by law.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee, including discussion of two separate Level III hearings on matters affecting one or more current employees.

The Board went into closed session at approximately 7:17 p.m.

10. Consideration and Possible Action regarding a Level III Grievance

Item struck: Consideration and Possible Action regarding a Level III Grievance – Level III hearing not held due to District reaching informal resolution of complaint.

11. Consideration and Possible Action regarding a Level III Grievance

Item Struck: Consideration and Possible Action regarding a Level III Grievance – Level III hearing not held due to District reaching informal resolution of complaint.

The Board returned from Closed Session at approximately 8:25 p.m.

12. Action Arising from Closed Session

No Action Taken in Closed Session

13. Consent Agenda

The Board Approved the Consent Agenda as presented.

Motion made by Robert Marquez and seconded by Bryan Murry

Motion Carried 5-0

- 13.A. Approval of Board Meeting Minutes
- 13.B. Approval of Monthly Financials
- 13.C. Approval of T-TESS Appraisers List
- 13.D. Approval of District Liability Insurance Renewal
- 13.E. Approval of Resolution Allowing for Adjunct 4-H Teachers
- 13.F. Approval for the Selection of an Architectural and Engineering Firm for the Four-Elementary School Project Package Eight and Construction Delivery Methods Associated with the 2023 Bond and Authorization to Execute an Agreement

13.G. Approval of the Amended 2024-2025 Fees and Dues

13.H. Approval of Budget Amendment #1

14. Information Items

14.A. Board Committee Monthly Report

14.B. Reportable Purchase Orders Over \$100,000

14.C. Donations over \$5,000-Less than \$20,000

15. Adjourn

The Board Adjourned at approximately 8:26 p.m.

Motion made by Bryan Murry and seconded by Michael Booker

Motion carried 5-0

Tommy Bishop, President

Sara Burlison, Secretary



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024
Presented By: Tucker Durham, Chief Financial Officer
Subject: Approval of Monthly Financials

Consent Item

Financial Impact:

District's financial position as of the month of August 2024.

Strategic Plan Goals/Board Academic Goals

Goal 8, Initiative 2

Executive Summary:

The attached financial report provides information about the results of operations for the month of August 2024.

Recommendation:

MISD Administration recommends approval of the August 2024 monthly financial report.

Motion:

N/A

Contact Person:

Tucker Durham, Chief Financial Officer

Enclosure:

August 2024 Monthly Financial Report

Monthly Financial Report

As of August 31, 2024

**MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES**

GENERAL FUND

As of August 31, 2024

	Original Budget	Revised Budget	2024-2025 FYTD Activity	Percent of Revised Budget
REVENUES				
5710 Ad Valorem Taxes	\$ 321,544,406	\$ 321,544,406	\$ 316,479	0.10%
5700 Other Local Revenue	16,806,748	16,818,118	3,700,843	22.01%
5800 State Revenue	18,905,031	18,913,410	-	0.00%
5831 TRS On-Behalf	10,742,905	10,734,526	2,167,845	20.20%
5900 Federal Revenue	1,219,276	1,219,276	41,212	3.38%
Total Revenues	369,218,366	369,229,736	6,226,380	1.69%
EXPENDITURES by FUNCTION				
11 - Instructional Services	182,106,459	182,114,044	18,029,969	9.90%
12 - Instructional Resources and Media Services	3,471,082	3,471,082	266,621	7.68%
13 - Staff Development	5,152,769	5,329,769	920,918	17.28%
21 - Instructional Administration	7,879,559	7,879,559	998,280	12.67%
23 - Campus Administration	16,844,981	16,844,981	1,973,684	11.72%
31 - Guidance and Counseling	13,244,624	13,244,624	1,225,403	9.25%
32 - Social Services	816,045	816,045	40,007	4.90%
33 - Health Services	3,950,812	3,950,812	314,148	7.95%
34 - Student (Pupil) Transportation	9,517,891	9,821,691	682,484	6.95%
35 - Food Services	232,650	232,650	63,815	27.43%
36 - Cocurricular / Extracurricular Activities	9,884,785	9,884,785	765,858	7.75%
41 - General Administration	8,992,032	9,083,617	1,374,867	15.14%
51 - Plant Maintenance and Operation	47,348,467	47,539,870	7,650,956	16.09%
52 - Security and Monitoring Services	7,338,925	7,349,795	837,566	11.40%
53 - Data Processing Services	7,902,408	7,842,235	1,488,532	18.98%
61 - Community Services	1,657,344	1,665,844	155,707	9.35%
71 - Debt Services	3,503,285	3,515,873	968,762	27.55%
81 - Facilities Acquisition and Construction	-	462,439	342,507	74.07%
91 - Contract Instructional Services (Ch. 49 Recap)	78,418,965	78,418,965	13,069,828	16.67%
99 - Intergovernmental Charges	3,509,476	3,509,476	1,674,189	47.70%
Total Expenditures	411,772,559	412,978,156	52,844,102	12.80%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(43,748,420)	(46,617,722)	
EXPENDITURES by OBJECT				
6100 Payroll	241,826,275	241,904,868	22,105,978	9.14%
6200 Contracted Services	55,886,466	57,001,077	10,031,897	17.60%
6224 Ch. 49 Recapture Payment	78,418,965	78,418,965	13,069,828	16.67%
6300 Supplies	16,343,653	15,413,316	1,119,040	7.26%
6400 Other Operating Expenses	11,824,401	11,845,995	4,955,298	41.83%
6500 Debt Service	3,503,285	3,515,873	968,762	27.55%
6600 Capital Outlay	3,969,514	4,878,063	593,299	12.16%
Total Expenditures	411,772,559	412,978,156	52,844,102	12.80%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(43,748,420)	(46,617,722)	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
CHILD NUTRITION FUND
As of August 31, 2024

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>2024-2025 FYTD Activity</u>	<u>Percent of Revised Budget</u>
REVENUES				
5700 Other Local Revenue	\$ 3,935,250	\$ 3,935,250	\$ 264,506	6.72%
5800 State Revenue	57,500	57,500	-	0.00%
5900 Federal Revenue	13,285,000	13,285,000	942,846	7.10%
Total Revenues	17,277,750	17,277,750	1,207,353	6.99%
EXPENDITURES by FUNCTION				
35 - Food Services	17,277,750	17,277,750	1,095,276	6.34%
Total Expenditures	17,277,750	17,277,750	1,095,276	6.34%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	-	112,077	
EXPENDITURES by OBJECT				
6100 Payroll	7,635,059	7,635,059	562,997	7.37%
6200 Contracted Services	1,215,251	1,349,251	136,872	10.14%
6300 Food & Other Supplies	8,160,940	7,426,940	392,536	5.29%
6400 Other Operating Expenses	266,500	266,500	2,870	1.08%
6600 Capital Outlay	-	600,000	-	0.00%
Total Expenditures	17,277,750	17,277,750	1,095,276	6.34%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	-	112,077	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
DEBT SERVICE FUND
As of August 31, 2024

