Turnaround Plans TAPs
Targeted Improvement Plans TIPs
Local Improvement Plans LIPs

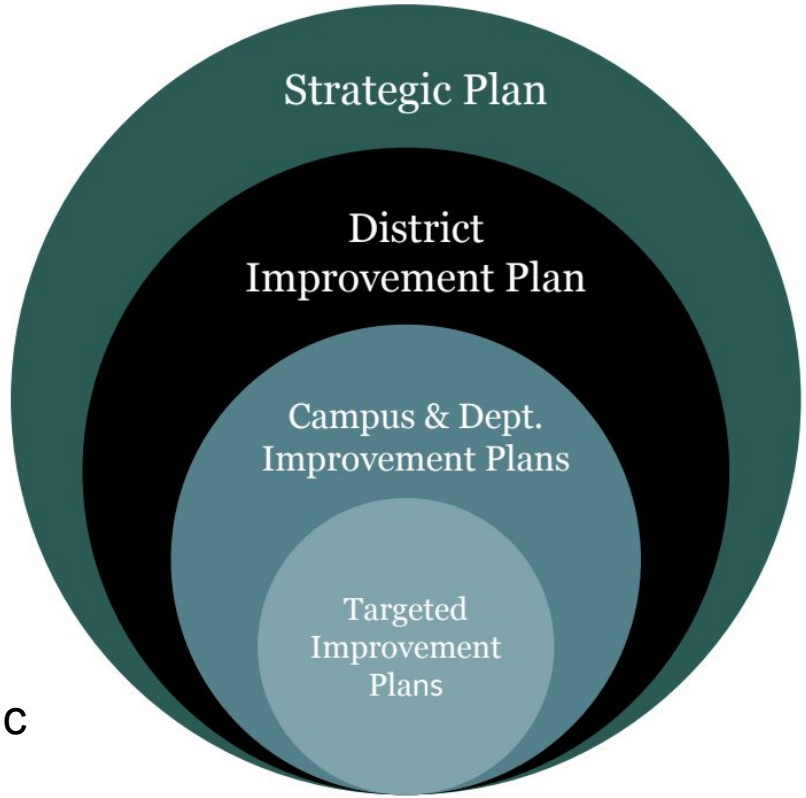
November 16, 2026

Manor ISD Goals

Strategic Plan Pillars:
1 Teaching & Learning
2 Human Resources

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

CPM Constraint Measure #3
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 overall numeric score



School Improvement Plans

Campus Improvement Plan (CIP)

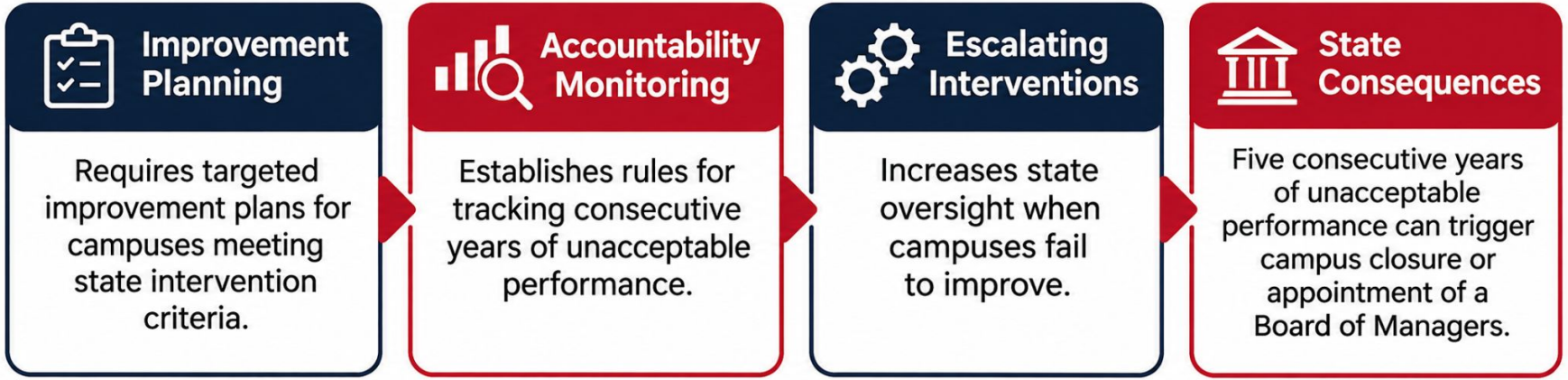
- Annual improvement plan
- Based on campus data and needs
- Specific goals and strategies
- Regular progress monitoring
- Can serve as a campus' LIP

Targeted Improvement Plan / Turnaround Plan (TIP/TAP)

- Major improvement milestones
- Our biggest priorities
- Multiple strategies within milestones
- Two-year-Turnaround Plan
- One Year- Targeted Improvement Plan

Senate Bill 1365

SB 1365 (2021) strengthens accountability and establishes escalating interventions for campuses with persistent low performance.



