



PERFORMANCE OBJECTIVES



GOAL 1: ACADEMIC ACHIEVEMENT

- **Student Growth:** MISD students will demonstrate one year of academic growth in Reading and Math as measured by Domain II on the STAAR Assessment by increasing the scale score from 87 to 90.
- **Closing the Gaps:** MISD students will close performance gaps as measured by Domain III on the STAAR scale score from 95 to 97 for the following subgroups: African American, Hispanic, Special Education, and Economically Disadvantaged.
- **College, Career, Military Readiness (CCMR):** MISD Students will demonstrate an increase in the CCMR Scale Score on STAAR from 95 to 97.



GOAL 2: SCHOOL SAFETY

- **Training:** MISD will provide a safe and orderly learning environment and rigorously enforce all safety and security measures by ensuring 100% of staff and students are trained on all required trainings including: active shooter, safety policies, procedures, and protocols.
- **Safety:** MISD will perform internal safety and security audits at all campuses every year and external audits every three years at a 100% completion rate.
- **Safety:** MISD will implement best practices which will result in students, parents, and staff experiencing a safe and secure environment.
- **Student Wellness:** MISD will implement best practices relating to mental health awareness and training, trauma informed training, character education, and mentor programs.



GOAL 3: FINANCE & OPERATIONS

- Accurately account for all financial transactions and have an unmodified, clean audit with no findings.
- Utilize a transparent, collaborative budget process culminating in the adoption of a balanced budget.
- Ensure the district's fund balance is maintained according to the recommended range of at least 25%, but no more than 50% of the overall budget.
- Create processes and management structures to promote effective and efficient use of departmental resources.



GOAL 4: HUMAN CAPITAL

- Compensation and benefit plans will be reviewed for comparability and competitiveness with regional districts.
- Retain 90% or higher of effective teaching staff.
- Provide new employee and teacher support with EOY follow-up feedback opportunities.
- Provide opportunities for growth and professional development based on staff input.
- Attend multiple recruiting activities each year utilizing a variety of sourcing for open positions.



GOAL 5: COMMUNICATIONS & CUSTOMER SERVICE

- Provide stakeholders effective external communication on a weekly basis throughout the school year.
- Provide stakeholders effective internal communication on a weekly basis throughout the school year.
- Provide multiple opportunities for two-way communication (Examples include Parent/Teacher conferences, Town Halls, and Parent Nights).
- Provide opportunities for feedback from staff, parents and students annually through the use of a customer service survey.
- Provide opportunities for the building of a strong culture within the district.