Manor Independent School District

Early College High School

2022-2023 Campus Improvement Plan

Mission Statement

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Mission

Manor Early College High School provides those students who have been historically underrepresented in higher education the opportunity to earn a high school diploma and associate degree through rigorous academic coursework and well-planned systems of support.

Vision

Vision

We envision that every MECHS graduate will not only earn a high school diploma and 60 transferable credit hours, but will also embrace a culture of intellectualism, social awareness, and productive citizenry.

Value Statement

A bar of very high expectations is set for the students of Manor Early College High School. These expectations extend to our student's character, academics, attendance, and discipline. The deepest forms of learning take place in a setting that develops students' self-discipline and self-advocacy. The ECHS learning community also pushes students to acquire the soft skills necessary to be successful in any social context - respect, professionalism, punctuality, communication, as well as compliance with standards and policies.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Manor Early College, Manor High School, and Manor Senior High School are considered one school for the purposes of state accountability, and the demographics across all 3 campuses remain similar in terms of diversity. In 2022, the demographic composition of the MECHS student body was found to be 57.5% at risk, 24% English Language Learners, 1.6% receive 504/Special Education services, 59.2% Hispanic, 27.3% African American, 4.3% White, and 4.8% Asian/Pacific Islander; femaile 61% abd male 39%.

Because MECHS is a dual-credit program and a good portion of our classes are taught by ACC professors, the staff of MECHS is small in comparison to its student population. With only 16 teachers, the school has a current student-to-teacher ratio of 37:1. The school boasts a high retention rate and the staff go above and beyond to ensure that our students are successful and supported throughout their academic journey. The current demographics of the MECHS teaching staff are 50% White, 37.5% Hispanic, and 6% African American, and 6% Asian. Including the administration and support staff, the MECHS staff is 52.4% female and 47.6% male; 47% hold a Bachelor's Degree, 41% hold a Master's Degree, and 87% of teachers are certified in more than one content area.

Demographics Strengths

- We have a diverse population of students when it comes to race, economical status, and gender, and our student body represents the diverse population of the Manor ISD community.

- Our parent and community partnerships are a distinct strength worth noting. The school actively embraces opportunities to build relationships with parents and other business partners for the benefit of our students.

- The members of our learning community embrace the MECHS culture and endorse the three core pillars of the citizenry, research, and leadership.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The demographics of the teaching staff do not mirror that of the student body. The school needs to build diversity among its staff as it continues to grow in size. **Root Cause:** High retention rates mean that teachers return year after year and the demographics stay the same. When teachers do leave, the school is lacking partnerships with local teacher preparation programs to find diverse replacements.

Problem Statement 2: 75% of our MECHS freshmen who have not passed reading portion of TSI test are EB students. The areas that they are struggling most are text comprehension and vocabulary. **Root Cause:** Our ELL scholars struggle with text comprehension due to limited academic vocabulary and its usage in their daily interactions.

Priority Problem Statements

Problem Statement 1: Based on STAAR, TSI, & DBA data, as well as student & teacher artifacts, scholars are struggling to comprehend texts and derive meaning to make complex inferences. Teachers are not consistently planning guided practice into their lessons in order to enhance student metacognition. As a result, students are not able to internalize the reading process when tasked to engage with a text independently.

Root Cause 1: Teachers have increased their use of modeling and think alouds to demonstrate the metacognitive process during the "I do" portion of the gradual release model. However, they are not always planning for the intentional guided practice ("we do") portion of the gradual release model. Teachers are often moving directly from the "I do" portion of gradual release model into the "you do alone" portion.

