



MANOR ISD
Scholars First!

STRATEGIC PLAN



Strategic Planning is a process that **engages stakeholders,** such as parents, students, district employees, city officials, business partners, and clergy to **collaboratively shape the future** of their school district. Through this process, the district and community become partners in creating a **five-year plan.** This shared sense of ownership enables districts to overcome obstacles and **discover new possibilities for students.**

Beliefs, Vision, & Mission

Strand

SMART Goal

Strategy 1

Action
Steps
Yr1

Action
Steps
Yr2

Action
Steps
Yr3

Action
Steps
Yr4

Action
Steps
Yr5

Strategy 2

Action
Steps
Yr1

Action
Steps
Yr2

Action
Steps
Yr3

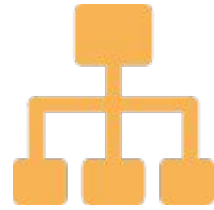
Action
Steps
Yr4

Action
Steps
Yr5

EVENTS



1st
Steering
Committee



1st
Action
Planning
Team
Meeting



2nd
Action
Planning
Team
Meeting



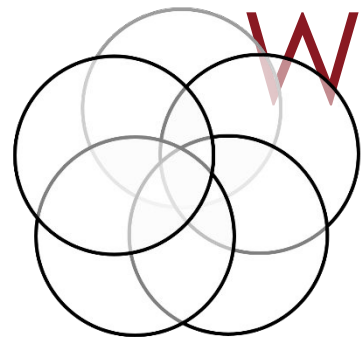
Consolidated
Strategic
Planning Team



District
Plan



MANOR I.S.D. –

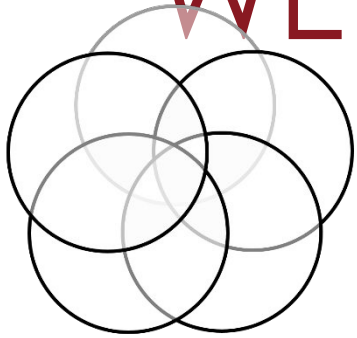


WE BELIEVE:

Each scholar has the right to an equitable, high-quality education that addresses the whole child and empowers them to achieve their individual path to success, becoming contributing members of our community.



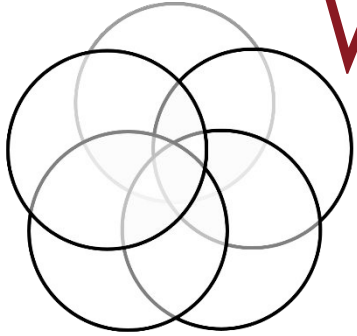
MANOR I.S.D. – WE BELIEVE:



In collaborating as a diverse community that unites and supports the unique potential and interests of each scholar.



MANOR I.S.D. – WE BELIEVE:



In the diverse and unique contributions of our scholars, families, community, and staff.



VISION FOR MANOR I.S.D.



Manor ISD is the best district in Texas where we provide an equitable education for all scholars and graduate them ready to become leaders in our community.

MISSION FOR MANOR I. S.D.



Collectively, as a community, Manor ISD provides equitable resources, a safe learning environment, and high-quality educational services for all scholars to successfully achieve and reach their full potential.

Five-year plan

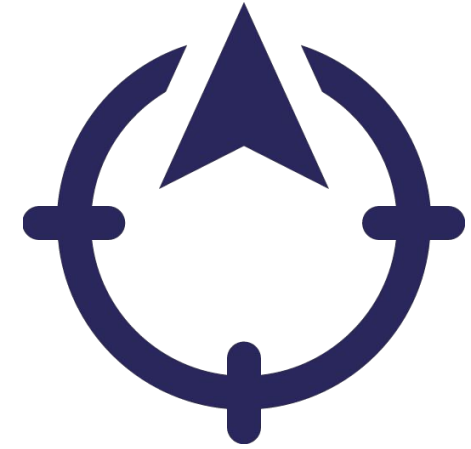
- To be reviewed and updated annually
- Staggered dates based on various goals, strategies, and action steps
- A living document





