



FALL 2024 COMMUNITY UPDATE



MIDLOTHIAN ISDTM

INSPIRING EXCELLENCE



INSPIRING EXCELLENCE

This is the first edition of the Midlothian Independent School District Community Update, highlighting the progress of the district, the accomplishments of our staff and students, the support provided by our community, and our commitment to inspiring excellence in academics, fine arts and athletics. This update shares an accounting of our strategic initiatives outlined in the district's Balanced Scorecard and how MISD leads around three core beliefs.

We believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential.

We believe a high quality staff with appropriate resources is essential to creating educational experiences that promote student success.

We believe that effective communication, purposeful collaboration, and strong partnerships create an atmosphere of trust and a strong sense of community vital to student achievement.

*From Superintendent
Dr. David Belding*



MISSION

The mission of Midlothian ISD is to educate students by empowering them to maximize their potential.

VISION

Inspiring excellence today to change the world tomorrow.

WELCOME DR. BELDING

Midlothian ISD welcomed Dr. David Belding to the district in October 2023



“Midlothian ISD is a special community that my wife, Angela, and I are humbled and excited to join.” ~ Superintendent Dr. David Belding



MISD
BOARD OF TRUSTEES

Pictured L to R first row: Dr. David Belding, Superintendent; Gary Vineyard, President, Place 2; Tami Tobey, Vice President, Place 6; Jessica Ward, Secretary, Place 5.
Pictured L to R second row: Mike Dillow, Trustee, Place 4; Ed Harrison, Trustee, Place 7; Ryan Timm, Trustee, Place 3; Richard Pena, Trustee, Place 1.

The Board of Trustees consists of seven members who act as our District's policy-making body. Trustees work with the Superintendent and staff to set the direction of the school district with the education and well-being of school children as its primary focus.

Board members are elected at-large by the citizens in MISD to three-year, staggered terms. They not only represent the public, but also translate the needs of students into policies, goals and strategies that reflect the standards and values of the community as a whole.

The Community Update has been developed to communicate transparent and comprehensive information about student success in academics, the arts and athletics. It also highlights contributing factors to the district's success including high-quality staff, unique programs, community partnerships, and the district's financial stewardship.



14 Schools 11,200+ Students

8 Elementary Schools 3 Middle Schools
2 High Schools 1 CTE School



National Merit Finalist



National Merit Commended



National Recognition Scholars



National AP Scholars

9 of 10

Class of 2024 graduates are college, career or military ready



\$16 Million

Earned Scholarships

Nearly 800 Graduates

BEST HIGH SCHOOLS

& WORLD REPORT U.S. News

NATIONAL 2024





STUDENT SUCCESS

**CAPACITY BUILDING AND
EFFECTIVE LEADERSHIP**

**CULTURE, CLIMATE AND
SAFETY**

**DISTRICT OPERATIONS
AND FISCAL STEWARDSHIP**

TABLE OF CONTENTS

The community update is organized into four main categories:

1. Student Success
2. Capacity Building and Effective Leadership
3. Culture, Climate and Safety
4. District Operations and Fiscal Stewardship

Category content is aligned to address the four Strategic Objectives set for the district by the Board of Trustees through the Balanced Scorecard.

BALANCED SCORECARD



STRATEGIC PLAN | BALANCED SCORECARD

WE BELIEVE

- Safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential.
- A high quality staff with appropriate resources is essential to creating educational experiences that promote student success.
- Effective communication, purposeful collaboration, and strong partnerships create an atmosphere of trust and a strong sense of community vital to student achievement.

PRIORITIES

OBJECTIVES



Student Success

- 1.1 Multiple Pathways for All Students to Belong
- 1.2 All Students Exhibit Yearly Growth in Core Areas
- 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching



Capacity Building and Effective Leadership

- 2.1 Recruit and Retain High-Potential Talent
- 2.2 Systematic Management of Individual Talent
- 2.3 Development of a High-Performing Organizational System



Culture, Climate and Safety

- 3.1 Commit to MISD Cultural Tenets in a Way that Ensures Staff and Student Well-Being
- 3.2 Strive to be a Listening and Learning Organization Aligned with Stakeholder Engagement



District Operations and Financial Stewardship

- 4.1 Systematic Long-Range Facility Management
- 4.2 Effective and Efficient Cross-Departmental Work Processes
- 4.3 Commitment to Financial Stewardship

MISD CULTURAL TENETS

- WE ARE FAMILY
- CELEBRATE THE POWER OF DIVERSITY
- UNLIMITED POTENTIAL
- EXCELLENCE THROUGH PURPOSE
- HONOR RELATIONSHIPS
- WE ARE MIDLOTHIAN STRONG

Mission: Educate students by empowering them to maximize their potential.
Vision: Inspiring excellence today to change the world tomorrow.

The following four priorities and subsequent goals were adopted by the MISD Board of Trustees in 2022 as the district's five-year strategic plan.

Priority 1: Student Success

- 1.1 Multiple Pathways for All Students To Belong
- 1.2 All Students Exhibit Yearly Growth in Core Areas
- 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching

Priority 2: Capacity Building and Effective Leadership

- 2.1 Recruit and Retain High-potential Talent
- 2.2 Systematic Management of Individual Talent
- 2.3 Development of a High-performing Organizational System

Priority 3: Culture, Climate and Safety

- 3.1 Commit to MISD Cultural Tenets in a Way that Ensures Staff and Student Well-being
- 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement

Priority 4: District Operations and Financial Stewardship

- 4.1 Systematic Long-range Facility Management
- 4.2 Effective and Efficient Cross-departmental Work Processes
- 4.3 Commitment to Financial Stewardship

STUDENT SUCCESS



MISD STRATEGIC PRIORITY #1: STUDENT SUCCESS

Curriculum is integral to the teaching and learning mission of the Midlothian Independent School District. We are focused on **conceptualizing and implementing research-based** instruction, blended learning, and innovative educational practices for the purpose of developing insights into learning experiences, improving student learning outcomes, and providing greater accessibility to educational services for all students. Our partnership with families exists to ensure all students have access to on-grade-level state standards, high-quality instructional practices, and technology to develop the necessary skills to become productive members of a global community.

