



# Midland ISD

## Texas Commission on Public School Finance Meeting March 7, 2018

Orlando Riddick, Superintendent  
Darla Moss, Chief Financial Officer  
Dr. Elise Kail, Chief Transformation Officer  
Rajeev Bajaj, Executive Advisor

## FAST FACTS

Number of Students.....	<b>25,718</b>
Number of Campuses.....	<b>38</b>
Priority / Focus Campuses.....	<b>8</b>
IR Campuses.....	<b>4</b>
Low-Income Students.....	<b>47%</b>
English Language Learners.....	<b>12%</b>
Graduation Rate.....	<b>88.5%</b>

## HIGHLIGHTS

- **Board engaged in Lone Star Governance Training** resulting in defined board goals and Theory of Action
- **Launched a citywide “Listen and Learn”** tour with strong response
- **Enrollment** has increased by **22% over the past 10 years** (including an increase by 1,000 students over the past year alone)
- Entered this school year with **approximately 98% of its need for teachers fulfilled**
- Over the past **one year**, MISD **reduced its number of IR campuses by ~56%** (from 9 campuses to 4 campuses), down from 11 campuses in 2015
- **Initiated and expanded several innovative school partnerships** including the below:
  - Early College High School expansion @Midland College
  - Carver Center (Gifted and Talented Elementary Campus)
  - Sam Houston (College Prep Elementary Campus)
  - Launched Health Science and Technology campus (partnership with Midland Memorial Hospital and Midland College)
  - Petroleum Academy (partnership with industry)

# TEA has created the conditions for districts like Midland to innovate and accelerate access to high quality schools for all kids in our community

Districts that want to take action have a variety of ways to accelerate opportunities for their kids via support from TEA.



Ensure Your Existing Great Schools are at Maximum Capacity

Launch a New High Potential School



Partner with a High Performing Charter to Operate a Struggling School

**Charter School Program Grant**

**District Charter Partnership**



Expand Access to Existing Great Schools



Create a Transformation Zone

Close a Struggling School and Consolidate Students into a Higher Performing School

**Transformation Zone Grant**

**School Redesign Grant**

Replicate Existing Great Schools

**Replicating Great Options Pilot**

- Chief Transformation Officer
- Zone Design Partner
- MISD TZ Campuses:
  - South
  - Lamar
  - Travis
  - Houston
  - San Jacinto
  - Alamo

Redesign a School from the Ground Up

**School Redesign Grant**

*All of these grant programs give significant priority points to applicants who give contractually protected autonomies to the schools.*

# SB 1882 – Paving the Way for Partnerships

Increased flexibilities and incentives under SB 1882 have helped catalyze partnerships in service of increasing educational opportunities for all Midland kids. *Partners would sign an MOU with the district with clear autonomies and accountability based on Midland's school performance framework.*

## District Incentives

- TEA support and guidance on navigating external partnerships
- Innovative options to meet the needs of our most vulnerable kids

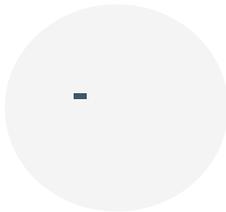
## Operator Incentives

- Flexibility on human capital (staffing), time (length of school day), finance (shared campus resources), and academic program
- Access to MISD facilities and other district support, including transportation, food services, building maintenance, and long term facilities planning support.
- Partnership on a single enrollment system, over time

*Partnership to ensure all students will graduate prepared and ready for college or career (MISD's vision).*

# Creating the Conditions for Partnership and Innovation

MISD's vision is to ensure all of Midland's students graduate prepared and ready for college or career. MISD is looking for innovation inside the district as well as outside to ensure that every Midland child has access to a high quality school.



To realize this vision, MISD is committed to establishing and nurturing new in-district partnerships to **cultivate, augment, and recruit the best leadership and talent to serve Midland's children.**

***Examples:***

- *Partnerships on talent to support MISD's current and future educators*
- *Innovative programs (e.g. focused on College & Career Success, STEM / Personalized Learning, and Mentorships / Externships / Internships)*
- *Explore in-district charter partnerships*

Through the Call for Quality Schools, MISD is seeking partners inside the district as well as outside to **design new and reimagine existing in-district schools to support our most at-need students.**

- *30 applications from 22 separate entities*
  - *7 Internal applications received*
- *14 entities (22 ideas) interviewed over 3 days*
- *12 ideas moved forward in the process (5 internal)*
- *Currently in due diligence phase to determine partnership and determine opening year*



## What is Midland on the Move?

Midland on the Move is the district's bold, student-centered transformation plan to ensure all students have access to great schools that meet their individual needs and maximizes their potential.



