



# Superintendent Constraint

## Progress Measures

Human Resources Department

September 16, 2024



# 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

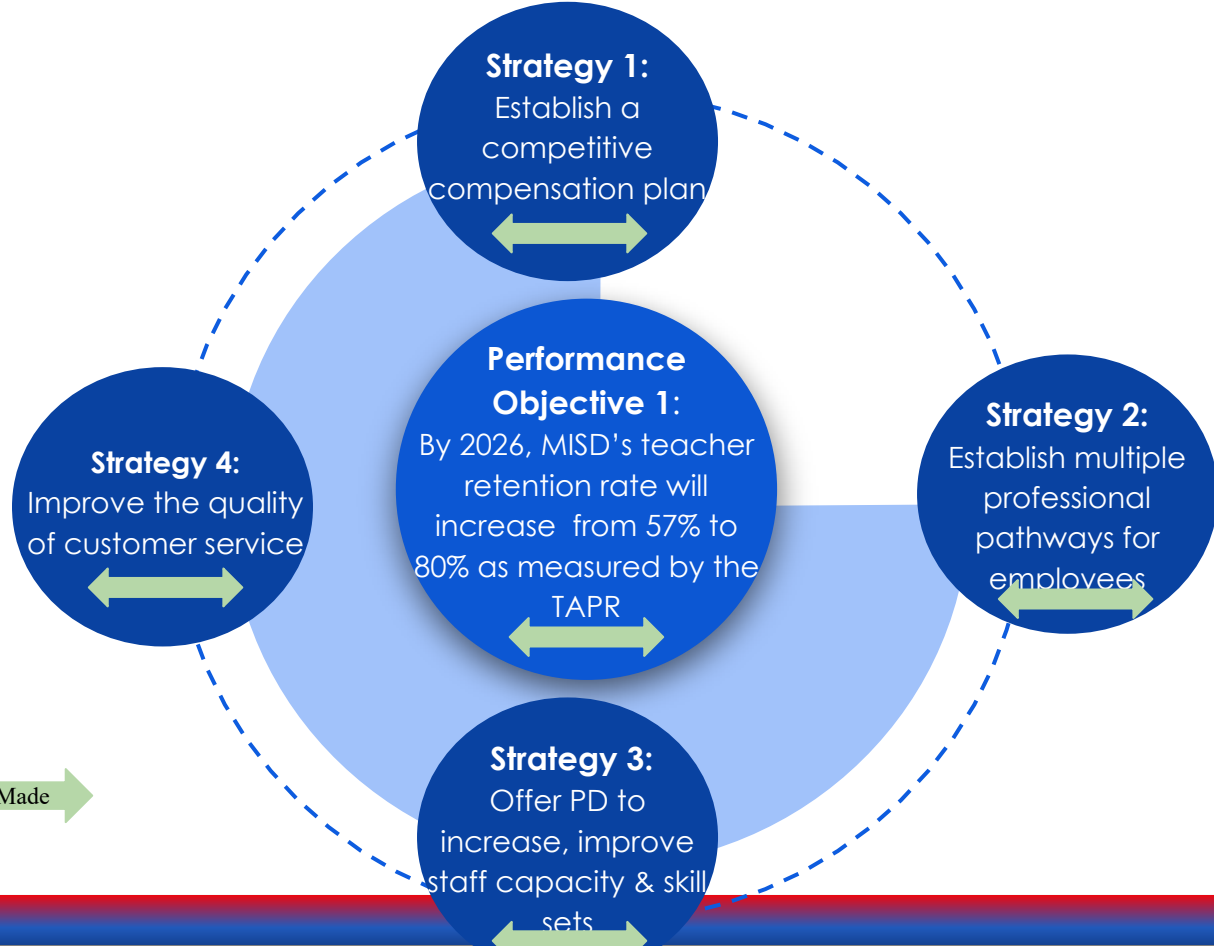
<b>CPM Annual Targets</b>	<b>Turnover Rate for Teachers:</b> The percentage of teachers from the fall of 2022–2023 who were not employed in the district in the fall of 2023–2024. It is calculated as the total FTE count of teachers from the fall of 2022–2023 who were not employed in the district in the 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. <b>Source:</b> TAPR Glossary			
<b>School Year</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>CPM Turnover Rate Target</b>	40.9% (TAPR)	<b>30%</b>	25%	20%
<b>Turnover Rate*</b>	21.76%	As of July 2024: <b>24%</b>		
<b>Retention Rate</b>	59.1% (TAPR)	As of July 2024: <b>76%</b>		

\*Turnover rate is 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**



Legend: Significant Progress Made

# Retention Plan



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

# 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 <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>  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 <input checked="" type="checkbox"/>  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 <input checked="" type="checkbox"/>	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

- 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 2024 submission
- Data input and reporting is interconnected, interdepartmental
  - Recurring meetings with HR, PEIMS, Academic Support, Operations, Finance
- Ways new software systems report data are being learned & addressed
- Anticipate the data reporting improving in upcoming years
- Manual data calculation allows us to monitor data in real time