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>2024-2025 FYTD Activity</u>	<u>Percent of Revised Budget</u>
REVENUES				
5710 Ad Valorem Taxes	\$ 99,144,577	\$ 99,144,577	\$ 79,045	0.08%
5700 Other Local Revenue	2,000,000	2,000,000	772,127	38.61%
5800 State Revenue	520,485	520,485	-	0.00%
Total Revenues	101,665,062	101,665,062	851,172	0.84%
EXPENDITURES by FUNCTION				
71 - Debt Service (Principal)	29,725,000	29,724,500	-	0.00%
71 - Debt Service (Interest)	38,685,780	38,685,780	2,270,545	5.87%
71 - Bond Issuance Cost and Fees	33,254,282	105,115,020	105,114,520	100.00%
Total Expenditures	101,665,062	173,525,300	107,385,065	61.88%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	(106,533,893)	
EXPENDITURES by OBJECT				
6500 Debt Service	101,665,062	173,525,300	107,385,065	61.88%
Total Expenditures	101,665,062	173,525,300	107,385,065	61.88%
OTHER FINANCING SOURCES (USES)				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
Net Other Financing Sources (Uses)	-	-	-	
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	(106,533,893)	

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
LOCAL CAPITAL PROJECTS FUND
As of August 31, 2024

	Beginning Project Balance	Revised Budget	2024-2025 FYTD Activity	Percent of Revised Budget
REVENUES				
Interest Income		\$ -	\$ 92,700	0.00%
Total Revenues		-	92,700	0.00%
EXPENDITURES by PROJECT				
Fuel Pumps Transportation	106,527	106,527	-	0.00%
LHS Battery Power Backup	102,905	102,905	-	0.00%
LHS Parking Lot	209,576	209,576	199,097	95.00%
MHS Parking Lot	243,432	243,432	231,260	95.00%
Phase III RO	233,819	233,819	-	0.00%
Scharbauer Refresh	4,550	4,550	-	0.00%
Trane HVAC A/C Project	1,133,132	1,133,132	-	0.00%
Trane Project Phase III	442,408	442,408	110,602	25.00%
Trane Project Phase IV	4,252,027	4,252,027	1,030,794	24.24%
Non-Fixed Asset Expenditures	115,769	115,769	115,664	99.91%
Contingency	-	-	-	0.00%
Total	6,844,144	6,844,144	1,687,417	24.65%
Ending Estimated Fund Balance		(6,844,144)	(1,594,717)	
Beginning Fund Balance		(6,844,144)		
Transfer In		-		
Net Change in Budget Balance		-		

**MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES**

SELF INSURANCE FUND

As of August 31, 2024

	2024-2025 FYTD Activity MEDICAL	2024-2025 FYTD Activity DENTAL	2024-2025 FYTD Activity WORKERS COMP	2024-2025 FYTD Activity TOTAL
REVENUES				
Premiums Collected	\$ 220,107	\$ 199,493	\$ 328,244	\$ 747,844
Stop/Loss Rebates	92,090	-	-	92,090
Interest Income	40,264	-	-	40,264
Total Revenues	352,461	199,493	328,244	880,198
EXPENDITURES				
Medical/Dental/Workers Comp Claims	2,765,894	151,946	57,432	2,975,272
RX Claims	1,477,886	-	-	1,477,886
MISD Care Clinic	-	-	-	-
Claims Administration: BCBS/TASB	26,480	-	-	26,480
Other Administrative Expenses: TPA Fees	37,980	-	2,275	40,255
Stop/Loss	246,022	-	-	246,022
Total Expenditures	4,554,262	151,946	59,707	4,765,914
Excess (Deficiency) of Revenues Over Expenditures	(4,201,800)	47,547	268,537	(3,885,716)

MIDLAND INDEPENDENT SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES

HOUSING FUND

As of August 31, 2024

	2024-2025 FYTD Activity	2024-2025 FYTD Activity	2024-2025 FYTD Activity TOWN & COUNTRY	2024-2025 FYTD Activity
	<u>STONEGATE</u>	<u>SIMPATICO</u>	<u>TOWN & COUNTRY</u>	<u>TOTAL</u>
REVENUES				
Donations	\$ -	\$ -	\$ -	\$ -
Rental Income	2,600	32,070	42,803	77,473
Operating Transfers In	-	-	-	-
Misc. Income	-	-	-	-
Total Revenues	<u>2,600</u>	<u>32,070</u>	<u>42,803</u>	<u>77,473</u>
EXPENDITURES				
6200 Professional & Contracted Services	19,151	40,889	28,731	88,771
6300 Supplies & Materials	-	-	-	-
6400 Other Operating Expenses	300	-	-	300
6600 Capital Outlay	-	-	-	-
Total Expenditures	<u>19,451</u>	<u>40,889</u>	<u>28,731</u>	<u>89,071</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>(16,851)</u>	<u>(8,819)</u>	<u>14,071</u>	<u>(11,598)</u>

Cash Flow Year-to-Date

As of August 31, 2024

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
GENERAL FUND
As of August 31, 2024

