

**Manor Independent School District**  
**Manor Elementary**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

Manor ISD will ensure the social, emotional, and academic development of every student through innovative opportunities.

Manor Elementary School educates all students by focusing on diversity, academic rigor, self-discipline and transformation into global citizens who respect differences among people.

## District Strategic Plan Goals (5 year plan)

1. Be the district of choice in this Texas region based on student success.
2. Be a "great place to work" where employees find purpose, do worthwhile work, and make a difference.
3. Serve internal and external customers in partnership to support the highest levels of student success
4. Engage students in a variety of individualized and flexible learning opportunities inside and outside the classroom.
5. Allocate resources with a relentless focus on efficiency and effectiveness based on priorities of student success.

## District Student Outcome Goals (2 year plan)

SOG #1 The percentage of third grade students in the district who meet or exceed Postsecondary Readiness Standard as measured by STAAR will increase from 34% to 46% by 2020-21.

SOG #2 The percentage of students in the district who are economically disadvantaged that meet or exceed the STAAR Grade Level Postsecondary Readiness Standard for all grades on two or more subjects will increase from 28% to 40% by 2020-21.

SOG#3 The percentage of graduates displaying college readiness in the district who earn at least 12 hours of Postsecondary Credit will increase from 10.7% to 21% by 2020-21.

# Vision

Manor ISD strives for excellence through strong partnerships and a culture of continuous improvement resulting in innovative, proficient, empowered, forward-looking students.

Manor Elementary School is committed to educating and inspiring all students in an innovative and global community.

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# Core Beliefs

Our core beliefs are based upon the IB Learner Profile:

C - Communicators  
O - Open-minded  
L - Leaders  
T - Thinkers  
S - Scholars

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

In April of 2019, the Manor ISD School Board approved the transformation of Manor Elementary School into an Early Childhood Center. We conducted a series of parent forums and board workshops and presentations. We will offer Early Childhood Special Education (ECSE), PreK-3, and PreK-4. This campus will serve students for one-two years. The PreK and ECSE teachers are all fully certified Texas Teachers who receive a minimum of 50-60 hours a year of on-going professional learning. In an effort to establish low-ratios, all classrooms are supported by an educational assistant. The Manor Elementary Early Learning Center serves three and four year old students in three settings. The student demographics for the 2020-21 are listed below:

Demographics 2021-22 School Year

Eco Dis- 82.66%

ELL- 53.86%

The children in this program must meet PreK eligibility guidelines set by the Texas Education Agency. There are seven PreK qualifiers:

1. Be unable to speak and comprehend the English language
  2. Be educationally disadvantaged, which means a student eligible to participate in the national free or reduced-price lunch program
  3. Be homeless, as defined by 42 United States Code (U.S.C.) Section 1143a, regardless of the residence of the child, of either parent of the child, or of the child's guardian or other person having lawful control of the child
  4. Be the child of an active duty member of the armed forces of the United States, including the state military forces or a reserve component of the armed forces, who is ordered to active duty by proper authority;
  5. Be the child of a member of the armed forces of the United States, including the state military forces or a reserve component of the armed forces, who was injured or killed while serving on active duty;
  6. Be in, or have been in, the conservatorship of the Department of Family and Protective Services (DFPS) following an adversary hearing held as provided by Section 262.201, Family Code;
  7. Be the child of a person eligible for the Star of Texas Award as a peace officer (3106.002), firefighters (3106.003), or emergency medical first responder (3106.004).
- Our Vision: MEELC will provide a safe environment that welcomes a diverse community of lifelong learners. Our children will learn through creation, innovation, and collaboration.

School Pledge

We are Compassionate, Outstanding, Learners, & Terrific Students

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### **Demographics Strengths**

The MEELC provides instruction to a student population that is labeled at 98% at-risk. We are in a position to provide interventions and early support to our families.

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

**Problem Statement 1:** The MEELC serves a majority of at-risk students, we continuously improve and provide our families and students with structures of support to be successful in the early years and beyond. **Root Cause:** The prekindergarten eligibility requirements.

# Student Learning

## Student Learning Summary

Our students will be assessed using a tool called Children Learning Institute (CLI) Engage. We assess social emotional development, language and literacy, emergent literacy, math, science, and physical development. We assess for kindergarten readiness. The percentages represent the number of children who are kindergarten ready in its respective domain.