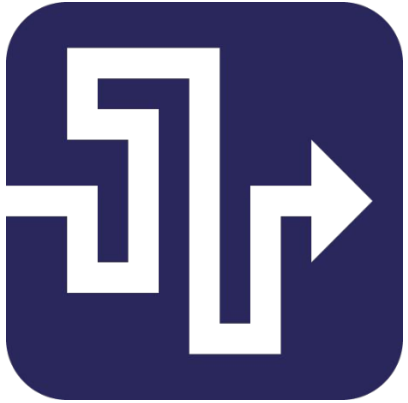
ACADEMIC ACHIEVEMENT GAPS

SMART Goal



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

Strategy 1



Develop a district-wide system to maximize all curriculum, instruction, and assessment resources to accelerate every scholar's academic success based upon their individual goals.

Maximize resources to accelerate success.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Develop an Academic Opportunity Committee. |
| Spring 2021 | Develop a Multi-Tiered System of Support (MTSS) sub-committee. |
| Spring 2021 | Begin creating scholar portfolio system. |

Maximize resources to accelerate success.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Develop progress monitoring for portfolio requirement completion. |
| Summer 2021 | Create a district academics webpage for transparency and accountability. |
| Fall 2021 | Create resource evaluation system. |

Maximize resources to accelerate success.



| DATE: | ACTION STEPS: |
|-------------|--|
| Fall 2021 | Identify learning management system to house portfolio system. |
| Spring 2022 | Propose MTSS Coordinator position. |
| Fall 2022 | Pilot the portfolio system. |

Maximize resources to accelerate success.



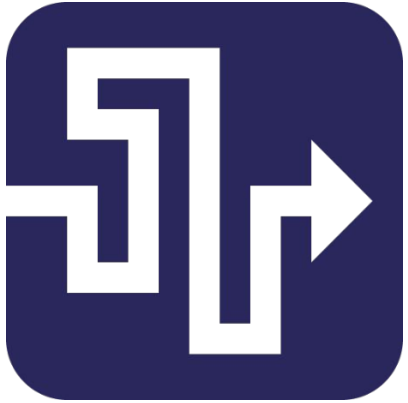
| DATE: | ACTION STEPS: |
|-------------|---|
| Fall 2022 | Survey staff to develop training. |
| Spring 2023 | Revise the portfolio systems based on feedback. |
| Spring 2023 | Select staff to lead professional development. |

Maximize resources to accelerate success.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2023 | Develop online resource dashboard for staff. |
| Fall 2023 | Determine and develop academic dashboards for stakeholders. |
| Fall 2023 | Implement tiered professional learning. |
| Fall 2023 | Implement portfolio system districtwide. |

Strategy 2



Develop a district-wide system to integrate social-emotional learning into classroom, campus, and district level practices to develop the life-readiness skills of scholars.

Develop life-readiness skills.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Develop a Social Emotional Learning (SEL) sub-committee. |
| Spring 2021 | Develop a Life-Readiness Skills sub-committee. |
| Summer 2021 | Conduct research on life-readiness skills. |

Develop life-readiness skills.



| DATE: | ACTION STEPS: |
|-------------|--|
| Summer 2021 | Evaluate scholar-to-mental health staff ratio. |
| Fall 2021 | Progress monitor SEL goals in portfolio. |
| Fall 2021 | Develop life-readiness skills courses. |

Develop life-readiness skills.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2022 | Develop SEL Framework for Manor ISD. |
| Spring 2022 | Identify campuses & teachers to pilot SEL Framework and life-skills courses. |
| Summer 2022 | Develop professional learning for staff. |

Develop life-readiness skills.