- Multiple pathways for all students to belong
- All students exhibit yearly growth in core areas
- Continuous improvement of curriculum, professional development, and the Art and Science of Teaching



ACADEMICS

- ✔ 3 Military Academy Nominations and 1 Appointment
- ✔ 2 ROTC \$200,000 Scholarships
- ✔ 29 students earned Certified Nursing Assistant licenses
- ✔ 33 students earned National Phlebotomy Certifications
- ✔ 14 students earned EMT Certifications
- ✔ 11 students earned Food Managers Certificates
- ✔ \$250,800 in stock show sales at the Ellis County Show
- ✔ JROTC Jr. Nationals Orienteering #10 and #12 in the country
- ✔ Debate Team advanced to nationals in two contests
- ✔ 3rd place in Ready Writing at State UIL Academic
- ✔ 2nd place in Feature Writing at State UIL Academic
- ✔ 4 Destination Imagination teams advanced to Globals



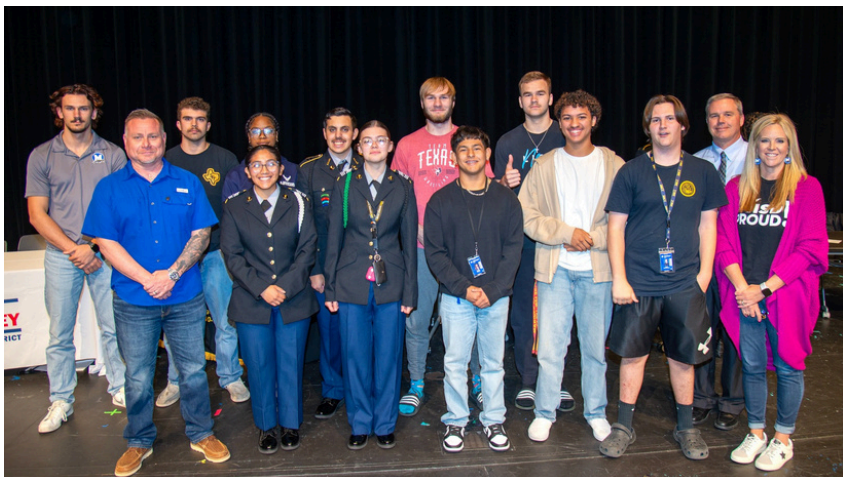
Career pathways and programs of study

- Aerospace Engineering
- Agriculture Mechanics
- Animal Science
- Audio/Video Production
- Automotive
- Biomedical Science
- Business Management
- Civil Engineering
- Construction
- Cosmetology
- Culinary Arts
- Cybersecurity



Students earned **certifications** or **licenses** for post-secondary careers



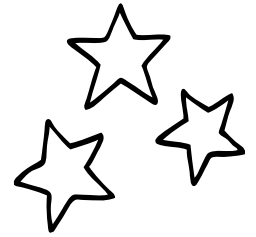




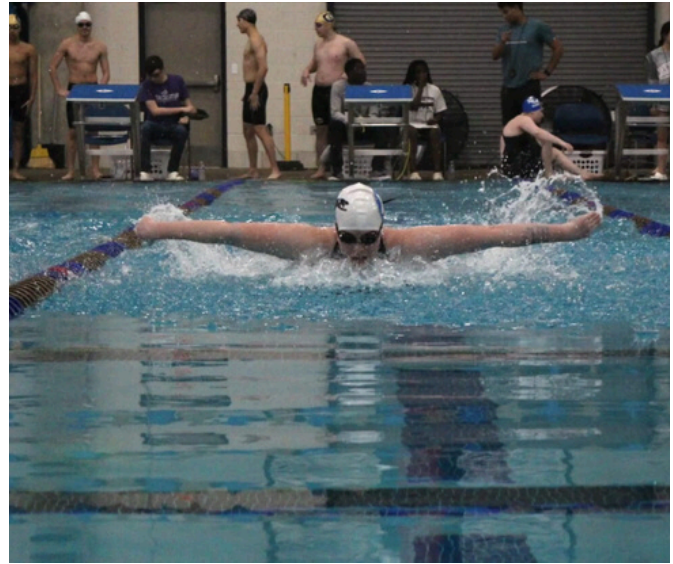
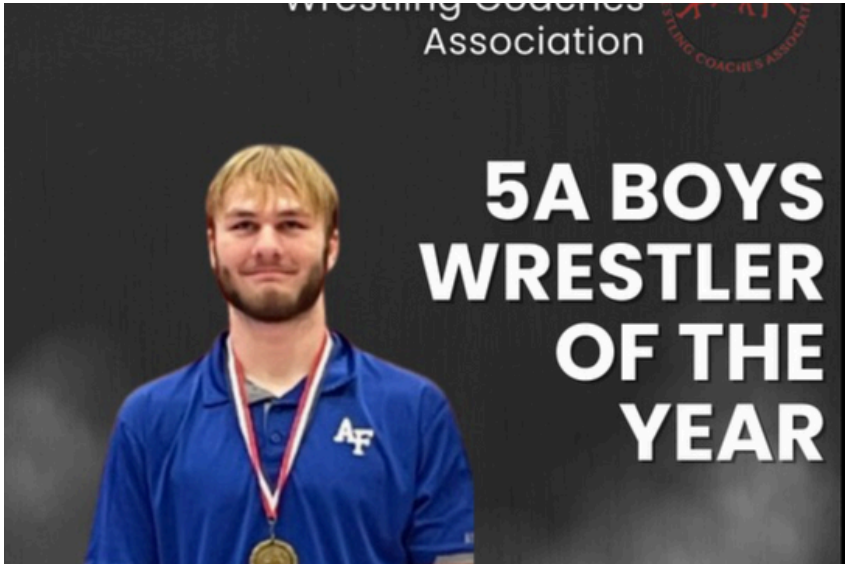
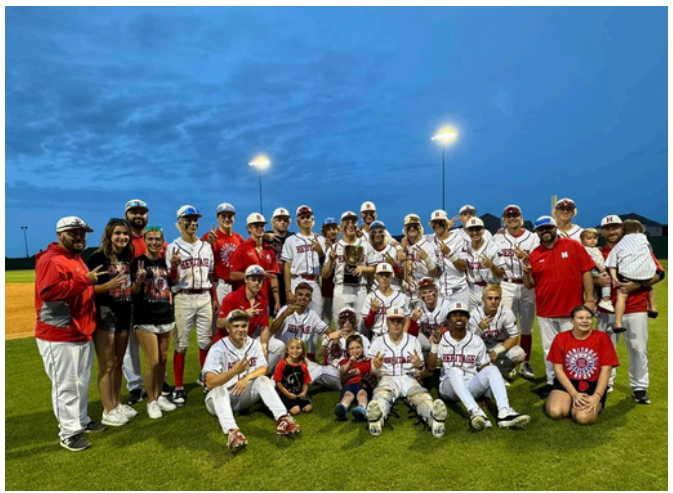


ATHLETICS

- ✔ 52 student-athletes sign letters of intent
- ✔ 17 Academic All-State students
- ✔ 5A UIL Soccer State Championship
- ✔ 9 state qualifiers in wrestling, 2 State Champions
- ✔ 3 state qualifiers in track and field, 1 bronze, 1 silver, and 1 State Champion
- ✔ 7 state qualifiers in girls powerlifting, 1 boys State Champion
- ✔ 2 state qualifiers in cross country
- ✔ 1 state qualifier in girls golf







