Moving the Needle:

Creating Better Career Opportunities and Workforce Readiness

Manor ISD Progress Report 2013
More than 150 people move to the Austin area each day because of its dynamic economy, low crime, healthy housing market and quality school options, not to mention the overall great quality of life. That quality of life is reflected in the businesses that grow here, from Whole Foods and Seton Family of Hospitals to Samsung and Hanger Orthopedics to a slew of new entrepreneurial ventures.

But our workforce opportunities can be no stronger than our existing pool of talent. For almost a decade, the Greater Austin Chamber of Commerce has partnered with business groups and school districts to encourage more Central Texas graduates to directly enroll in post-secondary education.

Our region has had years of improving scores and higher graduation rates, but direct-to-college enrollment has stalled. That’s a challenge we must address.

Now we’re taking that discussion one step further. Even as we see gains in college readiness in Central Texas, we also see the number of high-demand, high-pay jobs rise in the region. As of mid-January, we had 33,000 Central Texas job openings, in areas like IT and healthcare. One in five jobs were in computer science, even though few students indicate an interest in the field.

The time has come to talk to our students not only about pursuing post-secondary education, but also about choosing fields that can give them life-long careers.

We’ve included two charts in our report that capture the mismatch: One chart shows our regional job openings. The other shows graduating senior aspirations. Our job is to minimize the gap between openings and aspirations.

Catherine Morse
General Counsel and Director of Public Affairs, Samsung
Education Progress Report Task Force Chair
THE MISD PATH TO COLLEGE

89% of MISD seniors say they're going to college

95% applied via APPLY TEXAS

79% took the SAT or ACT

44% of students are college ready

48% completed financial aid

56% of the students in the class of 2012 directly enrolled in college by the fall after graduation

Sources: Available at http://austinchamber.com/edureports
The Road to High School

Initial passing standards on the new State of Texas Assessments of Academic Readiness, STAAR, were set to “meet the students where they were” three years ago but will continue to rise to a final passing standard aligned with a path to career and college readiness.

The final STAAR passing standard, which will not arrive before 2016, is considered aligned to post-secondary readiness. The Austin Chamber’s goal with our business partners, however, is to look to the Advanced performance level on STAAR, which is a standard considered best prepared for college and career. This standard is beyond both the current and final STAAR passing standards for the state, but it is best aligned to Central Texas workforce needs.

Manor ISD passing rates ranged from 50 percent on eighth grade social studies to a high of 82 percent on eighth grade reading and math. When a second administration of the test was offered, as it was in fifth and eighth grade reading and math, Manor ISD scored at 80 percent or above when it came to the passing rate on the test.

Scores on track to be best aligned with career and college readiness in Manor ISD ranged from 4 percent on fifth grade science to 14 percent on eighth grade reading.

Manor ISD recognizes that making the transition to the tougher STAAR system, geared to college and career readiness, has and will continue to require both transformative leadership and intensive professional development. Manor has embedded support staff on campus to provide daily assistance, from classroom observations to professional development.

Career and college readiness starts as early as elementary school. Over the last two years, extensive support has been provided to teachers to implement instruction at all levels that is closely aligned to state standards. Teachers meet weekly to review student data, pace instruction and brainstorm the best approach for each classroom. To close achievement gaps year round, students are screened for math and reading progress regularly and provided individualized support based on performance results.

More than 200 Manor ISD teachers have been trained in project-based learning since 2009, and MISD launched a dedicated project-based learning training program in 2013 to support district scale up of PBL teaching strategies.

2007
MNTH opens to provide STEM focused project-based learning

Graduation rates at Manor ISD’s STEM-focused high school have exceeded state averages for all graduating classes

2010
Implemented K-12 college readiness focus

“College Begins in Pre-K” provides a vertically-aligned college readiness focus at all campuses

2011
Manor HS & Manor Excel Academy awarded TTIPs grant

$2.5 million in federal grants provide staff development and direct support for increased graduation rates through technology initiatives
Were 8th Grade Students on the Path to Being Career and College Ready?