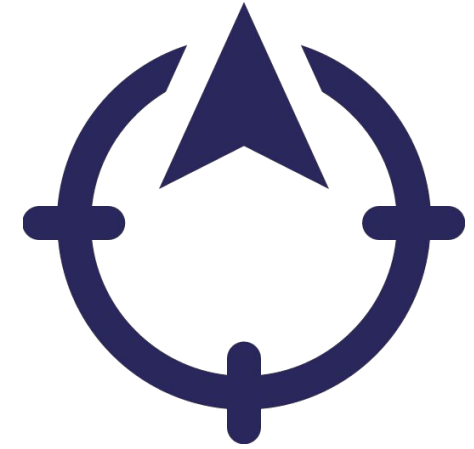


| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2023 | Solicit feedback about SEL implementation. |
| Fall 2023 | Implement SEL framework and life-readiness courses districtwide. |



COMMUNICATION

SMART Goal

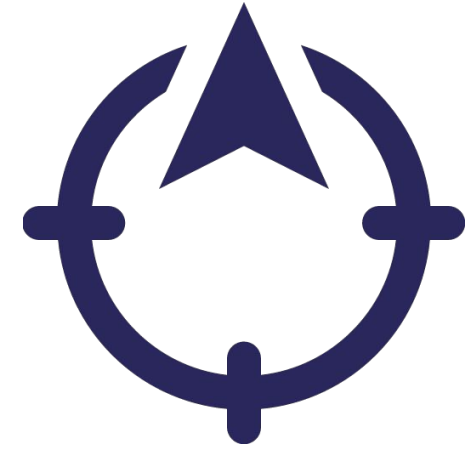


By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.



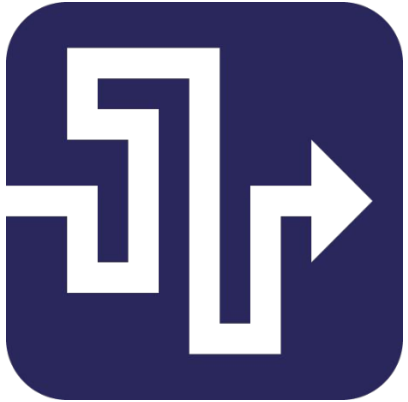
COMMUNICATION

SMART Goal



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.

Strategy 1



Develop and monitor a district-wide internal (staff & scholars) interactive communication protocol (strategy) to ensure access to timely, accurate information.

Develop & monitor internal communication.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2021 | Determine software platforms to monitor various data points. |
| Spring 2021 | Develop Monthly Communications Accountability Systems Report. |
| Spring 2021 | Determine stakeholder preferred method of communication. |

Develop & monitor internal communication.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2021 | Evaluate current communications systems and protocol. |
| Spring 2021 | Implement new Interactive internal Communications Plan. |
| Spring 2021 | Implement Spring Semester Recognitions. |

Develop & monitor internal communication.



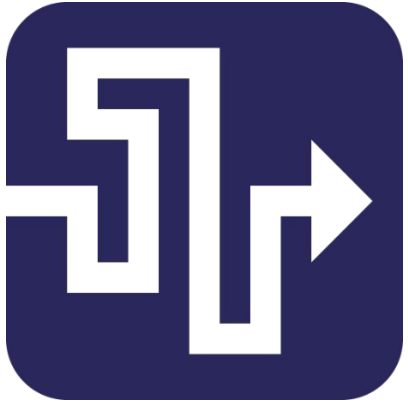
| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Conduct stakeholder feedback surveys. |
| Summer 2021 | Implement changes to close identified gaps. |
| Fall 2021 | Implement revised internal communications systems and protocols. |

Develop & monitor internal communication.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2021 | Implement professional learning (education) for all MISD scholars, families, community. |
| Fall 2021 | Monitor Monthly Communications Accountability System Report. |
| Fall 2021 | Review and revise, as needed, the current communications systems to increase communication given to internal stakeholders. |

Strategy 2



Develop and monitor a district-wide external family & community interactive communication protocol (strategy) to ensure access to timely, accurate information.

Develop & monitor internal communication.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2021 | Determine software platforms to monitor various data points. |
| Spring 2021 | Develop Monthly Communications Accountability Systems Report. |
| Spring 2021 | Determine stakeholder preferred method of communication. |

Develop & monitor internal communication.