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	YEAR-END
	ACTUAL	ACTUAL	Projected	Projected	Projected	Projected							
RECEIPTS													
Local Revenue													
Tax Collections	148,407	168,073	1,000,000	2,000,000	20,000,000	32,000,000	90,000,000	146,000,000	26,000,000	5,000,000	2,000,000	3,000,000	327,316,479
Interest Income	1,446,677	1,092,291	1,026,619	1,099,952	1,109,741	1,102,092	1,134,682	1,499,755	2,105,263	2,130,980	2,036,523	1,909,766	17,694,341
Other Local Revenue	559,909	644,418	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	500,000	6,204,328
State Revenue													
Available School Fund	-	-	5,000,000	2,000,000	1,500,000	400,000	-	-	1,000,000	300,000	3,500,000	-	13,700,000
Foundation & Misc	-	-	25,000,000	20,000,000	200,000	100,000	-	-	-	-	-	-	45,300,000
Federal Revenue													
MAC/SHARS	2,524	31,577	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	434,102
Other Federal Funds	7,110	-	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	77,110
Prior Year Revenue													
PY Tax Collections	868,427	787,844	-	-	-	-	-	-	-	-	-	-	1,656,271
PY State Revenue	688,201	13,238,683	-	-	-	-	-	-	-	-	-	-	13,926,884
PY Receivables	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Cash Inflows	3,721,256	15,962,887	32,573,619	25,646,952	23,356,741	34,149,092	91,681,682	148,046,755	29,652,263	7,977,980	8,083,523	5,456,766	426,309,516
DISBURSEMENTS													
Payroll	10,707,703	11,274,402	11,800,000	11,800,000	11,800,000	15,000,000	11,800,000	11,800,000	11,800,000	11,800,000	14,000,000	11,800,000	145,382,105
Accounts Payable	8,468,498	26,091,235	12,000,000	12,000,000	13,000,000	13,000,000	11,000,000	22,000,000	13,000,000	14,000,000	18,000,000	19,000,000	181,559,733
Other (Whse, Prepaid, etc)	-	(1,692)	-	-	-	-	-	-	-	-	-	-	(1,692)
PY AP	2,381,384	448,895	-	-	-	-	-	-	-	-	-	-	2,830,279
PY Chapter 49	-	89,956,793	-	-	-	-	-	-	-	-	-	-	89,956,793
Total Cash Outflows	21,557,585	127,769,633	23,800,000	23,800,000	24,800,000	28,000,000	22,800,000	33,800,000	24,800,000	25,800,000	32,000,000	30,800,000	419,727,218
Net Cash Flow	(17,836,329)	(111,806,747)	8,773,619	1,846,952	(1,443,259)	6,149,092	68,881,682	114,246,755	4,852,263	(17,822,020)	(23,916,477)	(25,343,234)	6,582,298
RECONCILIATION													
Beginning Cash Balance	331,272,346	309,946,329	198,764,562	207,538,181	209,385,133	207,941,875	214,090,967	282,972,649	397,219,404	402,071,667	384,249,646	360,333,169	331,272,346
Monthly Net Cash Flow	(17,836,329)	(111,806,747)	8,773,619	1,846,952	(1,443,259)	6,149,092	68,881,682	114,246,755	4,852,263	(17,822,020)	(23,916,477)	(25,343,234)	6,582,298
Payroll for Other Funds	(819,397)	(807,422)	-	-	-	-	-	-	-	-	-	-	(1,626,819)
AP for Other Funds	(2,589,970)	(16,032,365)	-	-	-	-	-	-	-	-	-	-	(18,622,335)
Receipts for Other Funds	1,580,252	458,258	-	-	-	-	-	-	-	-	-	-	2,038,510
Transfers In/Out Other Funds	(2,576,733)	11,443,016	-	-	-	-	-	-	-	-	-	-	8,866,282
Outstanding Checks	2,205,412	7,733,797	-	-	-	-	-	-	-	-	-	-	9,939,209
AP Issued in Prior & Cleared	(1,231,286)	(464,654)	-	-	-	-	-	-	-	-	-	-	(1,695,940)
PR Issued in Prior & Cleared	(57,966)	(1,705,650)	-	-	-	-	-	-	-	-	-	-	(1,763,615)
Ending Cash Balance	309,946,329	198,764,562	207,538,181	209,385,133	207,941,875	214,090,967	282,972,649	397,219,404	402,071,667	384,249,646	360,333,169	334,989,935	334,989,935

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
CHILD NUTRITION FUND
As of August 31, 2024

	JULY ACTUAL	AUGUST ACTUAL	SEPTEMBER <i>Projected</i>	OCTOBER <i>Projected</i>	NOVEMBER <i>Projected</i>	DECEMBER <i>Projected</i>	JANUARY <i>Projected</i>	FEBRUARY <i>Projected</i>	MARCH <i>Projected</i>	APRIL <i>Projected</i>	MAY <i>Projected</i>	JUNE <i>Projected</i>	YEAR-END <i>Projected</i>
RECEIPTS													
Local Revenue	13,834	248,437	300,000	350,000	400,000	300,000	250,000	450,000	300,000	350,000	350,000	20,000	3,332,271
State Revenue	-	-	-	-	-	-	-	-	57,500	-	-	-	57,500
Federal Revenue	140,502	18,475	-	2,000,000	1,500,000	-	2,000,000	2,000,000	1,500,000	1,000,000	1,500,000	1,000,000	12,658,977
Total Cash Inflows	154,336	266,913	300,000	2,350,000	1,900,000	300,000	2,250,000	2,450,000	1,857,500	1,350,000	1,850,000	1,020,000	16,048,748
DISBURSEMENTS													
Payroll	137,066	321,599	300,000	300,000	300,000	350,000	300,000	300,000	300,000	300,000	350,000	300,000	3,558,665
Accounts Payable	29,260	912,552.01	500,000	2,000,000	2,000,000	1,500,000	500,000	1,000,000	1,000,000	1,000,000	1,000,000	250,000	11,691,812
Indirect Costs to Gen Fund	-	-	-	-	-	-	-	-	-	-	-	-	-
Inventory	-	1,692	-	-	-	-	-	-	-	-	-	-	1,692
PY AP	45,915	285	-	-	-	-	-	-	-	-	-	-	46,200
Total Cash Outflows	212,241	1,236,128	800,000	2,300,000	2,300,000	1,850,000	800,000	1,300,000	1,300,000	1,300,000	1,350,000	550,000	15,298,369
Net Cash Flow	(57,905)	(969,216)	(500,000)	50,000	(400,000)	(1,550,000)	1,450,000	1,150,000	557,500	50,000	500,000	470,000	750,379
RECONCILIATION													
Beginning Cash Balance	3,701,231	3,675,894	3,495,010	2,995,010	3,045,010	2,645,010	1,095,010	2,545,010	3,695,010	4,252,510	4,302,510	4,802,510	3,701,231
Monthly Net Cash Flow	(57,905)	(969,216)	(500,000)	50,000	(400,000)	(1,550,000)	1,450,000	1,150,000	557,500	50,000	500,000	470,000	750,379
Transfers In/Out Other Funds	20,674	601,550	-	-	-	-	-	-	-	-	-	-	622,223
Summer Feeding	-	-	-	-	-	-	-	-	-	-	-	-	-
AP Issued in Prior & Cleared	(2,621)	(11,904)	-	-	-	-	-	-	-	-	-	-	(14,525)
Outstanding Checks	14,516	198,686	-	-	-	-	-	-	-	-	-	-	213,202
Ending Cash Balance	3,675,894	3,495,010	2,995,010	3,045,010	2,645,010	1,095,010	2,545,010	3,695,010	4,252,510	4,302,510	4,802,510	5,272,510	5,272,510

