

**Manor Independent School District**  
**Manor Excel Academy**  
**2023-2024 Improvement Plan**



# Mission Statement

The mission of Manor Excel Academy is to cultivate a nurturing and safe environment, providing students with an accelerated educational alternative through an individualized approach focused on 21st-century skills.

Manor Excel Academy is a high school of choice, eagerly meeting the needs of many types of students.

Whether families reside in Manor ISD or come from outside the district, we offer an opportunity to break free of the traditional high school setting and overcome any barriers to individual goals.

Students must submit an application, be interviewed by the principal with a parent, and then, receive notification of acceptance into the program before enrollment can occur.

Manor Mavericks come from all walks of life.

## District Strategic Plan Goals

1. By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.
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.
3. By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.
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.
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.
6. By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

# Vision

The vision of Manor Excel Academy is to inspire students to become principled, lifelong learners: empowered to achieve their full potential, sustain a high quality of life, and become contributing global citizens.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Manor Excel Academy is an accelerated high school program that thrives in a smaller classroom environment. Manor Excel Academy is by application acceptance only due to TEA requirements of Flex, 1 of 5 high schools in Manor ISD.

As of the 2021-2022 school year, it had 87 students. 100% of students were considered at risk of dropping out of school. 43.7% of students were enrolled in bilingual and English language learning programs. The school received an accountability rating of C for the 2021-2022 school year. In the Class of 2021, 75.7% of students received their high school diplomas on time or earlier. The dropout rate for students in grades 9-12 was 12.2% during the 2020-2021 school year. The average SAT score at Manor Excel Academy was 866 for 2020-2021 graduates. As of the 2021-2022 school year, an average teacher's salary was \$59,252, which is \$365 more than the state average. On average, teachers had 12 years of experience. Military-Connected 0 0.0%. Students w/ Disciplinary Placements (2020-21) 0 0.0% 0.0% College Ready (Annual Graduates) 7.6% Students receiving special education services- 4.6%

Ethnic Distribution:

African American 14.9%

Hispanic 71.3%

White 9.2%

American Indian 0

Asian 3.4%

Pacific Islander 0

Two or More Races 1.1%

Sex:

Female 47.1

Male 52.9%

Economically Disadvantaged 90.8%

Non-Educationally Disadvantaged 9.2%

Section 504 Students 8.0%

EB Students/EL 43.7%

Students w/ Disciplinary Placements (2020-21) 0

### Demographics Strengths

Possess the strength of having a high teacher retention rate This is attributed to the successful on-boarding, mentoring programs, and coaching teachers are provided throughout the

school year.

Balance of varying years of experience among staff members.

Strong diversity in the culture of learners accepted into Manor Excel Academy and their completion of graduation requirements.

Equity in acceptance to Manor Excel Academy for learners identified within special population groups (SpEd, 504, ESL, At Risk, EconDis) and completion of graduation requirements.

100% of our scholars are at-risk, we take pride in teaching all learners and assisting with their graduation plans.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** We do not have enough certified ESL, Bilingual, and SPED teachers. **Root Cause:** A large population of teachers are local certification or VIT certification.

**Problem Statement 2:** Scholars have a history of poor attendance or chronic absenteeism at their home campus and struggle to adjust at MEA. **Root Cause:** Many scholars have anxiety as well as other mental health issues. Other scholars have set up a pattern of learned behavior of avoidance to avoid instruction that they do not understand.

# Student Learning

## Student Learning Summary

Although our passing rate for EOC is below the state average, we have made progress in comparison from 2021-2022.

English I --At Approaches Grade Level or Above **27%-- Increased 3% from year prior**

English II --At Approaches Grade Level **42%-- Increased 28% from year prior**

Biology- At Approaches Grade Level or above **62%-- Increased 41% from year prior**

US History- At Approaches Grade Level or above **76%-- Increased 18% from year prior**

Algebra I- At Approaches Grade Level **15%--Increased 15% from year prior**

We increased the high school graduation rate from 2020-2021 to 2021-2022 by **11%**

## Opportunities for Growth

Our students are passing their EOC's at a low rate, having to retake subjects multiple times.

