



# Superintendent Constraint

## Progress Measures

Human Resources Department

March 30, 2026

# 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	<b>Turnover Rate for Teachers:</b> 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. <b>Source:</b> TAPR Glossary			
School Year	2022-2023	2023-2024	2024-2025	2025-2026
CPM Turnover Rate Target		30%	25%	20% *5th Yr VIT, HB2
Turnover Rate*	40.9%	24.1%	21.9%	
Retention Rate*	59.1%	75.9%	78.1%	

\*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.



# Competitive Compensation

**Strategy 1:** Manor ISD's compensation plan will become competitive with surrounding districts and markets by 2026

## Summary

	My Organization	Market Median	Comparison to Market (%)	Dollar Difference (\$)
Number of Districts		39		
Number of Teachers	530	186		
0-Year Salary	\$58,350	\$53,265	109.5%	\$5,085
5-Year Salary	\$64,365	\$61,035	105.5%	\$3,330
10-Year Salary	\$67,333	\$63,584	105.9%	\$3,750
15-Year Salary	\$69,241	\$66,351	104.4%	\$2,890
20-Year Salary	\$70,831	\$68,900	102.8%	\$1,931
Highest Salary on Schedule	\$78,043	\$74,110	105.3%	\$3,933
Average Salary	\$65,384	\$63,600	102.8%	\$1,784



