



**District Improvement Team
(DIT) Meeting
Tuesday, April 1, 2014
5:30 – 7:00 p.m.**

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ATTENDANCE:

In attendance: Jennifer Blaine, April Falcon-Blanco, Linda Buchman, Lawanda Coffee, Ryan Cowell, Maria Cuervo, Katherine Dawson, Virginia Johnson, Scott LeMaire, Rhonda McCary, Tina Miller, Angelique Moulton, Penne Irvin, Isaiah Rodriguez, Karen Rodriguez, David Sablatura, Lynn Schneider, Chris Vierra, Elliott Witney

The April 1, 2014 meeting of the District Improvement Team was called to order by DIT Chair April Blanco-Falcon at 5:45 p.m. In attendance were the following DIT members:

District Update – Duncan Klussmann

In addition to brief updates on the cross functional teams and the new academic advisor role, Dr. Klussmann's district update focused on the following:

- **HB5 Update.** Dr. Klussmann reminded DIT members that this year's 8th graders are the first group of students to be impacted by HB5 with the inclusion of endorsements. SBISD is focusing on more Career and Technology opportunities for our students. We want every student to graduate with either a completed technical certification, or a letter of acceptance with a plan for a 2- or 4-year degree. We are going to be revamping our CTE programming with a goal of increasing full certification opportunities.

To support these outcomes, we recently held a Superintendent CEO Roundtable event, through which we launched conversations with key business leaders with the hopes of partnering with them and their organizations to design the certification programs most in demand in our region and create experience and pipelines to employment for our students.

- **Community Conversations.** Dr. Klussmann updated the DIT on the upcoming community conversations planned for April 16 and April 22. These conversations will seek feedback from the community around the district's financial situation and provide our board with insights about the community's expectations for the future. Per Dr. Klussmann, the district is at a crossroads. For the past eight years, we have managed our budget hopeful that the state would solve the school finance issues that have impacted the district over these years. The realization is that the State is probably not going to solve these issues for Spring Branch. With districts around us receiving more revenue from the state than we do, the long –

term competitiveness of SBISD is something we need to consider with community input.

District Improvement Plan – Linda Buchman

Linda Buchman, SBISD Community Relations Officer, affirmed that the Spring Branch Plan 2012-2017 is the District Improvement Plan (DIP). We have provided updates on major initiatives under the plan at each meeting and provide the DIP in action plan format this evening for the DIT's review and comment. The DIT affirmed its acceptance of the document as presented. (Approved DIP attached.)

Federal Funds Presentation – Lawanda Coffee, External Funding and Compliance

Lawanda Coffee, Director for External Funding and Compliance, provided the DIT with a comprehensive presentation on the district's federal funds including Title I, Title II A and Title IIIA. Included in this presentation (attached) were the following:

- Twenty-eight campuses are Title I campuses, and all have school-wide programs, with research based strategies in place.
- We anticipate, based on sequestration, that we will receive 90% of last year's receipts for 2014-15.
- This year, we have ten campuses that have received additional focus or priority funds, based on student achievement outcomes and rankings relative to formulas based on gaps in performance, and overall performance, respectively. Funds must be used by 9/30/14. Dr. Klusmann affirmed that Pine Shadows and Spring Branch elementaries are the district's two priority schools, based on their falling in the bottom 5% of all Title I schools across the state.
- Title II, Part A funds are for all campuses and are used for professional development and recruitment.
- Title III, Part A funds, are directed for the needs of English Language Learners and Immigrant students.

Teacher Evaluation – Dr. Jennifer Blaine

Dr. Blaine, Associate Superintendent for Administration and Operations, reminded DIT members that, by law, it is the DIT that must be the driver for the development of the teacher and evaluation process since we have agreed to develop our own system, rather than use the system being developed by the state. Dr. Blaine reviewed DIT efforts at the February, 2014, meeting at which time members reviewed the work of the Teacher Development and Evaluation Cross Functional Team (CFT). The CFT is supporting the DIT on the development of the new Teacher Evaluation process. Dr. Blaine affirmed that the DIT talked about and, working in teams, identified the attributes of a T24 teacher. This

exercise included a gallery walk and the opportunity for adding to each team's work. Dr. Blaine also shared the results of a teacher panel that presented to the CFT.

Affirming that the development of a new teacher evaluation system is really a backward design process, Dr. Blaine then led the team through an exercise to review and then compare/contrast their definitions of a T24 teacher from February against the district's Portrait of a Teacher, a document that was developed a decade or more ago. Feedback included the following:

- The two documents are incredibly similar, but also very different.
- The Portrait doesn't address passion/relationships and one-on-one experiences in the same way.
- Portrait is more about a community of teachers. The DIT ideas are more representative of 21st century technology.
- Portrait document is really good, but shows its age a bit.
- The idea that every lesson should have a purpose isn't emphasized as much in the Portrait document.
- The Portrait document is stagnant around what teacher action would be.
- Good teaching hasn't really changed.
- Vocabulary is easier in the DIT ideas document, which is also more action oriented.
- Categories are different
- The exercise reinforces the work of the Culture cross functional team, that what we value is important to the work.
- Portrait is more top down, teacher driven, our new ideas are more student driven
- Portrait has more critical/analytical focus.

Both documents are attached to these minutes.

Dr. Blaine re-affirmed her invitation for DIT members to attend CFT meetings each Tuesday morning and shared that the CFT has identified four working groups. She also invited DIT members to participate on one of these working groups which include:

- Process of Evaluation
- Selection of Data for use in Evaluation
- Rubric for Great Teacher
- Staff Development

DIT members who are interested in serving on one of these working groups should email Linda Buchman.

Cross-Functional Team Update – Elliott Witney

Elliott Witney, Exec. Director for Strategy and Innovation, shared a brief presentation with the DIT. Central to the theme of the presentation is the idea of T-2-4, as our “Moonshot,” or big challenge to propel the system forward. A copy of his presentation is attached.

The next meeting of the DIT will be on May 1, 2014. This meeting will be the last for members rotating off the DIT and the first for those DIT members recently elected (staff) or drawn in the lottery (parents).

There being no further business, the DIT meeting was adjourned at 7:00 p.m.