

Prosper Independent School District



2025-2026 Formative Review 4

Mission Statement

Unite students, families, teachers, staff, and the larger community in the relentless pursuit of excellence.

Vision

Prosper ISD envisions a learning community where students, families, teachers, staff, and community members unite as partners in education, creating an environment where excellence is expected and achieved daily. Through personalized learning experiences that honor individual strengths and challenges, we fulfill the promise in every child, preparing them with the knowledge, skills, and character to thrive in an ever-changing world. Our tight-knit community remains our foundation even as we grow, ensuring everyone is seen, valued, and empowered to reach their full potential. Together, we build a future where Prosper students graduate ready to lead confidently, innovate purposefully, and make meaningful contributions to society.

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Comprehensive Needs Assessment

Demographics

Summary

Prosper ISD is a school district located north of Dallas in Collin and Denton counties. Covering roughly 58 square miles, the district supports more than 33,000 students as of August 2025. It includes 20 elementary schools, 6 middle schools, 4 high schools, and one early childhood school. Prosper ISD boundaries include more than just the town of Prosper, Texas. Five municipalities (Aubrey, Celina, Frisco, McKinney and Prosper) from two counties (Collin and Denton) make up Prosper ISD. The earliest iteration of a formal school in the area dates back to 1902. Over the following decades, as the community grew and the town of Prosper became incorporated, this initial school evolved, with new buildings constructed and grades expanded. In 1935, the Prosper School consolidated with numerous smaller, local school districts like Rock Hill and Richland, forming the Prosper Independent School District.

The district student ethnic base during the fall 2024-2025 enrollment data collection is 9% African American, 11% Hispanic, 35% White, 38% Asian, 6% two or more races. Eight percent of the district's students are considered Economically Disadvantaged; and 11% English Language Learners.

Strengths

The strengths of Prosper ISD are the district's commitment to deliberately fostering meaningful human connections throughout the entire educational system. Whether it's creating "intentional touchpoints to know people" for staff, maintaining "personal connections and a small-school feel" during growth, or ensuring families are "known and valued," every goal prioritizes authentic relationships as the foundation for success. This relationship centered approach recognizes that sustainable excellence, whether in staff performance, community engagement, or student achievement, emerges from genuine care and connection rather than purely systemic or programmatic solutions.

Problem Statements Identifying Demographics Needs

	Problem Statement	Root Cause
1	The growing student population and demographic changes in Prosper ISD creates challenges and opportunity to build a future where Prosper students graduate ready to lead confidently, innovate purposefully, and make meaningful contributions to society.	Student growth

★ = Priority

Student Learning

Summary

Students in Prosper ISD performed at or above state and regional averages in STAAR assessments across subjects and grades in both the 2024 and 2025 school years. The district showed strong results in college, career, and military readiness indicators, with high graduation rates and a significant percentage of graduates classified as college, career, or military ready.

Strengths

Prosper ISD students continue to demonstrate strong academic performance in the State of Texas Assessment of Academic Readiness (STAAR) tested subjects relative to the state average. Our students in grades 3-8 performed best in reading with an averaged passing rate of 93%, math 87%, science 85%, and social studies 81%. EOC percentages were English I with 91%, English II at 89%, Biology 99%, US History 98%, Algebra I 89%. Prosper Independent School District's graduation rate is 99% which far exceeds the region and state percentages.

District Processes & Programs

Summary

Prosper ISD embarked on a comprehensive strategic planning process for its 2025-2030 plan, driven by the unique challenges of rapid growth and a commitment to maintaining excellence. By centering the strategic planning process on human connection and collective wisdom, Prosper ISD created a shared vision that genuinely reflects the values and aspirations of our entire educational community. The process began with gathering critical data about the district's rapidly changing demographics. A parent survey revealed that over 40% of families who relocated to Prosper since the start of the 2022–2023 school year did so primarily because of the quality of the schools. This influx of new families from across Texas and beyond, including 8% from California and 4% from other countries, created both challenges and opportunities for the district.

Rather than developing the strategic plan solely from administrative offices, Prosper ISD organized numerous listening opportunities across all stakeholder groups. The district gathered input from classroom teachers, students, parents, and staff through structured feedback sessions. Independent facilitators were brought in to ensure authentic conversations where participants could share their hopes, concerns, and visions. Identifying Key Themes and Priorities Through careful analysis of feedback and survey data, distinct patterns emerged across different stakeholder groups. The district leadership team synthesized this information, identifying four strategic pillars that would form the framework of the plan:

- Together We CHAMPION: Supporting every student's journey to excellence
- Together We CULTIVATE: Creating meaningful connections across our growing community
- Together We EMPOWER: Developing our people to lead and inspire growth
- Together We PROSPER: Uniting in shared purpose while honoring individuality

The strategic plan was designed as an administrative document and a community commitment. Its implementation would be guided by the district's vision of "Excellence Every Day in Every Way" and supported by ongoing feedback mechanisms to ensure continued alignment. These strategic priorities will provide the framework for campus and department plans, as well as the superintendent's goals. The superintendent presents a report to the Board of Trustees and the community at each monthly meeting, highlighting examples of these priorities in our classrooms, campuses, and throughout the district.