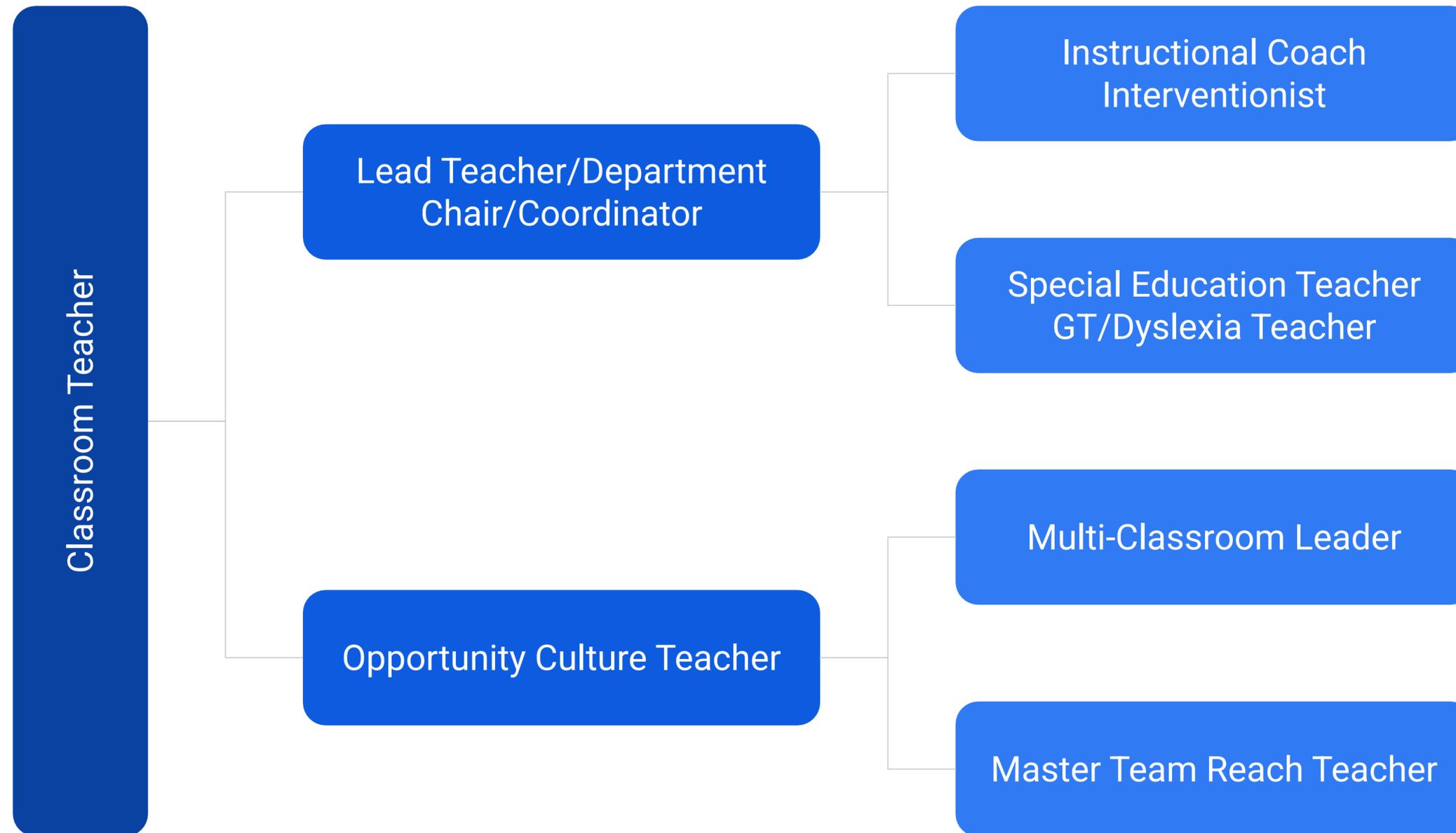
## Data Selection Criteria

Enrollment: All  
ESC Region: 13  
Effective School Year: 2025-26



# Multiple Pathways

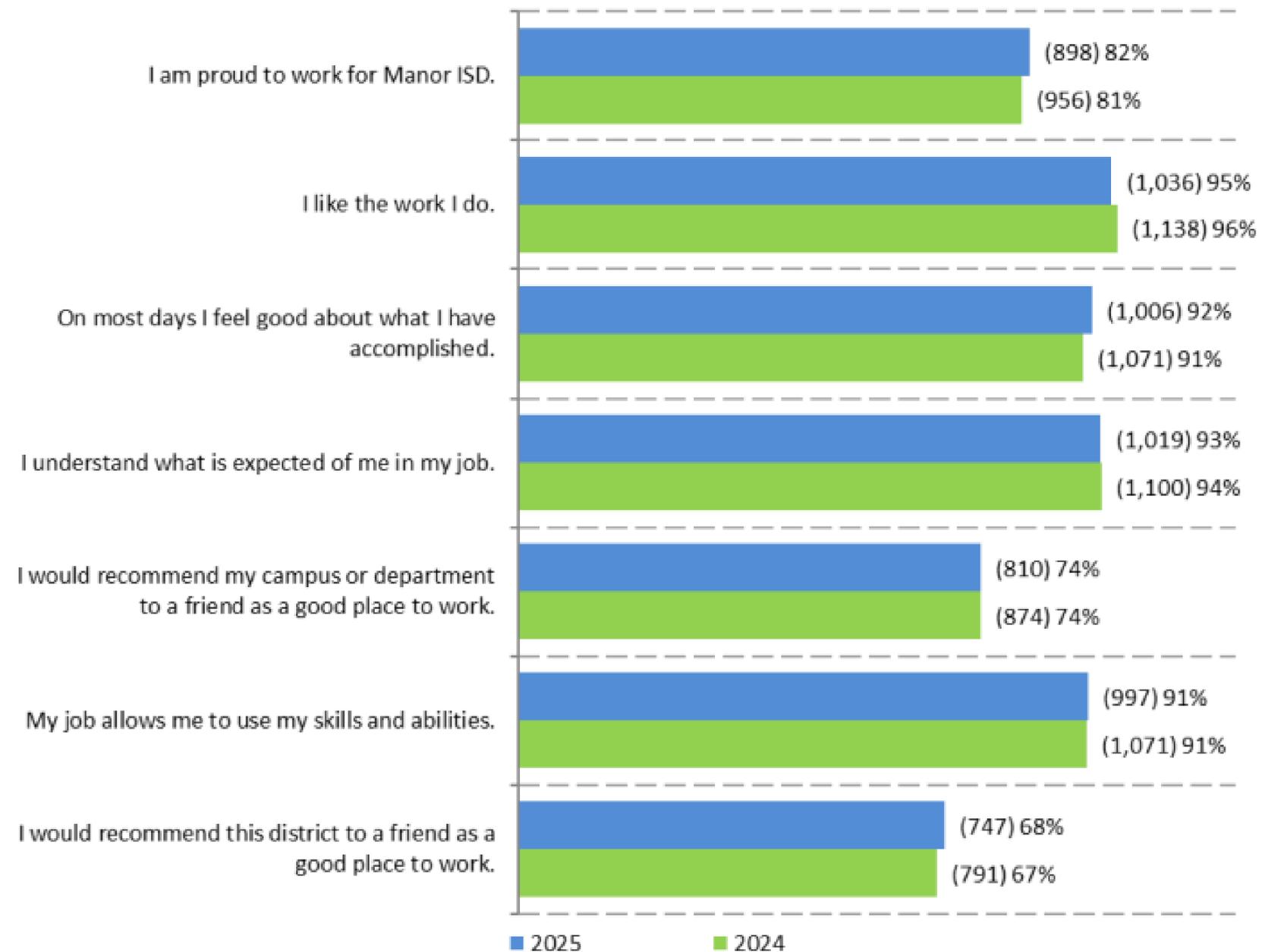
**Strategies 2 & 3:** Establish multiple pathways and professional development opportunities for employees to grow professionally and build capacity by 2026