Problem Statement 1 Areas: Student Learning

Goals

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

Performance Objective 1: 100% of MECHS students will pass TSIA2 Reading and Writing by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: TSIA2 score reports

Strategy 1 Details			Reviews			
Strategy 1: Implementation of Summer Bridge for TSIA2 for Reading, Writing			**Formative**			**Summative**
Strategy's Expected Result/Impact: Early intervention identification. Increased opportunities for taking the TSIA2 will result in more students passing the assessment earlier in the year.			**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: MECHS principal, MECHS testing coordinator, TSIA2 teacher **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction						
Strategy 2 Details			Reviews			
Strategy 2: All TSIA2 non-passers are assigned to the TSI prep course where they will receive instruction and intervention based on performance data.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved scores on TSIA2 and multiple attempts on the TSIA2 assessment.			**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: TSIA2 Teacher, MECHS Testing Coordinator, MECHS Principal **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction						
0% No Progress	100% Accomplished		→ Continue/Modify		✕ Discontinue	

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

Performance Objective 2: 100% of MECHS EB-identified students will receive language and learning support to improve their reading and writing mastery in all core non-dual-credit courses.

> **High Priority**

> **HB3 Goal**

> **Evaluation Data Sources:** ELA performance data, STAAR Scores, TSIA2 Test Results, Classroom Observations, Lesson Plan Review, T-TESS Observations, TELPAS Scores, District Benchmarks, AP Exams

Strategy 1 Details	Reviews			
Strategy 1: Professional development for teachers to focus on instructional best practices EB strategies.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Targeted instruction with clear learning objectives and appropriate scaffolds that support English language mastery while maintaining the rigor needed for dual credit courses.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: MECHS administration, MECHS teachers **TEA Priorities:** Recruit, support, retain teachers and principals				

Strategy 2 Details	Reviews			
Strategy 2: Using the MECHS RTI protocol to identify, address, and monitor individual student progress.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Targeted instruction with appropriate scaffolds that support English language mastery while maintaining the rigor needed for dual credit courses.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: MECHS administration, MECHS teachers **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - **Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 3: By May 2023, 100% of EB students will be enrolled in at least one dual-credit course.

High Priority

HB3 Goal

Evaluation Data Sources: TSAI2 Reading & Math Scores, Dual-credit course enrollment

Strategy 1 Details	Reviews			
Strategy 1: Implementation of Summer Bridge for TSIA2 for Reading, Writing	**Formative**			**Summative**
Strategy's Expected Result/Impact: Early intervention identification. Increased opportunities for taking the TSIA2 will result in more students passing the assessment earlier in the year. **Staff Responsible for Monitoring:** MECHS principal, MECHS testing coordinator, TSIA2 teacher **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**
Strategy 2 Details	**Reviews**			
Strategy 2: All TSIA2 non-passers are assigned to the TSI prep course where they will receive instruction and intervention based on performance data.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved scores on TSIA2 and multiple attempts on the TSIA2 assessment. **Staff Responsible for Monitoring:** TSIA2 Teacher, MECHS Testing Coordinator, MECHS Principal **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Professional development for teachers to incorporate best practices (AVID strategies) to improve soft-skills needed for college readiness.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Incorporation of writing, inquiry, collaboration, organization, and reading (WICOR) strategies into daily lessons to develop college-readiness skills.
    Staff Responsible for Monitoring: MECHS administration, MECHS teachers, AVID Site Team
 	
    TEA Priorities:
Connect high school to career and college
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction
 - **Targeted Support Strategy**				

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

Performance Objective 4: 85% of MECHS students will pass Algebra I STAAR test by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: Algebra 1 STAAR data

Strategy 1 Details		Reviews			
Strategy 1: Incorporation of STAAR review into Algebra 2 curriculum.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Provides year-long exposure and connections to students resulting in an increase in student success on STAAR Algebra 1 skills. **Staff Responsible for Monitoring:** Algebra 2 Teacher, Principal **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction		**Oct**	**Jan**	**Mar**	**May**
Strategy 2 Details		Reviews			
Strategy 2: Provide targeted tutorials by strategically scheduling identified students in an advisory period with a math content teacher.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student performance on district benchmarks and STAAR administration. **Staff Responsible for Monitoring:** Principal, Math Teachers **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction		**Oct**	**Jan**	**Mar**	**May**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 5: By May 2023, 85% of incoming seniors will have passed the TSIA2 for Math and be enrolled in a dual-credit math course.