## Student Learning Strengths

Our students are showing growth on EOC's in every subject.

70% of students that have taken the EOC English I more then 5x are passing on the first administration at MEA

Our students are learning at an accelartated pace.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** MEA Emergent Bilinguals continue to struggle with passing STAAR EOC Assessments and meeting state graduation requirements at a higher rate than other subpopulations. **Root Cause:** Lack of support in the secondary campuses for EB scholars.

**Problem Statement 2:** MEA scholars have taken the EOC test multiple times without success before enrolling at our campus. **Root Cause:** Scholars come from bigger campuses that do not provide the individualized instruction he/she may need.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Homeless data
- Pregnancy and related services data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

## Employee Data

- Professional learning communities (PLC) data



- Staff surveys and/or other feedback
- Campus leadership data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

**Parent/Community Data**

- Parent engagement rate

**Support Systems and Other Data**

- Organizational structure data
- Communications data





# Goals

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

**Performance Objective 1:** 50% of Manor Excel students will pass both English and Math portions of TSIA2 by May 2024.

**High Priority**





**Evaluation Data Sources:** TSIA2 score reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All students will take the TSIA2 test in September, based on the results students will engage in intervention to prepare for the next round of testing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased opportunities for taking the TSIA2 will result in more students passing the assessment earlier in the year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, MEA Counselor, MAP Counselor, TSIA2 teacher</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All TSIA2 non-passers are assigned to the TSI Edgenuity prep course where they will receive instruction and intervention based on performance data. TSIA2 workshop will be held every Friday for identified students.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved scores on TSIA2 from 4.2% in both subjects to 60%.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, MEA Counselor, MAP Counselor, TSIA2 teacher</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

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

**Performance Objective 2:** 100% of students will create a comprehensive post-secondary plan within the first 60 days of enrolling to MEA





**Evaluation Data Sources:** Completed accurate graduation portfolio before each student graduates from MEA.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Plans will be evaluated and adjusted bi-weekly with homeroom teachers, counselors or reengagement teams.</p> <p><b>Strategy's Expected Result/Impact:</b> Better communication about post-secondary efforts will lead to better-informed choices upon graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, teachers, counselor</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monthly college and career field trips with a priority focus on juniors and seniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Exposing students to local careers and college pathways that will lead to higher quality of life after graduation. Obtaining certifications and entering apprenticeships that are in their community.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Leveraging the Post-Secondary partnerships with Breakthrough, Goodwill Excel, military recruits, TESLA, ACC certifications, and being a part of the New Tech College Access Network, MEA will create a post-secondary comprehensive plan for all scholars</p> <p><b>Strategy's Expected Result/Impact:</b> Better communication about post-secondary efforts leads to better-informed post-secondary decisions.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

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

**Performance Objective 3:** 90% of MEA scholars will pass the Algebra I & Biology STAAR EOC by May 2023.





**Evaluation Data Sources:** Eduphoria, TEA STAAR results from December 2023 testing.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Data from curriculum-based assessments and mid-year STAAR results will be disaggregated and used to guide Targeted TEK-based interventions and whole-class instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Improved local and state assessment scores.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership Team, teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will build up foundational math skills using programs (IXL&amp;ALEKS) that target fluency during intervention time.</p> <p><b>Strategy's Expected Result/Impact:</b> Helps students gain confidence and clearly tracks progress; teachers get immediate stats on students' trouble spots; extensive teacher support.</p> <p><b>Staff Responsible for Monitoring:</b> principal, teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

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

**Performance Objective 4:** Manor Excel will increase the amount of graduates entering into the military from zero recruits in 2022-2023 to at least 3 by the end of the calendar school year.





**Evaluation Data Sources:** Graduates enlisting into the military data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Scheduling bi-weekly recruiters to come by campus and engage with students. <b>Strategy's Expected Result/Impact:</b> increased interest in military opportunities. <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

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

**Performance Objective 5:** By the end of the 2023-2024 school year, 70% of scholars will Meet or exceed grade level requirements on the English I or English II EOC.

