



CARROLLTON-FARMERS BRANCH ISD

Q4 REPORT - September 1, 2022

TOGETHER WE *Rise*

CHÚNG TA CÙNG NHAU VƯƠN LÊN

JUNTOS ELEVAMOS

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OPTIMIZE engaging and diverse learning

Update from Teaching & Learning

Goal 1: Optimize Engaging & Diverse Learning Essential Action 1: Strong Leadership & Planning

Leading & Learning Framework: The Teaching and Learning Department spent a considerable amount of time this quarter developing a shared vision for the instructional work in the district. This document was developed collaboratively and underwent many iterations to capture the essence, as well as the essentials, of the district's instructional work. This document was shared with principals in July and will be the tone for work with the District's New Hires. Campus administration will also share with their staff and will guide future work in CFBISD. [Link to Leading & Learning Framework](#)

Solution Tree - Multi-Tiered Systems of Support (MTSS): Three hundred staff members representing each CFB campus and multiple departments participated in a two-day training on June 1st and 2nd to learn more about how to meet the academic and behavioral needs of our students at all levels. The institute focused on the effective use of data and time to answer questions 3 and 4 of the Guiding Questions for a Professional Learning Community. The four questions are as follows: 1. What do we want our students to learn? 2. How will we know when they have learned it? 3. How will we respond if they experience difficulties? 4. How will we respond if they already know it? At the completion of the two days, campus and departmental teams left with an action plan to move this work forward. The excitement and intentionality that was present in the room left no doubt that 2022-2023 will be an EXCEPTIONAL year! #CFBProud

Essential Action 2: Effective, Well-Supported Teachers

NWEA MAP National Conference: During the week of June 27-30, Shashawn Campbell, Coordinator of Student Performance, and Monica Weese, Math Specialist, presented at the National NWEA MAP conference. The session, which was attended by over 150 teachers and campus/district leaders, focused on Elevating Students with MAP. The pair was honored to represent CFB at the national level. Also in attendance were Karen Harper (Science Specialist), Patrick Pulliam (Science Specialist), and Chris Julian (Coordinator of Student Performance).



OPTIMIZE engaging and diverse learning

(Teaching & Learning cont.)



Region 10 2022 Multilingual Symposium: The Bilingual Department shared its expertise with other districts from the region during the Multilingual Symposium. The Department continues to develop professional development and strategies to support Emergent Bilinguals academically and personally.

AVID Institute: During the week of June 14-17, Social Studies Specialists, Terri Truong and Megan Duckworth, attended the AVID Institute along with teachers from across the district. The department looks forward to supporting the ongoing AVID work on campuses.



Humanities Texas U.S. Constitution in American History Institute: Social Studies Specialist Terri Truong spent an intense week studying with scholars as Humanities Texas partnered with Southern Methodist University from June 21-24. This work with renowned scholars from across the country provided strategic resources as the department moves forward to grow historical thinking skills of teachers and students.

Dyslexia Summer Institute: Region 10 ESC hosted its annual Summer Dyslexia Institute on July 19-20, 2022, at the Plano Event Center. The following CFB dyslexia interventionists and teachers attended this event designed to enhance their knowledge about dyslexia instruction and its effective implementation: Yadel Alvarez, Jennifer Munoz, Sarai Nelson, Cristina Rodriguez, Debra Smith, Deana White, and Dr. Shirley Wright. These educators will be able to put these best practices to use in their classrooms and share them with their colleagues.

OPTIMIZE engaging and diverse learning

(Teaching & Learning cont.)

Texas Reading Academies: Year two of the Texas Reading Academies concluded in early June, and CFB is excited to launch into year three in July. The district is proud of the learning, studying, and growing that elementary educators exhibited this year! The CFB Reading Academy Team looks forward to working with a new cohort of educators in the 2022-2023 school year.

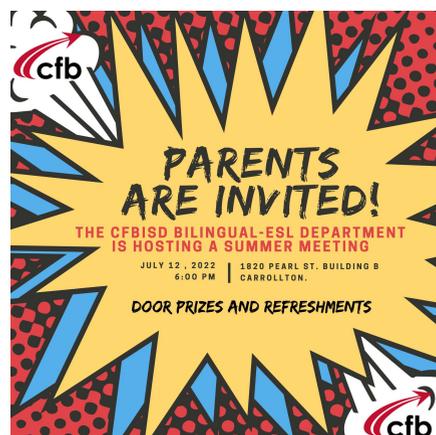


Region 10 Early Childhood Conference: Thirty-five Pre-Kindergarten and Early Childhood Special Education Teachers attended the Region 10 Early Childhood Conference in July. Educators had the opportunity to learn from Early Childhood Experts on topics such as oral language development, mathematics skills, cultivating emergent bilingual identities, self-regulation strategies, and early literacy foundations.



Essential Action 3: Positive Culture

Title III Parent and Community Meeting: The Bilingual/ESL Department offered parents of Emergent Bilingual Scholars the opportunity to meet and participate in information sessions about literacy, school readiness, and academic options for their children. The meeting was well attended, and parents were very receptive and appreciative of the learning and the books provided.



OPTIMIZE engaging and diverse learning

(Teaching & Learning cont.)

Essential Action 4: High-Quality Curriculum

New Ethnic Studies Courses: Social Studies Specialist Megan Duckworth led the work as curriculum writers from Creekview, Ranchview, Smith, and Turner created Understanding by Design (UbD) units, designed performance tasks, and wrote lessons for the new Mexican American and African American Ethnic Studies semester courses that roll out this fall.

Science and Engineering Practices in Science: Science specialists Megan Britton, Karen Harper, and Patrick Pulliam worked collaboratively with K-12 science teachers from across the district to incorporate science and engineering practices into the district curriculum through the integration of STEMscopes in Kindergarten through fifth grade and Argument-Driven Inquiry in middle school and high school science courses.

Rigorous and Aligned Elementary Math Summer School Curriculum: The district was able to purchase *ThinkUp! Math* as the primary curriculum resource for students in grades 3-5 attending summer school. This easy-to-follow curriculum resource has lessons, games, and activities for each math standard. The alignment and rigor of this resource ensured that students in grades 3-5 were given the opportunity to master standards from the previous school year in order to be better prepared for the next grade level.

Secondary English Language Arts and Reading: The Secondary ELAR team (director, specialists, and teacher teams) collaborated this summer to revise the curriculum scope and sequence and UbD units for each grade level and course and updated District Common Formative Assessments. While updates were needed in all levels, 8th grade, English III, and English IV were the major focus areas with new units.



OPTIMIZE engaging and diverse learning

(Teaching & Learning cont.)

Essential Action 5: Effective Instruction

Knowledge Building in Summer School: Studies have shown that readers with background knowledge of the topic they're reading can better comprehend the text. The grade 4 and 5 ELA summer school curriculum included knowledge-building lessons to help students boost their reading comprehension skills. Text sets consisting of books, articles, and video clips around animal adaptations and recycling were curated. Students learned note-taking skills and studied a topic in-depth. They shared their learning with each other as well as with other summer school classes.



Students read and take notes then take a 'gallery walk' of each others' notes during knowledge building lessons.

Learning the Language: The district offered Learning the Language for our PreK and K Emergent Bilingual scholars; 412 scholars and 29 teachers participated in this beautiful program. In this full-day program, scholars are immersed in the language through an integrated curriculum that includes content subjects, music and physical education.



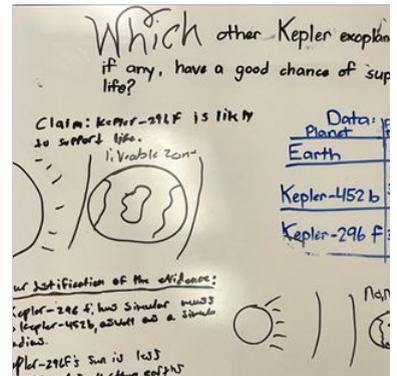
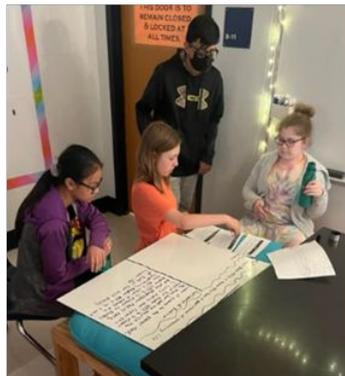
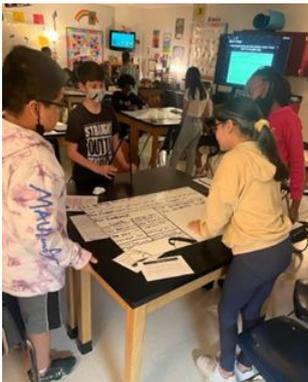
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(Teaching & Learning cont.)

Materials and Summer School Support for Immigrant Scholars: The Bilingual/ESL Department offered academic support to schools with high numbers of Newcomers and Immigrant students. Teachers and Paraprofessionals supported the development of English proficiency. The scholars also received backpacks with books to encourage summer reading.



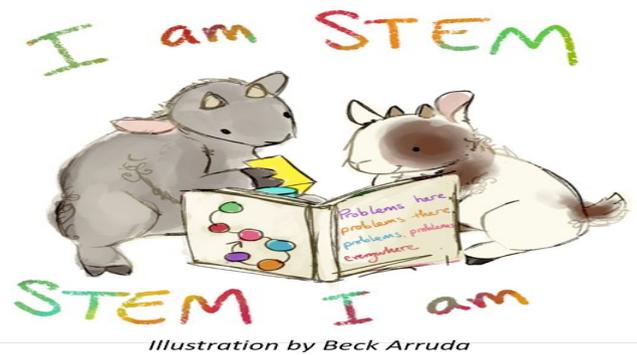
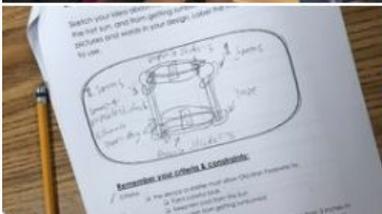
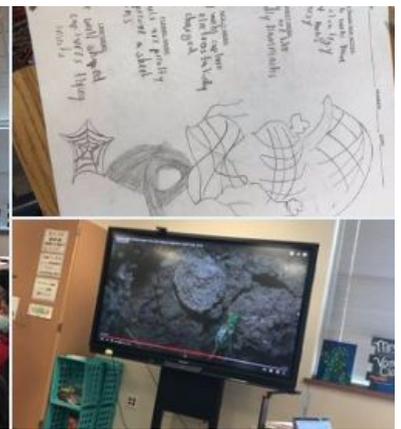
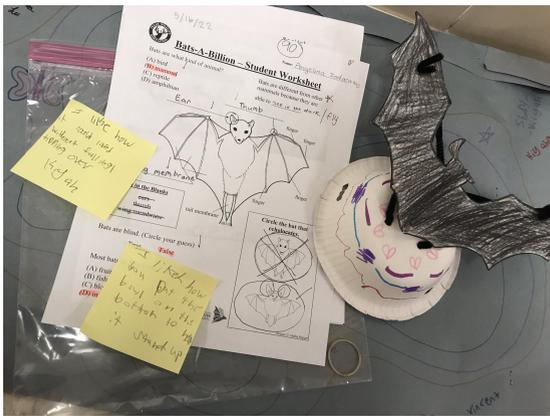
Argument Driven Inquiry (ADI) in Secondary Science: Using the ADI instructional model, students in grade 6 used science and literacy practices as they worked together to make sense of the phenomenon of exoplanets. Students researched and investigated 18 planets and exoplanets to compare the characteristics of each and create an argument based on evidence regarding the planets' ability to support life.



