



District Educational Improvement Committee

April 5, 2022

Agenda

- Good Things
- Approval of Minutes - March 1, 2022
- District of Innovation Plan
- School Culture Presentation
- Character Education State Requirement
- Comprehensive Needs Assessment Update
- Adjourn



Approval of Minutes

03/01/22 DEIC Meeting





District of Innovation

Dr. Al Hemmle

District of Innovation Plan

- Meetings:
 - March 22, 2022
 - March 29, 2022
- Highlights:
 - Goal 1: Class-size
 - Goal 2: Instructional Calendar
 - Goal 3: Employee Appraisal
 - Goal 4: Teacher Certification
 - Goal 5: 90% Attendance Rule
 - Goal 6: Competency-Based Learning



“

Questions on DOI Plan?

”



School Culture

Shelle Blaylock

How do we ensure each child feels safe with a strong sense of belonging?

- ❑ create high-achieving centers of learning
- ❑ strengthening students' connectedness to others
- ❑ enhance healthy bonds with their teachers
- ❑ establish collaborative agreements of acceptable behavior

[TEC 38.351d](#)

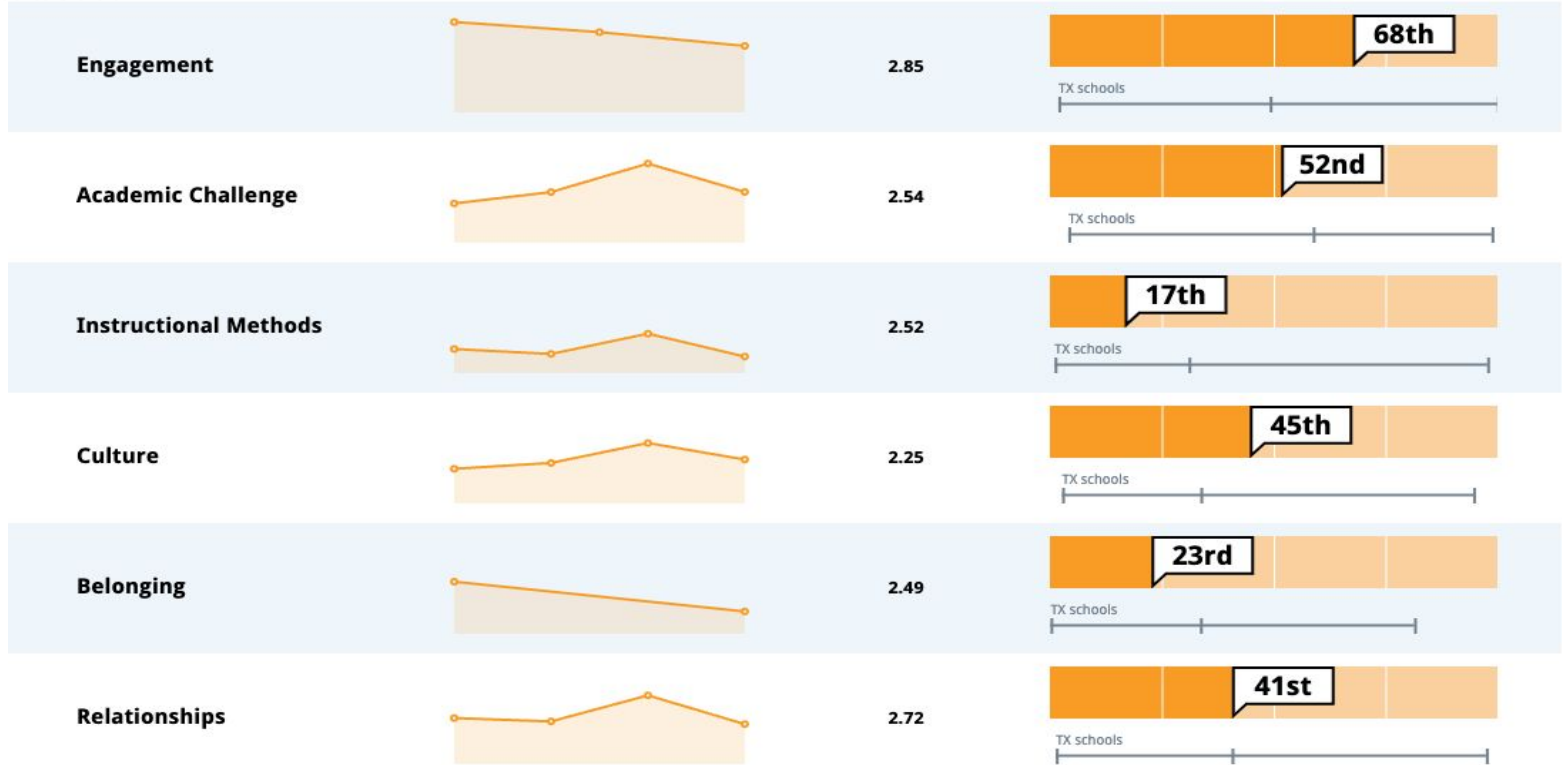


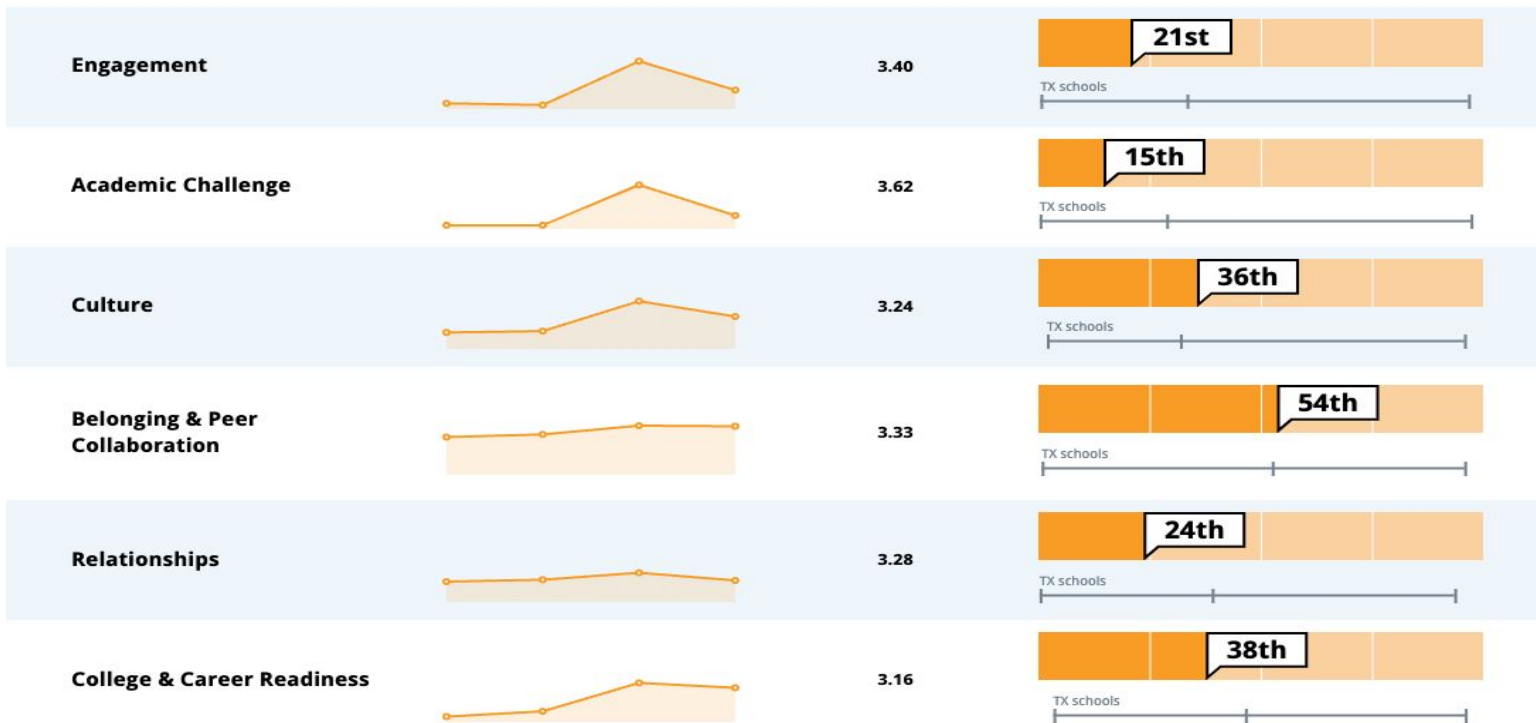
Elementary Schools - Nov. 2021

Trend Data ?

Average Rating ?