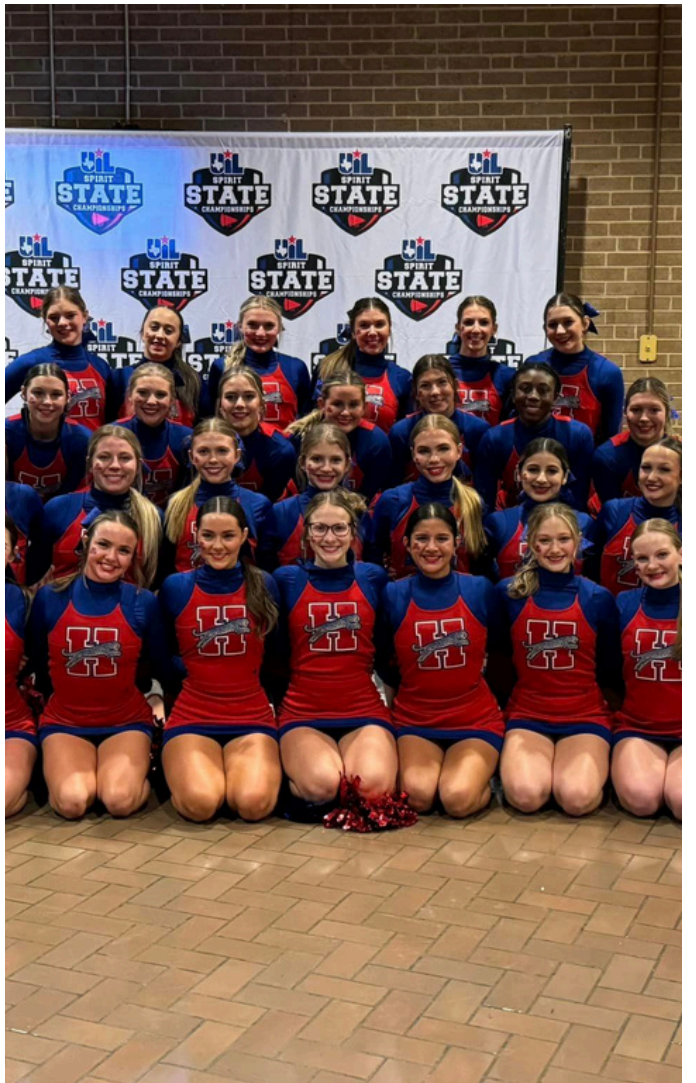


FINE ARTS



- ✓ Best Communities for Music Award
- ✓ Drill team Best of the Best National Champions
- ✓ 1 All-State Band student
- ✓ 9 Broadway Dallas High School Musical Theatre award nominations
- ✓ 14 students named Thespian National Qualifiers
- ✓ 6 student art pieces advanced to state VASE
- ✓ 3 Choir Sweepstakes Awards
- ✓ Marching band programs advanced to Area







Innovative Instruction

THE MILE PROFESSIONAL STUDIES

The MILE, which stands for Midlothian Innovative Learning Experience, is a state-of-the-art educational facility that provides flexible learning spaces designed to reflect current industry and workplace environments.

The MILE houses five career and technical education pathways: culinary arts, cybersecurity, aerospace engineering, civil engineering and entrepreneurship. Programs at this building allow students to utilize industry-standard equipment and professional practices in a career path in which they have an interest.



BUSINESS PROFESSIONALS SERVE AS MENTORS AND GUEST LECTURERS

Throughout the school year, business professionals regularly meet with MISD students in programs offered at The MILE. These professionals step in as business mentors to students when needed and serve as expert guest lecturers and speakers on guest panels designed to critique student-led business pitches and presentations constructively.



STUDENTS OUTPERFORM STATE AND REGIONAL PEERS

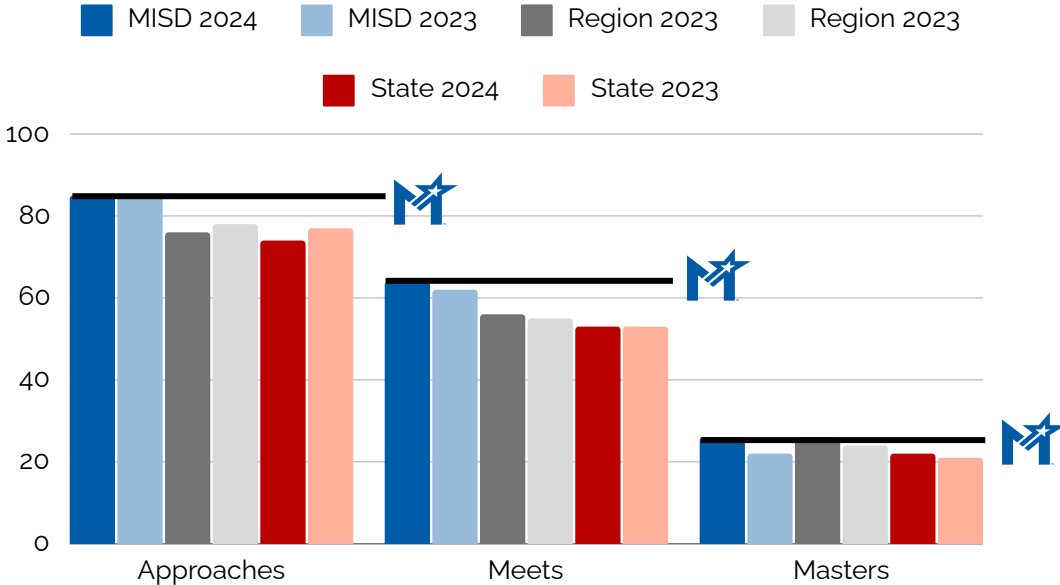
Midlothian ISD students have, on average, achieved higher scores on the STAAR state assessment in reading, math, English, algebra, science, and social studies than students across the state and region. The passing standard for STAAR assessments is Approaches Grade Level. A student who scores at or above this level has passed the STAAR test. Performance in this category indicates that students are likely to succeed in the next grade or course with targeted academic intervention.

Performance at the Meets level of the STAAR assessment indicates that students have a high likelihood of success in the next grade or course but may still need some short-term academic intervention. The Masters level of performance indicates that students are expected to succeed in the next grade or course with little or no academic intervention. Students in this category demonstrate the ability to think critically and apply the assessed knowledge.

The charts on the following pages show the preliminary 2023-24 overall STAAR scores by subject.