Local Improvement Plans

One-Year Plan

School Name	Rating	Federal Label
Manor Rise Academy	**D**2-UA1	Targeted Support & Improvement

TSI — Targeted Support and Improvement: *A campus with at least one student group that has consistently underperformed on accountability indicators for three consecutive years.*

Targeted Improvement Plans

One-Year Plan

School Name	Rating	Federal Label
Lagos Elementary School*	**C**-UA0	Targeted Support & Improvement
Oak Meadows Elementary*	**C**-UA0	Targeted Support & Improvement
Manor New Tech Middle School	**D**3-UA1	Additional Targeted Support

ATS — Additional Targeted Support: *A campus that meets TSI criteria and has at least one consistently underperforming student group performing below the threshold used to identify the lowest-performing 5% of Title I campuses of the same school type.*

**LES & OME were required to create a TIP instead of a LIP, due to a requirement of the LIFT grant. All schools participate in this grant and subsequent support.*

Turnaround Plans

Two-Year Plan

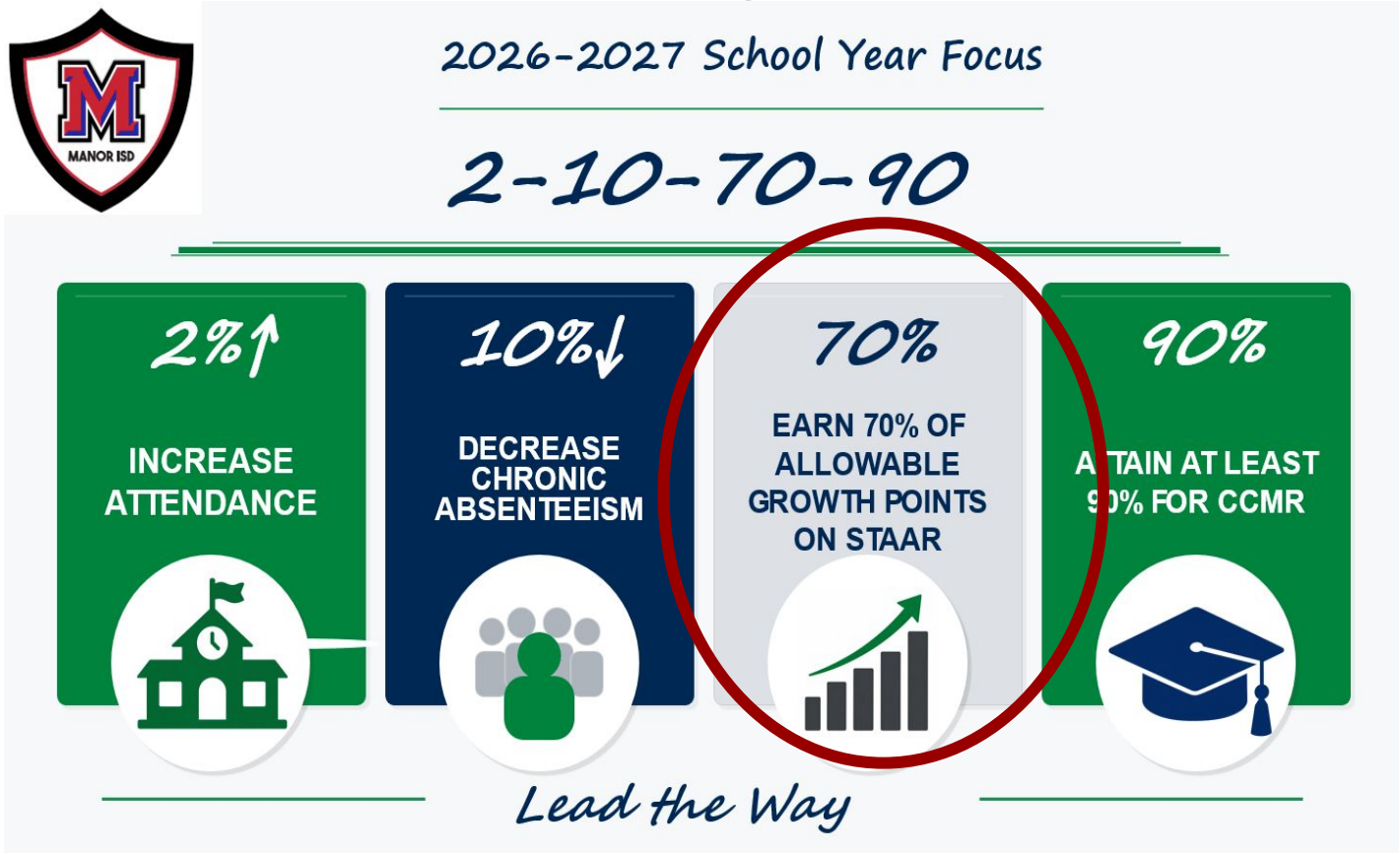
School Name	Rating	Federal Label
Blake Manor Elementary	**F**-D2 UA2	Comprehensive Progress
Bluebonnet Trail Elementary	**F**-D1 UA2	Comprehensive Support & Improvement
Pioneer Crossing Elementary	**F**-D1 UA2	Additional Targeted Support
Presidential Meadows Elementary	**F**-D2 UA2	Additional Targeted Support