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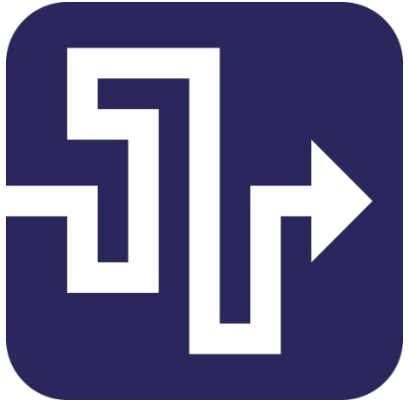
COMMUNITY & FAMILY ENGAGEMENT

SMART Goal



By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Strategy 1



Develop a district-wide system that utilizes new and existing community partnerships to enhance the well-being of scholars and families.

Develop new & existing partnerships.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2021 | Align Organization Chart. |
| Fall 2021 | Create Community Partner Committee (CPC). |
| Fall 2021 | Create vetting & evaluation system. |



Develop new & existing partnerships.



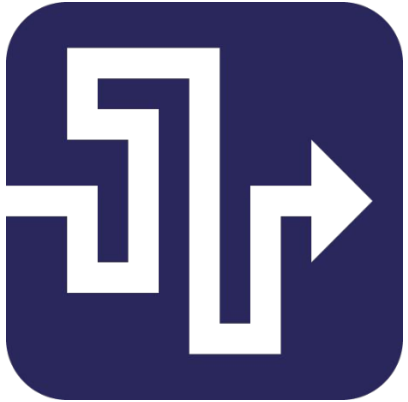
| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2022 | Identify & evaluate existing partnerships (using DIP/CIPs). |
| Fall 2022 | Collect baseline data. |
| Fall 2022 | Create communication plan. |

Develop new & existing partnerships.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2023 | Develop needs assessment for partnerships. |
| Fall 2023 | Create Joint Committee (FACP): Family and Community Planning. |

Strategy 2



Develop a district-wide system of collaborative family engagement throughout the Manor ISD community.

Develop collaborative community engagement.



| DATE: | ACTION STEPS: |
|-------------|--|
| Fall 2021 | Align Organization Chart. |
| Fall 2021 | Create (FEC) Family Engagement Committee. |
| Spring 2022 | Train campus leaders and staff overview dual capacity. |



Develop collaborative community engagement.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2022 | Design system & targets to capture engagement. |
| Fall 2022 | Create Communication Plan. |
| Fall 2022 | Implement professional development based on needs assessment. |



Develop collaborative community engagement.



| DATE: | ACTION STEPS: |
|-------------|-------------------------------------|
| Fall 2022 | Collect baseline data. |
| Spring 2023 | Use continuous improvement process. |
| Spring 2023 | Start Parent University. |

Develop collaborative community engagement.



| DATE: | ACTION STEPS: |
|-------------|---|
| Fall 2023 | Distribute childcare & transportation surveys. |
| Spring 2024 | Resourcing and planning for childcare & transportation. |



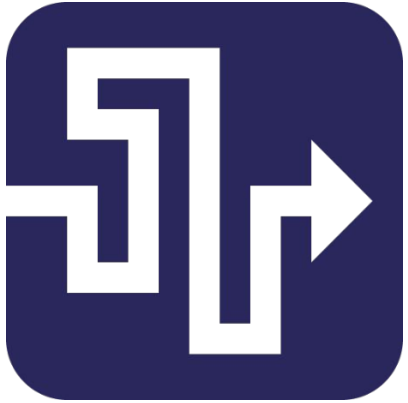
EQUITY & INNOVATION

SMART Goal



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.

Strategy 1



Develop a district-wide equity, diversity, & inclusion plan which uses feedback, data, & input regarding disproportionality & over-representation.

