



Superintendent Constraint Progress Measures

Human Resources Department

March 25, 2025

Constraint Progress Measure 1.1 & Targets



CPM 1.1: The percentage of teacher turnover rate as measured by the Texas Academic Progress Report (TAPR) shall decrease each year

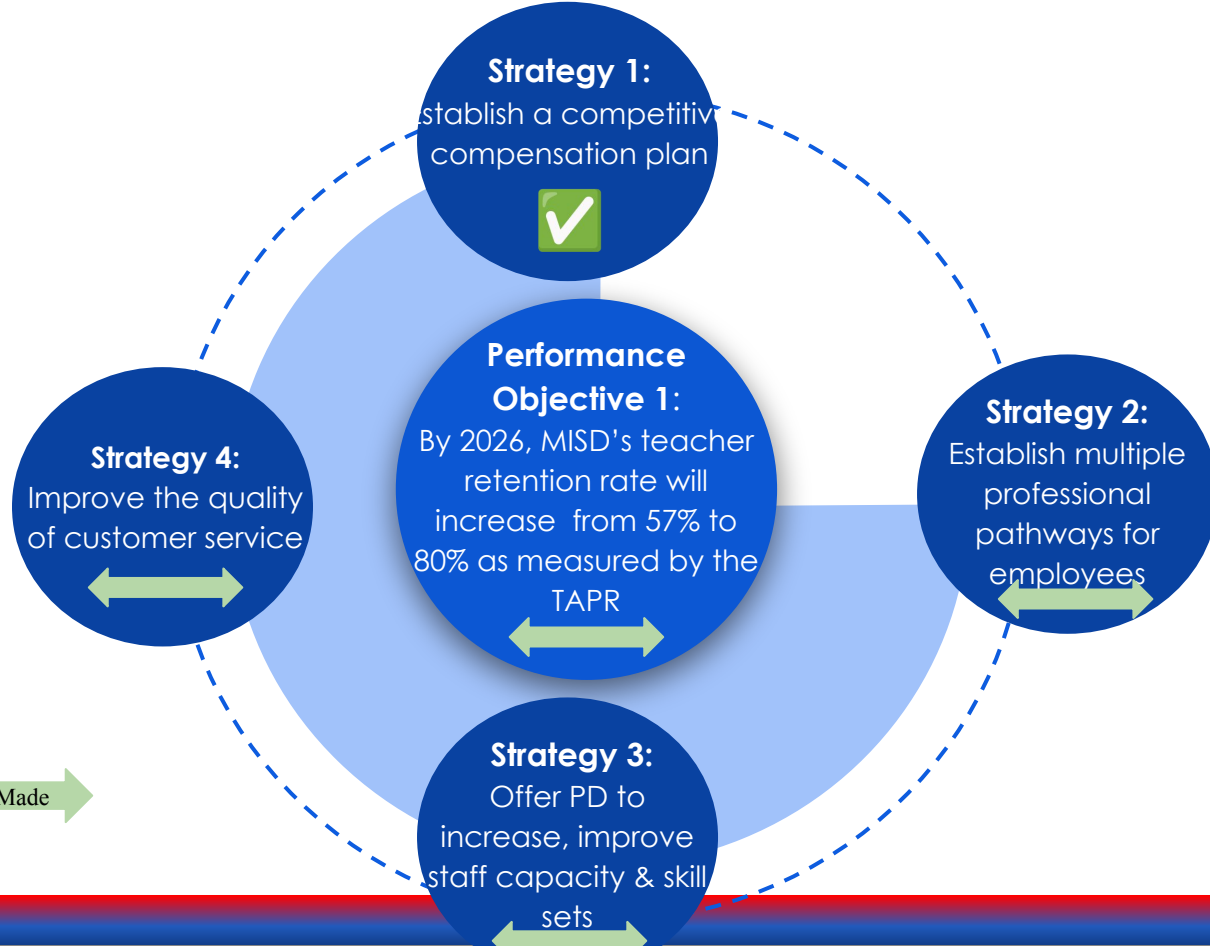
CPM Annual Targets	Turnover Rate for Teachers: The percentage of teachers from the fall of 2022– 2023 who were not employed in the district in the fall of 2023–2024. It is calculated as the total FTE count of teachers from the fall of 2022–2023 who were not employed in the district in the fall of 2023–2024, divided by the total teacher FTE count for the fall of 2022–23. Staff who remained employed in the district but not as teachers also count toward teacher turnover. Source: TAPR Glossary			
School Year	2022-2023	2023-2024	2024-2025	2025-2026
CPM Turnover Rate Target	40.9% (TAPR)	30%	25%	20%
Turnover Rate*	21.76%	As of July 2024: 24%	As of Jan. 2025: 1.62%	
Retention Rate*	59.1%	As of July 2024: 76%	As of Jan. 2025: 98.38%	

*Turnover and retention rates are manually calculated by MISD using real time Skyward data and the TEA definition for turnover rate. Final percentages may vary on the 2023-2024 TAPR report due to MISD's data integrity cleanup process implemented in 2023 and 2024 to yield more accurate data reporting.