<table>
<thead>
<tr>
<th>Subject</th>
<th>Passed the Test</th>
<th>Met Final Passing (College &amp; Career Ready)</th>
<th>Met Advanced Level (Well Prepared for College &amp; Career)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>82%</td>
<td>32%</td>
<td>14%</td>
</tr>
<tr>
<td>Math</td>
<td>82%</td>
<td>19%</td>
<td>1%</td>
</tr>
<tr>
<td>Science</td>
<td>72%</td>
<td>27%</td>
<td>7%</td>
</tr>
<tr>
<td>Social Studies</td>
<td>50%</td>
<td>12%</td>
<td>5%</td>
</tr>
</tbody>
</table>


Note: Students were allowed two opportunities to take math and reading assessments for passing rate. All other levels based on first administration.

2012
District awarded $5 Million Texas Literacy Initiative Grant

Funds empowered the district to provide professional development and materials to support high-quality reading and writing support to students across all subjects

2012
District awarded GEAR Up grant for college and career readiness

$300,000 grant follows the student cohort entering high school in 2014 and provides intensive intervention and outreach to Class of 2018

2013
New graduation requirements

Completed rollout plan for the new graduation requirements and finalized endorsements and programs of study plans for the district
Were 5th Grade Students on the Path to Being Career and College Ready?

<table>
<thead>
<tr>
<th>Subject</th>
<th>Passed the Test</th>
<th>Met Final Passing</th>
<th>Met Advanced Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>81%</td>
<td>25%</td>
<td>10%</td>
</tr>
<tr>
<td>Math</td>
<td>80%</td>
<td>26%</td>
<td>11%</td>
</tr>
<tr>
<td>Science</td>
<td>56%</td>
<td>17%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Source: Texas Academic Performance Report and Pearson Assessment

Note: Students were allowed two opportunities to take math and reading assessment for passing rate. All other levels are based on first administration.
College, Career, and Beyond

Manor ISD is a school district rising to its potential, finally seeing gains in both college readiness and college enrollment.

The Greater Austin Chamber of Commerce focuses on alignment of indicators on the road to college enrollment: those who take college entrance tests; the percentage of students deemed career and college ready; the percentage of those who complete the common state university admissions form; and, finally, the percentage of those who complete federal financial aid forms.

For Manor ISD, a number of these indicators are improving, including 79 percent taking a college entrance exam and 95 percent of all students completing the Apply Texas common admissions application for state colleges. College readiness has risen by roughly 20 percentage points since 2007.

That is an admirable effort, and we encourage the district to set stretch goals, as a significant gap remains between those who want to go to college and those who are ready for college-level coursework.

Direct-to-college enrollment, has grown in Manor, from 45 percent to 54 percent between the Class of 2010 and Class of 2012. That’s a substantial gain but still below the region’s goal of 70 percent direct-to-college enrollment by 2015. Given regional numbers, Manor ISD was on par with regional and national trends.

Manor ISD continues to invest in college and career readiness for all students through strongly embedded academic readiness systems such as Advancement Via Individual Determination, or AVID. Manor ISD also partners with Breakthrough Austin, College Forward and Gear Up, which works intensely with low-income students to prepare them to enroll in college.

Advanced and dual credit coursework is open access to all students, and rigorous student outcomes through Project Based Learning are becoming the norm as the district best prepares students for the current world of critical and creative thinking, along with practiced collaboration. Manor ISD’s expectation is that such efforts will lead to higher scores on college and career readiness assessments.

Support for dual credit courses, which give students the option of concurrent high school and college credit, is in place and growing through both Austin Community College and the University of Texas.

High school and eighth grade students receive concentrated advising through the self-exploration of future careers through programs such as Career Cruising and the College Board’s “My Road.”

How Many Graduates Went Directly to College Upon Graduation?

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>45%</td>
</tr>
<tr>
<td>2008</td>
<td>45%</td>
</tr>
<tr>
<td>2009</td>
<td>43%</td>
</tr>
<tr>
<td>2010</td>
<td>45%</td>
</tr>
<tr>
<td>2011</td>
<td>56%</td>
</tr>
<tr>
<td>2012</td>
<td>56%</td>
</tr>
</tbody>
</table>

Source: National Clearinghouse Data, UT Ray Marshall Center

Percentages indicate students who have enrolled in at least one credit-bearing course at a community college or degree-granting institution for the first time in the fall following graduation, in Texas or out of state.
How Many Graduates Were Ready for College or a Career?

