

Manor Independent School District

Board of Trustees Meeting Agenda Item

April 20, 2026

CONSENT ITEM SHEET

RE: Consideration and Authorization for the Superintendent to Expend up to \$500,000 for Professional Services for Strategic Staffing

Supporting Documents:

1. Summary of Public Impact's Opportunity Culture Strategic Staffing Model

District Goals:

Goal 4: EQUITY & INNOVATION- 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.

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Background Information:

In the Summer of 2025, Manor ISD began implementing Public Impact's strategic staffing model, Opportunity Culture, at Decker Elementary School. The strategic staffing model is designed to reward high quality teachers with additional compensation while they extend their quality teaching to other students personally or via coaching up other teachers and teacher assistants. This model can also address any issues with teacher vacancies.

This school year, the district seeks to expand the Opportunity Culture model to up to 5 campuses for the 2026-2027 school year. To ensure fidelity with implementation, Manor ISD has applied for a grant that will assist with the costs of professional services; however, if awarded, the grant will not cover all professional services costs. The Opportunity Culture district design team is currently reviewing teacher applications and undergoing the campus selection process.

On advice of our legal counsel, we will be procuring the professional services under CH (Legal).

Fiscal Implications:

Total expenses of up to \$500,000. \$250,000 of the costs could come from grant funding for training and technical support. If the grant is not secured, the administration will review the scope of the project to ensure we maintain a balanced budget.

Administrative Recommendation:

Approve the expenditure of funds for professional services for strategic staffing for up to \$500,000.

Motion Language:

I move that the board authorize the superintendent to expend up to \$500,000 for professional services for strategic staffing to a qualified vendor.

Dr. Tamey Williams-Hill

Contact Person

Dr. Robert Sormani

Approved by Superintendent

Opportunity Culture[®] at Manor ISD

What are Opportunity Culture[®] Models?

[Strategic staffing models](#) with results that extend the reach of excellent teachers while improving educator support and pay— all within existing school budgets. In their plan and implementation, schools commit to the 5

Opportunity Culture[®] principles:

1. **Reach more students** with excellent teachers and their teams.
2. **Pay teachers more** for extending their reach.
3. Fund pay within **regular budgets** by repurposing an existing vacancy.
4. Provide protected in-school time and clarity about how to use it for **planning, collaboration, and development**.
5. Match **authority and accountability** to each person’s responsibilities.

Decisions Made in District Design



Decisions Made in School Design



Roles, Models & Funding

- **Multi-Classroom Leader[®] (MCL[™]) role**– Leads a small, collaborative team of 2-4 teachers in instructional strategies, data analysis, planning, and coaching, while still teaching students directly, ensuring teacher support and student success.
- **Master Team Reach Teacher[™] (MTRT[™]) role**– Assists with MCL[™] team leadership by taking on select leadership responsibilities, coaching at least one teacher, while also reaching more students directly.
- **Team Reach Teacher[™] (TRT[™]) role** – Directly reaches more students within an MCL[™] team.
- **Reach Associate[™] (RA[™]) role** – Supports MCL[™] teams by providing MCL[™] release time or keeping instructional group sizes low in Team Reach[™] classrooms, through pulling students out, pushing in, or using lab rotations.

Models & Funding	
Multi-Classroom Leadership[™] with Team Reach[™] models repurpose teacher vacancy funds to provide higher pay for educators, expand instructional reach, embed small-group tutoring into daily learning and ensure that schools can sustainably reach all core subjects with MCL [™] teams.	Standalone Multi-Classroom Leadership[™] model used when vacancy repurposing isn’t possible, relying on repurposed specialist positions or Title I funds to fund MCL [™] supplements while maintaining traditional class structures (offers less tutoring than model at left).
The funding options for these models include repurposing vacancies, local funds, and title funds.	

What does this mean for Manor ISD in the 2026-2027 school year?

Manor ISD is opening this opportunity for all campuses to be considered for the upcoming school year. The District Design Team will select campuses based on: student instructional needs (campus report card), historical vacancy and teacher turnover rates, and principal interest and commitment. Currently, Opportunity Culture is being implemented at Decker Elementary with three MCLs and two Reach Associates. MCLs are required to teach their own class, coach at least two other teachers, and provide instructional support to their team. Reach Associates rotate between the MCL classes to offer small group support.

Next Steps

We will also be hosting a meet and greet with [Ector County ISD](#) based on principal availability. They have been successfully implementing this model for about five years. Information sessions for teachers and principals will be in early January. The application will be open from December 15, 2025 through February 13, 2026. District level screening will be completed by the end of March, after which the participant pool for principal selection will be open.

Resources - Additional Videos Explaining the Model

- [For Teachers](#)
- [What Could You Do in Opportunity Culture?](#)
- [For Principals](#)

District Design Team

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