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

Midland ISD
Midland on the Move
Summer 2019

Goal for Today

Share key progress on the Midland on the Move effort to ensure every Midland child has access to a high quality education that best fits his or her needs.
Midland ISD At-A-Glance

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

What Does Success Look Like in Midland?

Focus on Growing and Supporting High Quality Schools
Cultivate existing MISD educators and connect with external partners to deliver the best possible educational options for our kids.

Focus on Talent
Recruit, develop, and retain high quality talent at all levels, from teachers to school and district leadership.

Invest in, and Build 21st Century Facilities
Conduct a bond campaign to support the development of 21st century learning environments to meet the growth of our community.
How Will We Become a System of Great Schools?
Midland on the Move: The Opportunity is Now

We are excited to continue the conversation with Midland’s community and business leaders to continue innovating as part of a master city-wide planning effort to create the best learning opportunities and environments for our students.

MOTM Key Priorities (Focus Areas)

Every Midland child deserves access to a high quality education.

RECRUIT AND SUPPORT HIGH QUALITY OPERATORS
Innovative programs / Annual restructuring efforts, new school planning & scale up support, including IDEA scale up support

SYSTEM OF GREAT SCHOOLS INFRASTRUCTURE & EQUITABLE ACCESS
MISD School Performance Framework, Unified Enrollment, and Student Based Budgeting (including menu of options for central office services / redesign)

ORGANIZATIONAL SUSTAINABILITY
Recruitment, development, and retention of quality talent across the district

STRATEGIC COMMUNICATIONS & ENGAGEMENT
Ongoing communications & engagement and support for parents to navigate MISD’s System of Great Schools

Mission: All students will graduate prepared and ready for college or career.
A High Quality Seat for Every Student

Over the last two years, we've made significant progress and will continue to ensure every student has a high quality education.

Midland High Quality Seat Growth

This is a multi-year continuous improvement process focused on more students in better seats over the next 5 years.

Y1:

Y2:

Y3:

Y4:

Y5:

In 2018-2019 MISD created ~1,900 additional high quality seats

Progress Made During Y1 & Y2 (17-19)

- Launching 6 innovation schools impacting over 3,000 students, including:
  - Three new schools (dual language; young women's STEM; Pre-K)
  - One network of two schools (REACH Network)
  - Redesign Gifted & Talented school

Focus for Y3 (19-20) to Continue to Accelerate High Quality Seat Growth:

- Continue to identify high quality internal and external school models
- Continue to empower highly effective school leaders to develop their school models
- Ensure that students have access to 21st century learning environments

MOTM Key Priorities and Progress
SY 2018-2019: Significant Progress Made

Executed 7 school actions (SB1882 Schools):
- IDEA
- REACH Network (2 schools)
- Carver Elementary
- BMIA
- YWLA
- Midland College - PreK

Significant Progress on Enabling Supports:
- Listen & Learn Tour 1.0 & 2.0
- Annual CFQS process (growing and supporting more high-quality schools)
- School Performance Framework developed; prep for Fall 2019 public rollout
- Unified Enrollment policy design complete
- Submitted $3M in grant applications to continue and sustain progress
- 501c(3) infrastructure for SB1882 partners created (w/ Carver Center)
- Funder and business community engagement

Resulting In

- ~3,000 high quality seats (addressing over 50% of the 5-6K low quality seats)
- Of the above 3,000 seats, 700 new seats (YWLA) and conversion / replacement of ~2500 low quality seats with high quality seats (IDEA, REACH Network, BMIA)
- Infrastructure to support and accelerate more high quality school options (e.g. IDEA expansion in Midland, other operators - external and internal)
MOTM Key Priorities and Progress
Midland 2019 Innovation Schools

In March 2019, MISD launched the following high-quality school models, supporting the implementation of school models that will impact over 3,000 students.

**SY 2019 Launch**
- Young Women's Leadership Academy
  - New School
  - Grades: 6-12
- REACH Network
  - Goddard JH
  - Bunche Elementary
  - New Network
  - Grades: PK-8

**SY 2020 & Beyond**
- Ben Milam International Academy
  - Redesigned School
  - Grades: PK-5
- Carver Center
  - Redesigned School
  - Grades: 1-6
- IDEA Public Schools
  - Turnaround at Travis Academy
  - Grades: PK-6
- Pre-K Academy at Midland College
  - New School
  - Grades: Pre-K

Focus on Growing and Supporting High Quality Schools

Midland ISD is continuing to look for innovation inside the district as well as outside through the Call for Quality Schools Process. We will launch our 3rd annual national search on August 1, 2019.

