

Manor Independent School District
Board of Trustee Meeting Agenda Item
March 25, 2025

INFORMATION ITEM SHEET

RE: Constraint Progress Monitoring (CPM1) Report: Teacher Retention

Supporting Documents:

Constraint Progress Measure 1.1 Update: PowerPoint Slides

District Goals*:

Goal 1: ACADEMIC ACHIEVEMENT GAPS- By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Goal 6: STAFF DEVELOPMENT - By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, and innovation.

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Background Information:

At the January 2024 board meeting, Constraint Progress Measures (CPMs) were presented and approved. This presentation will provide the board with information updating the board for monitoring purposes of Constraint Progress Measure (CPM) 1:

C1. Allow teacher retention to decrease.

CPM1.1: 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

Fiscal Implications:

N/A

Administrative Recommendation:

We recommend that the board approve the MISD Retention/Recruitment Plan as submitted.

Motion Language:

I move that the board approve the MISD Retention/Recruitment Plan as submitted.

Dr. Tamey Williams-Hill

Contact Person

Dr. Robert Sormani

Approved by Superintendent