Human Resources District Improvement Goal & Objectives

Goal:

**By 2026,
MISD will
attract,
develop
and retain
highly
effective
staff**



Retention Plan



Employee Group	Timeframe	Action	Expected Outcomes
All	Summer & Fall 2023 Spring, Summer & Fall 2024 Spring 2024	<ul style="list-style-type: none"> • Develop Employee Profile ✓ • Administer districtwide climate survey ✓ • Develop: "The MISD Experience" Skills training ⇔ • Develop professional pathways ⇔ • Establish a shared responsibility for retention ✓ • Leadership development for managers ⇔ • Provided 1% salary increase & 2 mental wellness days ✓ 	<ul style="list-style-type: none"> • Increased understanding of job roles and responsibilities • Increased employee performance & opp. • Increased campus & dept. stability • Improved customer service & stakeholder satisfaction
Bus Drivers	Spring, Summer & Fall 2023 & Fall 2024	<ul style="list-style-type: none"> • Increased starting pay ✓ • Offer \$2 per hour attendance incentive ✓ 	<ul style="list-style-type: none"> • Improved attendance • Compete with surrounding districts
Campus Administrators	Spring & Summer 2024	<ul style="list-style-type: none"> • Conduct Salary Study for Competitive & Market Rates ✓ 	<ul style="list-style-type: none"> • Alignment within and between pay grades and across districts
Support Staff	Summer 2023 Summer 2024 Fall 2024	<ul style="list-style-type: none"> • Increased starting pay for all positions to \$17 per hour & made adjustments for employees already at \$17 ✓ • Equity & pay grade adjustments for special education paraprofessional staff ✓ 	<ul style="list-style-type: none"> • Compete with surrounding districts • Increase in employees feeling valued
Teachers	Summer 2023	<ul style="list-style-type: none"> • Provided 2% salary increase & healthy stipend amounts ✓ • Strengthen mentoring & life resources ⇔ 	<ul style="list-style-type: none"> • Compete with surrounding districts • Increase in employees feeling valued

Constraint Progress Measure 1.2 & Targets



CPM 1.2: Improve data integrity of staff reports to get true baseline measure of teacher retention

CPM 1.2 Annual Target: The TAPR report will more accurately reflect teacher turnover rate for the 2023-2024 school year

School Year	Identified Issue	Example	Remedy	Result	Next Steps
2019-2023	Different data sources for position type counts; collaboration; understanding of systems	Skyward Teacher Counts: 737.5, 776.77; change in staff & training	Implemented Position Control to account for all known positions; collaboration; training ✓	Improved data accuracy: '23-'24 Skyward Teacher Counts: 725, 715.5	Refine position control during 2024-2025 budget season ⇄
2019-2024	TEA codes for positions not accurately entered	Safety Officer coded as a Long Term Sub	PEIMS & HC collaborated to correct coding errors ✓ Skyward & PEIMS Coding training for HC & PEIMS ⇄	Coding errors corrected allowing TEA data submission	Verify coding of existing positions when rolling over to 2024-2025 SY ✓ Ensure codes are accurate for October 2024 snapshot date ✓
2019-2024	Classlink & Teacher Coding Campus Class Coding	Long term sub count is .5 Teacher code overrides long term sub codes, so counts are skewed Campuses coding classes incorrectly that conflicted with teacher codes	Issue has been identified in preparation for new PEIMS system ✓ PEIMS staff corrects campus errors & monthly PEIMS training to MISD staff ✓	TBD Improved and increased interdepartmental communication ✓	Identify if new TEA PEIMS platform (EdFi) will allow accurate reporting to teacher data ✓ Design ClassLink to pull from another field to report data accurately

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Summary

- Reminder: Data reporting has varied over the years; this year's upcoming report will reflect different turnover rates due to the way data were transferred during October 2023 submission
- Current Retention Rate Variables:
 - 2025-2026 budget alignment impacting teacher FTEs & 5th year visiting international teacher departure
- Year Round Retention Indicators
 - Stay Interviews
 - 2025-2026 Intention Notice
 - Employee Opinion Survey
- We continue to learn and adjust to ways new PEIMS reports data
- Anticipate the data reporting improving in upcoming years