Strengths

Unlike traditional strategic plans that often collect dust on administrative shelves, Prosper ISD's 2025-2030 strategic priorities represent a dynamic, living document designed for active implementation and continuous refinement. Through transparent reporting on progress and ongoing community engagement, the strategic priorities serve not as a static document but as a shared commitment that guides daily decision-making at all levels of the organization—a living compass that ensures Prosper ISD remains steadfast in its pursuit of excellence while nimbly responding to growth and change.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement	Root Cause
1 The primary growth opportunity is the need for measurable outcomes and accountability structures. The goals need clear indicators of success, timelines for implementation, and data collection methods to track progress.	

 = Priority



District Priorities

District Priority 1

TOGETHER WE CHAMPION

District Goal 1

Engage all students through expanded academic offerings, diverse experiences, and student leadership opportunities.

Summative Evaluation: Met District Goal

Strategy 1

Provide individualized support to ensure all students learn at high levels

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Focus on developing habits of mind (resilience, grit)

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Ensure students graduate prepared for their next steps in life

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 4

Create safe environments for exploration and personal growth

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 2

Provide a challenging yet nurturing learning environment that empowers every child to excel based on their unique strengths and needs.

Summative Evaluation: Met District Goal

Strategy 1

Solicit student feedback on areas of interest

Formative Reviews

Adjustments Taking Place

October

Adjustments Taking Place

February



Discontinue

May

Strategy 2

Expand CTE, AEP, and academy opportunities

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Provide opportunities for students to meet demands

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 4

Highlight student achievement in all areas at events with maximum audiences

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 3

Equip students with the knowledge, skills, and experiences to thrive in college, career, and military, and life in an ever-changing world.

Summative Evaluation: Met District Goal

Strategy 1

Seek out skills that industries and colleges are looking for

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Prepare students to independently engage in what their futures hold

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Support high-achieving students in advanced courses while fostering independence

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 4

Create safe spaces for students to grow, even in failure

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Priority 2

TOGETHER WE CULTIVATE

District Goal 1

Goal 1: Promote a culture of empowerment and innovation that encourages all staff to be leaders, no matter their roles.

Summative Evaluation: Met District Goal

Strategy 1

Provide professional growth opportunities and leadership development

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Continue prioritizing professional learning

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Support staff through intentional time for growth

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 4

Continue to use guiding coalitions to pursue collective campus/district goals

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 2

Provide robust and personalized professional development to help every employee reach their full potential.

Summative Evaluation: Met District Goal

Strategy 1

Create intentional touchpoints to know people

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Distribute leadership through collaboration and involve staff in processes

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Provide avenues for feedback and conduct "pulse checks."

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 4

Hire well with substantial PLC questions to add value to existing teams

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 3

Prioritize our staff's physical, mental, and emotional wellness to foster a healthy and thriving workforce.

Summative Evaluation: Met District Goal

Strategy 1

Find intentional, specific ways to support the mental well-being of staff

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Give non-evaluative feedback to connect, create a sense of purpose, and give a voice

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Support staff to reach their next level based on individual goals

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Priority 3

TOGETHER WE EMPOWER

District Goal 1

Maintain personal connections and a small-school feel as our district expands, ensuring every individual is known and valued.

Summative Evaluation: Met District Goal

Strategy 1

Streamline communication, possibly differentiating based on audience/subject

Formative Reviews

October

February

May



Accomplished

Strategy 2

Plan strategic, meaningful communication to connect with families effectively

Formative Reviews

October

February

May



Accomplished

Strategy 3

Utilize the website and social media as vital tools for connecting with parents

Formative Reviews

October

February

May



Accomplished

District Goal 2

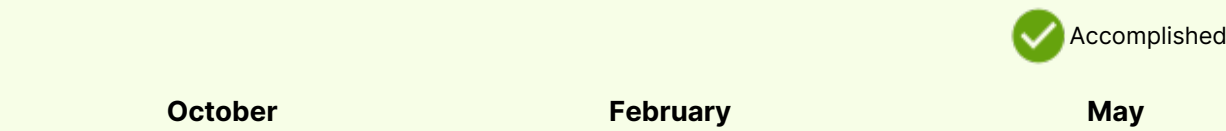
Systematically onboard and support new hires to immerse them in Prosper ISD's traditions and expectations for excellence.