**Evaluation Data Sources:** TAPR, state data





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students in need of HB4545 interventions will be placed in a daily tutoring session during 5th period to work on Targeted TEK intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in comprehension and fluency background knowledge on ELAR TEKS.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will incorporate strategies and be intentional on finding ways to build student confidence and stamina around testing. Modeling ways to achieve higher scores on tests, reviewing past data with scholars and building ownership of academics.</p> <p><b>Strategy's Expected Result/Impact:</b> Students have a better knowledge of they need to achieve, teachers are aware of the gaps in their learning.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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:** Establish an effective staff communication plan to improve internal communication and employee engagement by the end of the first quarter.

**Evaluation Data Sources:** The survey, Eduphoria Strive data, evaluations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establishing a rapport with staff members and focusing on cultivating trust-based relationships by meeting regularly as a team and individually during face-to-face feedback. Partnering with the district's Whole Child Department and National Educators of Restorative Practices coaching.</p> <p><b>Strategy's Expected Result/Impact:</b> Creating a foundation for open communication and a safe space for staff members to communicate with leadership and each other.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, CIC committee</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The administration team will prepare a Monday Memo to be sent out every Sunday to staff members. The memo will include upcoming dates, highlights, shoutouts, field trips, school board meeting briefings, and academic updates.</p> <p><b>Strategy's Expected Result/Impact:</b> Reducing miscommunications.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Clap-outs will be held every Friday to provide scholars with timely information about academic expectations, upcoming deadlines and events, and opportunities for celebration.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to plan and ensure they meet deadlines and take advantage of opportunities to benefit their learning.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership team</p> <p><b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> All campus events, opportunities for community service, and student recognition will be posted on the campus webpage, sent via Talking Points, and shared on social media.</p> <p><b>Strategy's Expected Result/Impact:</b> Informed families and higher campus engagement</p> <p><b>Staff Responsible for Monitoring:</b> CCR, Leadership Team</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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:** Manor Excel Academy will increase opportunities for parental and community involvement by hosting a minimum of one event or workshop each month during the 2023-2024 school year.





**Evaluation Data Sources:** Agendas, sign-in sheets, flyers

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> MEA/MAP will partner with Phoenix House to offer and provide information and education on current drug trends, prevention information, and substance abuse support to scholars and families.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents, staff, and scholars are informed on the harms and effects of substance abuse and vaping.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Counselor</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> A Manor Excel staff member, reengagement specialist, or principal will attend the monthly Manor Chamber meetings. Attendees will then debrief with the leadership team.</p> <p><b>Strategy's Expected Result/Impact:</b> Gain more stakeholders and community service opportunities for scholars.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Senior Administrator</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Manor Excel Academy will create various committees dedicated to improving campus community engagement and community events (Culture Crew, Mini Mustang Mentors, Read Across Manor, Principal's round table).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase campus visibility in the community, and provide scholars with more opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership team</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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 2:** 100% of scholars will have an interview and orientation upon acceptance into the campus. Scholars and guardians will sign a contract acknowledging their role in the educational journey and agree to support their efforts through frequent parent/teacher meetings if the scholar is not meeting the expectations of the program during the 2023-2024 school year.

**Evaluation Data Sources:** 100% of our scholars are in compliance with the goals and values of our program.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Weekly orientations are held virtually or in person for new incoming scholars. Parents/guardians are required to attend and sign contracts opting into the Flexible Schol Day Program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in graduation rates. 100% of our scholars are in compliance with the goals and values of our program.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Senior Administrator</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

