

**Manor Independent School District**  
**Board of Trustees Meeting Agenda Item**  
June 15, 2026

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| <b>CONSENT ITEM SHEET</b> |
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**RE:** Consideration and Approval of Summative Data for Goal Progress Measures and Constraint Progress Measures

**Supporting Documents:**

1. Appendices 1 & 2 of the MISD Board Operating Procedures 2024-2025
2. 2025-2026 GPM and CPM Summative Presentation

**District Goals:**

Goal 1: ACADEMIC ACHIEVEMENT GAPS- By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual 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.

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:**

HB3 requires the school board to annually adopt goals related to Math, Literacy, and CCMR. The superintendent and his staff are then tasked with creating a set of Goal Progress Measures (GPMs) that can be used to monitor progress. Under Lonestar Governance, the Board is tasked with creating a set of Constraint Progress Measures (CPMs) for the superintendent. Throughout the 2025-2026 school year, the administration has presented data on these benchmarks in accordance with the Board Monitoring Calendar. The information presented today is a summative report of the progress.

CPM 2, related to the fiscal health of the district, will be covered in the presentation on the 25-26 Budget proposal. CPM #3 will be presented if STAAR Accountability scores are released by this date. If not, we will present accountability scores at the August regular meeting.

**Fiscal Implications:**

N/A

**Administrative Recommendation:**

Approve the GPM and CPM summative report as presented.

**Motion Language** (fill in the blank):

I move to approve the summative report of the Goal and Constraint Progress Measures as submitted.

Dr. Tamey Williams-Hill

**Contact Person**

Dr. Robert Sormani

**Approved by Superintendent**

# APPENDIX 1: Student Outcome Goals & Goal Progress Measures

## **G1. The percentage of 3rd grade students that score “meets grade level” or above on STAAR Reading will increase from 25% to 53% by June 2028.**

Goal 1 Annual Targets: SY23/24=25%, SY24/25=32%, SY25/26=39%, SY26/27=46%, SY27/28=53%

- **GPM 1.1:** The percentage of students in **kindergarten** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 33% in August 2023 to 61% by June 2028.
  - GPM 1.1 Annual Targets: SY23/24=33%, SY24/25=40%, SY25/26=47%, SY26/27=54%, SY27/28=61%
- **GPM 1.2:** The percentage of students in **first grade** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 38% in August 2023 to 62% by June 2028.
  - GPM 1.2 Annual Targets: SY23/24=38%, SY24/25=44%, SY25/26=50%, SY26/27=56%, SY27/28=62%
- **GPM 1.3:** The percentage of students in **second grade** who perform at level 3 or above as measured by the ISIP iStation assessment will increase from 37% in August 2023 to 62% by June 2028.
  - GPM 1.3 Annual Targets: SY23/24=37%, SY24/25=48%, SY25/26=52%, SY26/27=57%, SY27/28=62%

## **G2. The percentage of 3rd grade students that score “meets grade level” or above on STAAR Math will increase from 19% to 47% by June 2028.**

Goal 2 Annual Targets: SY23/24=19%, SY24/25=26%, SY25/26=33%, SY26/27=40%, SY27/28=47%

- **GPM 2.1** The percent of students in **kindergarten** who perform at the meets or above level as measured by iReady Mathematics will increase from 65% to 85% by June 2028.
  - GPM 2.1 Annual Targets: SY23/24=65%, SY24/25=70%, SY25/26=75%, SY26/27=80%, SY27/28=85%
- **GPM 2.2** The percent of students in **first grade** who perform at the meets or above level as measured by iReady Mathematics will increase from 6% to 37% by June 2028.
  - GPM 2.2 Annual Targets: SY23/24=34%, SY24/25=40%, SY25/26=46%, SY26/27=52%, SY27/28=58%
  - **GPM 2.3** The percent of students in **second grade** who perform at the meets or above level as measured by iReady Mathematics will increase from 31% to 59% by June 2028.

- GPM 2.3 Annual Targets: SY23/24=31%, SY24/25=38%, SY25/26=45%, SY26/27=52%, SY27/28=59%

**G3. The percentage of graduates that meet the criteria for CCMR will increase from 55% for the class of 2023 to 90% by the class of 2028.**

Goal 3 Annual Targets: Class of 2024=65%, Class of 2025=75%, Class of 2026=80%, Class of 2027=85%, Class of 2028=90%

- **GPM 3.1** The percentage of graduates that meet TSI compliance in English and Math through the TSIA, SAT, ACT, or the English and Math College Prep Course will increase from 32% to 60% by the class of 2028.
  - GPM 3.1 Annual Targets: Class of 2024=40%, Class of 2025=45%, Class of 2026=50%, Class of 2027=55%, Class of 2028=60%
- **GPM 3.2** The percentage of graduates that meet the dual credit course indicator will increase from 34% to 55% by the class of 2028.
  - GPM 3.2 Annual Targets: Class of 2024=35%, Class of 2025=35%, Class of 2026=40%, Class of 2027=45%, Class of 2028=55%
- **GPM 3.3** The percentage of graduates that receive an Industry Based Certificate will increase from 32% to 55% by the class of 2028.
  - GPM 3.3 Annual Targets: Class of 2024=35%, Class of 2025=15%, Class of 2026=20%, Class of 2027=25%, Class of 2028=30%

# APPENDIX 2: Constraints & Constraint Progress Measures

In attaining the Board's student outcome goals, the Superintendent shall not:

## **C1. Allow teacher retention to decrease.**

- 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 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

## **C2. Allow the District to be fiscally unsound.**

- CPM 2.1: Student attendance rate in the district will increase from 90.55% in June 2023 to 92% By June 2026  
CPM Annual Targets SY 23-24 - 91%; SY 24-25 - 91.5%; SY 25-26 - 92%
- CPM 2.2 The unassigned general fund balance will not decrease to below 16.4% (60 days) of operating expenses from June 2023 to June 2026  
CPM Annual Targets SY 22-23 - 36% (\$40.3 million general fund balance); SY 23-24 - 20%; SY 24-25 - 16.4%; SY 25-26 - 16.4%

## **C3. Allow any school to be rated as an F (Based on TEA A-F Ratings) for more than one year without making progress on their numeric overall score**

- CPM 3.1: Student achievement at target school 1 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)
- CPM 3.2: Student achievement at target school 2 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)
- CPM 3.3: Student achievement at target school 3 will improve from year to year on state assessments in their overall numeric score (will update when scores become official)