OPTIMIZE engaging and diverse learning

(Teaching & Learning cont.)

“I am STEM, STEM I am” Week: Students at SPARK STEM Academies were immersed in the engineering design process during the district’s second year participating in “I am STEM” week. Students used disciplinary knowledge from math, science, and ELA to solve problems from story books, empowering them to become proud and confident problem solvers.



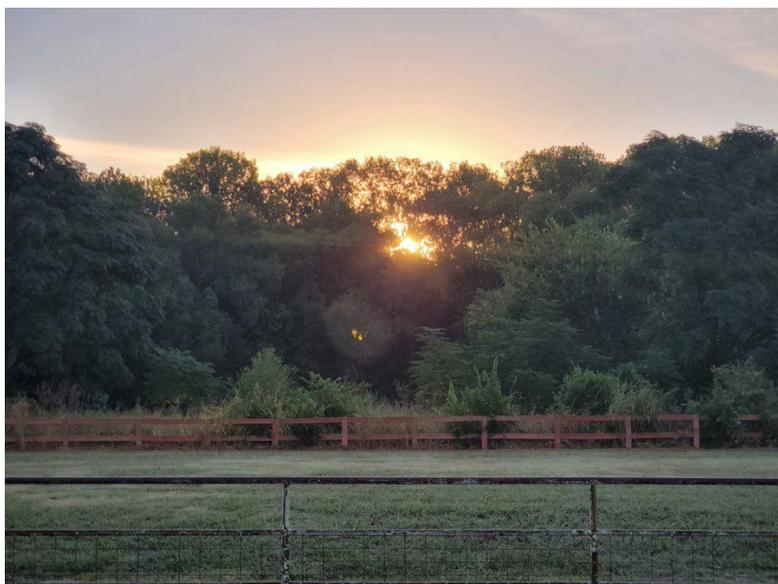
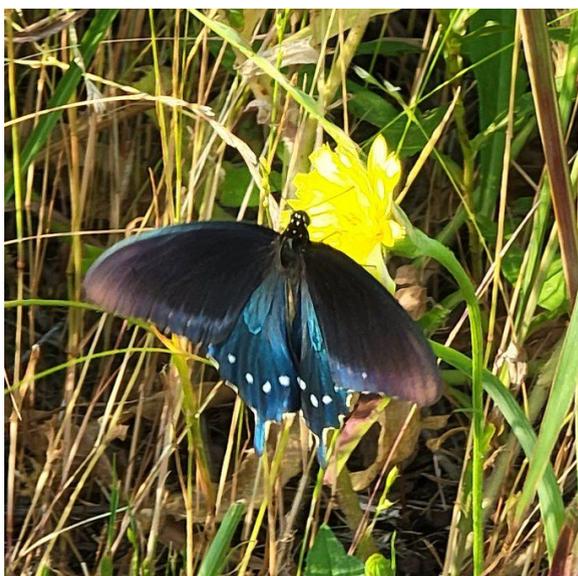
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(Teaching & Learning cont.)

Learning Proportionality in Summer School: Understanding proportional relationships is a foundation for students as they progress through their math courses from middle school to high school. The district used a summer school curriculum focused on proportionality in grades six through eight. The students were able to use different tools and each other to solve problems and develop their thinking.



Outdoor Learning for Behavior Support Camp Students: The district's 40-acre tract of land known as the Outdoor Learning Center welcomed Behavior Support Camp students this summer for an exciting morning of learning and exploration led by Science Specialist Mike Rogers. Campers used all their senses to discover nature's wonders through a visit to the native plant garden, a barn tour, and a nature hike.



OPTIMIZE engaging and diverse learning

College, Career, Military Readiness (CCMR) Update

Looking Forward: What's next? What now? A positive from the 2021-2022 school year was the impetus for educators, students, and families to look forward in new and different ways. The CCMR team made the most of that opportunity to rethink what works, develop exciting plans and ideas, and help both CFB students and graduates make the most of their futures. A few highlights from the fourth quarter include:

Future Leaders Fire Camp: May 31 to June 3, Carrollton Fire Rescue started a program to provide a hands-on experience for students interested in fire and rescue services, especially from demographics that have not traditionally pursued them as a career. CCMR was excited to use data from our CCMR exploration platform, Xello, to identify applicants. It was an amazing experience for our students, and we are proud to connect them with career opportunities within the community.



Transition to College and Careers: June 7 and June 21, the CCMR Department hosted two Transition to College and Careers events to serve graduates entering college and entering the workforce. Forty-six local organizations attended (including 8 colleges, 33 companies, and 5 resource providers) to support students in completing final steps for enrolling in classes or for finding a job, with multiple accepting applications at the event. Transition to College and Careers continues to move the CCMR team toward providing comprehensive college and career support for our students, even after they receive their diplomas.



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[\(CCMR cont.\)](#)

Summer SAT Prep: During June and July, teachers worked as hard as ever in 2021-2022 and understandably needed a break this summer, so CCMR pivoted to a vendor-based platform for our summer SAT prep program. For our next CFB prep cycle, we are excited to implement a few new strategies we learned that worked for the 100+ students who completed these summer sessions and ensure that students continue access to free, highly assessment prep.

2022-2023 Planning: The upcoming school year will include a lot to look forward to, including the implementation of Dallas County Promise at all high school campuses, the return of an in-person College Fair, updates to CCMR programming such as advisory and Texas College Bridge, and changes to the CCMR calendar to provide information and support more effectively.

CTE Only the BEST for our students!



CTE has been reaching out to teachers all summer to discuss which classes they are teaching and ensure they have the curriculum and resources needed when school starts. The CTE Support Team has been ordering curriculum, setting up accounts, and working with teachers to train them on how to access their software when necessary.

OPTIMIZE engaging and diverse learning

(CCMR cont.)

CTE's Perkins V Grant approved! CFBISD received approval for the Perkins V Grant (NOGA) in July, which will continue to help fund equipment for CTE programs. All equipment is tagged with a bright pink sticker and monitored by our wonderful CTE teachers. We are excited to keep our programs equipped with industry-standard equipment so students are prepared for college and the workforce when they graduate.



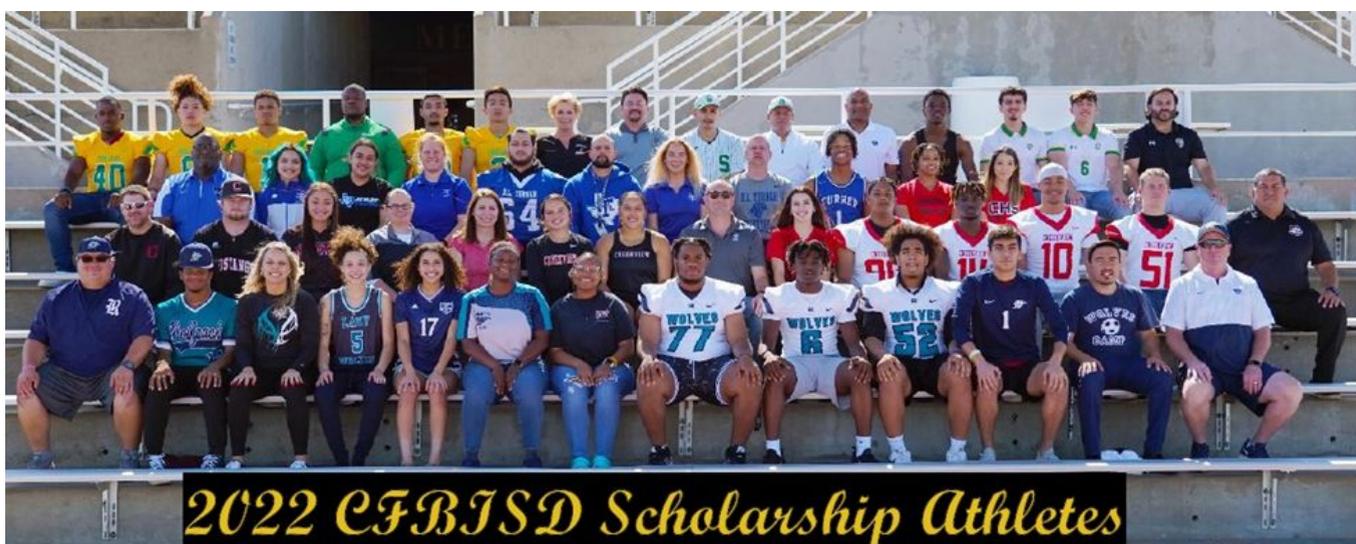
OPTIMIZE engaging and diverse learning

Athletics Update

We had a great year in sports as we wrapped up May and the end of the school year.

In May, Newman Smith Track Star - Aniyah Bigam became the **5A STATE Champion in the 100M and 200M, and 3rd place at State in the 400M**. Creekview's Track star McKenzie Davis, **placed 2nd at the State UIL Meet in the Discus and placed 6th in State in the Shot Put**. The varsity softball teams from Ranchview and Turner became Bi-District Finalists, and Creekview became the Area Finalists in the State Softball Playoffs. Creekview and Ranchview baseball teams went to the playoffs, with Ranchview finishing as Bi-District Finalists and Creekview finishing their season as Area Finalists in the State Baseball Playoffs.

We had over \$8.7 Million Dollars in Athletic and Academic Scholarships and 189 Academic and Athletic All-State Athletes were recognized at the Athletics Hall of Fame and the Awards of Excellence Gala. We will have 32 athletes continuing to play their sport in College this fall (see picture) as they represent CFBISD at the next level of play. We are busy this summer with Camps in every sport at each high school and we average around 90 student athletes working out daily at our strength and conditioning sessions throughout June and July. That's a wrap for CFBISD SPORTS.



OPTIMIZE engaging and diverse learning

[\(Athletics cont.\)](#)

Athletes Playing in College – Fall 2022

Creekview:

Andre Graydon Jr. – Lyon College-Football
Conrad Henrickson – University of TN Chatanooga-Wrestling
Ethan Hodges – Hardin Simmons University-Baseball
Francisco Segura – Texas Wesleyan University-XC/Track
Itzalem Cordero – Southern Nazarene University-Soccer
Jack Nelson – Austin College-Football
Jeffery C. Shavers – Alderson Broaddus University-Football
Jordan Mares – Midwestern State University-Cheer
Jordyn Crain – McPherson College-Football
McKenzie Davis – Texas Tech University-Track
Samantha Landberg – Southern Nazarene University-Soccer
Savannah Sandoval – SE Oklahoma University-XC/Track
Sean Sallis – Marshall University-Football
Tessa Contreras – Austin College-Softball

Newman Smith:

Alejandro Diaz – Lyons College-Football
Jayvian Coulter- Hendrix College-Football
Ky'len Woods- Northern Colorado-Football
Jaydon Trigg- Concordia University Chicago-Football
Devin Peters-Teague- Richland Community College-Basketball
Nick Webber – Concordia University Chicago-Football

Ranchview:

Khari DeShay – Austin College-Football
Andres Medina – Austin College-Football
Kelen Battle-Williams – Valley State-Football
Brianna Garner – Redlands College-Basketball
Braylen Robertson – Wisconsin Lutheran College-Baseball
Jaiden Leighton – University of St. Thomas/Iowa Western CC – Track

Turner:

Isaiah Cabriales – Depauw University-Football
Kenton Wright – Tusculum University-Basketball
Marissa Mendioroz – Brookhaven CC-Volleyball
Antonio Mestanza – University of Dallas-Soccer
Laisha Rios – Texas Women's University-Wrestling
Brenda Palacios – Tarleton State University-Athletic Training

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Fine Arts Update

Furneaux Art: Beth Van Duyne Art Showcase and Forum. The theme was “Sights of the Capital.” It was an amazing event.