**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:** Manor Excel Academy will establish effective methods to collect staff and student feedback as it pertains to organizational efficiency, financial planning, and overall operations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Manor Excel Academy will create a parking lot using a Google form that staff can utilize to submit questions for each staff meeting.</p> <p><b>Strategy's Expected Result/Impact:</b> Creating safe spaces to voice concerns and questions about campus operations.</p> <p><b>Staff Responsible for Monitoring:</b> Leadership team</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  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 2:** Manor Excel Academy will be 100% aligned with district-wide fiscal policies that promote and support critical educational programs based on student achievement and program evaluation data at the campus and district levels.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All campus processes will be subject to quarterly review by Administration and processes that are deemed inefficient will be revamped and aligned with best practices in order to achieve successful attainment of 100% of the performance objectives in this campus improvement plan.</p> <p><b>Strategy's Expected Result/Impact:</b> Quarterly reviews of all processes reflect 100% of the campus performance objectives are being met.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and bookkeeper</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Principal's fund - Money is used to purchase items to benefit all members of the school and stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Funds are used to improve the climate and culture of the campus.</p> <p><b>Staff Responsible for Monitoring:</b> Principal , Bookkeeper</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide miscellaneous materials and services for office staff, nurses, counselors, custodians, security, and librarians.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of assets purchased are accounted for in budget audits and the Principal and Principal, Secretary/Bookkeeper can attest to their proper usage by staff.</p> <p><b>Staff Responsible for Monitoring:</b> bookkeeper and principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> The principal, bookkeeper and district finance team will participate in quarterly budget meetings to monitor expenditures and ensure that district policy regarding compliance with best practices in the area of fiscal policy has been followed. In addition, all funds and budget line items will be subject to monthly reviews to ensure that all monies are</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

expended and necessary amendments are proposed to meet the needs of all programs at Manor Excel Academy.

**Strategy's Expected Result/Impact:** 100% compliance of district local and state funds


**TEA Priorities:**


Improve low-performing schools


**- ESF Levers:**

Lever 1: Strong School Leadership and Planning

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 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**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 3:** Manor Excel will work to increase the number of students committing to the workforce by 50% from the previous school year by continuing to leverage district partnerships with Tesla, Samsung, Dell Tech Crew, Applied Materials, and more.





**Evaluation Data Sources:** Recruiter data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Schedule Tesla to come in monthly to give information about their certification program. <b>Strategy's Expected Result/Impact:</b> Increase in awareness of the program and it's benefits. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Our Dell Tech crew coordinator will make signs and increase information and communication around the Dell program to our scholars. <b>Strategy's Expected Result/Impact:</b> More student engagement in Dell Tech crew.	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Career Fair scheduled each semester at MEA led by our counselors with local business owners. <b>Strategy's Expected Result/Impact:</b> Increase knowledge of the workforce that is available in the community. Making plans after high school that involve a smooth transition into the career fields. <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  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:** Manor Excel will establish a crisis response team to provide immediate intervention to persons in mental health crisis by connecting them with immediate services.





**Evaluation Data Sources:** Crisis Response Manual

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Manor Excel will assign roles and contact information for individuals on our crisis team. Individuals on campus are SRO, Social Worker, Counselor, CIS, Integral Care, CARY, Nurse and AP. All members will be trained in their role of responding to crisis.</p> <p><b>Strategy's Expected Result/Impact:</b> A proactive plan of action for responding to different levels of crisis</p> <p><b>Staff Responsible for Monitoring:</b> Crisis Response Team</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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 2:** MEA will continue to review and maintain safety and security practices and will work to implement any additional strategies/ protocols put in place by the state.





**Evaluation Data Sources:** EOP Plan

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure all safety drills take place within the district and specific training for staff and learners concerning safety practices occurs.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe and secure campus. 100% on all safety audits.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and all staff members</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement door sweeps on campuses and district buildings at least once each week during instructional days to ensure 100% compliance.</p> <p><b>Strategy's Expected Result/Impact:</b> safe and secure campus</p> <p><b>Staff Responsible for Monitoring:</b> Administration team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 6:** By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

**Performance Objective 1:** Performance Objective 1: Manor Excel Academy will attract, recruit, and engage community partners to capitalize on their strengths, resources, and talents to meet student needs and align with learner outcomes.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Participate in job fairs and stay up-to-date on the list of candidates certified in our area. Both online and in person, recruiting highly effective teachers through a created vetting process.	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Meeting monthly with first-year teachers on campus for a mental health check-in and also to address questions and concerns in an informal safe environment.	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				