

***Manor Independent School District***  
***Board of Trustees Meeting Agenda Item***  
***September 15, 2025***

<b>CONSENT ITEM SHEET</b>
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**RE:** Constraint Progress Measure (CPM) 1 Board Monitoring report

**Supporting Documents:**

**District Goals:**

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

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**Background Information:**

Each year, MISD administration provides an update on the Constraint Progress Measures. This update is for 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 CPM 1 Board Monitoring Report as submitted.

**Motion Language:**

I move that the board approve the CPM 1 Board Monitoring Report as submitted.

Dr. Tamey Williams-Hill

**Contact Person**

Dr. Robert Sormani

**Approved by Superintendent**