High Priority

HB3 Goal

Evaluation Data Sources: TSIA2 Math Scores, College-level math enrollment

Strategy 1 Details	Reviews			
Strategy 1: Implementation of Summer Bridge for TSIA2 for Math	**Formative**			**Summative**
Strategy's Expected Result/Impact: Early identification of intervention needs. Increased opportunities for taking the TSIA2 Math.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: TSI Teacher, MECHS Testing Coordinator, MECHS Principal				
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Incorporation of TSAI2 prep into Algebra 2 curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Provides year-long exposure and connections to students resulting in an increase in student success on TSIA2 Math.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Algebra 2 Teacher, Principal				
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 6: 95% of graduating seniors will apply to at least 3, 4-year accredited universities as well as apply for at least 20 scholarships.

High Priority

HB3 Goal

Evaluation Data Sources: Application tracking, AVID 4 class progress

Strategy 1 Details	Reviews			
Strategy 1: All seniors will be enrolled in the MECHS AVID 4 class, where they will receive support to actively apply to universities and scholarships.	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Applying to universities and scholarships increases the odds for students to not only attend college after graduating from MECHS but the ability to financially support their post-high school education. **Staff Responsible for Monitoring:** AVID 4 Teacher, Principal, Counselor **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

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

Performance Objective 7: 100% of students will receive regular support and accountability from a MECHS teacher for each dual credit class throughout the school year to increase course completion and lower the withdrawal rate by 20%.

High Priority

HB3 Goal

Evaluation Data Sources: Master Schedule, PCC Attendance, ACC Grades, ACC Withdrawl Data

Strategy 1 Details	Reviews			
Strategy 1: Every student enrolled in a dual credit course will be assigned a MECHS teacher for a Path to College and Career course (PCC). The PCC class will meet on Fridays and school days when college is not in session.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: During PCC, students will review the course syllabus, check grades, and receive additional help on coursework. This regular accountability helps to improve student organization and completion of work, as well as prevent students from needing to withdraw from the course. **Staff Responsible for Monitoring:** Principal, PCC Teachers **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				
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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: 100% of parents and students will be informed of upcoming informational meetings and important campus events at least two weeks in advance throughout the calendar year.

High Priority

HB3 Goal

Evaluation Data Sources: Email documentation, website postings, Remind messages, MECHS Family Newsletter, Talking Points, Google Classroom, Skyward Communication

Strategy 1 Details	Reviews			
Strategy 1: MECHS will host regular parent meetings (MECHS Teacher and Professor Night. quarterly parent information meetings, etc.)	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Parent involvement and support will increase as well as attendance at meetings, resulting in greater community involvement and an improvement to school culture. **Staff Responsible for Monitoring:** SGA sponsor and MECHS principal **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: All meetings and upcoming events will be posted to the campus website and sent via Remind.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Easy access to upcoming events will make it easier to keep parents and students informed.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Campus Communication Coordinator, Principal **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: House meetings to be held every 3 weeks during the school year to provide students with timely information about academic expectations, available supports, and upcoming deadlines, and opportunities for extracurricular involvement.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Students will be able to plan and ensure they meet deadlines and take advantage of opportunities to benefit their learning. **Staff Responsible for Monitoring:** Principal **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

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: 100% MECHS teachers and staff will be trained by CIS coordinator on violence prevention and mental health support strategies by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: CIF Referrals, attendance and agenda notes from training meetings, classroom observations

Strategy 1 Details	Reviews			
Strategy 1: Include CIS representatives in the campus RTI team and the RTI process.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased collaboration between teachers and support staff, increased referrals for CIS services	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: MECHS teachers, RTI Coordinator, MECHS Principal **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: Offer professional development on mental health support and strategies to MECHS teachers throughout the year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved awareness of warning signs and early intervention that leads to a safe campus for all students.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: Dedicate 3 campus activities to focus on mental health awareness.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Adopt more open communication to increase awareness around issues impacting the learning community.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Counselor **TEA Priorities:** Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 4 Details	Reviews			
Strategy 4: Support student-led organizations that provide safe spaces for student voice.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved self-advocacy, increased student-involvement, increased peer-to-peer support	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teacher Sponsor, Principal **TEA Priorities:** Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