Develop an equity, diversity, & inclusion plan.



| DATE: | ACTION STEPS: |
|-------------|---|
| Summer 2021 | Create an Equity & Innovation Committee. |
| Summer 2021 | Create definitions of equity, diversity, & innovation. |
| Fall 2021 | Conduct a RFP process and begin an Equity & Innovation audit. |

Develop an equity, diversity, & inclusion plan.



| DATE: | ACTION STEPS: |
|-------------|--|
| Fall 2021 | Provide a professional development series. |
| Fall 2021 | Designate campus equity ambassadors. |
| Spring 2022 | Develop a Manor ISD Equity Framework. |

Develop an equity, diversity, & inclusion plan.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2022 | Develop process to identify & address disparities, inequities, & over-representation. |
| Summer 2022 | Train new & returning staff. |
| Fall 2022 | Develop a school-based equity plan. |

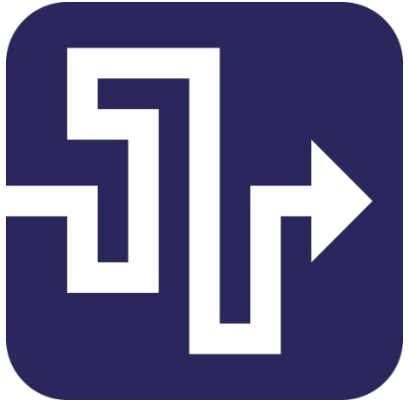
Develop an equity, diversity, & inclusion plan.



| DATE: | ACTION STEPS: |
|-------------|--|
| Summer 2023 | Redesign interviewing and onboarding protocols . |



Strategy 2



Create a system to ensure a timely response to scholar needs, including additional supports, services, & progress monitoring to close opportunity gaps.

Create a system to close opportunity gaps.



| DATE: | ACTION STEPS: |
|-------------|---|
| Fall 2021 | Create Individualized Personal Learning Plans. |
| Spring 2022 | Conduct a series of equity, diversity, & inclusion conversations. |
| Spring 2022 | Implement an equitable enrollment process. |



Create a system to close opportunity gaps.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2022 | Develop a scholar-based budget model. |
| Spring 2022 | Plan a robust data management system. |
| Spring 2022 | Develop an equity, diversity and inclusion (EDI) data dashboard. |



Create a system to close opportunity gaps.



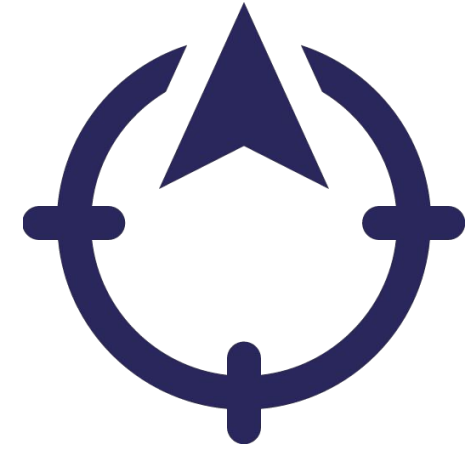
| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2022 | Design a PreK-12 CCMR model. |
| Spring 2022 | Design academic models aligned to school choice. |
| Fall 2022 | Launch Restorative Justice program. |





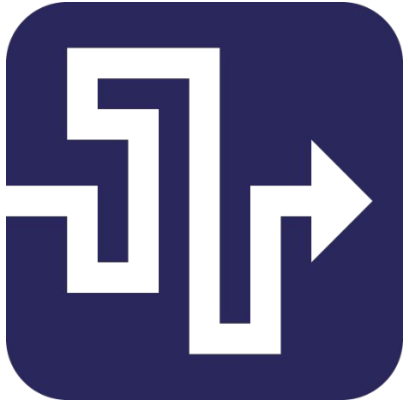
FACILITIES & MAINTENANCE

SMART Goal



By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.

Strategy 1



Develop a district-wide system to ensure facilities are safe and well-maintained.

Ensure safe, well-maintained facilities.