MIDLAND INDEPENDENT SCHOOL DISTRICT
CASH FLOW YEAR-TO-DATE
DEBT SERVICE FUND
As of August 31, 2024

	JULY <i>ACTUAL</i>	AUGUST <i>ACTUAL</i>	SEPTEMBER <i>Projected</i>	OCTOBER <i>Projected</i>	NOVEMBER <i>Projected</i>	DECEMBER <i>Projected</i>	JANUARY <i>Projected</i>	FEBRUARY <i>Projected</i>	MARCH <i>Projected</i>	APRIL <i>Projected</i>	MAY <i>Projected</i>	JUNE <i>Projected</i>	YEAR-END <i>Projected</i>
RECEIPTS													
Local Revenue													
Tax Collections	233,686	40,495	70,000	280,000	6,000,000	10,000,000	28,000,000	46,000,000	8,000,000	1,000,000	250,000	600,000	100,474,181
Interest Income	525,302	246,825	69,571	73,225	84,722	122,664	199,362	383,025	491,108	493,042	516,125	503,867	3,708,838
State Revenue	-	-	-	-	-	520,485	-	-	-	-	-	-	520,485
PY Tax Collections	38,551	218,579	-	-	-	-	-	-	-	-	-	-	257,130
Total Cash Inflows	797,538	505,899	139,571	353,225	6,084,722	10,643,149	28,199,362	46,383,025	8,491,108	1,493,042	766,125	1,103,867	104,960,633
DISBURSEMENTS													
Debt Service Payment	-	2,270,545	-	-	-	-	-	66,140,235	-	-	-	-	68,410,780
Debt Service Fees	-	105,114,520	500	-	-	4,500	500	-	-	-	-	-	105,120,020
PY AP	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Cash Outflows	-	107,385,065	500	-	-	4,500	500	66,140,235	-	-	-	-	173,530,800
Net Cash Flow	797,538	(106,879,166)	139,071	353,225	6,084,722	10,638,649	28,198,862	(19,757,210)	8,491,108	1,493,042	766,125	1,103,867	(68,570,167)
RECONCILIATION													
Beginning Cash Balance	115,901,373	116,698,911	9,895,977	10,035,048	10,388,273	16,472,995	27,111,644	55,310,506	35,553,296	44,044,404	45,537,445	46,303,571	115,901,373
Monthly Net Cash Flow	797,538	(106,879,166)	139,071	353,225	6,084,722	10,638,649	28,198,862	(19,757,210)	8,491,108	1,493,042	766,125	1,103,867	(68,570,167)
Transfer to other funds	-	76,232	-	-	-	-	-	-	-	-	-	-	76,232
Outstanding Checks	-	-	-	-	-	-	-	-	-	-	-	-	-
AP Issued in Prior & Cleared	-	-	-	-	-	-	-	-	-	-	-	-	-
Ending Cash Balance	116,698,911	9,895,977	10,035,048	10,388,273	16,472,995	27,111,644	55,310,506	35,553,296	44,044,404	45,537,445	46,303,571	47,407,438	47,407,438



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Approval of Budget Amendment #2

Consent Item

Financial Impact:

District's expenditure estimate, by function, for the 2024-25 school year.

Board Goal/Strategic Plan Goals

Goal 8, Initiative 2

Executive Summary:

The attached budget amendment includes cross-functional transfers that necessitate board approval before the reallocation of funds within the budget. These requests, submitted by budget owners, seek to move budgeted funds from one function to another to more effectively support their campus or department. Additionally, the amendment addresses purchase orders that were carried over from the previous fiscal year and insurance claims.

Contact Person:

Jacqueline Aguirre, Budget Coordinator

Enclosure:

September 2024 Budget Amendment

MIDLAND INDEPENDENT SCHOOL DISTRICT
BUDGET AMENDMENT #2
As of September 17, 2024

The Texas Education Agency requires that amendments to the adopted budget be reflected in the official minutes of the Board of Trustees during a given fiscal year. The following summary includes transfers and revisions to the initial budget.

	<u>Original Budget</u>	<u>Revised Budget - AUG 24</u>	<u>Budget Amendment #2</u>	<u>Revised Budget - SEP 24</u>
GENERAL FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 321,544,406	\$ 321,544,406	-	\$ 321,544,406
5700 Other Local Revenue	16,806,748	16,818,118	36,677	16,854,795
5800 State Revenue	18,905,031	18,905,031	-	18,905,031
5831 TRS On-Behalf	1,219,276	1,219,276	-	1,219,276
5900 Federal Revenue	10,742,905	10,742,905	-	10,742,905
Total Revenues	369,218,366	369,229,736	36,677	369,266,413
EXPENDITURES by FUNCTION				
11 - Instructional Services	182,106,459	182,114,044	460,601	182,574,645
12 - Instructional Resources and Media Services	3,471,082	3,471,082	-	3,471,082
13 - Staff Development	5,152,769	5,329,769	(194,000)	5,135,769
21 - Instructional Administration	7,879,559	7,879,559	(448,756)	7,430,803
23 - Campus Administration	16,844,981	16,844,981	-	16,844,981
31 - Guidance and Counseling	13,244,624	13,244,624	256,300	13,500,924
32 - Social Services	816,045	816,045	-	816,045
33 - Health Services	3,950,812	3,950,812	-	3,950,812
34 - Student (Pupil) Transportation	9,517,891	9,517,891	303,800	9,821,691
35 - Food Services	232,650	232,650	-	232,650
36 - Curricular / Extracurricular Activities	9,884,785	9,884,785	-	9,884,785
41 - General Administration	8,992,032	9,083,617	(201,150)	8,882,467
51 - Plant Maintenance and Operation	47,348,467	47,119,882	405,701	47,525,583
52 - Security and Monitoring Services	7,338,925	7,349,795	2,486	7,352,281
53 - Data Processing Services	7,902,408	7,842,235	(612,048)	7,230,187
61 - Community Services	1,657,344	1,657,844	8,000	1,665,844
71 - Debt Service (Capital Lease - Principal)	3,503,285	3,515,873	703,242	4,219,116
81 - Facilities acquisition and construction	-	-	465,500	465,500
91 - Contract Instructional Services (Ch. 49 Recap)	78,418,965	78,418,965	-	78,418,965
99 - Intergovernmental Charges	3,509,476	3,509,476	-	3,509,476
Total Expenditures	411,772,559	411,783,929	1,149,675	412,933,605
Transfer Out to Other Funds	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	(42,554,193)	(42,554,193)	(1,112,999)	(43,667,192)
CHILD NUTRITION FUND				
REVENUES				
5700 Other Local Revenue	\$ 3,935,250	\$ 3,935,250	\$ -	\$ 3,935,250
5800 State Revenue	57,500	57,500	-	57,500
5900 Federal Revenue	13,285,000	13,285,000	-	13,285,000
Total Revenues	17,277,750	17,277,750	-	17,277,750
EXPENDITURES by FUNCTION				
35 - Food Services	17,277,750	17,277,750	-	17,277,750
Total Expenditures	17,277,750	17,277,750	-	17,277,750
Excess (Deficiency) of Revenues Over Expenditures	-	-	-	-
DEBT SERVICE FUND				
REVENUES				
5710 Ad Valorem Taxes	\$ 99,144,577	\$ 99,144,577	-	\$ 99,144,577
5700 Other Local Revenue	2,000,000	2,000,000	-	2,000,000
5800 State Revenue	520,485	520,485	-	520,485
Total Revenues	101,665,062	101,665,062	-	101,665,062
EXPENDITURES by FUNCTION				
71 - Debt Service (Principal, Interest & Bond Fees)	29,725,000	29,725,000	-	29,725,000
71 - Debt Service (Interest)	38,685,780	38,685,780	-	38,685,780
71 - Bond Issuance Cost and Fees	33,254,282	105,114,520	-	105,114,520
Total Expenditures	101,665,062	173,525,300	-	173,525,300
Other Sources/Uses (Net Effect of Bond Refunding)	-	-	-	-
Excess (Deficiency) of Revenues Over Expenditures	-	(71,860,238)	-	(71,860,238)