Creekview Dance: Twenty-two dancers were inducted into the National Honor Society for Dance Arts for 2022! These dancers had to complete a minimum of 30 points of meritorious work in dance and maintain a 3.2 GPA. We are so very proud of our dance scholars.

Jasmine Alvarado
Trishia Andales
Rebeca Bejar Lopez
Lianni Burns
Rhythm Butler
Michelle Carbajal
Elysia Couvertier
Bao Ngan “Michelle” Do
Melanie Eguia
Norma Gaytan
Ysabella Harris

Presley Hitzeman
Jessica House
Cindi Kam
Analaura Lerma-Tamez
Gilgal Mendez Torres
Sofia Rodriguez
Leslie Soriano
Hannah Sunny
Verronnica Touch
Camila Vasquez
Veronica Venegas

Creekview, Newman Smith, Ranchview & RL Turner Band & Orchestra: Twenty-eight students from the Band & Orchestra programs at Creekview, Newman Smith, Ranchview & RL Turner participated across 15 different events in the Texas State Solo & Ensemble Contest on May 28th & 30th. Just qualifying for the contest is a high honor; six different CFB student events received a Superior rating from the judges. Congratulations to all of our music students who were selected to participate!

OPTIMIZE engaging and diverse learning

(Fine Arts cont.)

Perry & Polk Art: Perry and Polk Middle Schools each had an exceptional showing at this year's Junior VASE. Together they received 19 Superior (4) ratings - every student who participated received the top rating. Out of our 19 works, CFBISD received five platinum - GOLD SEAL Winners for state chosen by the state jury panel. Those artworks will be posted on the TAEA website. Only 10 % in each Division received a Goal Seal Platinum Medal. Images of these artworks will be posted on the TAEA website.

The event had over 750 works entered from Region 10 South, with 37 districts competing.

Newman Smith Debate: Newman Smith Debate competed in the NSDA Virtual National Championship tournament on the first weekend in June.

We want to recognize Venkata Yenganti for his hard work and participation in the tournament. It took a 4-2 record to advance to the elimination rounds, and Venkata had a 3-3 record. He was one win away from placing in the top 32 in the nation. This is an outstanding effort, and he is only in the 10th grade.



OPTIMIZE engaging and diverse learning

(Fine Arts cont.)

Blalack Choir: Five students from the Blalack Choir were selected to participate in the Texas Choral Directors Association Middle School All-State Choir! They traveled to San Antonio, where they rehearsed with a guest conductor and performed at the close of the TCDA Summer Convention on July 23rd.



The selected MS All-State singers are: Carys Dutton, Jayden Duperry, Clarissa Garza (pictured below right), Jackie Hannan (pictured below left), and Nayahrah Rodrigues.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

Health Services Update

Retirement Celebration: On May 19th, seven staff members celebrated their retirement.



Texas Vaccines
for Children



The Texas Vaccines for Children Audit took place on May 23rd.

MCV4 Immunizations for graduated seniors at the CCMR Event June 7th and 21st. A total of 123 graduates were immunized at the two events.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Health Services cont.)

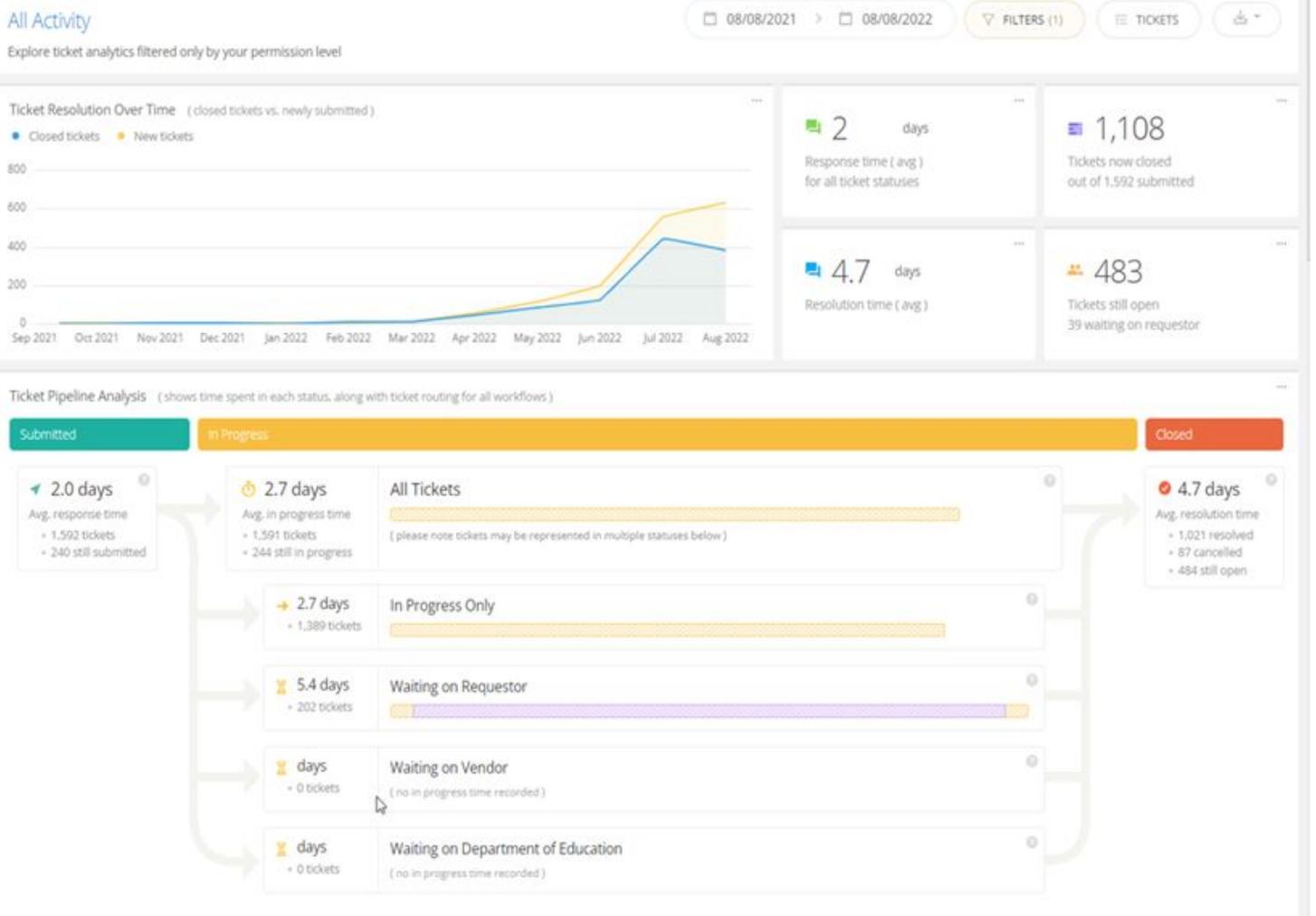
New Hire Training for new Health Services Staff took place July 25th through the 28th.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

Technology Department Update

Incident IQ: The District launched Incident IQ (IIQ), new service ticketing and asset management system, on June 27, 2022. Combined with Facilities, IIQ Agents have worked over 4300 support tickets. Staff support tickets can range from Technology, Software, Custodial, Electrical, and more. This platform involves many departments across the District, including Technology, Security, Business, Assessment and Accountability, and Facilities. In addition to providing a much more robust service and asset management platform for operational departments, early feedback indicates that campus and department staff across the district are finding the platform easy and efficient to use and appreciating the automated updates keeping them informed on the status of their request.



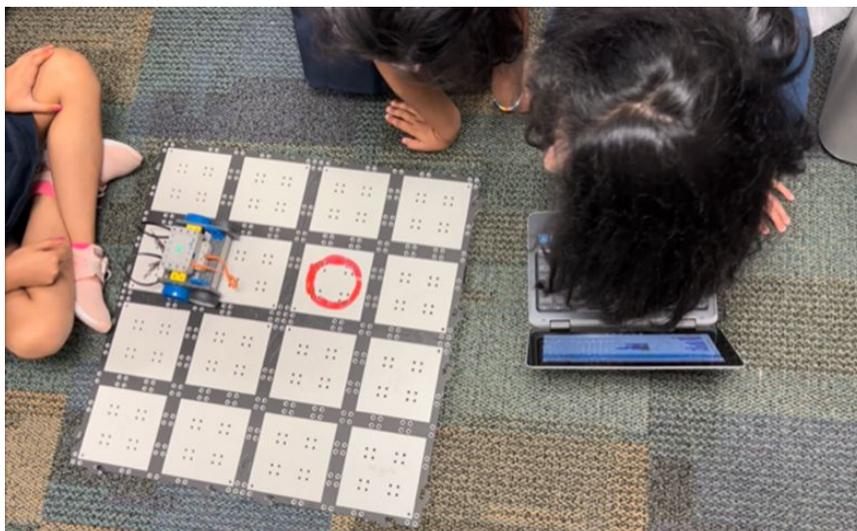
OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

Digital Learning: The Digital Learning and Technical Services team issued approximately 425 laptops to new hires in July. This year, the laptops were accompanied by a 2-hour training session on the software new hires will need for their job roles.

The first shipment of VEX Robotics is anticipated to be received by August 11th. VEX Training will be scheduled for a date towards the end of September.

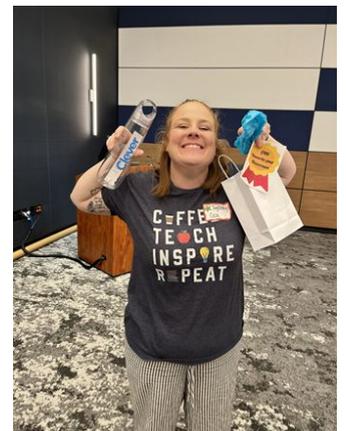
Students tested the VEX GO robots in May and successfully completed the Mission to Mars challenge.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

Innovation Academy: The Technology, Operations, and Teaching & Learning departments teamed up to offer educators a new professional growth opportunity-- Innovation Academy. The Innovation Academy kickoff event was on July 18. Eighty educators and leaders worked together that day to focus on student-centered learning. During the keynote panel, Dr. Chapman, Dr. West, Mr. Mulroney, and Mr. Monroe spoke to participants about their vision for innovation in CFBISD. Participants participated in activities based around the first section of the book *Innovate Inside the Box* by George Couros and worked to refine their action research project ideas. The next whole group meeting will be September 15. You can read more about it [here](#).