Career and college readiness is measured by the SAT, ACT or the exit-level Texas Assessment of Knowledge and Skills. Students who fail to meet set standards must enter college taking remedial classes.

Source: Texas Academic Performance Report
How Many Graduated in Four Years?

- All Students:
  - 2007: [Graph Data]
  - 2008: [Graph Data]
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]
  - 2012: [Graph Data]

- African American:
  - 2007: [Graph Data]
  - 2008: [Graph Data]
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]
  - 2012: [Graph Data]

- Hispanic:
  - 2007: [Graph Data]
  - 2008: [Graph Data]
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]
  - 2012: [Graph Data]

- White:
  - 2007: [Graph Data]
  - 2008: [Graph Data]
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]
  - 2012: [Graph Data]

- Econ. Disadvantaged:
  - 2007: [Graph Data]
  - 2008: [Graph Data]
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]
  - 2012: [Graph Data]

Source: Texas Academic Performance Report

How Many Graduated in Five Years?

- 2009: [Graph Data]
- 2010: [Graph Data]
- 2011: [Graph Data]

Source: Texas Academic Performance Report

How Did Students Perform on EOC Tests?

- ELA II Writing:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

- ELA II Reading:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

- ELA I Writing:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

- ELA I Reading:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

- Biology:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

- Algebra I:
  - 2009: [Graph Data]
  - 2010: [Graph Data]
  - 2011: [Graph Data]

Source: Texas Academic Performance Report
About Manor ISD

Originally established in the late 1880s, the Manor community was a hub for the Central Texas cotton industry. Fast-forward to the 21st century, and Manor is proud to be a hub for the high-tech industry, with Samsung and Applied Materials within its boundaries and Dell and Freescale Semiconductors in close proximity.

Manor Independent School District is a rapidly growing, diverse district that encompasses approximately 100 square miles and includes addresses in Austin, Manor, and Elgin, Texas. It serves over 8,500 students at two high schools, two middle schools, seven elementary schools, and one alternative academy.

The district is made up of a unique blend of rural and urban features with its diverse population. Its primary focus offers exciting opportunities and demonstrates what is possible when educating 21st century students.

“Best Odds” for Direct College Enrollment

In addition to the actions on the Road to College, the UT-Austin Ray Marshall Center has identified a combination of six student actions which, if completed, indicate that a high school senior has the “best odds” for direct enrollment in some form of postsecondary education. This is not a multiple choice exercise: to ensure the vast majority of Manor ISD graduates directly enroll in college, we encourage completion of all six actions by seniors before graduation.

The higher the percentage on these activities, the more likely we will move the needle on college enrollment.

Source: Manor ISD Class of 2013 Survey
This is the ninth year for the Greater Austin Chamber of Commerce’s education progress reports. Over the last school year, leaders from a dozen school districts across the region have met with chambers and economic development boards to focus on the goals of college and career readiness and direct-to-college enrollment. Seniors also are surveyed on their goals and aspirations for the future.

The chair of this year’s task force effort is Catherine Morse, General Counsel and Director of Public Affairs at Samsung. Dawn L Jones, external affairs manager, Intel-Texas, serves as vice chair of the task force and chair of the launch event.

**MANOR ISD**

Esthela Allison, Interim Superintendent  
Robert Peters, Assistant Superintendent  
Willie Watson, Assistant Superintendent of Human Resources

**MANOR BUSINESS VOLUNTEERS**

Pam Uhr, President, Manor Economic Development Corp.  
Michelle Walker-Moak, Global Community Affairs Manager at Applied Materials  
Catherine Morse, General Counsel and Director of Public Affairs, Samsung Austin  
Will Grieder, Branch Manager, Wells Fargo Bank

For more about Manor Independent School District: [www.manorisd.net](http://www.manorisd.net)

Manor EDC can be found at [www.manoredc.com](http://www.manoredc.com)

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