



**District Improvement Team (DIT) Meeting**  
**Thursday, November 5, 2015**  
**5:30 – 7:00 p.m.**  
**MEETING MINUTES**

**ATTENDANCE:** Linda Buchman, Melissa Cisneros, Katherine Dawson, Christopher Evers, Ellen Green, Delfino Guillen, Samuel Karns, Scott Kennedy, Scott LeMaire, Maria Limon, Maria Luna, Ana Medrano, Ashton Moreau, Rachel Miller, John Pisklak, Georgia Polley, Glenn Ryan, Elaine Sorsby, Dmel Tatum, Diane Thelen, Jerry Van Casteren, Kristina Van Arsdel, Leticia Verdinez

Percent of DIT members in attendance: 56%

**GUESTS:** Julie Hodson, David Sablatura

**WELCOME & INTRODUCTIONS:**

The DIT Co-Chair Scott LeMaire called the meeting to order and welcomed members who, in turn, introduced themselves.

**APPROVAL OF MINUTES:**

DIT members were asked to review the draft minutes for the October, 2015 meeting. Ellen Green moved to approve the minutes, and the motion was seconded by Georgia Polley. DIT members then voted unanimously to approve the minutes.

**DISTRICT UPDATE:**

Dr. Muri provided a district update. He shared that at the October 2015 Board of Trustees meeting, he presented results of his first 90 days of Looking, Listening and Learning. The slide deck of this presentation is available on the Board of Trustees website.

<https://cms.springbranchisd.com/trustees/Home/tabid/33242/Default.aspx> Dr. Muri affirmed the findings included a celebration of our strong community support as well as some challenges to face. Work now is moving to the strategic planning process.

Dr. Muri also shared that unique things are happening in SBISD. He spotlighted the district's FFA program and the diversity of students participating, including that the three officers of FFA are female students who attend Memorial High School. He reminded the DIT that diversity is not just about ethnicity or economic status and the importance of considering how unique student passions and interests are as we consider opportunities for the future. Dr. Muri also celebrated the recent district-wide musical with students from five SBISD high schools.

**TEACHER EVALUATION UPDATE:**

Marianne Cribbin, Associate Superintendent for Human Resources, provided information regarding current discussions between the Texas Education Agency and the US Dept. of Education (USDE). (See attached slide deck.)

Ms. Cribbin reminded the DIT that the current plan calls for implementation of the new teacher evaluation plan the DIT has been working on for next school year. Included would be a pilot of the student progress and growth information that would not count toward teacher's evaluation next year.



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Texas currently has in place waivers of portions of No Child Left Behind due to the current ESEA requirement that 100% of students pass state tests. To provide this waiver, the USDE required student performance data be included for teacher appraisals. The state has requested the waiver again for next year, and the USDE is requiring the teacher evaluation system include a data piece. The Texas state teacher appraisal includes the data piece, but locally developed appraisals like ours don't currently have to include data. Thus, there is somewhat of a "stare-down" between TEA and the USDE. We need a contingency plan in case Texas requires student performance data be included in next year's teacher evaluation. We will continue to monitor and bring a contingency plan to the DIT for consideration if needed.

Currently, conference committee work is ongoing in Washington toward the reauthorization of ESEA. It is anticipated that more authority would come to the states in the future.

**STRATEGIC PLANNING:**

Dr. Tyler Ream, SBISD Associate Superintendent for School Performance shared a presentation on the Strategic Planning process, and reminded the DIT of their important role in the process. He reminded them that they will vote on the plan in March, 2016. The DIT must vote on the strategic plan prior to the Board of Trustees final vote on the plan. (See attached presentation.)

Dr. Ream framed that House Bill 1842 affords us the option of expanded freedom and flexibility to answer the question "What If..." The focus at this time is on the design phase of the process. The Board of Trustees will vote on committee membership at the November Board Workshop next week. The committee will be tasked to develop the strategic plan.

As the work evolves into more specific themes, there will be internal teams to support the work and to bring information back to the DIT, the strategic planning committee and the Board of Trustees. The T-2-4 goal will remain the district's goal and will be central to the plan.

There will be themes and pathways to move us toward the goal, with indicators along the way. The themes are as follows:

- Resilient Foundation
- Learning Ecosystem
- Extraordinary People
- Customized Supports

Dr. Ream provided an overview of HB 1842 and the DIT role in the process. He reviewed the wording of the law and actions to date, including the public hearing held by the Board of Trustees on Oct. 26. He shared that the plan must be posted publicly for a 30 day comment period and that once the Board of Trustees votes on the plan the TEA Commissioner does not have to take further action for SBISD to become a District of Innovation.



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Questions:

- Q --Will the Board vote on Monday and how will committee members be notified?  
A --Dr. Muri responded and Dr. Ream shared that DIT members will be part of the Committee.
  
- Q --By going through this process, and ultimately by DIT -- is everything fair game?  
A – There will be some things we cannot waive such as federal law. We anticipate receiving more guidance from the state in December. State accountability, state standards, and state funding models are not waivable.
  
- Q --Where in process does the DIT pass?  
A –The strategic planning committee, design teams, DIT and Board of Trustees will all have input throughout the process.
  
- Q --With literally hundreds of ideas, some will be more significant than others -- how will we prioritize and not bite off more than we can chew?  
A – We realize that we will not have every possible idea on the table within the next five months. We want to make sure we create the opportunity to make decisions and be agile for the next five years so that as we need to adjust along the way, we can make the decisions locally, with local control.
  
- Q --Will any information go out to community in Spanish?  
A – Yes, we will provide information in Spanish.
  
- Q --How will we have agility and ability to make changes along the way?  
A – The decision making can move to the local level. Short term cycles of action will be the intent, with three cycles in a year. All themes won't move forward at the same time, and we will track interim measures.

Scott Kennedy, SHS student DIT member, was asked to share his insights about a recent opportunity for a student press conference with Dr. Muri. He shared that approximately 100 journalism students participated. The purpose was to get students informed to go back and report out to their communities. It also provided older students the opportunity to mentor younger students. Students at the press conference questioned the student side of HB 1842. Examples included how GPA would be affected, options for kids finishing early, scheduling teachers for dates we don't currently have school, finishing a typical high school course if current time limitations no longer exist. Scott reported that SHS is working on a double page spread on Districts of Innovation, and that SWHS and other schools are also working on articles on the topic.



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DIT members were reminded of the importance of their attendance at all meetings throughout this process. They were reminded that there will be four upcoming community meetings and encouraged to attend one or more.

As the meeting drew to a close, Co-Chair Scott LeMaire reminded the DIT that we are first district to be considering HB 1842. If contacted by media, DIT members were reminded to work through SBISD Communications Director, Steve Brunsman.

The DIT was reminded that the Board must create the committee to develop the plan related to HB 1842 and that the committee is responsible for developing the plan. The DIT must vote for the plan for it to go forward. The committee will meet four times and the DIT will be kept informed and able to monitor progress.

Linda Buchman will send the DIT members the link to the District of Innovation webpage and Tyler Ream's email address.

The meeting concluded at 6:55 p.m.