## Why Midland on the Move?

Every student in our district is unique and deserves a 21<sup>st</sup> century education system that provides a high-quality, enriched learning environment.

Midland on the Move is the district's transformation effort to make this a reality as we pursue becoming a System of Great Schools.

## What is System of Great Schools (SGS)?

The System of Great Schools strategy involves putting autonomous schools at the center of our change efforts and focusing on the needs of schools to meet the individual needs of students.

SGS works at the community, district and school level to reorient our efforts with schools at the center, not the district or system.

When schools don't meet the high bar we are establishing, we will work with the community to identify innovative opportunities to ensure students are well served.

Each school will receive the support and resources they need to provide a high-quality education to our students.



**Midland**  
on the Move

# How?

**Listen, Learn  
and Continue  
to Engage with  
Community**

Continue our ongoing dialogue about what success looks like for every Midland student

**Focus on  
Teaching  
and Learning**

Accelerate, deepen, and improve instruction with high expectations and academic rigor for all Midland students

**Know Our  
Schools**

Use our shared definition of a great school and continue to improve, create, and manage a rigorous set of 21st century schools that meet every Midland student's needs

**Redesign Central  
Office and Focus  
on Talent**

Activate our transition to a customer service organization that serves every school and re-double our efforts to ensure the highest quality educators are in classrooms, the principal's office, and at MISD

**District of Innovation**

**Partnerships with Family,  
Community and  
Business Leaders**

**Lone Star  
Governance**



## Midland on the Move:

*MISD as an operator and facilitator of quality schools – a 3<sup>rd</sup> way*



Midland Independent School District



Central Office

*We have re-envisioned our role as a district to be both an operator and facilitator of high-quality public schools.*

*Our role is to ensure that every child has access to a high-quality education in Midland.*

*That can occur through directly managed schools that meet diverse needs, as well as partnership schools that meet a shared, rigorous vision of student success in Midland*



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

# SB 1882 – Securing More Resources for Midland Students in a Challenging Fiscal Environment

SB 1882 is an opportunity to *partner with high quality school operators and secure additional resources for Midland students in a challenging fiscal environment.*

## Operator Incentives

- Additional resources and operational flexibility to meet the diverse needs of Midland students

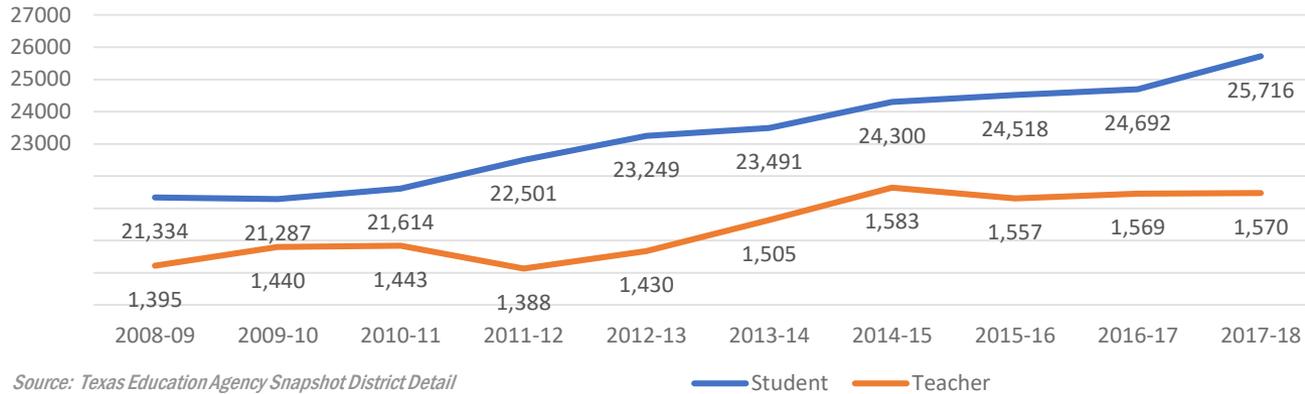
## Fiscal Environment

- These additional resources are necessary as revenue is not keeping pace with rising enrollment given chapter 41