Summative Evaluation: Met District Goal

Strategy 1

Determine the intersection between hiring and preserving the tight-knit community.

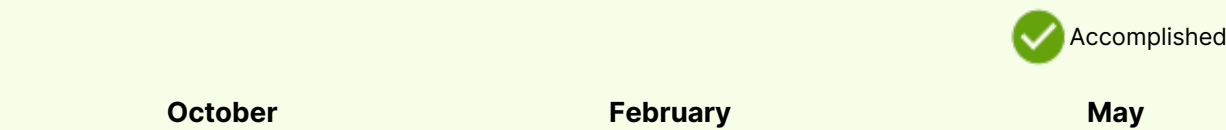
Formative Reviews



Strategy 2

Ensure principal collaboration groups continue

Formative Reviews



Strategy 3

Support curriculum writing collaboratives for staff new to Prosper

Formative Reviews



Strategy 4

Preserve the community feel while accommodating rapid growth

Formative Reviews



District Goal 3

Anticipate and prepare for enrollment growth by strategically allocating staff, facilities, and programs to

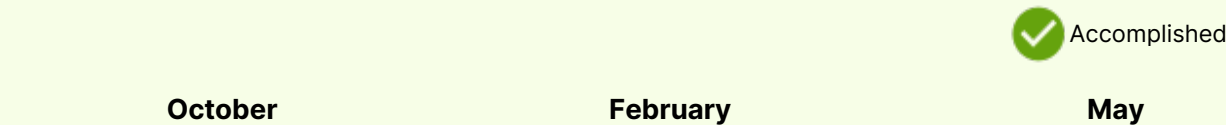
meet evolving needs.

Summative Evaluation: Met District Goal

Strategy 1

Anticipate enrollment growth with strategic resource allocation

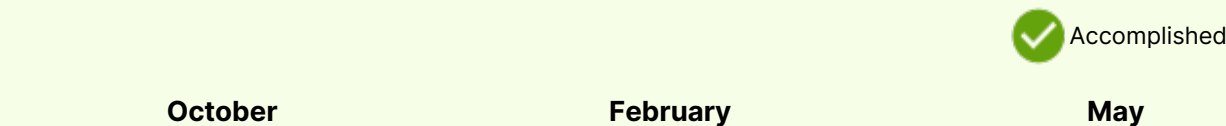
Formative Reviews



Strategy 2

Maintain continuous improvement through collaborative planning

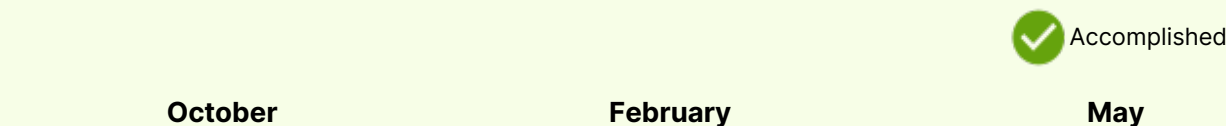
Formative Reviews



Strategy 3

Ensure systematic onboarding of new staff to immerse them in Prosper's culture

Formative Reviews



District Priority 4

TOGETHER WE PROSPER

District Goal 1

Welcome and empower families to play an integral role in supporting their children's learning and shaping the direction of our district

Summative Evaluation: Met District Goal

Strategy 1

Host new parent academies and social events

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Ensure community groups include those new to Prosper ISD

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Develop flexible strategies to support the inclusion of all families, including those new to the area or from closely connected communities

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 2

Deepen partnerships with area businesses, organizations, and leaders to expand opportunities for our students and schools.

Summative Evaluation: Met District Goal

Strategy 1

Discover practical ways to connect with families from a variety of backgrounds.

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Be responsive to family needs, willing to evolve beyond tradition

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Improve transitions (new to PISD, grade level changes, rezoning)

Formative Reviews

On Track

October

On Track

February



Accomplished

May

District Goal 3

Celebrate our collective successes and cultivate a spirit of pride and belonging that extends beyond the classroom.

Summative Evaluation: Met District Goal

Strategy 1

Anticipate enrollment growth with strategic resource allocation.

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 2

Maintain continuous improvement through collaborative planning.

Formative Reviews

On Track

October

On Track

February



Accomplished

May

Strategy 3

Ensure systematic onboarding of new staff to immerse them in Prosper's culture

Formative Reviews

On Track

October

On Track

February



Accomplished

May