MIDLAND INDEPENDENT SCHOOL DISTRICT
BUDGET AMENDMENT #2

As of September 17, 2024

TRANSFERS

Budget amounts transferred across functions; they do not increase the total amount budgeted for the given fiscal year.

REVISIONS

Budget amounts in addition or reduction to the total amount approved in the initial budget. Revisions may increase/decrease the total amount budgeted for the given fiscal year and can reduce/increase fund balance.

	<u>Function</u>	<u>Amount</u>
GENERAL FUND		
TRANSFERS & REVISIONS		
Transfer Requests from Campuses and Departments & Expenditure Offset;	11	460,601
	13	(194,000)
	21	(448,756)
	31	256,300
	34	303,800
	41	(201,150)
	51	405,701
	52	2,486
	53	(612,048)
	61	8,000
	71	703,242
	81	465,500
Other Revenue Increase	Revenue	<u>(36,677)</u>
	Net Effect of Transfers & Revisions	1,112,999
	TOTAL NET CHANGE TO GENERAL FUND BUDGET	\$ 1,112,999

D. Approval of RFP # 24-29 Building Maintenance, Repair & Operation (MRO)
Equipment, Supplies and Related Items & Services

429



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Cortney Smith, Chief of Facilities and Operations

Subject: Approval of RFP # 24-29 Building Maintenance, Repair & Operations Equipment Supplies and Related Items & Services

Consent Item

Financial Impact

Estimated Annual Combined Expenditures: \$500,000.00 - Local Funds

This is an on-call contract, and services will be rendered on an as-needed basis. This purchase will provide services for building maintenance repairs and parts. Expenditures between vendors are estimated to be \$500,000.00 per year, depending on the services needed across all district facilities and campuses.

These estimated expenditures are included in the approved 2024-25 budget.

Term of contract – One-year contract with two – 1-year options to extend with a 30-day cancellation notice.

Board Goal/Strategic Plan Goals

Student Experience - Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

Pursuant to 44.031 of the Texas Education Code (TEC) contracts or expenditures valued at \$50,000 or more in the aggregate for each 12-month period shall be competitively procured to provide the best value for the district.

Recommendation

On August 6, 2024, MISD issued RFP # 24-29, Building Maintenance, Repairs & Operations Equipment Supplies and Related Items & Services. It was advertised on August 6, 2024, and August 13, 2024. Six hundred eleven (611) invitations were issued. Fifteen (15) vendors submitted proposals, ten (10) of which were local vendors. The proposals were opened at 2:00 P.M. CST on August 28, 2024.

The committee for this RFP recommends awarding to the following pool of vendors providing the best value to the District:



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Aire Flo Filter (Hayes Filtration Systems)	M & M Mechanical, Inc.
Al's Water Inc.	M3 Landscape Maintenance & Irrigation
Basin Glass & Mirror LLC	Mark's Plumbing Parts (John W. Gasparini, Inc.)
Brazos Door and Hardware Co.	Midland Construction Company, LLC
Centar Industries, Inc	Oberkampf Supply of Odessa Ltd
Commercial Electronic Supply (Midland Commercial Electronic Supply Co., Inc.)	Unipak Corp.
Flip Lok LLC	Culligan Water Conditioning of West Texas
Longhorn Inc.	

Motion

Approve as presented.

Enclosure

Cortney Smith, Chief of Facilities and Operations

Enclosure

Bid Tabulation, Scoresheet, Cost Analysis

Bid Tabulation

Event Number	RFP # 24-29
Event Title	Building Maintenance, Repairs & Operations Equipment Supplies and Related Items & Services
Event Description	
Event Type	RFP
Issue Date	8/6/2024 09:00:02 AM (CT)
Close Date	8/28/2024 02:00:00 PM (CT)