READING

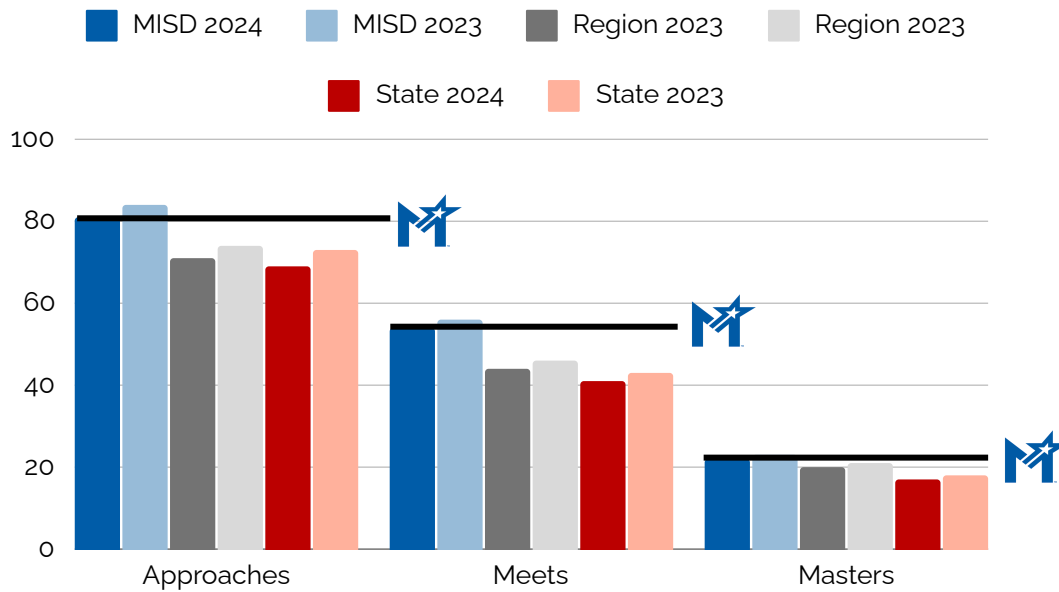
3rd Grade Reading to English II STAAR - Preliminary Results



In 3rd grade through English II STAAR results, Midlothian ISD maintained in approaches, while the state and region scores decreased. MISD had slight increases in the meets and masters categories, and performed better than the state and region in all three performance levels.

MATH

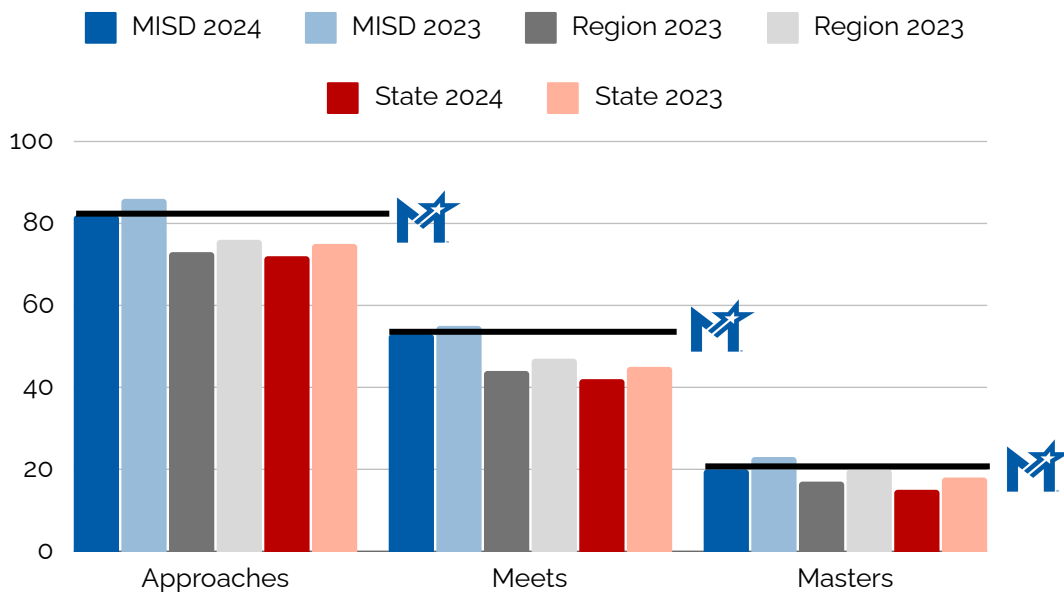
3rd Grade Math to Algebra I STAAR - Preliminary Results



Overall, STAAR math scores for grades 3 through 8 and Algebra 1 show slight decreases across the state and region when comparing 2024 to 2023 results. Science scores for grades 5, 8 and Biology also showed slight decreases. MISD scores in math and science followed these trends. Math continues to be an area of focus for MISD as the district works to increase the level of math rigor at all grade levels. MISD purchased a new science curriculum aligned to new state science standards that teachers began using in the fall of 2024.