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

Technical Services: Over the summer, our network engineering team installed a new network at Perry Middle School. This includes new network switches, wireless networking, and all new power and battery systems that will provide up to four hours of uptime for the network, telephones, and security cameras in the event of a power outage. Additionally, the main data center rooms at Bush and Polk middle schools were relocated in conjunction with facility renovations.



Over the summer, campus technicians installed six new high school CTE labs. Seen below are school color matching gold iMacs at Smith HS.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

Enterprise Systems: The Enterprise Systems team completed the annual Student Fiscal Year Rollover process on July 25th to prepare TEAMS ERP & SIS for the 2022-23 school year. This is a prerequisite for onboarding class roster data into the numerous 3rd-party learning applications supported by the district.



The team also hosted a two-day Advanced Boot Camp Training with Campus PEIMS Specialists to take a deep dive into enrollment, student coding, and PEIMS reporting, and review upcoming changes for the 2022-23 school year, including real-time hands-on guided practice.

PEIMS staff completed the PEIMS Summer submission, Child Find (SPPI-11 & SPPI-12) submission, and a data review for the Civil Rights Data Collection.



The Enterprise Systems team assisted with the Optimizing Outcomes professional development conference by integrating the Sched event management application and providing on-site support during the conference.

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

Library Media Team: The Library Media team coordinated with facilities, campus administrators and librarians to pack up and re-setup libraries undergoing renovations across the district. This process has included replacing many outdated or poor condition books.



The central team and librarians from across the district help support the IncidentIQ rollout by providing feedback and design recommendations and helping migrate technology device inventory information from the library databases to IncidentIQ.

Statistics for May - July

Circulations totals - 97,073 (includes check-in of all elementary devices)

Materials added to system - 7734

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Technology Department cont.)

TETL CONFERENCE - Round Rock, TX: Scott Monroe, Dr. Robin Stout, and Rosie Hamlin presented the “FUNdamentals of Organizational Culture” session. During this session, we discussed the importance of creating a culture in the Technology Department. We received several compliments and ideas on what other Districts do to create and maintain the culture in their departments. This conference hosts technology leaders across the state.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

Facilities Services

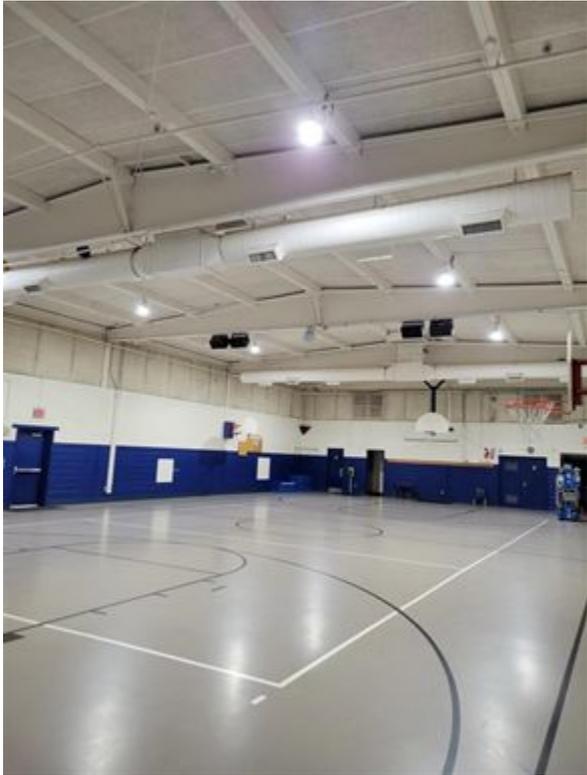
Incident IQ: The Facilities Services Department has been working very closely with the IT Department to introduce a new work order system, Incident IQ. Facilities services personnel has worked on the system for a couple of months and rolled out to all personnel in July 2022.

The Facility Services Leadership team threw an End-of-the-Year Thank You event. All departments created games and participated in the dunking booth while distributing raffles and prizes donated by several valued business partners.



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)



Farmers Branch Elementary Gym



La Villita Elementary Gym

Electrical Team: Over the past few months, The Electrical Department has been upgrading campuses' fluorescent bulbs and bypassing the ballast to install LED lights.

This ongoing project will help save costs and is more energy efficient for our facilities.

The team has also made several significant repairs to Creekview and Smith High Schools.



Newman Smith Gym Hallway



Fixing the Light Poles at Creekview HS

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)

General Maintenance Department has made several minor upgrades to the Service Center.

The Paint Department has been steadily busy getting buildings ready for school and bringing life to the directional cues in the Turner student parking lot.

As a safety and security measure, our locksmiths have been inspecting and repairing doors and locks at all facilities.

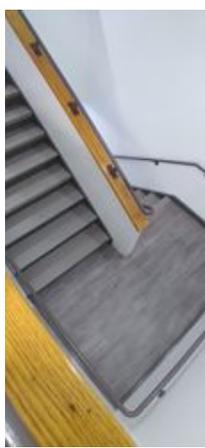
The Exterior Team replaced an old wooden fence at Mary Grimes that protected the A/C units on the roof with a chain-linked fence. They also worked at Turner, installing a new fence where a six-foot gap was present to help increase security.



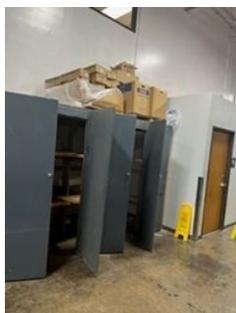
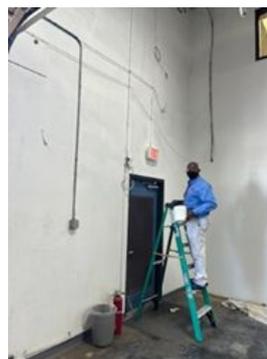
RL Turner Parking Lot



Service Center Main Entrance



Service Center Warehouse



OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)



Ted Polk Middle School Move



Rainwater Elementary Library Move

Plant Ops: The Plant Operations Department has been very busy these past few months. The Department has been assisting with construction projects by clearing out several facilities' classrooms, libraries, and Fine Arts spaces.

Plant Operations has also been steadily assisting at Perry Middle School with transitioning the portables to classrooms in the newly renovated building.

With so much going on, Plant Operations has continued to maintain buildings and ensure every facility is ready for the new school year. Also, making sure that R.L. Turner was ready for Optimizing Outcomes, the in-district training held for staff, was a top priority for the Department.

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)

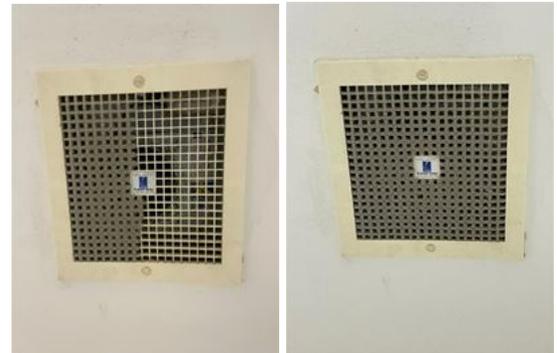
HVAC Department had a hot one this past summer, maintaining the HVAC units in multiple schools by replacing contactors, refilling coolant to the refrigerant, and several other necessary repairs and preventative maintenance. The team cleaned the air vents and replaced the filters for the upcoming school year to provide the best air quality.

Most recently, our team had to manually open up the dampers in the natatorium to cool down the breezeway that connects the natatorium to Standridge Stadium.

The HVAC team also replaced the fan motor at the Auto Shop at RL Turner.



Before and After Hail Damage



Before and After Vent Cleaning

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)

The Plumbing Department has had a busy summer with several major repairs and the installation of new water and sewer lines for the bathroom addition at the Admin Annex building where the Records and Retention department is located.

Aside from the day-to-day plumbing calls and backflow testing, our team recently replaced a 20 Gallon water heater at Ted Polk Middle School that was leaking. Working jointly with the Electrical department, the faulty water heater was disconnected, and the new one was installed and connected.



The team has also been doing backflow testing at all the schools in the district.

OPTIMIZE facility, safety, security, and infrastructure to be adaptable to student needs

(Facilities cont.)



The Grounds and Integrated Pest Management

(IPM) Department spent their summer getting district buildings ready for the start of the 2022-2023 school year.

Among their many projects, after termite damage was discovered, along with treating for termites, wooden cabinets were rebuilt, refinished and installed at one of the campuses.

Due to damage caused by a strong storm, several sites throughout the district, needed the attention of the Grounds Team. Other projects included working on the foundation for the Outdoor Learning Center Classroom, and refreshing flowerbeds at several facilities while continuing the normal weekly service schedule. All of this was accomplished while battling record-setting temperatures.



Communications Services Department Update

District Announcements: Keeping the CFB community informed with announcements, updates, and important information continued to be a priority for the Communication Services Department.

Examples of District Updates



Announcement - Bad Weather Makeup Day, Thursday, May 26th, 2022

Carrollton-Farmers Branch Independent School District • John Karstetter • 2 months ago • Monday, May 23 at 6:00 PM •

Carrollton-Farmers Branch Independent School District



BAD WEATHER MAKEUP DAY
Thursday, May 26th, 2022

Dear Staff and Families,

As you know, CFBISD schools and offices were closed on February 24, 2022, due to the winter weather. **We want to inform you that Thursday, May 26, 2022, will now be an instructional day for students and staff.**

We understand families are planning for summer vacations and wanted to notify you as soon as possible on the required bad weather makeup day. The last day of school for students will now be Thursday, May 26. Please know that Early College High School students and parents will be notified directly regarding the makeup day for their campus.

Thank you for your support during the winter weather closures as we worked to keep #cfbsafe.

CFB Administration

Recognitions and Celebrations: Sharing student and staff achievements through various communication channels continued to be a priority. Examples include:

Swearing-In of Board Members



OPTIMIZE community engagement

(Communications Dept. cont.)



Student Recognitions at School Board Meetings



Staff and District Recognitions at School Board Meetings



OPTIMIZE community engagement

(Communications Dept. cont.)

Staff Accomplishments: In May, the district hosted the annual Teacher of the Year banquet where we honored the 37 campus teachers of the year. We were pleased to recognize these outstanding educators and announce the District Elementary and Secondary Teachers of the Year. These two exceptional educators will move forward and compete in the Region 10 competition.

- Elementary Teacher of the Year - Nicole Linscomb – Rainwater Elementary School
- Secondary Teacher of the Year - Carli Bannister – R. L. Turner High School



Personnel Announcements: Sharing personnel announcements is essential to keep employees informed of new administrators.



Congratulations, New Director of Purchasing

Tammy Craig has over 27 years of experience in the business services field, with 14 years in school business. She has worked at Arlington ISD for the past 11 years serving as the Director of Purchasing and recently as the Senior Director of Business Services. Ms. Craig served as the Director of Purchasing and Accounting at Jasper ISD. Before her public school finance experience, she worked in purchasing and accounts payable with the State of Texas and was the Manager of Operations for a private prison system.

Ms. Craig graduated from Sam Houston State University in 1993 with a Bachelor of Business Administration. She also holds her Registered Texas School Business Administrator Certification with TASBO. Tammy resides in Midlothian with her husband, Randy, of 22 years. She has a daughter, Kylie, 25, a registered nurse with Baylor Waxahachie ER, and another daughter, Ashlyn, 21, who attends Tarleton State University.