*Partnership to ensure all students will graduate prepared and ready for college or career (MISD's vision).*

# Midland ISD: Revenue is Not Keeping Pace with Enrollment Trends, Given Chapter 41 (1 of 2)

### Student Membership Trend

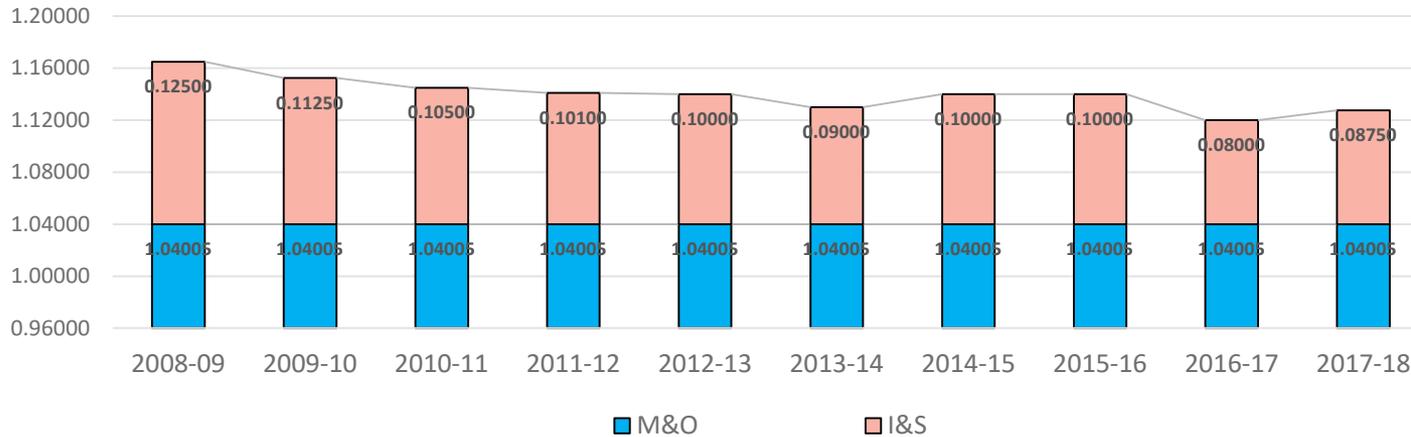


**Student Growth Rate**  
 10 Years: + 20.5%  
 5 Years: + 9.5%

**Teacher Growth Rate**  
 10 Years: + 12.5%  
 5 Years: + 4.3%

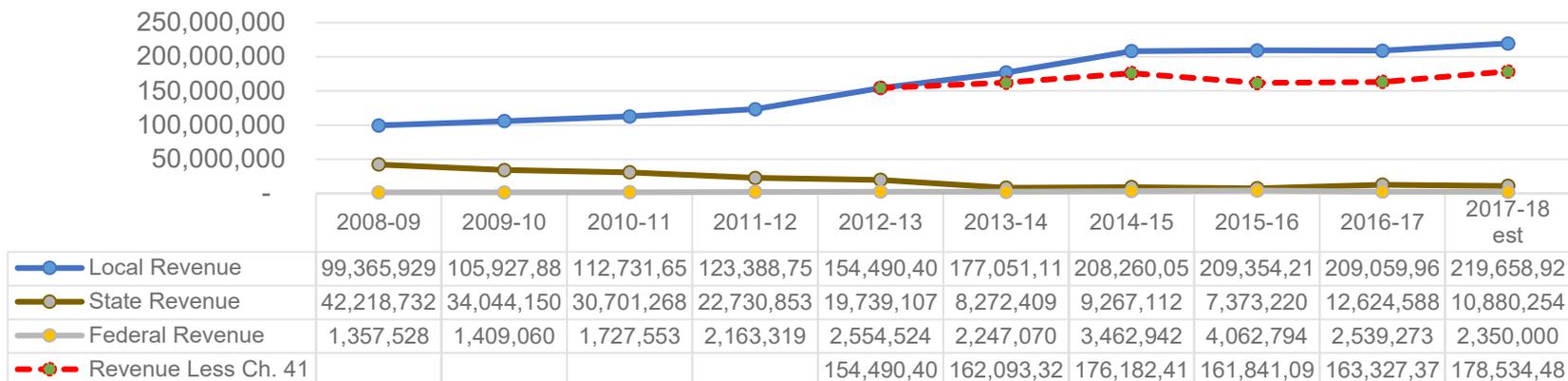
Source: Texas Education Agency Snapshot District Detail