## Student Learning Strengths

Our students excel in the following areas: social emotional development, physical development, hands-on learning, and language and communication.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** Increase student emergent literacy scores to 70% (ties to our campus problem of practice). **Root Cause:** Students begin school with limited prior knowledge.

# School Processes & Programs

## School Processes & Programs Summary

Teachers and administrators attend training that are aligned with our campus mission and vision and student data. Teachers and staff are coached on best practices, CLASS observations, instructional absolute feedback loops, and participate in weekly PLCs. Teachers are actively recruited when required and must be a highly qualified early childhood educator. The Manor Elementary Early Learning Center (MEELC) teachers and staff will use Three Cheers for PreK! A completely integrated curriculum that teaches all PreK Guidelines set by the Texas Education Agency.

Students are able to participate in special areas including STEM, motor lab, PE, Art, and Music.

We partner with Headstart/Child Inc. to provide a wider spectrum of services to our families.

## School Processes & Programs Strengths

Manor ISD provides teachers with 30+ hours of professional learning each year.

The campus instructional leaders provide on-going coaching cycles to all teachers during the school year.

Students have a wide variety of hands-on learning opportunities.

We partner with community programs to provide essential support to all families.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** The MEELC will develop a scope and sequence that aligns to kindergarten readiness and integrate conscious discipline. **Root Cause:** Students' needs for SEL and academic skills.

**Problem Statement 2:** Increase student emergent literacy scores to 70%. **Root Cause:** Lack of prior knowledge.

**Problem Statement 3:** We will provide teachers with relevant professional learning opportunities to increase efficacy and student learning outcomes. **Root Cause:** Teachers need on-going support and professional learning to meet current needs.



# Perceptions

## Perceptions Summary

The student attendance rate for our campus for the 2020-21 School Year was 94.97. Manor ISD does not suspend any early childhood students. Our new teachers are mentored by a teacher with three or more years of experience. In the 22020-21 School Year, we staffed 38 PreK4, PreK3, and ECSE teachers with less than 5% turnover rate. During the 2020-21 School Year, we provided the staff with climate surveys for the MEELC campus.

School Pledge: We are Compassionate, Outstanding, Learners, & Terrific Students.

Vision: MEELC will provide a safe environment that welcomes a diverse community of lifelong learners. Our children will learn through creation, innovation, and collaboration.

## Perceptions Strengths

The MEELC provides instruction to a student population that is labeled at 98% at-risk. We are in a position to provide interventions and support earlier to our families.

We provide teachers with appropriate support and appreciation such as wellness room and recognition.

We provide up-to-date and relevant communication.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** The MEELC will work to meet student attendance rates of 95%. We will also work to build a positive school climate and culture for families and staff. **Root Cause:** Families experience transportation issues. Our young scholars are typically experiencing school for the first and more susceptible to illnesses.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## **Student Data: Assessments**

- Prekindergarten Self-Assessment Tool

## **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Enrollment trends

## **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- T-PESS data

## **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate

## **Support Systems and Other Data**

- Other additional data

# 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:** Get 70% or higher of MEELC students to reach a level of Proficient or higher on the CLI Engage assessment in the literacy domain.

**High Priority**

**Evaluation Data Sources:** CLI Engage

**Summative Evaluation:** Significant progress made toward meeting Objective






| Strategy 1 Details   | Reviews   |            |            |                  |
|--|---|------------|------------|------------------|
| <b>Strategy 1:</b> Create a monthly PL calendar for the current adoptions of curriculum and assessment or all campus teachers.<br><b>Strategy's Expected Result/Impact:</b> Students' literacy domain will improve specifically in the areas of letter knowledge. (MEELC POP)<br><b>Staff Responsible for Monitoring:</b> EC director and Campus Principal   | <b>Formative</b>  |            |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |    |            |            |                  |
| Strategy 2 Details   | Reviews   |            |            |                  |
| <b>Strategy 2:</b> We will provide Literacy Enrichment Tutoring in the Spring to students who need more ELA support.<br><b>Strategy's Expected Result/Impact:</b> We help students achieve onTrack in their CLI EOY Assessment.<br><b>Staff Responsible for Monitoring:</b> Principal and Teachers.  | <b>Formative</b>  |            |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |   |            |            |                  |
| Strategy 3 Details   | Reviews   |            |            |                  |
| <b>Strategy 3:</b> Librarian will provide access to a variety of genres, multilingual and developmentally appropriate book to our students.  | <b>Formative</b>  |            |            | <b>Summative</b> |
|  | <b>Oct</b>  | <b>Jan</b> | <b>Mar</b> | <b>May</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 2:** By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

**Performance Objective 1:** We will provide 5 -6 parental engagement events by the end of the 21-22 school year and track attendance.