Tammy Craig

[\(Communications Dept. cont.\)](#)

Appreciation Days: Honoring staff through special recognition days is an important part of the positive CFB culture. Appreciation days in the spring varied from School Nurses Day to Teacher Appreciation Week. Staff was honored through social media posts, emails from the Superintendent, and more.

CFBISD Celebrates National Teacher Appreciation Day & Week



[BACK TO NEWS HUB](#)

May 2, 2022

May 2-6, 2022, is National Teacher Appreciation Week and May 3 is National Teacher Appreciation Day! CFBISD would like to thank our 2,499 classroom teachers for their unwavering dedication and commitment to our students and families.

Teacher Appreciation Week is always celebrated the first full week in May bringing national attention to the intentional work teachers do each day to educate children and prepare them to be the next generation of leaders.

"Teachers are essential and change the lives of millions of children," said Dr. John E. Chapman III, Superintendent of Schools. "CFBISD teachers play a pivotal role in our students' lives preparing them for life-long success. Every child and adult can recall a memorable moment they've experienced with a teacher. The impact teachers have can be felt throughout our lives."

This week, CFBISD invites all parents, students, staff, and community members to join us in this week-long celebration to recognize our CFBISD teachers. Let a teacher know how much they mean to you on social media by using #ThankATeacher or by sending them an email or note of appreciation.

Stay tuned as the celebration continues on the evening of May 17, 2022, when CFBISD honors our Campus Teachers of the Year and announces our overall District Teacher of the Year winners!

Teachers, be on the lookout for emails from CFBISD and the CFBISD Educational Foundation with appreciation gifts from businesses around the community throughout the week. Additionally, the Board of Trustees has a special video message for you.

OPTIMIZE community engagement

[\(Communications Dept. cont.\)](#)

Special Events: Events honoring staff and students happened throughout the spring. The Communications Department planned the annual Retirement and Teacher of the Year events.

[CFBISD Upcoming Retirees Honored at Annual Dinner | Story](#)



[CFBISD Announces District Teachers of the Year at Annual Teachers and Employees of the Year Banquet | Story](#)



 **CARROLLTON-FARMERS BRANCH ISD**
cfb HIGH EXPECTATIONS FOR ALL

OPTIMIZE

community engagement

[\(Communications Dept. cont.\)](#)

Community Relations

Giving House Update: The management of Giving House funds is now under CFBISD Educational Foundation. The processes and purchases are under the management of CFB Purchasing and CFB Distribution Center. The Foundation Board approved this in June 2022. Giving House partners are being referred to Donna Wald, Executive Director of CFBISD Educational Foundation.

May	\$500.00
June	\$1,000.00
July	Currently Unavailable
Total Donations to Date	\$136,403.93
Available Funds to Date	\$71,668.77

Customer Service Tip for May



Customer Service Program

We have been developing the program for the 2022-23 school year. Front office staff will be included in training, and we will celebrate National Customer Service Week in October 2022. We will continue to partner with Chick-fil-A for the #CFBPROUD Customer Service Award.

(Communications Dept. cont.)

Volunteers: More than 5,000 volunteers successfully conducted the required background check for CFBISD for the 2021-22 school year.

Improvements in Volunteer Program

- The effort to keep students, staff, and volunteers safe was coordinated with CFB Safety and Security, ParentSquare, and the Communications Department. The denied background checks were evaluated by our security department privately while following all policies. The background check process was monitored together with the Communications and Technology departments and ParentSquare.
- Over the summer, this team has continued to improve the background check process and the volunteer page has been updated.
- Volunteer Orientation is in the form of a video presentation available to all volunteers on the district volunteer page.
- August 1, 2022, is the first day for volunteers to conduct the annual background check for 2022-23.



	Total Parents Subscribed	Total Flyers Distributed
May	2270	354
June	2291	43
July as of 7/25	Not Available due to enrollment rollover	63

Partner Spotlight: RBFCU partnered with CFBISD to award the Elementary Teacher of the Year and the Secondary Teacher of the Year \$1,000 each. This is the fourth year RBFCU has supported our Teacher of the Year Program.

(Communications Dept. cont.)



Statistics for Let's Talk:

Top Five Interest Areas

Human Resources	3%
Counseling Services & College Readiness	17%
All Other	57%
Bilingual	3%
Advanced Academics	14%
Student Nutrition	6%

Customer Type

Student	9 %
Employee	11 %
Parent/Guardian	69 %
Community Member	9 %



CFBISD COMMUNITY CONNECTIONS

Community Connections Newsletter: The Community Connections Newsletter was sent to all CFBISD staff in May and June, featuring community highlights, events, and CFB partnership stories.

School Supplies: Each campus has been connected to at least one community partner to receive donated supplies to fill students' needs. A new partnership has been formed with DFW YES. DFW YES donated to 14 elementary campuses, giving each student enrolled a box of supplies. The CFB Warehouse/Giving House is also fulfilling orders for backpacks filled with supplies from the funds and supplies donated through the Giving House initiative. Any student in need of supplies has access to what they need.

OPTIMIZE community engagement

(Communications Dept. cont.)

Social Media: Social media marketing increases brand awareness, grows our district's audience, and boosts community engagement. Different social media platforms attract different audiences. In CFBISD, we have found that our most popular platform is still Facebook, and this is where we reach most of our parents. We receive the most engagement and two-way communication on Facebook. Twitter attracts our internal audience of teachers and staff. Instagram appeals to our students and younger generations of parents. We utilize both Facebook and Twitter to disseminate important information and good news. Instagram is used to build district and campus culture by focusing solely on what our students are doing in their classrooms and organizations. Instagram is not used for important announcements and messages.



Facebook

At the end of Q4, Facebook had 16,906 followers and reached 401,300 people. We have posted student and staff success stories/good news/celebrations, recognition days and months, job fair announcements, teacher and staff recruitment, student enrollment information, back-to-school information, graduation and Class of 2022 celebrations, and other need-to-know information for parents.

Sample Facebook Post

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · July 20 at 8:00 AM · 🌐

The first day of school will be Thursday, Aug. 11, 2022. For information about school supply lists, enrollment, the academic calendar, dress code, immunizations, school meals, transportation, attendance and school hours, please visit our Back to School webpage at <https://www.cfbisd.edu/students/back-to-school>. #cfbproud #discovercfb #cfbcommunity

www.cfbisd.edu/students/back-to-school

4,560 People reached 703 Engagements ↑ +1.1x average Distribution score Boost post

👍❤️ 57 12 Comments 20 Shares

Q4

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · May 24 · 🌐

We are heartbroken for the Uvalde CISD community and the families affected by the senseless and horrific attack that resulted in the loss of innocent lives. The students, teachers, staff and parents of Robb Elementary are in our thoughts and prayers. We stand with #UvaldeCISD. Here at home, there will be increased security and patrols around our schools for the remaining two days of school.

Our hearts are with Uvalde

26,743 People reached 3,795 Engagements ↑ +5.7x higher Distribution score Boost post

👍👏🙏 Steve Babick For Carrollton and 951 others 51 Comments 208 Shares

42

OPTIMIZE community engagement

(Communications Dept. cont.)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · May 26

We are #cfbproud of the CFBISD Valedictorians and Salutatorians for the Class of 2022! To read more about these top ranked students from Creekview HS, Early College HS, Newman Smith HS, Ranchview HS and R. L. Turner HS, please visit <https://www.cfbisd.edu/.../class-of-2022-valedictorians...>

CLASS OF 2022 Valedictorians & Salutatorians

7,688 People reached | 1,059 Engagements | +1.6x higher Distribution score

193 | 13 Comments 15 Shares

[Boost post](#)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 6

Please congratulate Jamie Foster as the new principal for Thompson Elementary School!

Congratulations, New Principal at Thompson Elementary School

Jamie Foster began her career in education with CFBISD and has been serving the CFB community for the past 15 years. She taught multiple content areas at Farmers Branch Elementary School for 11 years before moving into administration. She has been an assistant principal at Rosemeade, McLaughlin Strickland Elementary schools and spent two years at Riverchase Elementary before moving to Central Elementary this past year.

Mrs. Foster holds an undergraduate degree from The University of North Texas and a master's degree in educational leadership from The University of Texas at Arlington.

Jamie is married to Eric Foster and has two children, Kaitlyn and Ethan.

Jamie Foster

4,957 People reached | 723 Engagements | -1.0x average Distribution score

206 | 68 Comments 1 Share

[Boost post](#)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · May 28

We are #cfbproud of the CFBISD Class of 2022! Congratulations to Creekview HS, Early College HS, Newman Smith HS, Ranchview HS and R. L. Turner HS graduates! We can't wait to see what you accomplish in your futures!

7,673 People reached | 1,510 Engagements

Steve Babick For Carrollton and 302 others | 18 Comments 7 Shares

[Boost post](#)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 19

Today is Juneteenth and marks the 157th anniversary of the last African American slaves being freed in Texas. Juneteenth, short for June 19th, marks the day when federal troops arrived in Galveston, Texas in 1865 to take control of the state and ensure that all enslaved people be freed. The troops' arrival came two and a half years after the signing of the Emancipation Proclamation. In 2021, President Biden signed into law Juneteenth National Independence Day Act, S. 475, creating a federal holiday to commemorate Juneteenth.

Juneteenth
celebrate freedom

2,325 People reached | 129 Engagements | -2.1x lower Distribution score

53 | 5 Shares

[Boost post](#)



OPTIMIZE community engagement

(Communications Dept. cont.)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 8 ·

The Athletics Department inducted Creekview High School alumni David Blough and Melissa Gonzalez-Blough into its first Hall of Fame class at the CFBISD Athletics Hall of Fame and Awards of Excellence Gala in May. Melissa participated in the 2020 Olympic Games in Tokyo, Japan, representing Colombia. David is currently a member of the Detroit Lions. We are **#cfbproud!** To read more about their accomplishments and the CFBISD Athletics Hall of Fame, please visit <https://www.cfbisd.edu/.../cfbisd-athletics-inducts-first...> **#cfbalumni** **#discovercfb** **#cfbcommunity**



CFBISD.EDU
CFBISD Athletics Inducts First Hall of Fame Class
Story - Carrollton-Farmers Branch ISD

23,568 People reached	1,619 Engagements	↑ +4.7x higher Distribution score	Boost post
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Richard Fleming for Carrollton and 417 others 35 Comments 33 Shares

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 13 ·

We are **#cfbproud** of R. L. Turner High School Math Engineering Technology Science Academy (METSAs) students, Diana Molina and Joseph Benagh, for earning college credits from the University of Iowa for passing the college STEM Innovator and Entrepreneurship course! We are also **#cfbproud** of Molina for placing in the top 10% of the nation with her overall performance! To read more about this accomplishment, please visit <https://www.cfbisd.edu/.../two-r-l-turner-metsa-students...> **#discovercfb**



CFBISD.EDU
Two R. L. Turner METSA students earn college credit for STEM Innovator and Entrepreneurship course

7,547 People reached	512 Engagements	↑ +1.6x higher Distribution score	Boost post
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208 1 Comment 10 Shares



Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 23 ·

We're thrilled to be one of Metrocrest Hospital Authority's 2022 Community Partners! They have awarded a \$541,000 grant to CFBISD. The funding provides:

- An additional counselor to provide increased services for CFB's evening Counseling Connections Center
- A district substance abuse counselor to serve students who need preventative and responsive services
- A district crisis counselor to join the crisis team and serve our elementary students
- Communities in School social workers to support multiple campuses
- A registered nurse to teach and mentor our students in the Biomed Academy

♥ Thank you, Metrocrest Hospital Authority! **#cfbcommunity** **#cfbproud**




Metrocrest Hospital Authority is with Metrocrest Services and 11 others.
June 22 ·

We're excited to support so many organizations that help our community. Read about all our community partners here. <https://www.mhatax.org/news-releases>

4,655 People reached	284 Engagements	- Distribution score	Boost post
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Richard Fleming for Carrollton and 145 others 9 Comments 5 Shares

Carrollton-Farmers Branch Independent School District added 57 new photos. ...
Published by Chelse Westbrook · May 18 ·

CFBISD is **#cfbproud** to announce its district Teachers of the Year who were honored at the annual Teachers and Employees of the Year Banquet last night, May 17, at the Multipurpose Center. The Elementary Teacher of the Year is Nicole Linscomb, an art teacher at Rainwater Elementary School. The Secondary Teacher of the Year is Carl Bannister, an English teacher at R. L. Turner High School. Both teachers will move forward and compete for the Region 10 Teacher of the Year program. Thank you to Randolph Brooks Federal Credit Union (RBFUC) for presenting each winner with a \$1,000 check. To read more about the event and to view a list of all the campus and employee winners, please visit <https://www.cfbisd.edu/.../cfb-announces-district...>




10,330
People reached

1,406
Engagements

Boost post

155 7 Comments 13 Shares

OPTIMIZE community engagement

(Communications Dept. cont.)

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · July 6 at 1:00 PM ·

We are #cfbproud of the Ted Polk Middle School Advancement Via Individual Determination (AVID) student scholars and staff members who spent time this summer representing their school and CFBISD at the AVID Summer Institute in Dallas! AVID is a college readiness system designed to increase learning and performance in students beginning in elementary school. At the Summer Institute, both students and staff had the opportunity to learn more about AVID and share the impact the program has had on them. To read more about AVID and the Summer Institute, please visit <https://www.cfbisd.edu/polk-staff-student-leaders...> #discovercfb

5,341 People reached 384 Engagements [Boost post](#)

88 2 Comments 4 Shares



Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · July 18 at 9:44 AM ·

The first day of school is Thursday, Aug. 11, 2022. To download a PDF of the school year calendar, please visit https://resources.finalsite.net/.../CFBISD_ATAGLANCE_2022... #cfbproud

CARROLLTON-FARMERS BRANCH INDEPENDENT SCHOOL DISTRICT
2022-2023 ACADEMIC CALENDAR CALENDARIO ACADÉMICO 2022

13,936 People reached 2,582 Engagements [Boost post](#)

153 25 Comments 45 Shares

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 29 at 2:04 PM ·

Looking for a teaching position? Check out our current openings at cfbjobs.com. Our special education classroom teachers receive a \$2,000 stipend and our bilingual classroom teachers receive a \$6,000 stipend. We have positions open in all different subject areas and grade levels including STEM, technology applications, Spanish, and more. We also have school counselor and librarian positions open. To learn more and to apply, visit cfbjobs.com. #discovercfb #cfbcommunity #cfbproud

CARROLLTON-FARMERS BRANCH ISD
ONE BIG FAMILY
Now Hiring

SPECIAL EDUCATION CLASSROOM TEACHERS \$2000 STIPEND
BILINGUAL CLASSROOM TEACHERS \$6000 STIPEND

CFBJOBS.COM

8,145 People reached 632 Engagements ↑ +1.8x higher Distribution score [Boost post](#)

31 2 Comments 37 Shares

Carrollton-Farmers Branch Independent School District
Published by Chelse Westbrook · June 2 ·

Looking for a job or know someone who is? CFBISD is holding a job fair for bus drivers, bus monitors, custodians, cafeteria staff, maintenance staff, and childcare workers on June 9 from 9 a.m. - 3 p.m. in the Education Services Division Complex Building B located at 1820 Pearl Street in Carrollton. #discovercfb #cfbproud

CFBISD JOB FAIR FERIA DE TRABAJO

Join CFBISD during our Auxiliary Job Fair / Únase en nuestra feria de trabajo de la escuela de Carrollton Farmers Branch
June 9, 2022 9:00 am - 3:00 pm

Education Services Division Complex
1820 Pearl Street, Bldg. B
Carrollton, TX 75006

Be interviewing on the spot for the following positions:
Bus Drivers - \$21.00/hr
Bus Monitor, Custodians - \$12.50/hr
Cafeteria Staff, Maintenance, Childcare Workers - \$13.19/hr

Estaremos entrevistando para las siguientes posiciones:
Conductores de Autobus Escolar - \$21.00/hora
Monitores, Custodios - \$12.50/hr
Personal de Cafeteria, Mantenimiento, Trabajadores de cuidado de niños - \$13.19/hr

Monday - Friday Schedules
Benefits Available
Incentive Pay
Family Atmosphere

Horarios de Lunes a Viernes
Beneficios
Pago de Incentivos
Atmosfera familiar

15,287 People reached 1,266 Engagements [Boost post](#)

57 4 Comments 84 Shares

OPTIMIZE community engagement

(Communications Dept. cont.)



Twitter

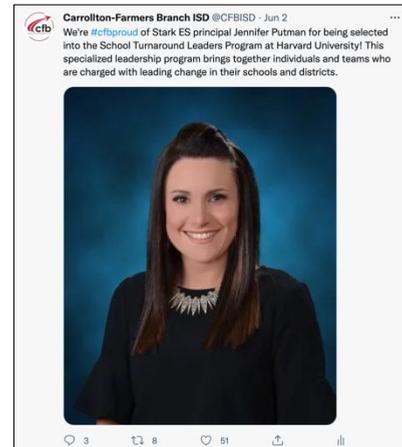
At the end of Q4, Twitter had 12,100 followers and made 152,900 impressions (number of times posts were seen). On Twitter, we posted student and staff success stories/good news/celebrations, recognition days and months, job fair announcements, student enrollment information, teacher/staff recruitment, Teacher of the Year celebrations, back-to-school information, and other need-to-know information for parents. We also Retweeted posts from teachers, staff members, and schools to engage with our audience.

Sample Twitter Posts



OPTIMIZE community engagement

(Communications Dept. cont.)



OPTIMIZE

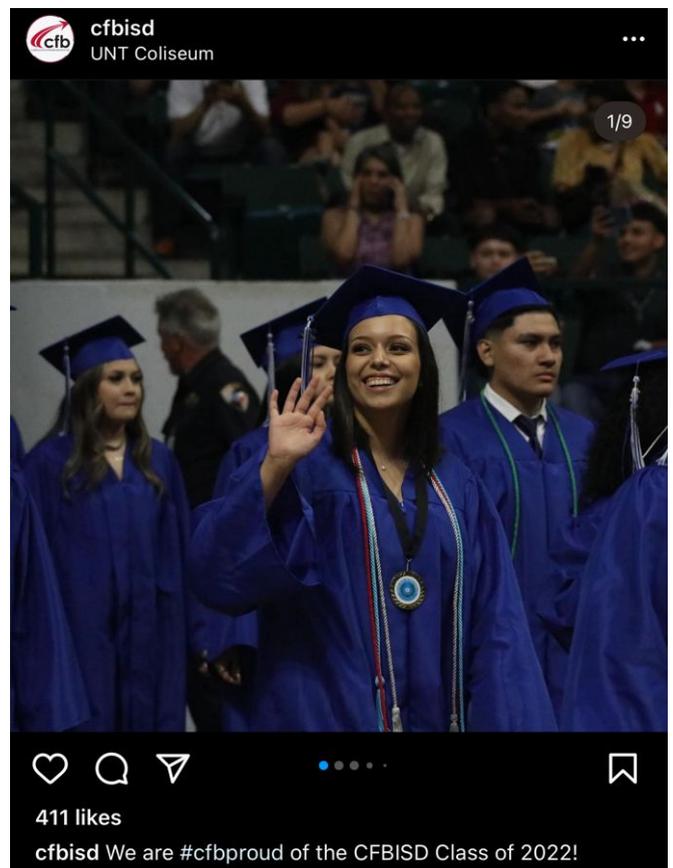
community engagement

(Communications Dept. cont.)



Instagram

At the end of Q4, Instagram had 4,816 followers. We expect our Instagram followers to continue to grow as we focus solely on building CFB culture on this platform by featuring students and what they are doing in their schools. We no longer post flyers or important announcements and messages on Instagram as this platform's design is intended for photos and videos.



(Communications Dept. cont.)

Brand Awareness and Graphic Design

Internal Communications

The following pieces were designed for the Teaching and Learning Department with the purpose of communicating internally with employees:

- Postcard-sized card for personal notes



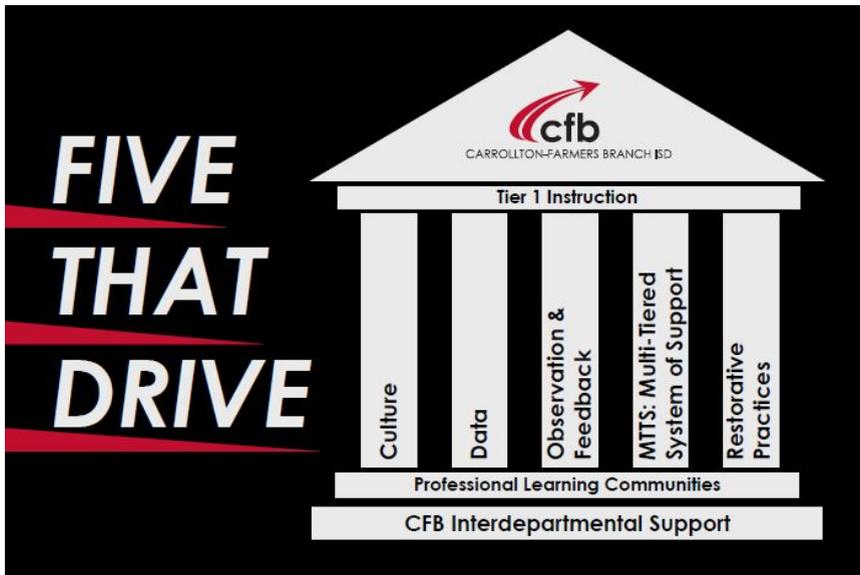
- Sticky notepads



OPTIMIZE community engagement

(Communications Dept. cont.)

- Poster for ESDC



This piece was designed to be distributed to new employees encouraging them to take advantage of the reimbursement opportunity to get Bilingual and ESL certified:

Become ESL and Bilingual Certified
FOR FREE!

We are offering a one-time reimbursement for any current or new CFBISD teacher (not currently on an ESL waiver) that gets the following certification by these dates:

ESL CERTIFICATION - Get reimbursed \$350 if done by October 25, 2022 (after October it only reimburses the test fee)

BILINGUAL CERTIFICATION - Get reimbursed \$750 if done by October 25, 2022 (after October 15 it only reimburses the test fee)

MORE PERKS:

- one full-day sub is covered for an approved in-person prep course
- one full-day sub is covered for the approved testing date

Contact:
Olivia Perez,
Director, Secondary Bil-ESL/Compliance
perez@cfbisd.edu
972.968.6143

OPTIMIZE

community engagement

(Communications Dept. cont.)