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 MECHS students will receive RTI support from their teachers and administration based on student performance data, with 90% showing marked improvement in their academics by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: RTI Documentation, CIS Referrals, RTI Agenda notes, Student Performance Data

Strategy 1 Details	Reviews			
Strategy 1: Bi-weekly grade-level RTI meetings to be held where student performance data is used to evaluate student support needs.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Students will receive additional supports that are necessary for their academic success, resulting in a more equitable learning environment. **Staff Responsible for Monitoring:** RTI Coordinator, Grade-Level Team Leaders, Principal, Classroom Teachers **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
0% No Progress 100% Accomplished Continue/Modify ✗ Discontinue				

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 3: By May 2023, at least 80% of MECHS parents will regularly attend school activities and meetings.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Meeting Attendance Rosters

Strategy 1 Details	Reviews			
Strategy 1: MECHS will host regular parent meetings (MECHS Teacher and Professor Night. quarterly parent information meetings, etc.)	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Parent involvement and support will increase as well as attendance at meetings, resulting in greater community involvement and an improvement to school culture.
     Staff Responsible for Monitoring: SGA sponsor and MECHS principal
 	
     TEA Priorities:
 Connect high school to career and college
  - **ESF Levers:**
 Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: All meetings and upcoming events will be posted to the campus website and sent via Remind.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Easy access to upcoming events will make it easier to keep parents and students informed.
     Staff Responsible for Monitoring: Campus Communication Coordinator, Principal
 	
     TEA Priorities:
 Improve low-performing schools
  - **ESF Levers:**
 Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: House meetings to be held every 3 weeks during the school year to provide students with timely information about academic expectations, available supports, and upcoming deadlines, and opportunities for extracurricular involvement.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Students will be able to plan and ensure they meet deadlines and take advantage of opportunities to benefit their learning. **Staff Responsible for Monitoring:** Principal **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
0% No Progress 100% 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 support.

Performance Objective 1: MECHS will maintain the yearly TEA ECHS designation status for the 2021-2022 and the 2022-2023 school year.

High Priority

HB3 Goal

Evaluation Data Sources: CCMR Blueprint for ECHS

Strategy 1 Details		Reviews			
Strategy 1: Continue MOU partnership with Austin Community College for the 2021-2022 and the 2022-2021 school year.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Satisfies the TEA ECHS designation status, access to dual-credit courses, opportunities for Level 1 certificate programs. **Staff Responsible for Monitoring:** MECHS Principal, ACC Partners **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum		**Oct**	**Jan**	**Mar**	**May**
0% No Progress	100% 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 support.

Performance Objective 2: Increase enrollment in workforce level 1 certificate program by 60% by January of 2023.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Master Schedule, Enrollment Data

Strategy 1 Details	Reviews			
Strategy 1: Actively promote the level 1 certification programs through house meetings, parent/community informational meetings, and our campus website.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Increased awareness of the availability of certification programs should result in an increase in enrollment.
    Staff Responsible for Monitoring: Principal, Counselor
 	
    TEA Priorities:
Connect high school to career and college
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum				

0% No Progress 100% 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 support.

Performance Objective 3: Establish a collaborative partnership with an international school to offer a cultural learning exchange.

 Evaluation Data Sources: MOU with international school, Student Products

Strategy 1 Details			Reviews		
Strategy 1: Hold regular meetings with campus leaders and lead teachers to establish the program objectives.			**Formative**		**Summative**
Strategy's Expected Result/Impact: Increased exposure to different learning modalities and cultures. **Staff Responsible for Monitoring:** Principal, Lead Teachers **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture			**Oct**	**Jan**	**Mar**	**May**

<center>0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue</center>

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: MECHS will cultivate an eco-friendly environment in and around its building through continued awareness education and a student-driven recycling program with 100% student and teacher participation by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: Meeting agenda notes, meeting attendance, observations throughout the year.