Organization
Workgroup
Event Owner
Email
Phone
Fax

Responding Supplier	City	State	Response Submitted	Lines Responded	Response Total
AIRE FLO FILTER (Hayes Filtration Systems)	Odessa	TX	8/26/2024 09:08:53 AM (CT)	1	\$0.00
AL'S WATER INC.	Midland	TX	8/28/2024 09:14:37 AM (CT)	1	\$0.00
Basin Glass & Mirror LLC	Midland	TX	8/21/2024 01:25:59 PM (CT)	1	\$0.00
Brazos Door and Hardware Co.	Odessa	TX	8/21/2024 02:47:00 PM (CT)	1	\$0.00
Centar Industries, Inc	Pinellas Park	FL	8/26/2024 04:46:51 PM (CT)	1	\$0.00
Commercial Electronic Supply (Midland Commercial Electronic Supply Co., Inc.)	Midland	TX	8/6/2024 10:39:34 AM (CT)	1	\$0.00
Flip Lok LLC	Houston	TX	8/13/2024 01:39:48 PM (CT)	3	\$0.00
Longhorn inc	Dallas	TX	8/27/2024 09:10:07 AM (CT)	1	\$0.00
M & M Mechanical, Inc.	Midland	TX	8/14/2024 08:21:40 PM (CT)	1	\$0.00
M3 Landscape Maintenance & Irrigation	Midland	TX	8/27/2024 10:19:23 AM (CT)	2	\$0.00
Mark's Plumbing Parts (John W. Gasparini, Inc.)	Fort Worth	TX	8/19/2024 10:55:25 AM (CT)	1	\$0.00
Midland Construction Company, LLC	MIDLAND	TX	8/23/2024 01:26:05 PM (CT)	8	\$0.00
Oberkamp Supply of Odessa Ltd	Midland	TX	8/26/2024 12:08:14 PM (CT)	0	\$0.00
Unipak Corp.	West Long Branch	NJ	8/6/2024 11:49:42 AM (CT)	1	\$0.00
Culligan Water Conditioning of West Texas	Midland	TX	8/14/2024 05:08:58 PM (CT)	24	\$1.00

Please note: Lines Responded and Response Total only includes responses to specification. No alternate response data is included.

Cost Analysis

				AIRE FLO FILTER	AL'S WATER INC.	Basin Glass & Mirror LLC	Brazos Door and Hardware Co.	Centar Industries, Inc	Commercial Electronic Supply	Culligan Water Conditioning of West Texas	Flip Lok LLC	Longhorn inc	M & M Mechanical, Inc.	M3 Landscape Maintenance & Irrigation	Mark's Plumbing Parts	Midland Construction Company, LLC	Oberkampf Supply of Odessa Ltd	Unipak Corp.	Supplier Notes
Line #	Description	QTY	UOM	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Supplier Notes
1	Asphalt Repair and Install	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0.0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
2	Blind/Mini Blind Repair & Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	
3	Boiler Equipment & Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
4	Brick & Masonry Repair and Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
5	Concrete Repair and Install	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	
6	Doors/Hardware and Restroom Partitions/Hardware	1	EA	No Bid	No Bid	No Bid	-10%	-5%	No Bid	0%	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	Brazos: 10% off marked prices Centar: We offer various discounts ranging from 0-25%, depending on the product or service. For detailed pricing and specific discount information, please review our equipment list.
7	Electrical Supplies & Materials and Equipment	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	-10%	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	CED: We do not provide a labor service, only parts and materials for electronic repair
8	Fasteners & Hardware	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	
9	Iron and Sheet Metal	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	
10	Laminate Install and Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	M&M Mechanical: The discount and or markups are based on the price of Equipment and Sales from repeat customers.
11	Icemaker Supplies, Repair and Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	100%	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	
12	Landscaping Related Products	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0.0%	No Bid	No Bid	No Bid	-5%	No Bid	No Bid	No Bid	No Bid	M3 will provide a -5% cost reduction from the suppliers catalog price only. Excludes M3 Landscape Nursery (no discount for plants & trees. The \$40.00 is per person.
13	Irrigation Repair and Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0.0%	No Bid	-48%	No Bid	-5%	No Bid	No Bid	No Bid	No Bid	Longhorn: LIST - 48% WHOLE GOODS/LIST - 25% REPAIR PARTS OR BUYBOARD 705-23 We do not offer service repairs - (only supplies) M3 will provide a -5% cost reduction from the suppliers catalog price. The \$75.00 is per person.
14	Refrigerants	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
15	Locksmith Supplies	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	Flip Lok: We offer various discounts ranging from 0-25%, depending on the product or service. For detailed pricing and specific discount information, please review our equipment list.
16	Grounds keeping Supplies, & Related Products	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	21%	Unipak: we do not provide labor, only supplies.
17	HVAC Supplies, Repairs, Materials, and Equipment	1	EA	0%	No Bid	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
18	Moving Services	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
19	Portable Moving Services	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
20	Window Glass repairs and installations	1	EA	No Bid	No Bid	0%	No Bid	No Bid	No Bid	1%	0%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	Flip Lok: SEE PRICE CATALOG FOR FULL DETAILS. Basin Glass: see price list
21	Elevator Inspections:	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	
22	Flooring Services, such as but not limited to, carpet, tile, hardwood floor	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	
23	Flooring Supplies & Related Products	1	EA	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	No Bid	12%	No Bid	No Bid	
24	Plumbing Supplies , Repairs, Materials and Equipment	1	EA	No Bid	145%	No Bid	No Bid	No Bid	No Bid	1%	No Bid	No Bid	No Bid	No Bid	0%	No Bid	No Bid	No Bid	
Catalog %				0%	145%	0%	-10%	-5%	-10%	4%	0%	-48%	0%	-5%	0%	10%	0%	21%	

Scoresheet

Request for Proposal

24-29 - Building Maintenance, Repairs & Operations Equipment Supplies and Related Items & Services

Supplier	Rank	Score	Standard Evaluation Criteria								
			1. The Purchase Price	2. The reputation of the Vendor and the Vendors goods or services	3. The quality of the Vendor's goods or services.	4. The extent to which the goods or services meet District's needs.	5. The Vendor's past relationship with the district.	6. The impact on the ability of the district to comply the laws and rules relating to history	7. Total Long-Term Costs	8. Contract for Goods and Services	9. Other Relevant Factors
		100	25.00	15.00	20.00	20.00	10.00	0.00	0.00	0.00	10.00
M & M Mechanical, Inc.	1	80.20	15.00	10.00	18.60	18.60	9.20	0.00	0.00	0.00	8.80
Marks Plumbing Parts	2	75.80	13.00	10.00	17.60	17.60	8.80	0.00	0.00	0.00	8.80
M3 Landscape Maintenance & Irr	3	75.20	25.00	5.00	15.20	15.60	7.40	0.00	0.00	0.00	7.00
Basin Glass & Mirror LLC	4	74.20	16.00	5.00	17.80	18.20	8.80	0.00	0.00	0.00	8.40
Longhorn inc	5	68.60	13.00	5.00	17.40	17.60	8.20	0.00	0.00	0.00	7.40
Commercial Electronic Supply	6	67.20	13.00	0.00	17.60	18.60	9.20	0.00	0.00	0.00	8.80
Flip Lok LLC	7	67.00	17.00	5.00	15.40	15.80	6.60	0.00	0.00	0.00	7.20
Oberkampf Supply of Odessa Ltd	8	66.60	13.00	0.00	18.00	18.00	8.80	0.00	0.00	0.00	8.80
Centar Industries, Inc	9	66.40	13.00	5.00	16.20	16.60	7.80	0.00	0.00	0.00	7.80
Brazos Door and Hardware Co.	10	66.20	13.00	0.00	17.60	18.00	8.80	0.00	0.00	0.00	8.80
Culligan Water Conditioning of	11	65.00	15.00	0.00	17.00	17.40	8.00	0.00	0.00	0.00	7.60
AIRE FLO FILTER	12	63.60	18.00	0.00	15.00	16.20	6.40	0.00	0.00	0.00	8.00
Midland Construction Company,	13	62.20	9.00	0.00	17.60	17.60	9.20	0.00	0.00	0.00	8.80
ALS WATER INC.	14	57.60	5.00	0.00	17.00	18.00	8.80	0.00	0.00	0.00	8.80
Unipak Corp.	15	55.40	3.00	5.00	16.20	16.20	7.20	0.00	0.00	0.00	7.80
		67.41	13.40	3.33	16.95	17.33	8.21	0.00	0.00	0.00	8.19