Percentile Rank ?





Grades 3-5, Winter 2022



Topic

Percent Favorable ?

Compared to others nationally ?

Change since Fall 2021 Surveys ?

Teacher-Student Relationships *i*



▲ 3

Sense of Belonging *i*



▲ 3

Grades 6-12, Winter 2022



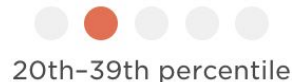
Topic

Percent Favorable ?

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Change since Fall 2021 Surveys ?

Teacher-Student Relationships *i*



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Sense of Belonging *i*



▲ 3
Greatest increase

“

Capturing Kids Hearts 1 infuses the
entire school with a sense of loyalty
and enthusiasm for learning.

”

Comprehensive Program Components

- ❑ District by Design Customized Support
- ❑ Capturing Kids Hearts 1
- ❑ Process Champions
- ❑ Campus TrAction Plan Custom Support
- ❑ Coaching Greatness
- ❑ Culture Shapers
- ❑ Leadership Blueprint



Evidence-based Impact of CKH

- ❑ Increased attendance
- ❑ Decreased dropout rate
- ❑ Decreased discipline referrals
- ❑ Increased Teacher Retention and Decreased Attrition
- ❑ Increased Student Performance/Teacher Satisfaction
- ❑ Improved Time Allocation



CKH Participant Outcomes

- ❑ Strengthened student connectedness to others by enhancing healthy bonds with teachers.
- ❑ Consistent rules of conduct with reduced disciplinary escalations and referrals.
- ❑ Dramatic reduction in truancy and dropouts.
- ❑ Reduction of negative behaviors such as isolation, violence, and substance use.
- ❑ Significant improvement in student academic performance.
- ❑ District-wide improvements in test scores.
- ❑ Higher rate of job satisfaction among teachers.
- ❑ Increased teacher retention and improvement in teacher recruiting.



Why CKH is MISD?

- ❑ Build extend meaningful, productive relationships with every student and every colleague
- ❑ Use the Capturing Kids' Hearts EXCEL Teaching Model to create a safe, effective environment for learning for all students
- ❑ Develop self-managing, high-performing classrooms using team-building skills
- ❑ Learn high payoff techniques for managing conflict, negative behavior, and disrespect issues with consistency district-wide
- ❑ Capturing Kids' Hearts 1 is the beginning of a transformational, multi-year process for teachers and leaders at the campus and district level.



