

Manor Independent School District
Board of Trustees Meeting Agenda Item
September 21, 2026

CONSENT ITEM

RE: Constraint Progress Measure (CPM) 3 Board Monitoring Report with School Improvement Plan Updates

Supporting Documents:

1. Constraint Progress Measures
2. School Improvement Plans for Designated Campuses

District Goals:

Goal 1: By 2032, 95% of Manor ISD scholars will graduate prepared for college, career, and/or military services based upon their individual goals.

Goal 2: By 2032, Manor ISD will retain and support high-quality staff at all levels of the organization.

Goal 3: By 2032, provide transparent, consistent, and timely communication to all in our educational community, while meeting their diverse needs.

Goal 4: Through 2032, the district will implement a long-range facilities planning framework that incorporates community input and promotes sustainable growth while ensuring facilities are functional and safe.

Goal 5: The district will implement a 5-year plan that is transparent and demonstrates financial stewardship and efficiency.

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Background Information:

At the June and August 2026 board meetings, updates to the Constraint Progress Measure 3 (CPM 3) were presented and approved. This presentation will provide an update on the pathway towards meeting CPM 3 as well as the 2025-2026 school year targeted improvement, targeted assistance and local assistance plans for designated campuses and a preview to the 2026-2027 improvement plans.

CPM 3 states: Allow any school to be rated as an F (Based on TEA's A-F Ratings) for more than one year without making progress on their numeric overall score.

Fiscal Implications:

Each campus and department have identified estimated costs associated with student achievement that are reflected in their budgets, campus improvement plans and the district improvement plan.

Administrative Recommendation:

We recommend that the board approve the CPM 3 Board Monitoring Report as submitted.

Motion Language:

I move that the board approve the CPM 3 Board Monitoring Report as submitted.

Dr. Lauren Whitfield and Rockell
Williams-Stewart

Contact Person

Dr. Robert Sormani

Approved by Superintendent

APPENDIX 1: Student Outcome Goals & Goal Progress Measures

G1. The percentage of 3rd grade students that score “meets grade level” or above on STAAR Reading will increase from 25% to 53% by June 2028.

Goal 1 Annual Targets: SY23/24=25%, SY24/25=32%, SY25/26=39%, SY26/27=46%,
SY27/28=53%

- **GPM 1.1:** The percentage of students in **kindergarten** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 33% in August 2023 to 61% by June 2028.
 - GPM 1.1 Annual Targets: SY23/24=33%, SY24/25=40%, SY25/26=47%, SY26/27=54%, SY27/28=61%
- **GPM 1.2:** The percentage of students in **first grade** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 38% in August 2023 to 62% by June 2028.
 - GPM 1.2 Annual Targets: SY23/24=38%, SY24/25=44%, SY25/26=50%, SY26/27=56%, SY27/28=62%
- **GPM 1.3:** The percentage of students in **second grade** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 37% in August 2023 to 62% by June 2028.
 - GPM 1.3 Annual Targets: SY23/24=37%, SY24/25=48%, SY25/26=52%, SY26/27=57%, SY27/28=62%

G2. The percentage of 3rd grade students that score “meets grade level” or above on STAAR Math will increase from 19% to 47% by June 2028.

Goal 2 Annual Targets: SY23/24=19%, SY24/25=26%, SY25/26=33%, SY26/27=40%,
SY27/28=47%

- **GPM 2.1** The percent of students in **kindergarten** who perform at the meets or above level as measured by iReady Mathematics will increase from 65% to 85% by June 2028.
 - GPM 2.1 Annual Targets: SY23/24=65%, SY24/25=70%, SY25/26=75%, SY26/27=80%, SY27/28=85%
- **GPM 2.2** The percent of students in **first grade** who perform at the meets or above level as measured by iReady Mathematics will increase from 6% to 37% by June 2028.
 - GPM 2.2 Annual Targets: SY23/24=34%, SY24/25=40%, SY25/26=46%, SY26/27=52%, SY27/28=58%
 - **GPM 2.3** The percent of students in **second grade** who perform at the meets or above level as measured by iReady Mathematics will increase from 31% to 59% by June 2028.

- GPM 2.3 Annual Targets: SY23/24=31%, SY24/25=38%,
SY25/26=45%, SY26/27=52%, SY27/28=59%

G3. The percentage of graduates that meet the criteria for CCMR will increase from 55% for the class of 2023 to 90% by the class of 2028.

Goal 3 Annual Targets: Class of 2024=65%, Class of 2025=75%, Class of 2026=80%, Class of 2027=85%, Class of 2028=90%

3. **GPM 3.1** The percentage of graduates that meet TSI compliance in English and Math through the TSIA, SAT, ACT, or the English and Math College Prep Course will increase from 32% to 60% by the class of 2028.
 - a. GPM 3.1 Annual Targets: Class of 2024=40%, Class of 2025=45%, Class of 2026=50%, Class of 2027=55%, Class of 2028=60%
4. **GPM 3.2** The percentage of graduates that meet the dual credit course indicator will increase from 34% to 55% by the class of 2028.
 - a. GPM 3.2 Annual Targets: Class of 2024=35%, Class of 2025=35%, Class of 2026=40%, Class of 2027=45%, Class of 2028=55%
5. **GPM 3.3** The percentage of graduates that receive an Industry Based Certificate will increase from 32% to 55% by the class of 2028.
 - a. GPM 3.3 Annual Targets: Class of 2024=35%, Class of 2025=15%, Class of 2026=20%, Class of 2027=25%, Class of 2028=30%

APPENDIX 2: Constraints & Constraint Progress Measures

In attaining the Board's student outcome goals, the Superintendent shall not:

C1. Allow teacher retention to decrease.

- CPM 1.1: The percentage of teacher turnover rate as measured by the Texas Academic Progress Report (TAPR) shall decrease each year
CPM Annual Targets SY22/23 - 40.9%; SY 23-24 - 30%; SY 24-25 - 25%; SY 25-26 - 20%
- CPM 1.2: Improve data integrity of staff reports to get true baseline measure of teacher retention
CPM Annual Target SY 23-24 - TAPR report will more accurately reflect teacher turnover rate

C2. Allow the District to be fiscally unsound.

- CPM 2.1: Student attendance rate in the district will increase from 90.55% in June 2023 to 92% By June 2026
CPM Annual Targets SY 23-24 - 91%; SY 24-25 - 91.5%; SY 25-26 - 92%
- CPM 2.2 The unassigned general fund balance will not decrease to below 16.4% (60 days) of operating expenses from June 2023 to June 2026
CPM Annual Targets SY 22-23 - 36% (\$40.3 million general fund balance); SY 23-24 - 20%; SY 24-25 - 16.4%; SY 25-26 - 16.4%

C3. Allow any school to be rated as an F (Based on TEA A-F Ratings) for more than one year without making progress on their numeric overall score

- CPM 3.1: Student achievement at target school 1 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)
- CPM 3.2: Student achievement at target school 2 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)
- CPM 3.3: Student achievement at target school 3 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)