External Communications

Now Hiring Initiatives:

- Social media posts were created for campuses in urgent need of specific positions.



- NOW HIRING graphic for district website homepage, cfjobs.com webpage and social media.



OPTIMIZE

community engagement

(Communications Dept. cont.)

- This flyer was produced in English and Spanish for a job fair specific to cafeteria staff and bus drivers.

FERIA DE TRABAJO

Acompañenos para la feria de trabajo de el distrito escolar de
Carrollton Farmers Branch
9 de Junio 2022
9:00 am - 3:00 pm

Education Services Division Complex
1820 Pearl Street, Bldg. B
Carrollton, TX 75006

Estaremos entrevistando para las siguientes posiciones
Choferes de Autobus Escolar - \$21.00/hora
Monitores, Custodios - \$12.50/hr
Personal de Cafeteria, Mantenimiento,
Trabajadores de cuidado de niños
- \$13.19/hr

Horarios de Lunes a Viernes
Beneficios
Incentive Pay
Family Atmosphere

Community Forum - This invitation was created to invite the community to attend a listen and learn session concerning safety and security in CFBISD.

LISTEN & LEARN

COMMUNITY FORUM DISCUSSING
SAFETY & SECURITY MEASURES IN CFBISD

TUESDAY, JUNE 7, 2022
6:00 p.m.

CFBISD ADMINISTRATION BUILDING
1445 NORTH PERRY ROAD, CARROLLTON

ESCUCHA Y APRENDE

FORO COMUNITARIO PARA DISCUTIR LAS MEDIDAS
DE PROTECCIÓN Y SEGURIDAD EN CFBISD

Martes, Junio 7, 2022 a las 6:00 P.M.
Edificio de Administracion de CFBISD
1445 N. Perry Road, Carrollton

OPTIMIZE community engagement

(Communications Dept. cont.)

Student of the Nine Weeks signs were ordered for the 2022-23 school year.



This flyer was created for a community engagement event held at a community complex for elementary through middle school-aged children and their parents/guardians. It included a read-aloud session followed by art and craft activities to take home.

READ, MAKE & TAKE
WITH **CARROLLTON-FARMERS BRANCH ISD**

Join Carrollton-Farmers Branch ISD for a one hour read-a-loud and make-and-take craft activity. An adult (parent or guardian) must accompany the child. Each session is limited to 20 children.

DATES:	SESSIONS:	Age appropriate activities for elementary and middle school students
Monday, July 25	8:30 - 9:30 a.m.	
Tuesday, July 26	9:30 - 10:30 a.m.	
Wednesday, July 27	10:30 - 11:30 a.m.	

Pre-registration required. Sign up in the manager's office for a one-hour session.

Event location: Sandy Lake MH and RV Resort
1915 Sandy Lake Rd
Carrollton, Texas 75006

FREE! ALL SUPPLIES PROVIDED

cfb **NE BIG FAMILY**

LECTURA Y MANUALIDAD
CON **CARROLLTON-FARMERS BRANCH ISD**

El distrito escolar de Carrollton-Farmers Branch ISD los invita a participar en una actividad de una hora con lectura en voz alta y una manualidad que pueden llevar a casa. Un adulto (padre o tutor) debe acompañar al niño. Cada sesión tiene un cupo máximo de 20 niños.

FECHAS:	SESIONES:	Las actividades son apropiadas para estudiantes de primaria y secundaria.
Lunes 25 de junio	8:30 - 9:30 a.m.	
Martes 26 de julio	9:30 - 10:30 a.m.	
Miércoles 27 de julio	10:30 - 11:30 a.m.	

Favor de inscribirse con anticipación en la oficina de administración de Sandy Lake Resort.

Lugar de éste evento: Sandy Lake MH and RV Resort
1915 Sandy Lake Rd
Carrollton, Texas 75006

GRATUITO! TENDREMOS LOS MATERIALES NECESARIOS

cfb **UNA GRAN FAMILIA**

OPTIMIZE community engagement

(Communications Dept. cont.)

This flyer was produced to inform parents about the free and reduced meal application requirements for the 2022-23 school year.

STUDENT MEAL RATE ANNOUNCEMENT FOR 2022-2023 SCHOOL YEAR

IMPORTANT NOTICE REGARDING MEAL PRICES
Schools will transition back to requiring family applications for free and reduced-price meals to meet USDA requirements. In the 2022-2023 school year, schools are required to return to charging for school meals on the National School Lunch Program (NSLP) based on program eligibility.

WHY AREN'T MEALS FREE TO ALL STUDENTS AT MY CAMPUS?
During the pandemic, schools were able to offer no cost meals to all students due to temporary program flexibilities provided by the federal government. These flexibilities have expired, and the U.S. Congress did not provide funding in this year's budget to allow schools to serve free meals to all students in the 2022-2023 school year. Your school nutrition team looks forward to serving healthy, balanced meals to every student in the new school year. These meals offer a good source of nutrition for children.

Contact the Student Nutrition Office at 972.968.6390 if you have questions about the online application.

NEXT STEPS

- FREE OR REDUCED MEALS APPLICATION OPENS AUGUST 2022**
Remember to (re)apply for free or reduced school meals for the 2022-2023 school year online. www.nslappscloud.com
- CHECK APPLICATION STATUS**
Check your student's free or reduced-price eligibility status online. schoolunchstatus.com
- PRE-PAY ONLINE FOR MEALS**
Quickly and easily pay for your students meals online. myschoolbucks.com
- CHECK OUT OUR HEALTHY MEAL MENUS**
See what healthy and nutrition meals are on the menu. multi-cafe.com

SCAN THIS FOR:

- ONLINE APPLICATION
- ELIGIBILITY STATUS
- PRE-PAY FOR MEALS
- MENUS

apply online
cfbisd.edu/apply

CARROLLTON FARMERS BRANCH ISD
Student Nutrition Services

NOTICIA DE PRECIOS DE COMIDAS PARA ESTUDIANTES PARA EL CICLO ESCOLAR DE 2022-2023

AVISO IMPORTANTE SOBRE PRECIOS DE COMIDAS ESTUDIANTILES
Las escuelas van a necesitar que los padres completen solicitudes para comidas gratuitas o a precio reducido de nuevo para respetar los requisitos de la USDA. Para el ciclo escolar de 2022-2023 las escuelas deberán volver a cobrar por comidas escolares para el Programa Nacional de Comidas Escolares (National School Lunch Program o NSLP por sus siglas en inglés) en base a la elegibilidad del estudiante para participar en el programa.

¿POR QUÉ NO SON GRATUITAS LAS COMIDAS PARA TODOS LOS ESTUDIANTES EN MI ESCUELA?
Durante la pandemia las escuelas pudieron ofrecer comidas gratuitas a todos los estudiantes debido a la flexibilidad temporal que el gobierno federal les concedió. Esta flexibilidad ha caducado, y el Congreso de E.U.A. no brindó fondos en el presupuesto de este año para permitir que las escuelas siguieran ofreciendo comidas gratuitas para el ciclo escolar de 2022-2023. El equipo de nutrición en su escuela tendrá el placer de ofrecerles a los estudiantes comidas saludables y balanceadas para el nuevo ciclo escolar. Estas comidas les ofrecen excelente nutrición a todos los estudiantes.

Llamar a la Oficina de Nutrición Estudiantil al 972.968.6390 si tiene alguna pregunta o duda sobre la solicitud en línea.

PASOS A SEGUIR

- EN AGOSTO DE 2022 SE EMPEZARÁN A RECIBIR SOLICITUDES PARA COMIDAS GRATUITAS O A PRECIO REDUCIDO**
Recuerde solicitar o volver a solicitar en línea comidas escolares gratuitas o a precio reducido para el ciclo escolar de 2022-2023. www.nslappscloud.com
- PARA REVISAR EL ESTATUS DE SU SOLICITUD**
Revise en línea el estatus de elegibilidad de su estudiante para recibir comida gratuita o a precio reducido. schoolunchstatus.com
- PREPAGO DE COMIDAS EN LÍNEA**
Pague las comidas de sus hijos rápida y fácilmente en línea. myschoolbucks.com
- CONSULTE NUESTROS MENÚS DE COMIDAS SALUDABLES**
Vea las comidas sanas y nutritivas que ofrecemos en el menú.

ESCANEAR ESTO PARA:

- SOLICITUD EN LÍNEA
- ESTATUS DE ELEGIBILIDAD
- PREPAGO DE COMIDAS
- MENÚS

¡MIGRE SU CARRERA!
Estamos contratando personal para las cafeterías escolares.
Salario base: \$15.42/\$17.85 por hora

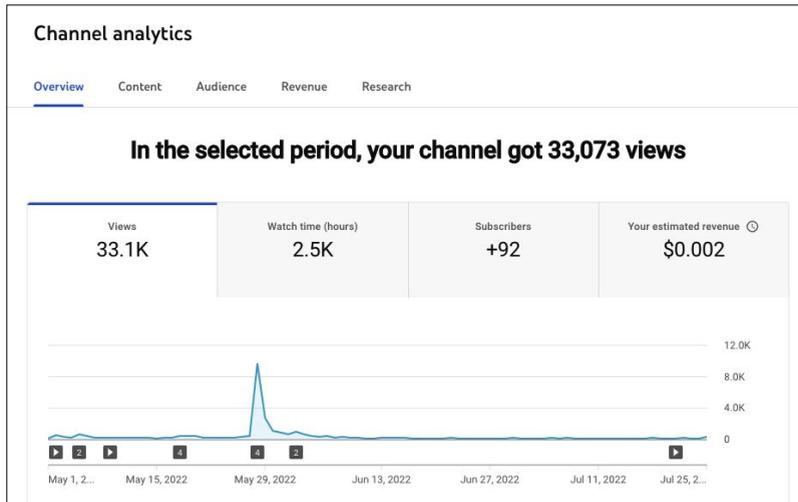
- Participación en beneficios
- Flexibilidad de horario
- ALMORZO GRATUITO en días hábiles
- Capacitación en el trabajo
- Salario para trabajar en trabajos de noche en días de semana
- Opciones para trabajar durante el verano
- No se necesita experiencia. Se brinda capacitación

cfbisd.edu/aplicar

CARROLLTON FARMERS BRANCH ISD
Student Nutrition Services

Videos

From May through July, our YouTube page saw 33,073 views (+83% from last quarter), 2,500 hours of view time and added 92 subscribers and 482,060 impressions. During this time, our primary audience fell between these age groups: 18-24 years (41.7%), 25-34 years (16.2%), and 35-44 years (16.6%). During this quarter, we published videos that included graduation ceremonies live streams, Teacher of the Year Celebration, Teacher Appreciation Week, and SHAC meetings.



