

MONTAGUE ISD

Mission

The mission of Montague ISD is to develop partnerships with families and the community to provide a safe learning environment, and to inspire each student to develop a growth mindset in order to successfully transition to the next educational level.

Vision

Learners today, Leaders tomorrow

Nondiscrimination Notice

MONTAGUE ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

MONTAGUE ISD Site Base

Name	Position
Hennessey, Carla	Superintendent
Kleinhans, Angela	Principal
Weaver, Emiley	Teacher
Hutson, Kit	Paraprofessional
Richardson, Patty	Teacher
Eldred, Kristi	Teacher
Murphey, Karla	Teacher
Bell, Denise	Teacher
Owens, Sandy	Community Representative
Mowery, Cathy	Business Representative
Thompson, TJ	Business/ Peims
Stovall, Alex	Parent
Newland, Christina	Parent

Funding Resources

Federal	State	Local	Other
No rows defined.			

MONTAGUE ISD

Goal 1. Montague ISD will recruit and retain highly effective, qualified staff while providing on -going and relevant professional development to enhance student learning.

Objective 1. 100% of MISD staff teaching core courses will meet state certification requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will review all records of professional and paraprofessional staff to ensure that current and accurate state requirements are met. Deficiency plans will be developed as needed. (Strategic Priorities: 1) (ESF: 2)	Principal, Superintendent	August 2026- June 2027	(L)Local - Local Funds	Criteria: August 2025 Review of Records 09/27/25 - Completed
2. The district will provide funds for teachers to take the initial TExES exam for additional certifications by principal approval. (Strategic Priorities: 1) (ESF: 2,2.1)	Principal, Superintendent	August 2026 - July 2027	(L)Local - Local Funds	Criteria: SBEC Teacher Certification Documentation 10/13/25 - On Track 10/13/25 - On Track
3. The district will reward longevity of service by offering a longevity stipend paid out in a one-time payment in November, based on years of service, as well as a retention bonus paid as a one-time payment in August. (Strategic Priorities: 1) (ESF: 2,2.1)	Superintendent	August and November	(L)Local - Local Funds	Criteria: Payroll Reports 10/13/25 - On Track

MONTAGUE ISD

Goal 1. Montague ISD will recruit and retain highly effective, qualified staff while providing on -going and relevant professional development to enhance student learning.

Objective 2. 100% of MISD instructional staff will attend targeted, research-based professional development to implement strategies that enhance student engagement and learning and for continuing professional growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Instructional staff will receive RTI, 504, Dyslexia, and Special Education training annually. (Strategic Priorities: 1) (ESF: 2,2.1)	Principal	August 2026 - May 2027	(F)State, (L)Local	10/13/25 - On Track
2. All MISD teachers and staff will receive child abuse reporting, FERPA, Parental Involvement, and other required Title 1 trainings annually. (Strategic Priorities: 1) (ESF: 2,2.1)	Superintendent	August 2026 - June 2027	(L)Local	10/13/25 - Significant Progress
3. MISD SBDM will meet to gather and analyze staffing data to develop a Talent Plan, if needed, as required by ESSA. (Strategic Priorities: 1) (ESF: 2,2.1)	Principal, Superintendent	November 2026	(L)Local	10/13/25 - On Track 10/13/25 - On Track
4. MISD instructional staff will attend regular PLC (Professional Learning Community) Meetings and Instructional Rounds. (Strategic Priorities: 1) (ESF: 2,2.1)	Principal	August 2026 - June 2027	(L)Local	10/13/25 - On Track
5. MISD will participate in the state's Teacher Incentive Allotment (TIA) program to support teachers. (Strategic Priorities: 1) (ESF: 2,2.1)	Principal, Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - Significant Progress

MONTAGUE ISD

Goal 2. Montague ISD will provide a culture of high expectations for academic excellence in order for students to receive a well-balanced and appropriate education, preparing them for success in their personal and professional goals.

Objective 1. MISD will increase the percentage of students scoring at Meets Grade Level performance in Reading/ELA from 67% to 73%, Math from 54% to 60%, Social Studies from 88% to 90%, Science from 38% to 45% on the 2026 STAAR assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide a data management system to allow teachers and administration to disaggregate students' academic data to provide the appropriate instruction and intervention required to meet the needs of all students. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.3)	Superintendent	August 2026 - May 2027	(L)Local	10/13/25 - Completed
2. Teachers will use data driven instruction throughout the school year, to adjust instruction and intervention as needed to meet the needs of all students. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 5,5.1,5.3)	Principal	August 2026 - May 2027	(L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 2. Montague ISD will provide a culture of high expectations for academic excellence in order for students to receive a well-balanced and appropriate education, preparing them for success in their personal and professional goals.