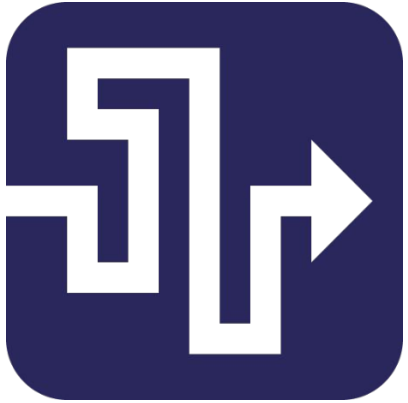
| DATE: | ACTION STEPS: |
|-------------|---|
| Summer 2021 | Create a checklist of maintenance and safety. |
| Fall 2021 | Implement a quarterly walk throughs. |
| Summer 2022 | Assess the needs of district and campus facilities. |

Ensure safe, well-maintained facilities.



| DATE: | ACTION STEPS: |
|-------------|--|
| Fall 2022 | Train lead professional staff. |
| Summer 2023 | Develop a plan for long-term district needs. |

Strategy 2



Develop a district-wide system to ensure facilities are environmentally sustainable.

Ensure environmentally-sustainable facilities.



| DATE: | ACTION STEPS: |
|-------------|--|
| Summer 2021 | Review the integrative process of LEED. |
| Summer 2021 | Create a means of tracking energy & water consumption. |
| Fall 2021 | Develop mechanical upgrade and replacement plan (5, 10, & 15 years). |

Ensure environmentally-sustainable facilities.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2022 | Acquire and analyze energy and water consumption data. |
| Fall 2023 | Monitor all LEED projects. |
| Fall 2024 | Prepare bid for 5-year replacement of mechanical units. |



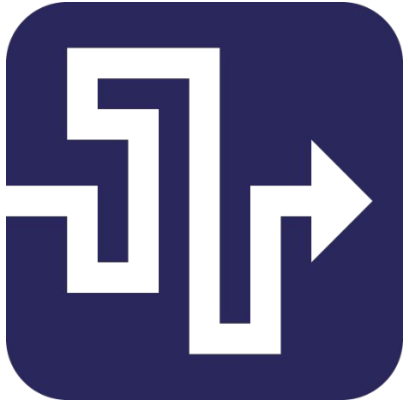
STAFF DEVELOPMENT

SMART Goal



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

Strategy 1



Develop a district-wide system to provide effective, timely, and equitable professional learning for all staff.

Provide professional learning.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Create a Professional Learning Planning Committee. |
| Spring 2021 | Find out staff professional learning needs. |

Provide professional learning.



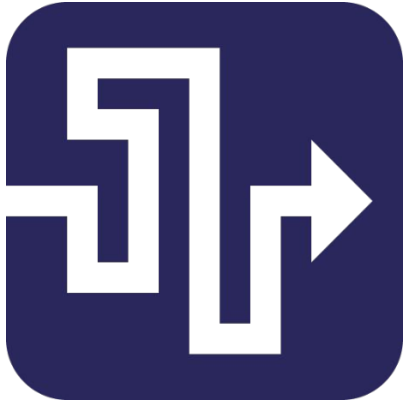
| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2021 | Develop a professional learning calendar. |
| Summer 2021 | Communicate plan for year-long professional learning. |
| Summer 2021 | Create a means of measuring changes in teachers as a result of professional learning. |

Provide professional learning.



| DATE: | ACTION STEPS: |
|-------------|--|
| Summer 2021 | Provide curriculum resource training. |
| Summer 2021 | Gather feedback on effectiveness of professional learning. |
| Summer 2021 | Continue training on CIP and DIP alignment. |

Strategy 2



Recruit, internally and externally, staff at all levels and retain to greatest effect.

Recruit and retain staff.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2021 | Revise exit interview questions. |
| Spring 2021 | Propose and hold a Recruitment Fair. |
| Summer 2021 | Review retention rates and other data. |

Recruit and retain staff.



| DATE: | ACTION STEPS: |
|-------------|--|
| Summer 2021 | Develop a school leadership plan on retention. |
| Summer 2021 | Create an MISD employee profile. |
| Summer 2021 | Create a way to track K-12 climate data. |



Recruit and retain staff.



| DATE: | ACTION STEPS: |
|-------------|---|
| Summer 2021 | Analyze data on career ladder movement. |
| Fall 2021 | Monitor and adjust mentor-mentee professional learning. |



Thank You