Funding Source

ESSER Supplemental Funding

- ❑ Allocation plan adjusted to respond to needs expressed by students, campus staff, principals and assistant principals
- ❑ TCLAS grant \$400,000 allotted for tutoring in original ESSER plan reclassified
- ❑ Summer School \$100,000 grant provided by YMCA for a 2nd year
- ❑ Reviewed and removed funding from ESSER expenses that were proving to not be impactful/utilized and savings when costs were not as much as originally expected



Training Details

- Will serve as M*Powered Sessions for summer
- 2 Full Days - Exchange days apply for 187 staff
- Train with your campus
- Administrators participate
- Timing of sessions

Midlothian ISD + Capturing Kids Hearts			
Campus	Certified Staff	Admin. Staff*	CKH Confirmed Dates
Baxter Elementary	46	5	June 13-14
Irvin Elementary	49	5	July 25-26
Longbranch Elementary	41	5	June 13-14
McClatchey Elementary	49	4	July 25-26
Miller Elementary	49	4	July 25-26
Mt. Peak Elementary	50	4	June 13-14
JA Vitovsky Elementary	53	6	July 25-26
Coleman Elementary		5	July 25-26
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Dieterich Middle School	49	7	June 13-14
Frank Seale Middle School	48	7	July 25-26
Walnut Grove Middle School	60	7	July 25-26
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Midlothian High School	124	15	June 20-21 AND July 25-26
Midlothian Heritage High School	76	9	June 20-21 AND July 25-26
The MILE	8	2	Train with HS campuses
<hr/>			
Coaching Greatness			June 23-24





“If you have a child’s heart,
you have his head.”™//

- **Flip Flippen**

Founder & Chairman





Character Education Program Adoption

Becky Wiginton

Character Education HB 1026 & SB 123 (amended)

CHARACTER TRAITS AND PERSONAL SKILLS INSTRUCTION.

- (a) The State Board of Education shall integrate positive character traits and personal skills into the *essential knowledge and skills adopted for kindergarten through grade 12, as appropriate*.
- (b) The State Board of Education **must** include the following positive character traits and personal skills:
- (1) courage;
 - (2) trustworthiness, including honesty, reliability, punctuality, and loyalty;
 - (3) integrity;
 - (4) respect and courtesy;
 - (5) responsibility, including accountability, diligence, perseverance, self-management skills, and self-control;
 - (6) fairness, including justice and freedom from prejudice;
 - (7) caring, including kindness, empathy, compassion, consideration, patience, generosity, [and] charity, and interpersonal skills;
 - (8) good citizenship, including patriotism, concern for the common good and the community, responsible decision-making skills, and respect for authority and the law;
 - (9) school pride; and
 - (10) gratitude.



Character Education

HB 1026 86th & SB 123 87th Legislative Session (amended)

relating to instruction in positive character traits and personal skills in public schools.

(c) Each school district and open-enrollment charter school **must adopt a character education program** that includes the positive character traits and personal skills listed in Subsection (b). In developing or selecting a character education program under this section, a school district shall consult with a committee selected by the district that consists of:

- (1) parents of district students;
- (2) educators; and
- (3) other members of the community, including community leaders.

The Districtwide Education Improvement Council meets the requirements of this legislation.

[TEA Character Traits](#)



Program Selection Process

Each campus will provide one program selection 

- Capturing Kids' Hearts Leadworthy Curriculum (pending board approval)
- Character Strong

DEIC: review programs

Considerations include

- complete program components that meet law requirement
- cost
- grade level appropriateness

Make final recommendations



Campus Recommendation

Elementary

Primary - Capturing Kids' Hearts Leadworthy Curriculum (pending board approval)

Supplemental - Character Strong

Secondary

Primary - Capturing Kids' Hearts Leadworthy Curriculum (pending board approval)



CKH - Leadworthy Character Curriculum

Nine character traits to grow the SEL and leadership skills of students include:



Leadworthy Character Curriculum

<https://www.capturingkidshearts.org/students/leadworthy-character-curriculum>

Click on the grade below to download the scope & sequence guide (copies at your table)

[Kindergarten](#)

[1st Grade](#)

[2nd Grade](#)

[3rd Grade](#)

[4th Grade](#)

[5th Grade](#)

[6th Grade](#)

[7th Grade](#)

[8th Grade](#)

[9th Grade](#)

[10th Grade](#)

[11th Grade](#)

[12th Grade](#)