Objective 2. MISD will increase the percentage of students scoring at Masters Grade Level performance in Reading/ELA from 26% to 30%, Math from 27% to 30%, Social Studies from 13% to 20%, Science from 21% to 27% on the 2026 STAAR assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A Gifted & Talented (G/T) Program will be provided to qualified students according to MISD board policy as written in compliance with the Texas State Plan for the Education of Gifted/Talented Students. (Target Group: GT) (Strategic Priorities: 2) (ESF: 4,4.1)	GT Coordinator, Principal	August 2026 - May 2027	(F)State, (L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 2. Montague ISD will provide a culture of high expectations for academic excellence in order for students to receive a well-balanced and appropriate education, preparing them for success in their personal and professional goals.

Objective 3. MISD will work to narrow the achievement gap between all students and demographic student groups including 504, special education, at -risk, and economically disadvantaged students by 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MISD will ensure that at-risk students have the opportunity to participate in compensatory education programs targeted to their specific needs, such as content-centered courses, RTI, and summer school. (Title I SW Elements: 1.1) (Target Group: All,AtRisk) (Strategic Priorities: 4) (ESF: 5,5.4)	Principal	August 2026 - May 2027	(F)State, (L)Local	10/13/25 - On Track
2. The district will provide intensive instructional support for all students not approaching STAAR objectives and provide timely assistance. (Strategic Priorities: 4) (ESF: 4,4.1,5,5.4)	Principal	August 202 - May 2027	(L)Local	10/13/25 - On Track

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Goal 2. Montague ISD will provide a culture of high expectations for academic excellence in order for students to receive a well-balanced and appropriate education, preparing them for success in their personal and professional goals.

Objective 4. At least 90% of students in grades PK -2 will score “Developed” on the state-approved reading assessment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Reading Interventions will be provided through supplemental reading instruction to PreK -2nd grade students.	Dyslexia Specialist, Principal	August 2026- May 2027	(L)Local	10/13/25 - On Track
2. Teachers will implement strategies to continue to improve fluency using fluency probes instruction for students in K -2 and monitor progress. (Strategic Priorities: 2) (ESF: 5,5.3)	Principal	August 2025 - May 2026	(F)State, (L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 3. Montague ISD will continue to provide a safe, drug-free environment for students, staff, and parents, while also encouraging student attendance.

Objective 1. The 2025 -2026 MISD student attendance rate will meet or exceed 97%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MISD will enforce attendance policies to ensure each student receives a quality education and implement strategies to increase student attendance, including appropriate incentives. (FEB Local) (Target Group: All)	Piems Coordinator, Principal, Superintendent	August 2026 - May 2027	(L)Local	10/13/25 - On Track 10/13/25 - On Track

MONTAGUE ISD

Goal 3. Montague ISD will continue to provide a safe, drug-free environment for students, staff, and parents, while also encouraging student attendance.

Objective 2. MISD will survey students, staff, and parents to assess their perceptions on school safety; engagement in learning, and other relevant school procedures and protocols.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MISD will maintain all buildings in an organized, safe, and aesthetically pleasing manner. (Title I SW Elements: 1.1)	Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track 09/27/25 - Pending
2. MISD will maintain a monitoring system to allow campus officials and administration to monitor facilities to ensure student and staff safety. (Title I SW Elements: 1.1)	Superintendent	August 2026 - July 2027	(F)State - Safety Grant, (L)Local	09/27/25 - On Track
3. MISD will review, update, and practice its emergency operations plan. Safety audits, fire inspections, and health inspections will be conducted as required by law.	Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track
4. MISD will provide resources for staff on the prevention of bullying and school violence, discipline management, including materials for the education of students on suicide awareness and prevention, violence prevention and intervention, conflict resolution, sexual harassment, dating violence, and mental health. Dating violence is any physical, emotional, or sexual abuse or controlling behavior within a dating relationship. Dating violence is not tolerated. All students and staff have the right to a safe and respectful environment, and any incidents will be promptly addressed. Policy and reporting procedures can be found in FFH (Local). (Title I SW Elements: 2.6) (Target Group: All) (ESF: 3.1,3.2,3.3)	Dyslexia Specialist, Principal, Superintendent, Teachers	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - Completed
5. All MISD employees will report suspected child abuse, neglect, and sexual abuse as required by Texas law to Child Protective Services. All new educators will receive training in sexual abuse awareness and prevention as required by SB 471. (ESF:	Principal, Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track

