Superintendent Constraint Progress Measures

Human Resources Department
September 15, 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 2023– 2024 who were not employed in the district in the fall of 2024–2025. It is calculated as the total FTE count of teachers from the fall of 2024–2025 who were not employed in the district in the fall of 2023–2024, divided by the total teacher FTE count for the fall of 2023–2024. 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		30%	**25%** **As of July 2025**	20% *5th Yr VIT, HB2
Turnover Rate*	40.9%	**24.1% TAPR** **25.76% MISD***	**25.78%*** without balanced budget **32.3.%*** with balanced budget	
Retention Rate*	59.1%	**75.9% TAPR** **74.24% MISD***	**74.22%*** without balanced budget **67.7%*** with balanced budget	

*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

Legend:

Significant Progress Made

Strategy 1:
Establish a competitive compensation plan ✅

Performance Objective 1:
By 2026, MISD's teacher retention rate will increase from 57% to 80% as measured by the TAPR

Strategy 2:
Establish multiple professional pathways for employees

Strategy 3:
Offer PD to increase, improve staff capacity & skill sets

Strategy 4:
Improve the quality of customer service