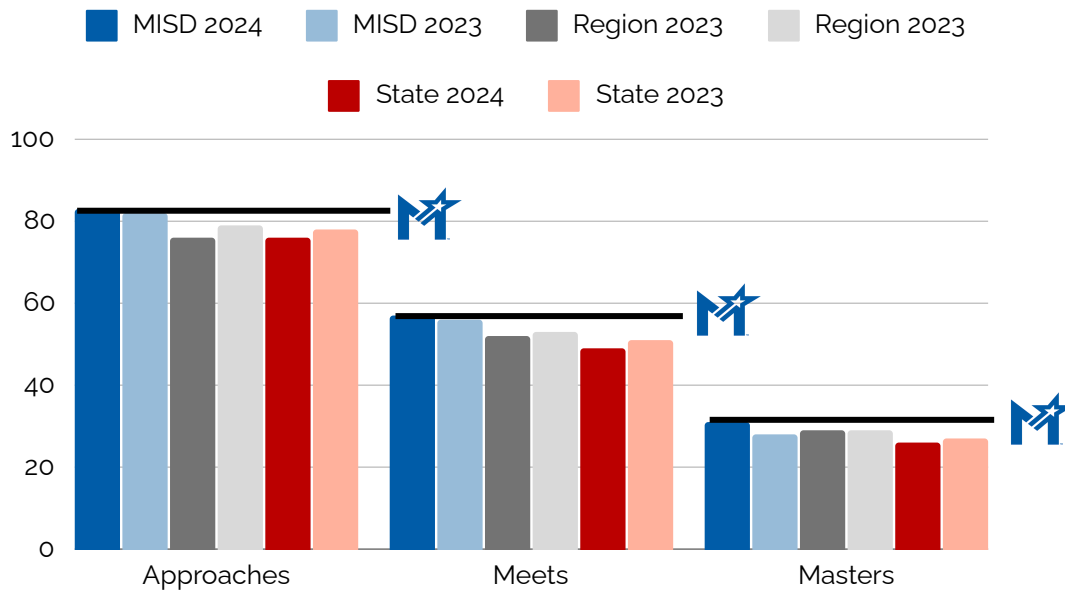
SCIENCE

5th Grade and 8th Grade Science, and Biology STAAR - Preliminary Results



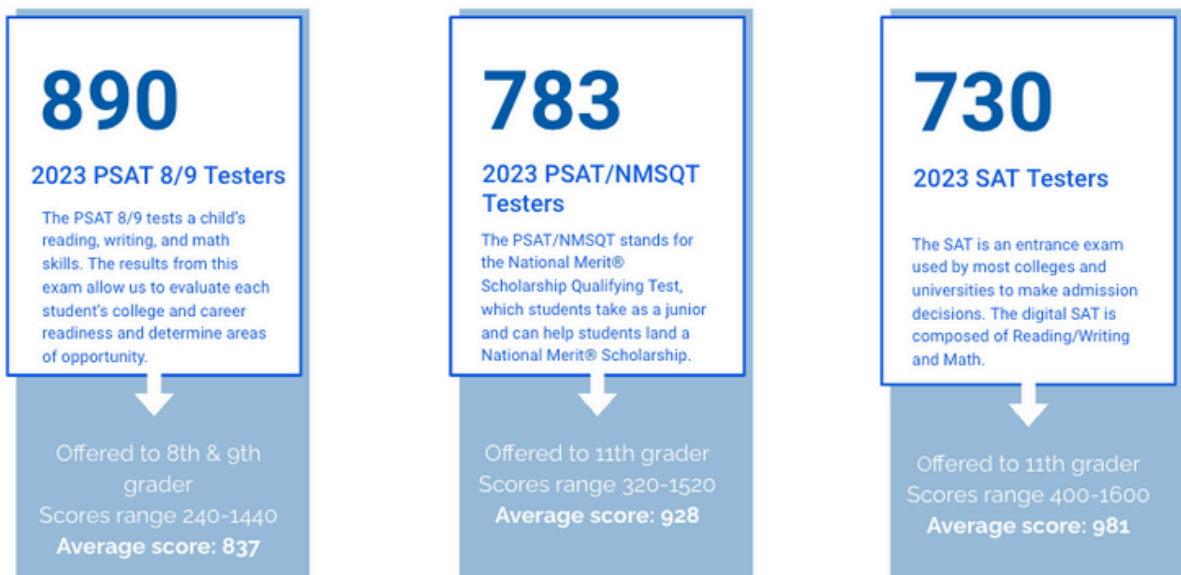
SOCIAL STUDIES

8th Grade Social Studies and US History STAAR - Preliminary Results



Overall, STAAR social studies scores for grade 8 and US History saw decreases among state and regional peers while MISD students demonstrated slight gains in all three performance levels of Approaches, Meets and Masters.

By the Numbers



CAPACITY BUILDING AND EFFECTIVE LEADERSHIP



With more than 11,200 students in 8 elementary schools, 3 middle schools, 2 high schools, and an innovative career and technical education site, Midlothian ISD is a **premier school district** in Ellis County. We are committed to educating **students** by empowering them to **maximize their potential**. We know that attracting high-quality staff for every role and position is a key factor in embodying this important mission. It's what leads to fulfilling our vision of inspiring excellence today to change the world tomorrow. From the bus ride to school to the lunchroom and classroom, **our people are essential** to creating educational experiences that promote student success.

MISD STRATEGIC PRIORITY #2: CAPACITY BUILDING AND EFFECTIVE LEADERSHIP

- Recruit and Retain High-potential Talent
- Systematic Management of Individual Talent
- Development of a High-performing Organizational System

Highly Qualified

EXCEPTIONAL STAFF

680

Teachers

68%

6+ Yrs
Teaching Exp

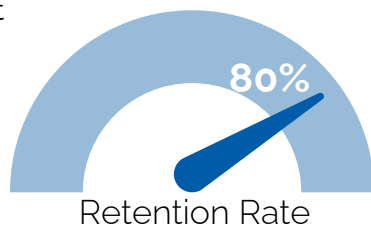
65%

Staff Classified
as Instructional



MISD is a district with a legacy of excellence spanning more than 100 years with a tradition of community support along with hiring high-quality teachers and staff. Academic success begins with a highly qualified educator in the classroom.

While MISD is one of the state's fastest-growing school districts, we continue to believe in personal connections, which is the bedrock of why our teachers and staff say, "We are family." We believe in personal growth for our teachers and staff. By investing in our MISD family, we are investing in the future of our students, making our community an excellent place to live, work and learn.



MIDLOTHIAN ISD
INSPIRING EXCELLENCE

Inspiring **EXCELLENCE**

The goal of the Inspiring Excellence employee recognition program is to identify and recognize employees who exemplify, through their contributions and service, the Midlothian ISD cultural tenets.

NOMINATIONS

Click to open the **NOMINATION FORM**

Know a colleague who embodies the MISD Cultural Tenets or whose recent contribution exemplifies one tenet? Complete the nomination form at <http://bit.ly/3HO59Xn>.

WE ARE FAMILY | CELEBRATE THE POWER OF DIVERSITY | HONOR RELATIONSHIPS | EXCELLENCE THROUGH PURPOSE | UNLIMITED POTENTIAL | WE ARE MIDLOTHIAN STRONG

WHY OUR STAFF CHOOSE MISD

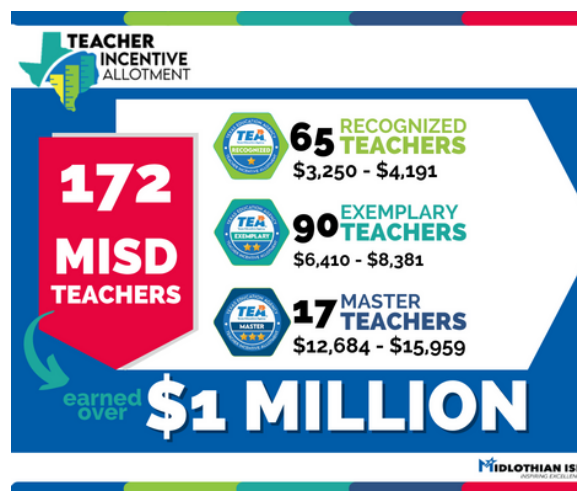
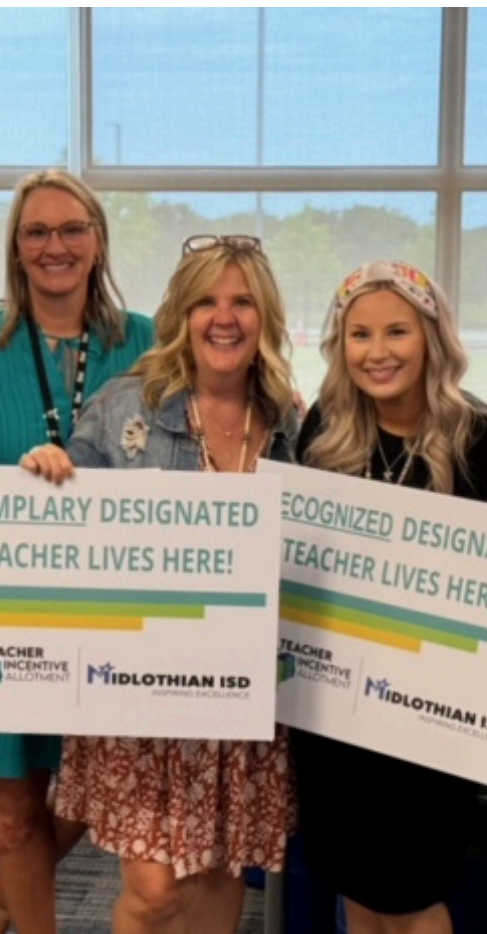


It's the people! In Midlothian ISD, we believe our culture is the heart and soul of our schools. Our culture provides more than a legacy of excellence - it's something much more meaningful. Our culture speaks to how much we truly care for every child, teacher, and staff member along with their families.