### Tax Rate History 2008-2018

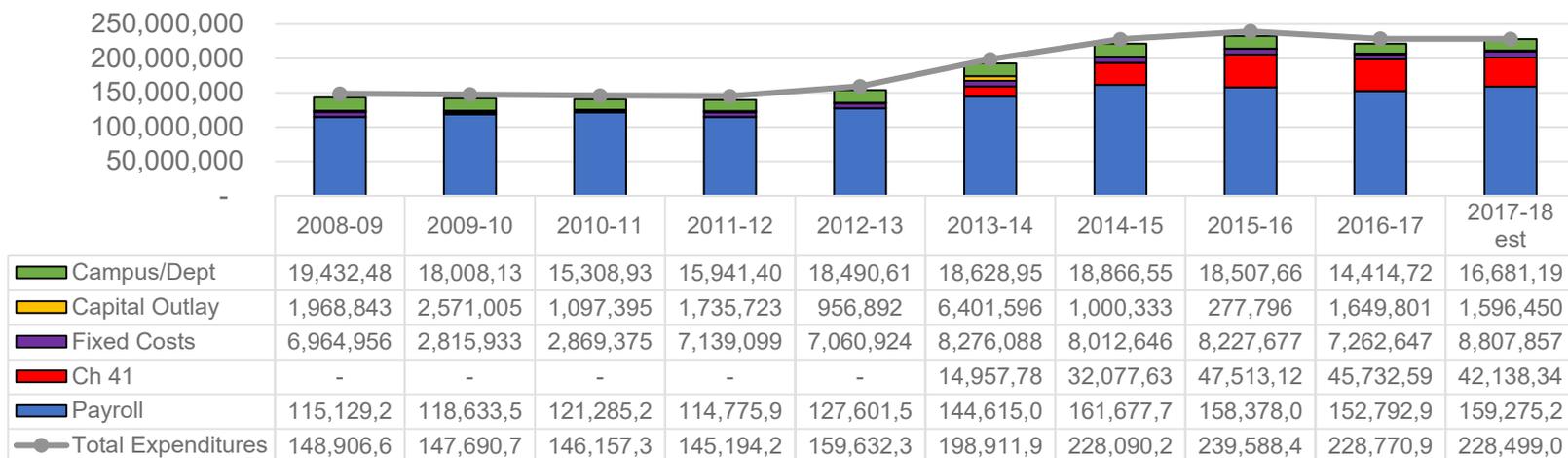


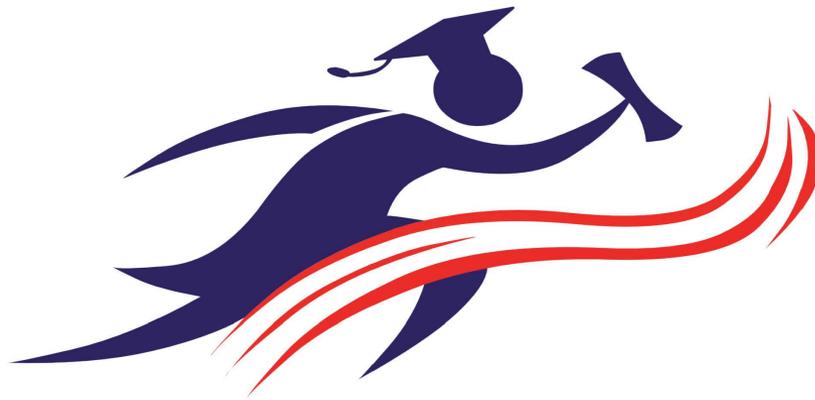
# Midland ISD: Revenue is Not Keeping Pace with Enrollment Trends, Given Chapter 41 (2 of 2)

### Revenue Trend with Chapter 41



### General Operating Allocation Amounts





# Midland on the Move