

Manor Independent School District
Manor New Tech High School
2025-2026 Campus Improvement Plan



Mission Statement

Mission: To empower our scholars by using education as a means for acquiring the knowledge and skills to overcome systemic issues in our society that create iniquity and lead to opportunity gaps.

Vision

Vision: One day we will no longer ask ourselves whether we have done all we can to prepare our scholars as we send them out into the real world, but rather, we will wonder whether the world is ready for the change that our scholars will bring about as they venture forth.

Culture Statement

New Tech Culture: We, as the MNTHS Family, will build and sustain an accepting, safe, unique, respectful and inclusive learning community where each person is valued.

Table of Contents

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Priority Problem Statements | 4 |
| Goals | 5 |
| Goal 1: By 2028, 90% of Manor ISD scholars will graduate prepared for college, career, and/or military services based upon their individual goals. | 5 |
| Goal 2: By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed. | 7 |
| Goal 3: By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners. | 8 |
| Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports. | 9 |
| Goal 5: By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities. | 10 |
| Goal 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff. | 11 |
| Policies, Procedures, and Requirements | 12 |

Priority Problem Statements





Goals

Goal 1: By 2028, 90% of Manor ISD scholars will graduate prepared for college, career, and/or military services based upon their individual goals.

Performance Objective 1: By June 2027, increase the percentage of MNTHS graduates earning College, Career, and Military Readiness (CCMR) distinction from 85% (Class of 2025) to 100% (Class of 2027) by implementing targeted interventions aligned to CCMR indicators, including increasing the percentage of graduates earning Industry-Based Certifications (IBCs) from 16% to 20%.

- High Priority
- HB3 Goal
- Evaluation Data Sources: Skyward Student Information System
- Course completion (e.g., CTE coherent sequence)
- Dual credit enrollment and performance
- Military enlistment intent (where documented)
- PEIMS (Public Education Information Management System) Data
- Graduation cohorts
- Student demographic and program participation data





| Strategy 1 Details | Reviews | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: The CTE department will collaborate with ACC and industry partners to increase number of staff meeting adjunct professor eligibility requirements and articulation eligibility for workforce dual credit courses. Strategy's Expected Result/Impact: Increase in overall district CCMR score in the area of career readiness. Increase in annual district HB3 state allocation (outcomes based funding.) Increase in Perkins Funding allocation Staff Responsible for Monitoring: Assistant Principal over CTE CTE Department Chair TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |

| Strategy 2 Details | Reviews | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <p>Strategy 2: The CTE department will continue to expand industry based certification testing options and opportunities per program of study. The department will also provide guidance documents and a testing plan for campuses to set expectations for program monitoring and student participation.</p> <p>Strategy's Expected Result/Impact: Increase in overall district CCMR score in the area of career readiness. Increase in annual district HB3 state allocation (outcomes based funding.)</p> <p>Staff Responsible for Monitoring: Assistant Principal over CTE CTE Department Chair</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> | | | | |

Goal 2: By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Performance Objective 1: MNTHS will implement strategies to ensure at least 95% of families and staff have correct information listed in its mass communication system and receive messaging.





Evaluation Data Sources: Blackboard Messaging Reports, Enrollment/Registration Reports

| Strategy 1 Details | Reviews | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: Implement systematic communication efforts to encourage families to update their information through online enrollment verification and teacher outreach. Strategy's Expected Result/Impact: Improved communication with scholars and families. Staff Responsible for Monitoring: Assistant Principal over Campus Communications ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 3: By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Performance Objective 1: By May 2026, MNTHS will increase its district-wide attendance rate from 92.91% to 95%.





Evaluation Data Sources: TAPR Report
Weekly PEIMS ADA tracking sheet

| Strategy 1 Details | Reviews | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: The Campus Attendance Team will continue to engage in weekly attendance meetings, providing tiered support & interventions for students identified with chronic absenteeism. Progress will be reviewed monthly to ensure the goal is on track and adjustments can be made where necessary. Strategy's Expected Result/Impact: By the end of the academic year, we expect a measurable reduction in the percentage of students identified with chronic absenteeism (e.g., a 10-15% decrease from baseline). Students receiving interventions will show improved participation in class activities, reflected in more consistent attendance and engagement in schoolwork. Staff Responsible for Monitoring: Assistant Principal over Attendance Attendance Associate TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 4: By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

Performance Objective 1: Implement 100% of scholar safety, mental wellness, and the components of a School Counseling Program





Evaluation Data Sources: Trainings, Professional Development

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: Implement and support the suicide prevention program including a parental/guardian notification procedure [TEC 11.252(3)(B)(i). Strategy's Expected Result/Impact: Complete program and training on identifying risk factors for suicide. Staff Responsible for Monitoring: Assistant Principal over Social-Emotional Learning Lead Counselor Campus Nurse Campus Social Worker ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 5: By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.





Performance Objective 1: 100% of MNTHS seniors will have received "Stop the Bleed Training"

Evaluation Data Sources: Attendance Sheet archived from the training

| Strategy 1 Details | Reviews | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: Scholars will receive the required training scheduled on the same day as Peace Officer Interactions Training & Voter Registration. Strategy's Expected Result/Impact: Scholars will understand basic first aid techniques that can be used in crisis situations. Staff Responsible for Monitoring: Assistant Principal over Academics Lead Counselor Campus Nurse ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Goal 6: By 2026, Manor ISD will attract, develop, and retain highly-effective staff.

Performance Objective 1: MNTHS will provide ongoing professional development for staff in classroom management, positive culture, lesson mastery, and instructional leadership.

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: Teachers who are new to the profession and/or new to MNTHS will participate in beginning of year and ongoing professional development that is aligned with best practices in classroom management and positive classroom culture. Strategy's Expected Result/Impact: Identified teachers will attend campus and district-led Back to School professional development focused on classroom management and positive classroom culture sessions, as well as campus PLCs. Staff Responsible for Monitoring: Assistant Principal over Academics Assistant Principal over Safety TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| | | | | |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> | | | | |

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

| Title | Person Responsible | Review Date | Addressed By | Addressed On |
|------------------------------------------------------------|---------------------------------------------------------|--------------------|------------------------|---------------------|
| Dyslexia Treatment Program | Executive Director of Special Education | 9/2/2025 | Dr. Christopher Harvey | 9/2/2025 |
| Pregnancy Related Services | Whole Child Coordinator & Director of Health & Wellness | 9/2/2025 | Dr. Christopher Harvey | 9/2/2025 |
| Post-Secondary Preparedness | Director of Counseling | 9/2/2025 | Dr. Christopher Harvey | 9/2/2025 |
| Recruiting Teachers and Paraprofessionals | HRIS and Certification Specialist - Coordinator | 7/7/2025 | Tamey Williams-Hill | 10/22/2024 |
| Student Welfare: Crisis Intervention Programs and Training | Directors of Counseling & Guidance and Whole Child | 9/2/2025 | Dr. Christopher Harvey | 9/2/2025 |
| Student Welfare: Discipline/Conflict/Violence Management | Director of Student Affairs | 10/22/2024 | Malaki Hawkins | 6/26/2025 |