TEACHER INCENTIVE ALLOTMENT

Midlothian ISD recognized more than 170 of its teachers this month as recipients of the Teacher Incentive Allotment (TIA) program. Through the program, MISD teachers earned over \$1 million in additional compensation. The program is part of the state's efforts to identify and award allotments to highly effective teachers. This is the first year MISD has had a fully state-approved TIA designation system.

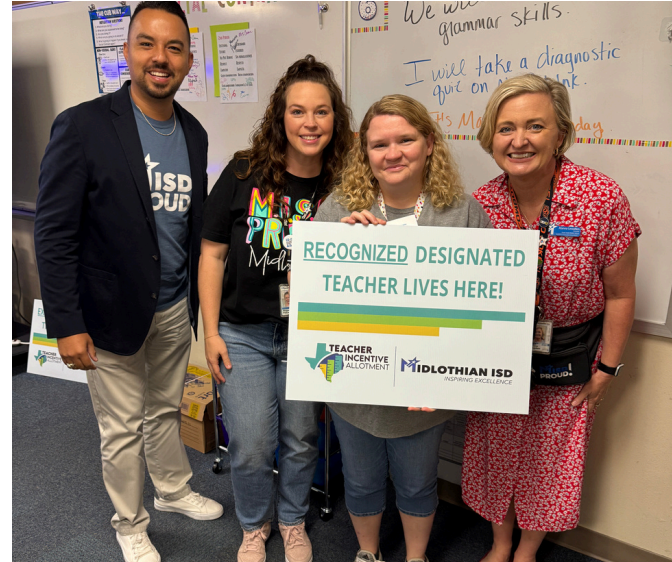
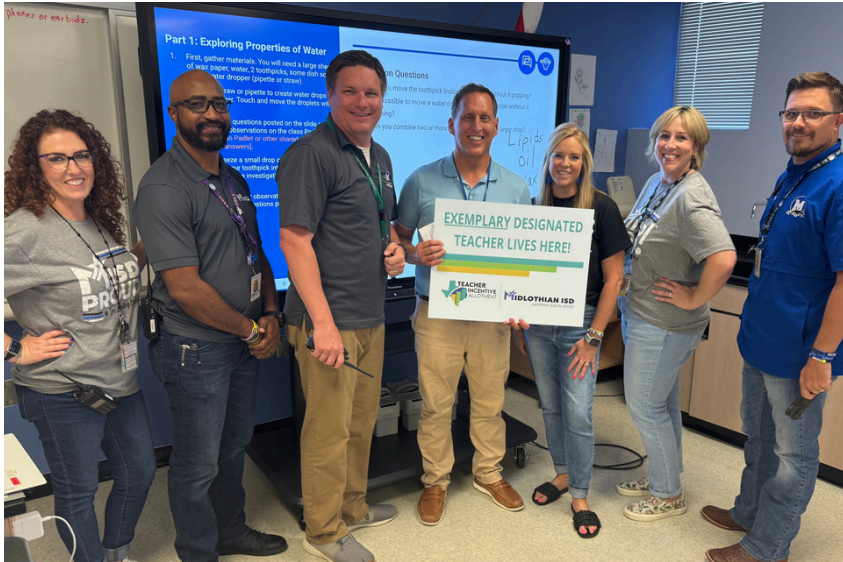
More than half of the eligible MISD teachers received a TIA designation and received additional pay in addition to their regular teacher salary compensation.




Learn more about TIA



The TIA program awards allotments to highly effective teachers based on the teacher's designation level, the campus's socio-economic status, and the campus's rural status. The specific amount of money a teacher receives depends on their designation level—Recognized, Exemplary, or Master teacher—and is determined and fully funded by TEA.




WHAT WE ARE KNOWN FOR...



MIDLOTHIAN ISD
INSPIRING EXCELLENCE

Compensation Plan 2024-25

Teachers and Librarians

<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>\$57,500 Starting Salary</p> </div>	<p>Average Raise of 3%</p> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>\$1,900 increase</p> </div>
<p>Full-Time Staff Paraprofessionals, Professionals and Support Staff</p>	
<p>Average Raise of 1%</p> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>\$1,000 Minimum Increase</p> </div>	<p>\$370 monthly</p> <p>Health Insurance Contribution</p> 

APPLY ONLINE TO JOIN MISD AT WWW.MIDLOTHIANISD.ORG

- Comprehensive benefits
- Competitive salaries
- Ongoing professional development opportunities
- Professional learning communities and administrative and leadership academies
- Cutting-edge technology in the classroom
- State-of-the-art facilities

CULTURE, CLIMATE AND SAFETY



MISD STRATEGIC PRIORITY #3: CULTURE, CLIMATE AND SAFETY

In Midlothian ISD, we believe our culture provides a **legacy of excellence** and speaks to how much we truly care for every child, teacher, and staff member along with their families. The six district cultural tenets **set the standards** for how we approach everything we do as an organization. With these tenets in mind, MISD works hard to build systemic systems that position the district to foster a positive culture to support listening, learning, engagement and safety. We are proud of the efforts we make in our schools, and we believe it **takes our entire community** to continue providing the nurturing and secure learning environment necessary for students to reach their highest potential.

- Commit to MISD Cultural Tenets in a Way that Ensures Staff and Student Well-being
- Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement

Cultural Tenets



SAFETY PROTOCOLS

The Midlothian Independent School District places the safety and security of your children as a top priority. In keeping with that philosophy, we have implemented an Office of Safety and Security to coordinate our campus and district-wide efforts. The Office of Safety and Security oversees the District Safety Team, After Crisis Team and Emergency Response Team. The department partners with campuses, administration and local emergency responders to prepare for crisis situations.

The Office of Safety and Security depends on each partner to assist in this effort. We consider every teacher, principal, custodian, administrator, bus driver, crossing guard, parent and guardian as a key member of our district safety and security team.

MISD has also developed safety and security protocols that are aligned with nationally accepted best practices. We have fully trained district and campus safety and response teams, including our administrators, counselors, fire/EMS personnel, nurses, parents, police, students, and teachers. Safety teams lead our district in planning and overseeing our basic safety and security structure. The response teams are prepared to act should a critical incident occur requiring activating any of our emergency protocols.



THAT FOSTER A CULTURE OF BELONGING



100%

- ✓ MISD Staff Annually Complete Safety Training
- ✓ MISD Schools Conduct Required Safety Drills
- ✓ Passage Rate on Intruder Safety Audits

ENHANCING SAFETY

The City of Midlothian and MISD approve the addition of six new School Resource Officers

In August 2024, the district announced that its strong partnership with the City of Midlothian and the Midlothian Police Department was growing. Focused on proactive school safety measures, the City, MPD and MISD agreed to an updated safety MOU with six additional highly qualified officer positions to the existing MISD School Resource Officer (SRO) Division.

School Resource Officers are in and around the district at every school every day classes are in session. Expanding the number of SRO positions to 18 helps meet the state-mandated requirements of House Bill 3, which goes into effect September 1 and calls for an armed security officer to be present during school hours at each district campus.