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Objective 2. MISD will survey students, staff, and parents to assess their perceptions on school safety; engagement in learning, and other relevant school procedures and protocols.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
3,3.1)				
6. SSSC committee will meet at least three times per year to review safety/emergency procedures to ensure all stakeholders are aware of preventative measures. Students and staff will engage in practice drills to know how to react in the event of an emergency. (Title I SW Elements: 1.1) (ESF: 3,3.1)	Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track
7. MISD will implement a Trauma and Grief-Informed Care program to care for the psychological safety of the students and mitigate the effects on learning and behavior. Staff will receive training as required by TEC 21.451, and the Multi-hazard Emergency Operations Plan will be updated to include provisions to support the psychological safety of the students and staff as required by TEC 37.108.	Principal, Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track
8. MISD will maintain a School Guardian Program to provide for the safety of the students and staff in the event of an emergency. Selected staff will maintain their License to Carry from the State of Texas and will undergo annual tactical training.	Superintendent	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - Completed 10/13/25 - Completed
9. MISD will enter an MOU with the Sheriff Department, the Montague County Emergency Management Department, and the Montague Volunteer Fire Department to support and assist our district during an emergency event. (ESF: 3,3.1)	Superintendent	August 2026 - July 2027	(L)Local	09/27/25 - Completed

MONTAGUE ISD

Goal 4. Montague ISD will promote a positive climate that engages all stakeholders in the education process.

Objective 1. MISD will ensure that 90% of all stakeholders will indicate that they are involved, well-informed, and have an opportunity to provide input.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. MISD will ensure the school district website and notification technologies are updated to stimulate parental and community involvement. MISD utilizes the Remind App and social media systems to provide timely communication of upcoming events, notifications, and reminders for staff, parents, students, and stakeholders. (ESF: 3,3.4)	Principal, Superintendent	August 2026 - June 2027	(L)Local	10/13/25 - On Track 10/13/25 - On Track
2. The district provides a Parent Portal to allow parents immediate access to student grades. (ESF: 3,3.4)	Principal	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track
3. The district will provide parent/family engagement opportunities at all grade levels, such as Fall Fest, Family night at the Book Fair, Games with Grandparents, Pastries with Parents, Science Fairs, Thanksgiving Feast, Christmas Program, Meet the Teacher, Bike-a-thon, etc. (Target Group: All,Migrant) (ESF: 3,3.4)	Principal, Superintendent, Teachers	August 2026 - May 2027	(L)Local	10/13/25 - On Track 10/13/25 - On Track

MONTAGUE ISD

Goal 4. Montague ISD will promote a positive climate that engages all stakeholders in the education process.

Objective 2. MISD will engage the public as we begin planning for growth and facilities improvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will form a long-range facilities planning committee to engage stakeholders in planning for anticipated growth/improvements. (ESF: 3,3.4)	Superintendent	January 2027 - July 2027	(F)State, (L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 4. Montague ISD will promote a positive climate that engages all stakeholders in the education process.

Objective 3. MISD will use an approved character education curriculum to promote a positive climate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will use a character-building curriculum such as iLead, which encompasses all grades K-8. (Target Group: All) (ESF: 3,3.1,3.2,5,5.1)	Principal	August 2026 - May 2027	(L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 5. Montague ISD will maximize the use of 21st-century technology to enhance teaching, learning, and operational efficiency.

Objective 1. MISD will provide students and staff with up-to-date technology, training, and support to foster innovation, creativity, and critical thinking through 21st-century teaching and learning practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Conduct annual audits of classroom technology, infrastructure, and software needs, and upgrade, maintain, and replace district technology on a planned replacement cycle to prevent outdated equipment from hindering instruction.	Principal	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track
2. Ensure all students have equitable access to devices and reliable internet connectivity, including provisions for at-home learning. (Target Group: All)	Principal, Superintendent	August 2026 - May 2027	(L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 5. Montague ISD will maximize the use of 21st-century technology to enhance teaching, learning, and operational efficiency.