# 2025 Employee Opinion Survey

**Strategy 4:** Improve the quality of customer service for internal and external stakeholders by 2026

**Exhibit 7: Job Satisfaction**



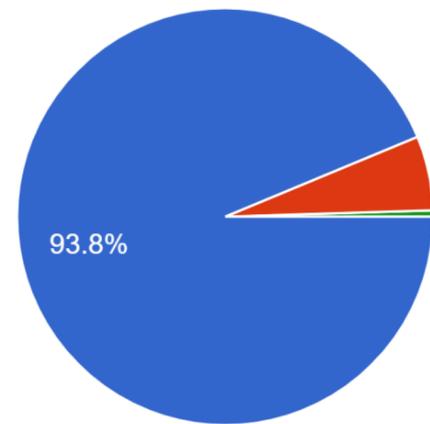
# Manor ISD Experience



## Strategy 4: Improve the quality of customer service for internal and external stakeholders by 2026

I was greeted upon arrival. | Me saludaron al llegar.

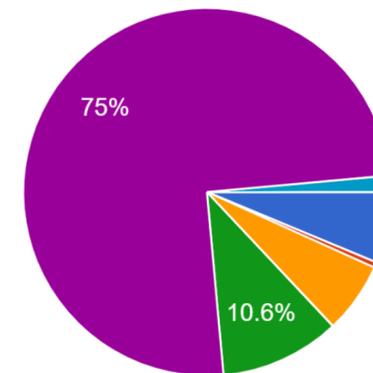
208 responses



- Yes | Si
- No
- Interacted via Email | Interactuó por correo electrónico
- Interacted via Phone | Interactuó por teléfono

The staff member who assisted me was helpful, knowledgeable, and efficient. El miembro del personal que me ayudó fue servicial, informado y eficiente.

208 responses



- 1 - Strongly Disagree | 1 - Totalmente en Desacuerdo
- 2 - Somewhat Disagree | 2 - Algo en Desacuerdo
- 3 - Neither Agree nor Disagree | 3 - Ni Acuerdo Ni Desacuerdo
- 4 - Agree | 4 - Aceptar
- 5 - Strongly Agree | 5 - Totalmente de Acuerdo
- 4 - Somewhat Agree | 4 - Algo de Acuerdo

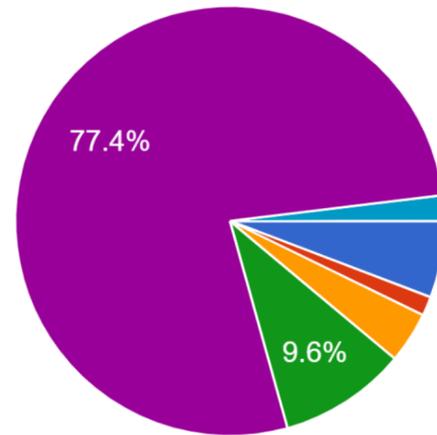


# Manor ISD Experience

## Strategy 4: Improve the quality of customer service for internal and external stakeholders by 2026

I was treated with kindness, dignity, and respect. Me trataron con amabilidad, dignidad y respeto.

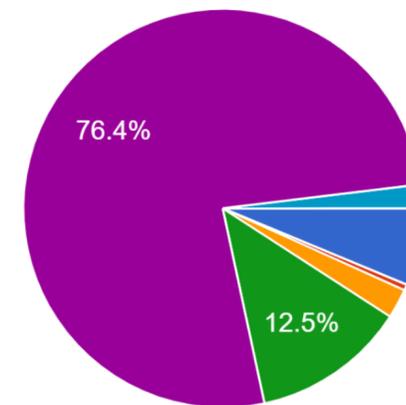
208 responses



- 1 - Strongly Disagree | 1 - Totalmente en Desacuerdo
- 2 - Somewhat Disagree | 2 - Algo en Desacuerdo
- 3 - Neither Agree nor Disagree | 3 - Ni Acuerdo Ni Desacuerdo
- 4 - Agree | 4 - Aceptar
- 5 - Strongly Agree | 5 - Totalmente de Acuerdo
- 4 - Somewhat Agree | 4 - Algo de Acu...

The purpose of my visit was fulfilled and/or my issue was resolved. Se cumplió el propósito de mi visita y/o se resolvió mi problema.