[Read the press release here.](#)



Midlothian School Resource Officers earn "Best in Texas" title

The Texas Association of School Resource Officers (TASRO) awarded the Midlothian Police Department School Resource Officer Unit as the 2024 TASRO Agency of the Year.

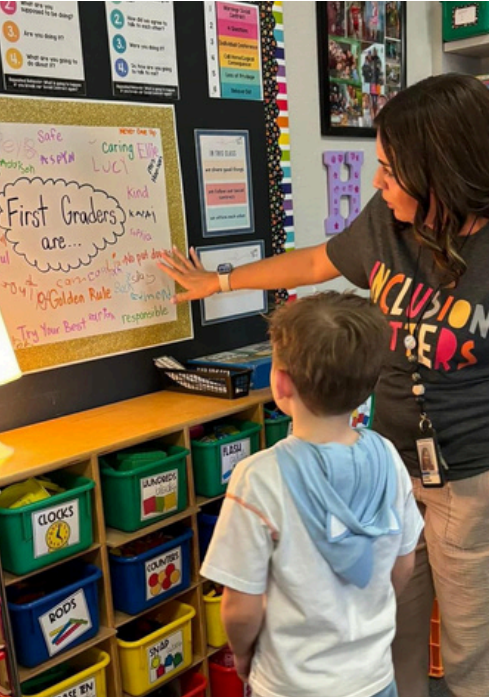
The Midlothian Police Department SRO unit and partnership with Midlothian ISD is a regional and statewide recognized law enforcement program. Many Texas school districts deem the MISD SRO program as a model for successfully implementing school safety initiatives.

We are MISD Proud of the Midlothian PD School Resource Officer unit and celebrate their state recognition.

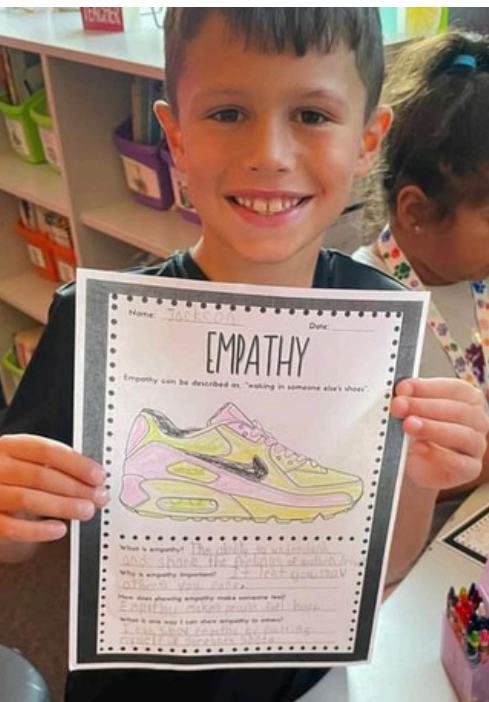


SHOWCASING POSITIVE CULTURE

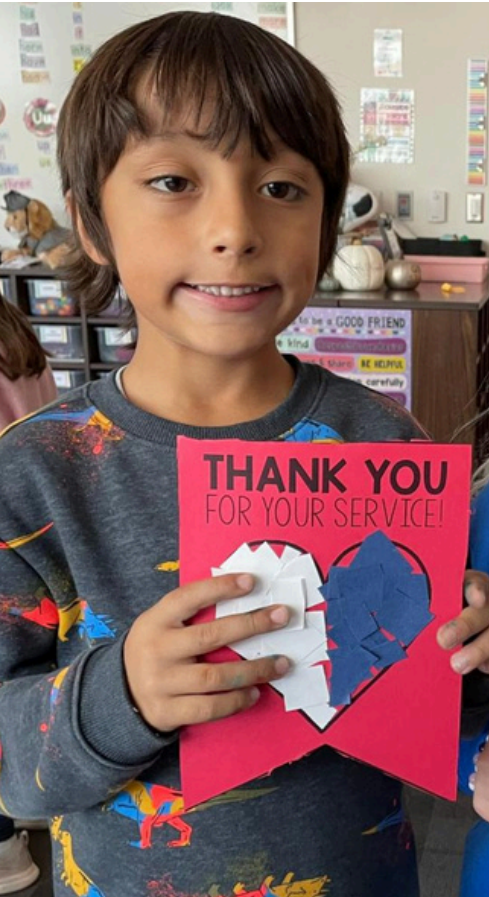
Midlothian ISD implemented CKH during the 2021-22 school year and funded the districtwide program launch through the use of federal ESSER funding. Since then, district and campus leaders, including teachers, have committed to investing in growing a culture focused on relationship building. This is the third school year of CKH implementation for MISD, and the district and 10 of its 14 schools have already received the highest accolades from the organization.



MISD is one of only 40 U.S. school districts to be named a National Showcase District. In addition to the district award, 10 of 14 MISD campuses have been named Capturing Kids' Hearts® National Showcase Schools.



- Dolores W. McClatchey Elementary School
- J.A. Vitovsky Elementary School
- J.R. Irvin Elementary School
- Jean Coleman Elementary School
- LaRue Miller Elementary School
- Longbranch Elementary School
- Mt. Peak Elementary School
- T.E. Baxter Elementary School
- Midlothian High School
- Walnut Grove Middle School

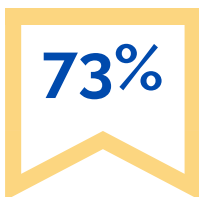


EXCELLENCE IN COMMUNICATION

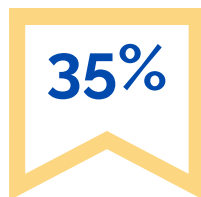
The Midlothian Independent School District Communication Department is an effective liaison between the community and the school district. Specific areas of responsibility include media relations, community relations, employee relations, brand management, community partnerships, school closings, district website and district social media channels.



FOCUSED ON ENGAGEMENT



eNews View Rate



Email Open Rate



Monthly Website Traffic



Facebook Followers



Instagram Followers



X (Twitter) Followers

OPERATIONS AND FINANCIAL STEWARDSHIP



MISD STRATEGIC PRIORITY #4: OPERATIONS AND FINANCIAL STEWARDSHIP

The mission of the Midlothian Independent School District's Business Office is to manage the school district's financial operations in the most **trustworthy and transparent** manner possible. The Business Office is responsible for the district's fiscal operations, including accounting and financial reporting, accounts payable, investments, purchasing, budgeting, internal controls, financial planning, debt management, and facilities management. Our ultimate goal is to support all district employees, customers, and stakeholders, ensuring that all financial and systematic long-range facility management operations **support the district's instructional goals and objectives**, thereby providing our students with the best education possible.

- Systematic Long-range Facility Management
- Effective and Efficient Cross-departmental Work Processes
- Commitment to Financial Stewardship



EXCELLENCE IN FISCAL TRANSPARENCY

The Midlothian Independent School District received another clean financial audit for Fiscal Year 2023 from its external auditor, Weaver and Tidwell, L.L.P. The audit of the district's finances found no material weaknesses, findings, or significant audit adjustments and showed that the district remains in compliance with all reporting requirements- the most positive findings a district can receive.