Midland ISD is committed to establishing and nurturing new Innovation School models, to support and empower in-district school leaders.

Midland ISD is also seeking partners from outside the district to design new and reimagine existing in-district schools to support our most at-need students.
Focus on Growing and Supporting High Quality Schools

Call for Quality Schools Goals

As MISD launches its 3rd annual Call for Quality Schools process, we will focus on the following goals:

**Ensure that New School Models Meet Key MISD Priorities**
Review and identify key needs for MISD schools and develop school models that provide innovative models that meet those needs.

**Develop Sustainable School Models**
Focus on developing long-term school models that will meet the needs of all MISD students.

**Conduct Continuous Engagement with Community**
Connect with families, students and community members to share opportunities about new school models.

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Focus on Talent

Investing in Top Tier Leaders and Educators

MISD is committed to building internal capacity as well as seeking high quality partners to help us ensure Midland is a top tier destination for the most talented educators.

- **Recruit**
- **Develop**
- **Retain**

*SCHOOL LEADERS*  
*TEACHERS*
### Focus on Talent

**Staff Development Goals**

As MISD starts the 2019-2020 school year, the district will continue to emphasize the following goals regarding staff development:

<table>
<thead>
<tr>
<th><strong>Retain and Develop High Quality Leaders and Teachers</strong></th>
<th><strong>Create a Robust Hiring Pipeline</strong></th>
<th><strong>Engage in Long-Term Strategic Planning</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to support existing high quality leaders and teachers, ensuring they have the resources to develop and grow</td>
<td>Develop a comprehensive recruitment pipeline to ensure that MISD is attracting and hiring high quality talent</td>
<td>Develop a multi-year plan for recruitment, hiring and staffing needs at all levels of the district</td>
</tr>
</tbody>
</table>

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### Invest in, and Build 21st Century Facilities

**MISD Bond Effort Overview**

MISD is committed to working across the city and community to ensure facilities are not a barrier to high quality education options in Midland.

**Midland Bond Effort**

Growth continues to necessitate a strategic review and process for a citywide bond for new education facilities that will meet the needs of all MISD students and ensure that students have access to high quality facilities.
Invest in, and Build 21st Century Facilities

*MISD Bond Effort Goals*

As MISD undertakes a bond effort, we will focus on the following goals throughout the summer and fall of 2019:

- **Intentional Engagement with MISD Community**
  
  Connect with community and business leaders, families and MISD staff to ensure that all community members are engaged in the bond campaign.

- **Understanding of Positive Impact of Bond on MISD Facilities**
  
  Ensure that all communities members have an understanding of the bond's positive impact on building and renovating MISD buildings.

- **High Voter Turnout for November Bond Vote**
  
  Conduct voter registration and canvassing efforts to ensure that there is a high voter turnout for the bond vote in November.

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**Looking Ahead**

- **Opportunities for Continued Engagement with MISD**

  ★ August 7-8: Elevate Conference
  
  ★ August 14: YWLA Ribbon Cutting
  
  ★ August 19: MISD Board Meeting
  
  ★ More opportunities to be announced
Appendix
Developing a Shared Definition of Quality

Midland ISD continuously engages with community members to ensure that community values inform all System of Great Schools work.

<table>
<thead>
<tr>
<th>COMMUNITY VALUES</th>
<th>SYSTEM OF GREAT SCHOOLS WORK</th>
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</thead>
<tbody>
<tr>
<td><strong>Theme 1:</strong> Cultivate and sustain ongoing two-way communication between district, schools, and families.</td>
<td>Conducted <strong>2nd Annual Call for Quality Schools</strong></td>
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<tr>
<td><strong>Theme 2:</strong> Continue to focus our schools first and foremost on rigorous instruction in a rich, collaborative learning environment.</td>
<td>Developed <strong>7 Schools</strong></td>
</tr>
<tr>
<td><strong>Theme 3:</strong> Plan and invest for the future of our students.</td>
<td>Developed <strong>School Performance Framework</strong></td>
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<td></td>
<td>Activated <strong>Unified Enrollment Planning</strong></td>
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<td></td>
<td>Formed <strong>Facilities Master Planning Committee</strong></td>
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