208 responses



- 1 - Strongly Disagree | 1 - Totalmente en Desacuerdo
- 2 - Somewhat Disagree | 2 - Algo en Desacuerdo
- 3 - Neither Agree nor Disagree | 3 - Ni Acuerdo Ni Desacuerdo
- 4 - Agree | 4 - Aceptar
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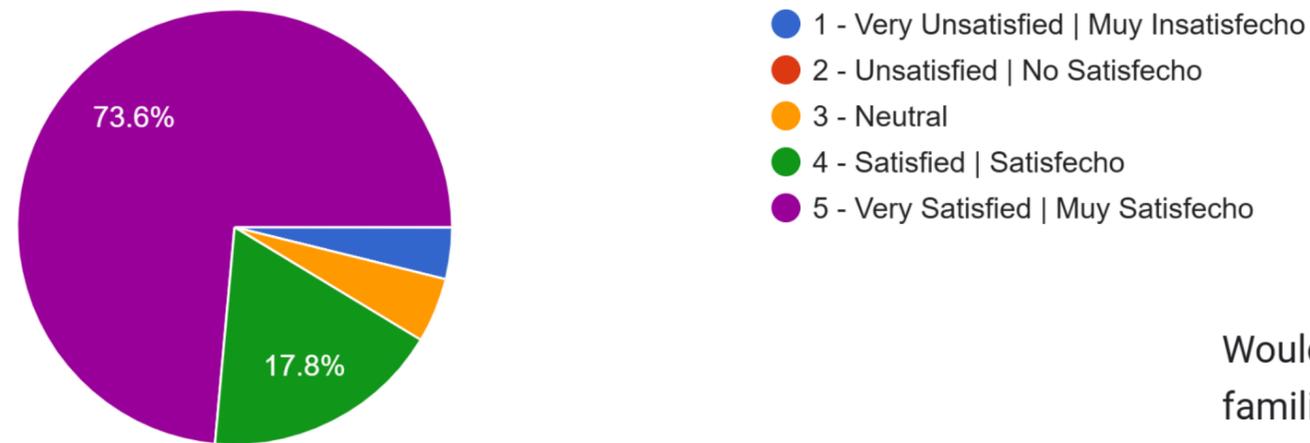


# Manor ISD Experience

**Strategy 4:** Improve the quality of customer service for internal and external stakeholders by 2026

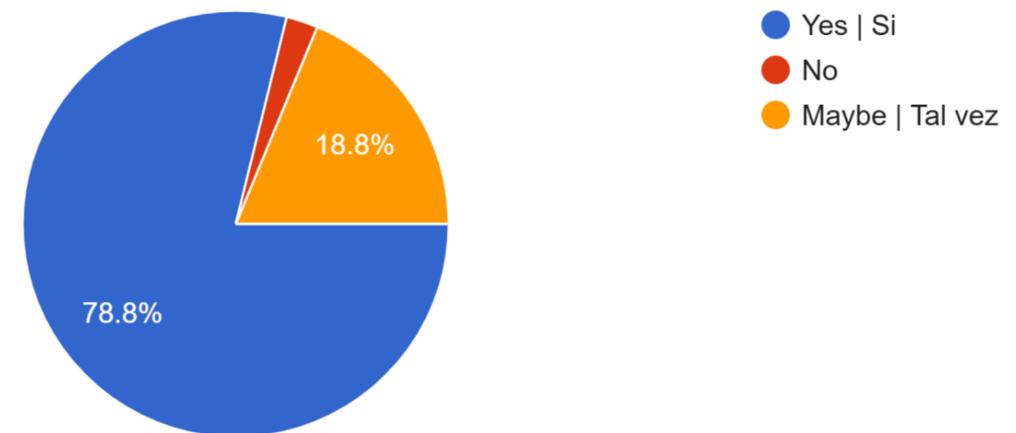
How satisfied are you with your overall experience? ¿Qué tan satisfecho está con su experiencia?

208 responses



Would you recommend Manor ISD to your family and friends? ¿Recomendarías Manor ISD a sus familiares y amigos?

208 responses





# Stay Interview & Intent Data

- Of the employees who completed a stay interview, 92.7% are planning to return to Manor ISD next year.
- Of the employees who completed a stay interview, over 80% indicated they looked forward to coming to work everyday because of their students and coworkers.

*Source: Stay Interview Data, PowerSchool Records*

- 92% of employees who completed the intention form plan to return to Manor ISD next year
- Of the 92%, 5% are teachers who are retiring or resigning.

*Source: Intent Form Data, PowerSchool Records*