In addition to a clean audit, MISD continues to be recognized annually for its strong fiscal management practices. The Texas Comptroller's "Transparency Stars Program" recognizes local government entities that provide easy online access to important financial data. MISD has held the Transparency Stars for Traditional Finances and Debt Obligations since 2017.



RECOGNIZED STEWARDS OF DISTRICT RESOURCES



1 of only 77 Texas School Districts

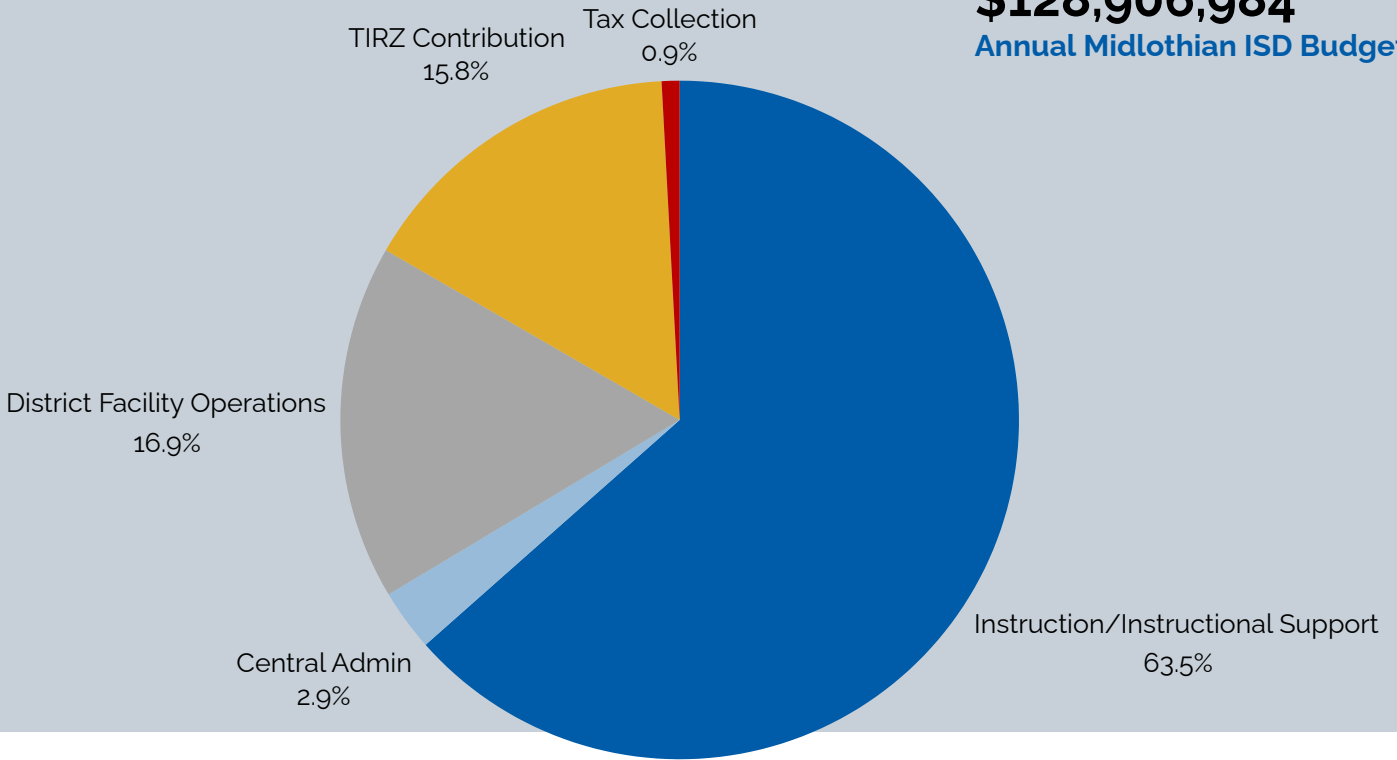


1 of only 32 Texas School Districts

GENERAL FUND EXPENDITURES

\$128,906,984

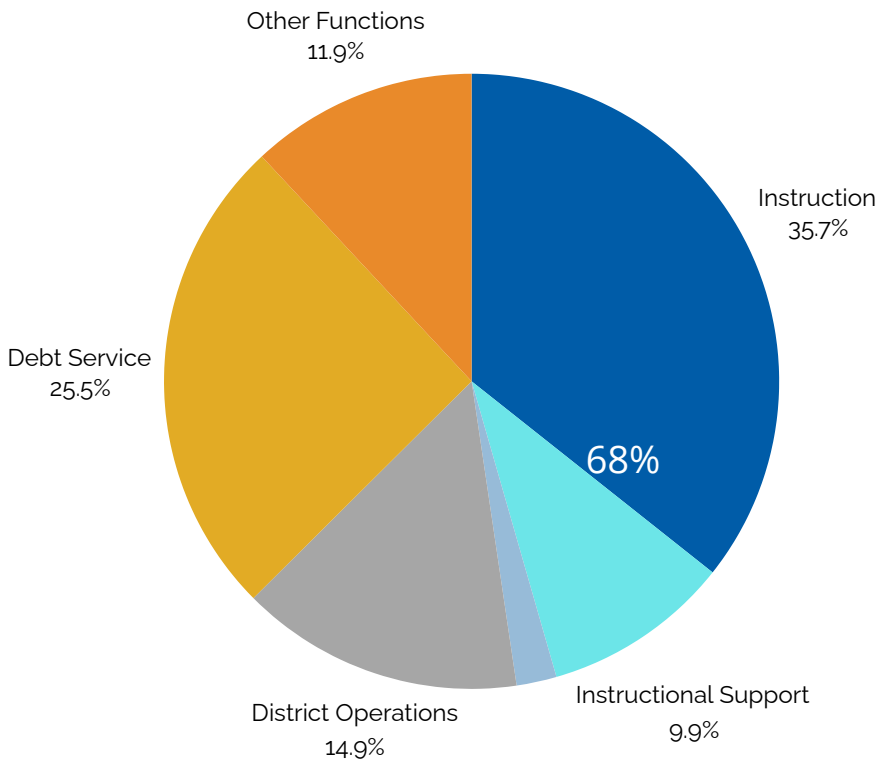
Annual Midlothian ISD Budget



ALL FUNDS EXPENDITURES

Midlothian ISD's actual General Fund operating revenue in 2024-25 is \$129 million.

The two pie charts show the district's budget expenses by function and also by object codes. As shown, 63 percent of the district's budget funds instruction in terms of function expenditures and 83 percent of the overall budget supports payroll costs.



\$111 Million Saved

Saved in interest payments through early Bond debt repayment

MISD has actively deployed various debt management practices to lower the borrowing costs of taxpayers, resulting in more than \$111 million of direct savings since year 2010.



 **MIDLOTHIAN ISD**[™]
INSPIRING EXCELLENCE

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