CSI — Comprehensive Support and Improvement: *A campus identified as one of the lowest-performing 5% of Title I schools in Texas, a high school with a graduation rate of 67% or lower, or a Title I campus that has failed to exit Additional Targeted Support (ATS) status within the required timeframe.*

TEA Ramifications

Unacceptable count	TEA requirement
1st year **MNTMS**	Develop and implement a Board-approved Targeted Improvement Plan (TIP).
2nd consecutive year **BME, BTE, PCE, PME**	Develop and implement a Board-approved Campus Turnaround Plan (TAP) for TEA commissioner approval.
3rd–4th consecutive years **DMS, SGE, DES**	Continue turnaround implementation and monitoring.
5th consecutive year	Statutory sanctions, potentially including campus closure or appointment of a Board of Managers.

Plan Alignment



Plan Alignment

2026–2027 SCHOOL IMPROVEMENT ANNUAL PRIORITIES

Aligning people, systems, and instruction to ensure every Manor ISD student excels. #ManorRISES

⭐ NORTH STAR | Eliminate D/F Campuses • +2% Attendance • -10% Chronic Absenteeism • 70% STAAR Growth → 90% CCMR

INSTRUCTIONAL QUALITY	INSTRUCTIONAL LEADERSHIP	STUDENT ACHIEVEMENT
HQIM Implementation	**Coaching for All**	**Grow Every Student**
• Implement HQIM with fidelity across all classrooms. • Strengthen foundational math through daily computation and fluency practice. • Ensure strong K–2 foundational literacy through systematic phonics instruction. • Build reading fluency across grades K–8 through daily practice. • Every teacher will incorporate reading and writing into instruction.	• Implement high-impact PLCs focused on Internalization, Rehearsal, and Data Analysis. • Conduct daily instructional rounds to strengthen Tier I instruction. • Deliver differentiated observation and feedback through a tiered coaching model. • Build leadership capacity through targeted coaching and practice clinics.	• Maintain individual student data trackers. • Celebrate student growth and achievement. • Empower students to set goals, monitor progress, and reflect on their learning. • Analyze assessment data using a consistent district-wide protocol. • Use Data Walls to identify trends, monitor Domain 2A growth, and drive instructional decisions.
Guidance & Expectations		
Intellectual Prep Expectations Instructional Plans Enabling Systems	PLC Protocols Instructional Rounds Protocol Coaching Guide	Data Trackers (KT Accountability Workbooks) Data Protocols & Expectations

THE FOUNDATION: CULTURE OF JOY, ACADEMIC EXCELLENCE & STRONG SYSTEMS

Establish a strong school culture through the consistent implementation of the Manor ISD Culture Playbook.

Additional Milestones

- Assessment Strategy
- Targeted Intervention
- Recruitment and Hiring

Monitoring Implementation

- **Instructional Monitoring:** Regular review of campus heat maps, classroom observations, instructional look-fors, coaching data, and PLC observations.
- **Campus Scorecards:** Track progress toward key performance indicators and campus goals.
- **Principal Coaching:** Provide targeted leadership support, feedback, and accountability.
- **Milestone Monitoring:** Track completion of action steps and implementation milestones.
- **Student Performance Analysis:** Review achievement and growth data following each assessment.
- **Continuous Improvement:** Identify implementation gaps, provide targeted coaching, and adjust strategies to strengthen instruction and student outcomes.

School Improvement Timeline

“This process generally takes at least two to three years.”

Research and Best Practices on Successful School Turnaround (2010), p. 74

Manor ISD's Commitment:
Accelerate multi year school improvement into measurable results within one school year.

Sources: U.S. House hearing record (2010), p. 74; IES (2008), Turning Around Chronically Low-Performing Schools; The Wallace Foundation (2010), The School Turnaround Field Guide.

Expected Outcomes

CPM Constraint Measure #3:

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 overall numeric score.

District Improvement Target:

No campus in Manor ISD will be rated a D or F based on 2027 accountability ratings.

Growth Needed → C Rating

School Name	Rating		Points
Blake Manor Elementary	F	59	+11
Bluebonnet Trail Elementary	F	53	+17
Pioneer Crossing Elementary	F	59	+11
Presidential Meadows Elementary	F	58	+12
Lagos Elementary School	C	71	+0
Oak Meadows Elementary School	C	75	+0
Manor New Tech Middle School	D	61	+9
ShadowGlen Elementary	D	64	+6
Decker Elementary School	F	59	+11
Decker Middle School	F	52	+18