E. Approval of Memorandum of Understanding between MISD and Reeves County concerning Harvesting of Turf from District Owned Property

435



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented by: Cortney Smith, Chief of Facilities and Operations

Subject: Approval of Memorandum of Understanding between MISD and Reeves County concerning the Harvesting of Turf from District Owned Property

Consent Item

Financial Impact

Reeves County hereby agrees to remit to MISD the sum of Eighteen Thousand Seven Hundred and Fifty dollars (\$18,750.00) as consideration for the harvesting of the putting greens. This payment shall be made in accordance with MISD standard payment procedures on mutually acceptable terms established by the Parties. The County has agreed to pay MISD \$1.25 per square foot for 15,000 square feet of greens.

Strategic Plan Goals/Board Academic Goals

Student Experience – Create learning environments that prepare students for meaningful opportunities post-graduation.

Executive Summary

This Memorandum of Understanding (MOU) establishes the terms and conditions under which Reeves County, Texas, will harvest the putting greens from land owned by the Midland Independent School District and currently leased to Ranchland Hills Golf Club. MISD has notified Ranchland Hills Golf Club of the MOU, and it is understood that the land will be available for the County to commence harvesting on October 1, 2024.

The County will be responsible for all activities related to harvesting, transporting, and replanting the putting greens. As it relates to the actual removal of the putting greens, MISD shall be responsible only for providing physical access to the facility so that the County may complete the harvesting process.

The County accepts the putting greens “as is” and understands that MISD is providing no reasonable assurance that the greens will be provided to the County in any particular condition. The County will be responsible for the maintenance and care of the transplanted putting greens.

MISD had discussions with the City of Midland prior to this agreed-upon MOU with Reeves County, and the City of Midland elected not to pursue the purchase of the greens at the same price.



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Recommendation

The district recommends the approval of the MOU between MISD and Reeves County concerning the harvesting of the putting greens at Ranchland Hills Golf Club.

Motion

Approve as presented

Contact Person

Cortney Smith, Chief of Facilities and Operations

Enclosure

MOU between MISD and Reeves County

17. Information Items
A. Board Committee Monthly Report

438



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Board of Trustees

Subject: Board Committee Monthly Report

Information Item

EDUCATION FOUNDATION COMMITTEE

On August 8, 2024, the Midland ISD Board Education Foundation Committee met. The following summarizes the agenda of the meeting:

Executive Summary

The Education Foundation has a 19 member board of directors made up of Midland community members.

- President's Report - Brian Stubbs
 - 2024 Accomplishment
 - Partners in Education discussion to be program of Education Foundation
- Superintendent's Report - Cortney Smith for Dr. Howard
 - Facilities and Bond Updates
- MISD Trustee report - Sara Burleson
- Vice President - Bhavika Bhakta
 - Board Matrix
 - Fundraising Committee
- Treasurer - Roy Geer
 - Finance Committee Update
 - Financial review
- Director Report - Anita Gamertsfelder
 - Student Scholarships
 - Marketing Plan
 - AP Teacher Incentives
- Golf Committee update
- Grants Committee update

Trustee Board Members and Staff Present:

Sara Burleson and Cortney Smith



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Contact Person

Anita Gamertsfelder

anita.gamertsfelder@midlandisd.net

**The Midland Education Foundation exists to promote excellence in education by
generating and distributing additional resources for the benefit of
Midland ISD students and employees.**



Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented by: Roy Garcia, Interim Chief of Human Capital

Subject: Human Capital Monthly Report

Information Item

Financial Impact

N/A

Board Goal/Strategic Plan Goals

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

Executive Summary

Monthly staffing reports offer valuable insights into employee turnover trends, which can indicate potential issues related to employee engagement or job satisfaction. As such, these reports are critical tools for managing a successful workforce.

Contact Person

Roy Garcia

Enclosure

Staffing Update, Personnel Appointments, Resignations, and Retirements

STAFFING UPDATE

September 2024

District Resignation/Retirement data as of August 31, 2024

*Resignation/retirement notices from non-certified, certified, professional contract staff members.

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
2021-22	57	17	18	6	11	27	8	13	17	7	261	63	505
2022-23	3	31	18	17	17	26	13	7	16	4	266	47	465
2023-24	3	5	18	10	8	30	19	10	6	12	232	31	384
2024-25	1	11											

SY23-24 YTD: 384

SY24-25 YTD: 11

Difference: 373

Top Separation Reasons:

- Other Education Employment
- Family Obligation

Special Note: The information contained in the table above is a snapshot of the data as of August 31, 2024. The data within the above table may change by a few each month due to various reasons (i.e., Family and Medical Leave, Temporary Disability Leave).