[All Grades](#)

Cost Associated: NONE, included in implementation of CKH



Character Strong

Character Education Curriculum - Supplemental for Elementary only

- Character traits and personal skills side by side
- PurposeFull People is built upon top 10 most-identified traits that thoughtfully combine social & emotional learning and character skills at the elementary level
- Utilize CKH scope and sequence of traits, add additional curriculum from Character Strong as needed for instructional purposes

<https://characterstrong.com/>

PK-5 - [PurposeFull People](#)

Cost Associated: \$22, 728: Curriculum and Professional Development



TEA Traits Alignment

TEA Character Traits & Personal Skills		Capturing Kids' Hearts 9 Character Traits		Character Strong 10 Identified Traits
Courage	➔	Courage	➔	Courage
Trustworthiness, including honesty , reliability, punctuality, and loyalty	➔	Self-direct, Teamwork, Integrity	➔	Honesty
Integrity	➔	Integrity	➔	Honesty, Responsibility
Respect and courtesy	➔	Respect	➔	Respect
Responsibility , including accountability, diligence, perseverance , self-management skills, and self-control	➔	Responsibility ; Self-Direct; Perseverance	➔	Perseverance ; Responsibility
Fairness, including justice and freedom from prejudice	➔	Integrity	➔	Respect
Caring, including kindness , empathy , compassion, consideration, patience, generosity, charity, and interpersonal skills	➔	Kindness ; Empathy ; Self-Direct; Teamwork	➔	Kindness ; Empathy
Good citizenship, including patriotism, concern for the common good and the community, responsible decision-making skills, and respect for authority and the law	➔	Respect ; Self-Direct; Courage; Integrity; Empathy; Responsibility	➔	Cooperation
School pride	➔	Teamwork; Respect	➔	Cooperation
Gratitude	➔	Kindness; Empathy	➔	Gratitude

DEIC Input

Time to Reflect

- At your table, discuss any outstanding thoughts, questions, wonders
- Share out to the large group for discussion

Collection of Input

- Complete this Google form





Comprehensive Needs Assessment Update

Chalisa Fain

Comprehensive Needs Assessment Group Leaders

- **Demographics** - Chalisa Fain & Vanessa Colon
- **Perceptions** - Becky Wiginton & Sheri Brezeale
- **Student Achievement** - Becki Krsnak, Shelly Hubbard, & Aaron Williams
- **Processes & Programs** - Shannon Thompson, Melissa Wolfe, KayLynn Day, Shelle Blaylock, iTechs, & Tanesha Yusuf

Meet and greet your team tonight!



Groups

Demographics

- Khourie Jones
- Adam Henke
- Symphony Lowe
- Christopher Foster

Perceptions

- Sharon McDonald
- Amber Sparks
- Katy Hoff
- Sarah Claunch
- Seth McKinney
- Robin Webster
- Symphony Lowe

Student Achievement

- Carter McClung
- Joshua Marek
- Lynne Gubichuk
- Katie Jackson

Processes & Programs

- Culley Franks
- Lindsay Robertson
- Carson Parrish
- Natalie Dennington
- Melissa Everhart
- Valerie Beckwith

LEADS:

- Chalisa Fain
- Vanessa Colon

LEADS:

- Becky Wiginton
- Sheri Brezeale

LEADS:

- Becki Krsnak
- Aaron Williams
- Shelly Hubbard

LEADS:

- Shannon Thompson
- Shelle Blaylock
- KayLynn Day
- Melissa Wolfe
- Tanesha Yusuf
- iTechs



Next Steps

- Group leads will set up meetings for groups to discuss probing questions
- Group meetings will be held in April and May (weekly or as needed to complete discussions)
- Completed by end of May for beginning of ESSA application process in June, and district is ready to complete the DIP

Next DEIC Meeting - for update on group meetings and allow groups time to work - Which date would work best for timing of subcommittee meetings?

- April 28th
- May 31st