**High Priority**






**Evaluation Data Sources:** Sign in sheets and calendar of events

| Strategy 1 Details   | Reviews   |     |     |           |
|--|---|-----|-----|-----------|
| <p><b>Strategy 1:</b> Monthly school-wide cultural parental engagement events such as Hispanic, Black, or Asian History along with academic nights (literacy, math, and science)</p> <p><b>Strategy's Expected Result/Impact:</b> Students attend and are well versed in, appreciative of campus cultural background.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and admin</p>   | Formative   |     |     | Summative |
|  | Oct   | Jan | Mar | May       |
|  |  |     |     |           |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |   |     |     |           |

**Goal 2:** By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

**Performance Objective 2:** We will invite community partner and performers to share skill and facilitate learning with scholars.

**Evaluation Data Sources:** Teacher survey









| Strategy 1 Details   | Reviews   |     |     |           |
|--|---|-----|-----|-----------|
| <b>Strategy 1:</b> Seek out educational experiences for our scholar<br><b>Strategy's Expected Result/Impact:</b> provide new learning opportunities<br><b>Staff Responsible for Monitoring:</b> Principal  | Formative   |     |     | Summative |
|  | Oct   | Jan | Mar | May       |
|  |  |     |     |           |
| <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, 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:** All staff including EA assigned a working laptop and/or ipad to support instruction.






**Evaluation Data Sources:** Staff surveys

**Summative Evaluation:** Met Objective

| Strategy 1 Details   | Reviews   |   |   |   |
|--|---|---|---|---|
| <b>Strategy 1:</b> Campus tech liaison/librarian coordinates with district Tech Dept to distribute 1-1 device to all staff including EAs.<br><b>Strategy's Expected Result/Impact:</b> All adults have access to technology to support virtual instruction<br><b>Staff Responsible for Monitoring:</b> teachers and librarian  | <b>Formative</b>  |   |   | <b>Summative</b>  |
|  | <b>Oct</b>  | <b>Jan</b>  | <b>Mar</b>  | <b>May</b>  |
|  |  |  |  |  |
|  No Progress  Accomplished  Continue/Modify  Discontinue |   |   |   |   |

**Goal 3:** 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:** We will provide our students with engaging and innovative learning spaces.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|---|-----|-----|-----------|
| Strategy 1: Create a outdoor learning space and garden.  | Formative   |     |     | Summative |
|  | Oct   | Jan | Mar | May       |
|  |  |     |     |           |
| <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 4:** 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:** All EC classrooms have at least 9 required learning centers and a safe space in accordance with Conscious Discipline.






**Evaluation Data Sources:** Walkthroughs

**Summative Evaluation:** Met Objective

| Strategy 1 Details   | Reviews   |   |   |           |
|--|---|---|---|-----------|
| <b>Strategy 1:</b> Admin conduct monthly environment walks to check off required components of EC environment checklist.<br><b>Strategy's Expected Result/Impact:</b> all scholars accept and follow Conscious discipline.<br><b>Staff Responsible for Monitoring:</b> teachers  | Formative   |   |   | Summative |
|  | Oct   | Jan   | Mar   | May       |
|  |  |  |  |           |
| <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 5:** 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:** Weekly Smore newsletter sends to families, staff, and communities with updates about MEELC.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|---|-----|-----|-----------|
| <p><b>Strategy 1:</b> Craft Smore Letters to include weekly instructional plans and events and send out by Thursday end of day the week before.</p> <p><b>Strategy's Expected Result/Impact:</b> Families and students know which learning intentions and success criteria to expect weekly.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>   | Formative   |     |     | Summative |
|  | Oct   | Jan | Mar | May       |
|  |  |     |     |           |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |   |     |     |           |

**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:** We will retain 90% percent of our teachers at the EOY through support in PLC and observation and feedback loops.

**Evaluation Data Sources:** DATA walks and surveys

| Strategy 1 Details   | Reviews   |     |     |           |
|--|---|-----|-----|-----------|
| <b>Strategy 1:</b> Admin will join/support weekly PLCs by providing feedback from weekly data walks.   | Formative   |     |     | Summative |
|  | Oct   | Jan | Mar | May       |
|  |  |     |     |           |
| <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> |   |     |     |           |