Vacancy and Hiring Data for August 2024

Teacher fill rate as of August 31, 2024: 98%

Bus Driver fill rate as of August 31, 2024: 96%

Upcoming Recruiting Events:

September 19, 2024 – UTPB (All Major Career Fair)

September 26, 2024 – West Texas A&M (All Major Career Fair)



Board Administrator Appointments

08/01/2024 - 08/31/2024

09/05/2024
10:36 AM
Griselda.Flores

Name	Effective Date of Contract	Degree	College University	Experience	Assignment
GARCIA, ROY	8/26/2024	MA	UNIVERSITY OF PERMIAN BASIN	28	INTERIM CHIEF OF HUMAN CAPITAL

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Board Administrator Resignations

Term Date: 8/1/2024 - 8/31/2024

09/05/2024

10:42 AM

Griselda.Flores

Name	Effective Date of Resignation	Degree	College University	Experience	Assignment	Reason
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Midland Independent School District

BOARD OF TRUSTEES AGENDA

Meeting Date: September 17, 2024

Presented By: Tucker Durham, Chief Financial Officer

Subject: Reportable Purchase Orders over \$100,000 – August 2024

Information Item

Financial Impact

Estimated amount (s); see the attachment.

Board Goal/Strategic Plan Goals

Not Applicable

Executive Summary

The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases, regardless of cost, however, purchases made pursuant to items 2 and 3 shall subsequently be reported to the Board at least quarterly:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with Government Code Chapter 791;
2. A purchase made through a cooperative purchasing program in accordance with Local Government Code 271.102;
3. A purchase made through a state purchasing program that satisfies the District's obligation for competitive purchasing, in accordance with the requirements of the applicable statute, including Chapter 271, Subchapter D, of the Local Government Code;
4. A continuing or periodic purchase under a Board-approved bid or contract; or
5. A purchase of produce or fuel.
6. A purchase of regulated utility services

Contact Person

Tucker Durham, Chief Financial Officer

Enclosure

Purchase Orders Over \$100k Report

Reportable Purchase Orders Over \$100,000 - August 2024

Purchase Order	Vendor	Description	Contract	Amount	Funding Source
2402500062	Rich Chicks LLC	Direct Delivery of Commodity Processing of USDA Foods	WTFSC Interlocal SY 24-25	\$100,000.00	Federal Funds
7262500011	Region 18 ESC	FY 24-25 Region 18 Contract	Region18NCP	\$377,740.82	Local Funds
7262500021	Texas Education Agency	TEA Recapture Payment		\$89,956,793.00	Local Funds
7262500022	US Bank National Association	Midland ISD Unlimited Tax Refunding Bonds Series Interest Payments		\$2,270,545.06	Debt Service Fund
7262500026	Texas Education Agency	TEA 22-23 Final Excess Revenue Payment		\$544,915.00	Local Funds
7262500030	US Bank National Association	Midland Independent School District Unlimited Tax Refunding Bonds Series 2015, Series 2016, Series 2017, Series 2020		\$105,114,520.01	Debt Service Fund
8022500044	Star Tech Group	2024-2025- Invoice-ACCESS-K-12 (CTE-STEM-WBL-CP*) PLATFORM FOR MISD 8-1-24-7-31-25	CTPA# 21-07	\$120,000.00	Local Funds
8092500043	Studies Weekly Inc	Instructional materials & Training Sessions - K-3 Social Studies for district wide elementary campuses (Free Shipping)	Allied States # 22-7423	\$100,542.90	Local Funds
8092500045	Schoolkit ,LLC	Consulting services that include Strategic Planning for District Leaders, Instructional Framework Development and Committee Leadership as well as Support to Realize the Instructional Framework	TEA Approved Vendor	\$150,000.00	State Program Funds
8212500006	Communities in School Of The Permian Basing	MISD students participating in the CISPb model	Interlocal-	\$225,000.00	Federal Funds
9302500018	Carpet Tech	Carpet removal and polish concrete for Bonham, De Zavala, Henderson and Scharbauer Elementaries	Buyboard #736-24	\$115,768.50	Capital Projects
9322500043	Centegix	Centegix- Year 2	TexBuy#AEPA RFP #021-G	\$351,000.00	Local Funds
9322500050	Motorola Solutions,Inc	Motorola Portable Radios	DIR-TSO-4101	\$178,741.35	Local Funds
9322500058	Axon Enterprise Inc	Axon Body worn cameras	Buyboard 648-21	\$145,647.69	Local Funds
9342500028	CDW Government LLC	CDW-G Microsoft Yearly Renewal 2024 - 12 Month Subscription	SW#121923	\$184,781.56	Local Funds
9342500029	CDW Government LLC	CDW- G Go Guardian Renewal 8/3/2024- 8/2/2025	SW#121923	\$212,520.00	Local Funds
9342500035	CDW Government LLC	CDWG Google Workspace for Education Plus License Term: 2024-11-14 - 2025-11-13 Year 2 of 3 year agreement	SW#121923	\$123,250.00	Local Funds
9342500044	Abacus Computers Inc	Abacus- Teacher Laptop Refresh	DIR-TSO-4159(E)	\$531,450.00	Local Funds
9342500047	Computacenter United States	Pivot/Computacenter - Cisco Collaboration Flex Plan for Education Year 5 of 5.	DIR-TSO-4167(E)	\$149,542.55	Local Funds
9362500062	Playgrounds ETC	BLANKET PO Engineered wood fiber for safety surfacing: approx. 2550 cubic yards and freight, installation of safety surfacing	Buyboard # 679-22	\$197,696.43	Local Funds
9362500064	Interface Americas Inc	carpet and tactiles through out Houston Elem	SourceWell #061323	\$103,090.98	Local Funds
9362500093	Interface Americas Inc	carpet and tactiles through out Greathouse Elem	SourceWell #061323	\$101,731.81	Local Funds
9382500036	Enterprise Fleet Management	Requesting a Blanket Purchase Order for Enterprise White Fleet - Yearly rental per Department.	SW # 030122-EFM	\$956,291.01	Local Funds
9392500041	Reliant	Utilities for the District - Electric Contract for Dollar Amount per Kilowatt Hour until 2033		\$3,165,079.00	Local Funds
9392500043	ATMOS Energy	Utilities for the District - Gas Expenditures Utility		\$623,737.00	Local Funds
9392500044	City Of Midland Water	City of Midland Water Utilities for the District		\$2,010,903.71	Local Funds
9782500004	Eeduphoria Inc	Eduphoria Subscription - License for MISD - Subscription begins 8/31/2024 ends 8/30/2025	TIPS # 220105	\$127,080.00	Local Funds
9802500001	National Health Insurance	2024-2025 Athletic and Activities Accident Insurance	CTPA#2021-1054	\$123,400.00	Local Funds
9802500010	Premier Physicians	Premier Physicians Monthly Clinic Expenses for the 2024-2025 School Year.	MidlandISD*	\$482,334.00	Other Funds - Self Insurance Funds

18. Adjourn

* Denotes an agenda item that correlates to the board goals.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on _____.