Strategy 1 Details	Reviews			
Strategy 1: Work with students from the Student Government Association (SGA) and National Honor Society (NHS) to recruit student volunteers to run the recycling program throughout the year.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Consistency in the recycling schedule will make it easier for teachers and students to maintain the program year-round. **Staff Responsible for Monitoring:** SGA Sponsor, NHS Sponsor, Principal **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

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: Cultivate a culture of environmental awareness through school activities.

Evaluation Data Sources: Attendance of activities, building conditions

Strategy 1 Details	Reviews			
Strategy 1: Student Government to sponsor a monthly campus clean-up initiative.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Cleaner campus, increased student involvement and care for the campus	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: SGA Sponsor, Principal				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

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: By May 2023, at least 1 student-teacher per core subject will be mentored by a MECHS teacher.

    High Priority

    HB3 Goal

    Evaluation Data Sources: UTeach and MECHS meeting agendas and student teacher's attendance roster.

| Strategy 1 Details	Reviews			

Strategy 1: Meet with the UTeach coordinator to go over MECHS structure and how we can partner up with their program to support each other.
    Strategy's Expected Result/Impact: MECHS will have quality teacher pool who is familiar with MECHS concept and thus will have stronger teachers and instruction.
    Staff Responsible for Monitoring: Principal
 	
    TEA Priorities:
Recruit, support, retain teachers and principals, Improve low-performing schools
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction
 - **Targeted Support Strategy - Additional Targeted Support Strategy**
	Formative			**Summative**

	Oct	**Jan**	**Mar**	**May**
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

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

Performance Objective 2: Newly hired employees to receive mentorship during their first 2 years of employment with MECHS.

    High Priority

    HB3 Goal

    Evaluation Data Sources: Classroom observations, Mentor meeting notes,

Strategy 1 Details	Reviews			
Strategy 1: Any newly hired employee will be assigned 2 mentors: an administrator and a teacher. Regular meetings will be scheduled to ensure communication and support of the mentee.	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: The mentor teacher will help to acclimate the new employee into MECHS systems and culture, while the administrative mentor coach the mentee in terms of pedagogy and instructional practices. **Staff Responsible for Monitoring:** MECHS Principal **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

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

Performance Objective 3: 100% of MECHS teachers will receive training in best practices (AVID, GRM, AP, Classroom Management) and will be implement those strategies within increasing regularity throughout the school year, with 100% adoption by May 2023.

High Priority

HB3 Goal

Evaluation Data Sources: PD Agenda Notes, Lesson Plan Review, Classroom Observations, Student Performance Data, T-Tess Observations

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development at strategic times throughout the year to maintain learning and implementation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Supporting teachers throughout the year in their professional development will result in stronger pedagogy and an increase in student learning. **Staff Responsible for Monitoring:** Principal **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Develop a schedule for regular professional learning communities (PLC) that align horizontally with grade level, as well as vertically with college professors to ensure effective planning and support of student learning.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: PLCs will provide teachers the opportunity to collaborate and grow their practices as well as provide a better understanding of student needs as well as inform the curriculum throughout the year to support students from high school to college-level courses. **Staff Responsible for Monitoring:** Principal, Teacher Leaders **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

RDA Strategies

Goal	Objective	Strategy	Description
1	2	2	Using the MECHS RTI protocol to identify, address, and monitor individual student progress.

Targeted Support Strategies

Goal	Objective	Strategy	Description
1	2	2	Using the MECHS RTI protocol to identify, address, and monitor individual student progress.
1	3	3	Professional development for teachers to incorporate best practices (AVID strategies) to improve soft-skills needed for college readiness.
6	1	1	Meet with the UTeach coordinator to go over MECHS structure and how we can partner up with their program to support each other.

Additional Targeted Support Strategies

Goal	Objective	Strategy	Description
1	2	2	Using the MECHS RTI protocol to identify, address, and monitor individual student progress.
6	1	1	Meet with the UTeach coordinator to go over MECHS structure and how we can partner up with their program to support each other.