Objective 2. MISD will ensure that all instructional staff are equipped with the skills and confidence to integrate technology effectively into teaching and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. By the end of each school year, 100% of teachers will participate in at least two district or region-provided technology professional development sessions. (ESF: 4,4.1)	Principal	August 2026 - July 2027	(L)Local	10/13/25 - On Track
2. By 2026, 100% of classrooms will implement technology-enhanced instructional strategies (such as blended learning, project-based learning, or digital collaboration) at least once per week. (ESF: 4,4.1)	Principal	August 2026 - May 2027	(F)State, (L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 5. Montague ISD will maximize the use of 21st-century technology to enhance teaching, learning, and operational efficiency.

Objective 3. MISD will cultivate a safe, secure, and ethical digital learning environment for all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. By September 2026, 100% of staff will complete cybersecurity awareness training annually.	Principal, Superintendent	August 2026 - Sept 2026	(L)Local	10/13/25 - Completed
2. MISD will monitor and report incidents of unsafe or inappropriate digital use annually, aiming for a 10% reduction in repeat incidents each year.	Principal, Superintendent	August 2026 - May 2027	(L)Local	10/13/25 - On Track

MONTAGUE ISD

Goal 5. Montague ISD will maximize the use of 21st-century technology to enhance teaching, learning, and operational efficiency.

Objective 4. MISD will use data and stakeholder feedback to measure the effectiveness of technology integration and continuously refine practices.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. By the end of each school year, MISD will conduct at least one staff and student technology use and satisfaction survey. (Target Group: All)	Principal, Superintendent	August 2026 May 2027	(L)Local	10/13/25 - On Track
2. By 2027, at least 85% of teachers will report increased confidence in using technology to enhance instruction compared to baseline survey data.	Principal	August 2026 - May 2027	(L)Local	10/13/25 - On Track
3. MISD will annually review and update its technology plan based on instructional needs, performance data, and emerging technology trends.	Principal	August 2026 - July 2027	(F)State, (L)Local	10/13/25 - On Track

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Teacher/student ratio well below state average
Diversity in student demographics has been consistent
Growth in elementary enrollment
Faculty/staff reflects the student population

Demographics Weaknesses

Small enrollment means data is more sensitive to small changes
Number of transfer students greatly affects our enrollment
More than 50% of our teachers are female
Increase in special populations (SPED, Dyslexia, At Risk)

Student Achievement

Student Achievement Strengths

Small class sizes allow for individualized attention; strong performance in early literacy; committed teachers focused on core content areas.

Student Achievement Weaknesses

Achievement gaps exist in math and reading for certain grade levels; limited advanced course offerings.

Comprehensive Needs Assessment

Student Achievement Needs

Targeted interventions for struggling students; expansion of enrichment/advanced academic opportunities; consistent progress monitoring.

Student Achievement Summary

Student achievement is steady but requires more differentiated support and expanded opportunities to ensure all learners excel.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Loyal, experienced staff; strong collaboration among teachers; supportive leadership.

Staff Quality, Recruitment and Retention Weaknesses

Difficulty attracting new teachers due to small size and limited local applicant pool; compensation not always competitive with neighboring districts.

Staff Quality, Recruitment and Retention Needs

Competitive salary/benefits packages; enhanced mentoring for new staff; recruitment strategies targeting high-quality candidates.

Staff Quality, Recruitment and Retention Summary

MISD benefits from dedicated staff but must address recruitment and retention challenges to sustain quality instruction.

Curriculum, Instruction and Assessment

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Strengths

Commitment to curriculum alignment; teachers adapt instruction to meet student needs; use of data to guide instruction is growing.

Curriculum, Instruction and Assessment Needs

Stronger professional development in data-driven instruction; structured curriculum frameworks; expanded assessment tools.

Curriculum, Instruction and Assessment Summary

Curriculum and instruction are improving, but greater consistency and resources are needed to maximize student outcomes.

School Context and Organization

School Context and Organization Strengths

Small, rural setting fosters close-knit relationships; supportive Board of Trustees; flexible decision-making due to district size.

School Context and Organization Weaknesses

Limited resources due to small tax base; fewer staff to cover multiple responsibilities; challenges with long-term sustainability planning.

School Context and Organization Needs

Strategic planning for enrollment and funding stability; efficiency in resource allocation; succession planning for leadership roles.

School Context and Organization Summary

Comprehensive Needs Assessment

MISD's small size is both an advantage and a challenge, requiring careful planning to maximize resources and sustain growth.

Technology

Technology Strengths

District commitment to providing devices for students; investment in infrastructure upgrades; supportive technology staff.

Technology Needs

Ongoing professional development for teachers; enhanced cybersecurity measures; expansion of digital learning resources.

Technology Summary

MISD has made strides in technology access but must strengthen instructional integration and staff readiness to maximize impact.