OPTIMIZE community engagement

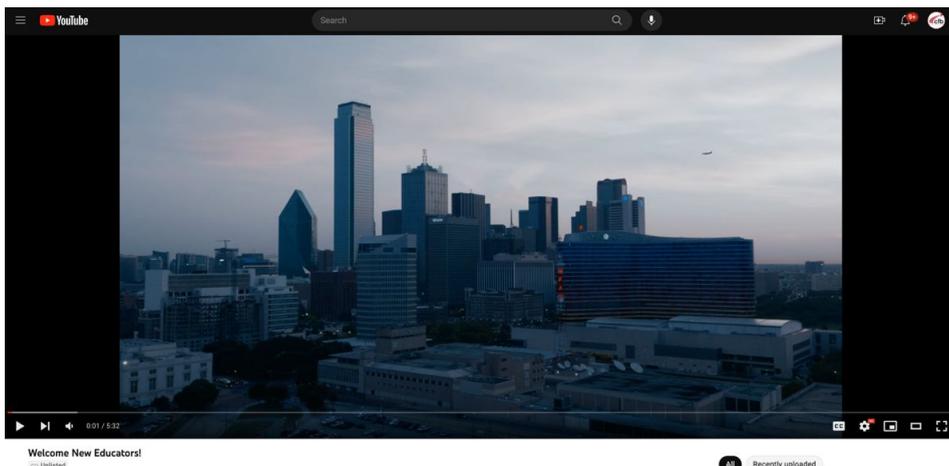
(Communications Dept. cont.)

Publicly Listed YouTube Videos <https://www.youtube.com/user/InnovativeLeader>

a critical component Workers' Compensation 2021-2022 CFBISD 8.8K views · 4 days ago	School Health Advisory Council May 26, 2022 CFBISD SHAC Presentation May 26, 2022 120 views · 1 month ago	LIVE BOARD MEETING THURSDAY, JUNE 2, 2022 CARROLLTON-FARMERS BRANCH CFB INDEPENDENT SCHOOL DISTRICT 4:09:30 Carrollton-Farmers Branch ISD Board Meeting - 6/2/22 686 views · Streamed 1 month ago	R. L. Turner High School 2022 Graduation Ceremony 1:35:30 2022 R. L. Turner High School Graduation 4.7K views · Streamed 1 month ago
Creekevview High School 2022 Graduation Ceremony 1:18:11 2022 Creekevview High School Graduation 3.6K views · Streamed 1 month ago	Newman Smith High School 2022 Graduation Ceremony 1:33:25 2022 Newman Smith High School Graduation 5K views · Streamed 1 month ago	Ranchview High School 2022 Graduation Ceremony 1:13:55 2022 Ranchview High School Graduation 2.3K views · Streamed 1 month ago	THIS WEEK THIS WEEK IN CFBISD May 20, 2022 294 views · 2 months ago
EARLY COLLEGE HIGH SCHOOL 2022 Graduation Ceremony 42:06 2022 Early College High School Graduation 738 views · Streamed 2 months ago	CONGRATULATIONS Carl Bannister SECONDARY TEACHER of the Year 2:25 2021-22 Secondary Teacher of the Year Carl Bannister ... 159 views · 2 months ago	CONGRATULATIONS Nicole Linscomb ELEMENTARY TEACHER of the Year 1:57 2021-22 Elementary Teacher of the Year Nicole Linscom... 255 views · 2 months ago	School Health Advisory Council April 20, 2022 37:49 CFBISD SHAC Presentation April 20, 2022 76 views · 2 months ago
LIVE BOARD MEETING THURSDAY, MAY 5, 2022 CARROLLTON-FARMERS BRANCH CFB INDEPENDENT SCHOOL DISTRICT 2:00:31 Carrollton-Farmers Branch ISD Board Meeting - 5/5/22 561 views · Streamed 2 months ago	Teacher APPRECIATION Week 2:19 Teacher Appreciation Message from CFBISD... 266 views · 2 months ago	Teacher APPRECIATION Week 3:36 Teacher Appreciation Message from CFBISD Boar... 375 views · 2 months ago	THIS WEEK THIS WEEK IN CFBISD April 29, 2022 396 views · 2 months ago

Unlisted YouTube Videos (Not Publicly Shared on Platform)

A welcome new educators video shown at new educator training. <https://youtu.be/ixGCvqqrYQo>



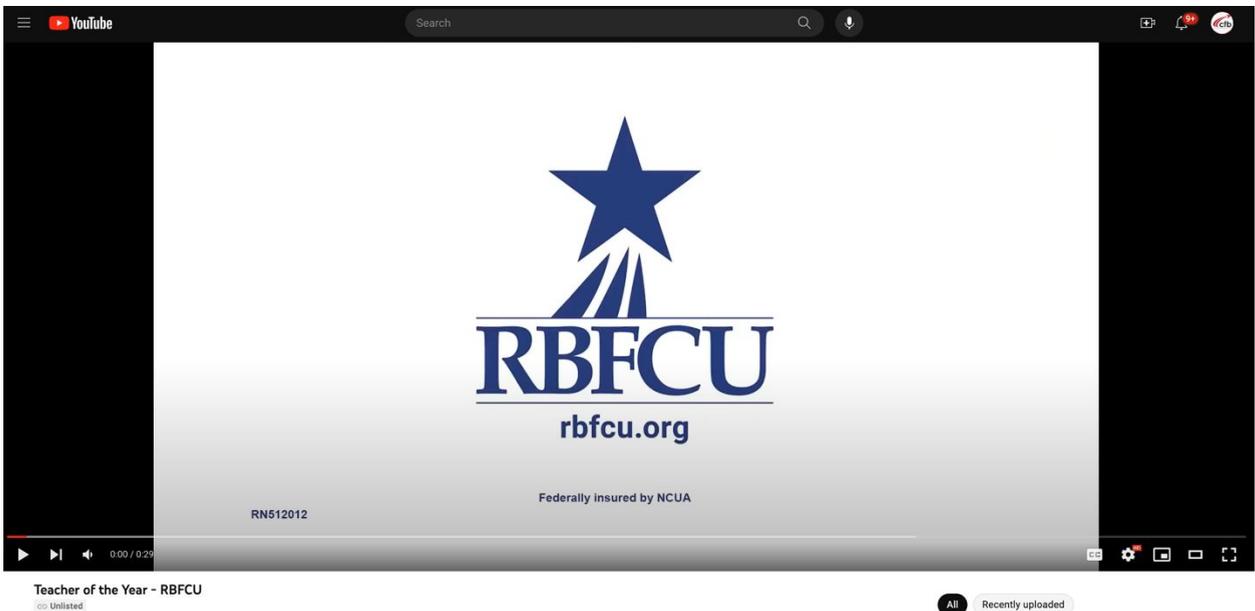
OPTIMIZE community engagement

[\(Communications Dept. cont.\)](#)

A required volunteer orientation video for campus volunteers. <https://youtu.be/aes9WpoYH70>



A Teacher of the Year video featuring our event sponsor RBFCU. <https://youtu.be/gwxed-QUNrI>



OPTIMIZE community engagement

(Communications Dept. cont.)

Top Video Views in Q4 on YouTube

Your top content in this period			
Content		Average view duration	Views
1	 2022 Newman Smith High School Graduation May 28, 2022	7:27 (8.0%)	5,077
2	 2022 R. L. Turner High School Graduation May 28, 2022	7:04 (7.4%)	4,735
3	 2022 Creekview High School Graduation May 28, 2022	6:45 (8.6%)	3,634
4	 2022 Ranchview High School Graduation May 28, 2022	5:00 (6.8%)	2,386
5	 2022 Early College High School Graduation May 19, 2022	2:25 (5.8%)	738
6	 Carrollton-Farmers Branch ISD Board Meeting - 6/2/22 Jun 2, 2022	15:06 (6.1%)	686
7	 2021 R. L. Turner High School Graduation May 29, 2021	3:32 (2.8%)	577
8	 2021 Creekview High School Graduation May 29, 2021	3:27 (3.2%)	572
9	 Carrollton-Farmers Branch ISD Board Meeting - 5/5/22 May 5, 2022	10:10 (8.5%)	561
10	 Online Registration for New Students to CFBISD	1:19 (28.4%)	523

OPTIMIZE community engagement

[\(Communications Dept. cont.\)](#)

Website

Updated webpages:

Back-to-school webpage was created for the 2022-23 school year. It serves as a hub for students and parents to quickly access back-to-school information.



First Day of School is August 11, 2022

We can't wait to see our students for in-person learning!

Visit the links below for useful information for the upcoming school year.

Please visit [campus sites](#) for back to school dates.

 School Supply Lists	 Enrollment	 Academic Calendar	 Dress Code
 Immunizations	 School Meals	 Transportation	 Attendance/School Hours
 After the Bell			

OPTIMIZE community engagement

(Communications Dept. cont.)

The Library Services page was redesigned. A new template was also created for each campus library. The new template will have updated pictures of all the renovated libraries. This will be a consistent template for all campus library pages.



Library Services

Mission Statement:
 To teach information literacy by collaborating with teachers.
 To inspire and develop a love of reading.
 To motivate students to become lifelong learners in a technology-based, knowledge-rich world.

Standards of Service
CFBISD Library Information Services

- Maintain a current, diverse library collection in a variety of formats to meet the needs of our school community.
- Provide instruction to students to become effective users of information within the context of curriculum.
- Inspire the enjoyment of reading and appreciation of literature.
- Encourage the school community to respect and honor the principles of intellectual property.
- Promote intellectual freedom among students and staff.
- Provide a sequence of instruction and support services that enables students to use information skills, resources and tools to:
 - Inquire and think critically Make informed decisions
 - Acquire, apply and share knowledge
 - Pursue personal, intellectual and aesthetic growth

- Library Resources +
- Find a Book (Campus Library)
- Teacher Resources (Secure)
- District Media Center
- Digital Citizenship
- Library Directory
- Bluebonnet Books

Welcome to the Freeman Library

LIBRARY RESOURCES
BOOK SEARCH
MACKINVIA



About the Library

- + MEET THE LIBRARIAN
- + LIBRARY HOURS
- + CHECKOUT POLICY
- + FINES
- + ADDITIONAL INFORMATION

Bluebonnet Books

Resources:

- Freeman Virtual Library
- Common Sense Media
- Hour of Code

Reading Matters

Here's the impact of reading 20 minutes per day!

A student who reads 20 minutes per day



will be exposed to **1.8 million** words per year and is more likely to score in the **90th percentile** on standardized tests

A student who reads 5 minutes per day



will be exposed to **282,000** words per year and is more likely to score in the **50th percentile** on standardized tests

A student who reads 1 minute per day



will be exposed to **8,000** words per year and is more likely to score in the **10th percentile** on standardized tests

Communication Services

The Communication Services Department coordinates internal & external district-wide communications and strategic partnerships to increase transparency, support, and confidence in Carrollton-Farmers Branch ISD.





Dawn Parnell
 Chief Communications Officer
 972-968-6186

Chelse Westbrook
 Communications Director
 972-968-6166

Donna Wald
 Educational Foundation Director
 972-968-4362

- Communications & Public Relations
- Crisis Communications
- District Downloads
- Digital Communications
- Events
- Marketing +
- Open Records Request
- Operating Procedures
- Partnerships & Volunteers
- Publicity Request Form

Location:
 Administration Building
 1445 North Perry Road
 Carrollton, Texas 75006

School Year Hours:
 Monday-Friday
 8 a.m. - 4:45 p.m.

Summer Hours:
 Monday-Thursday
 7 a.m. - 5 p.m.

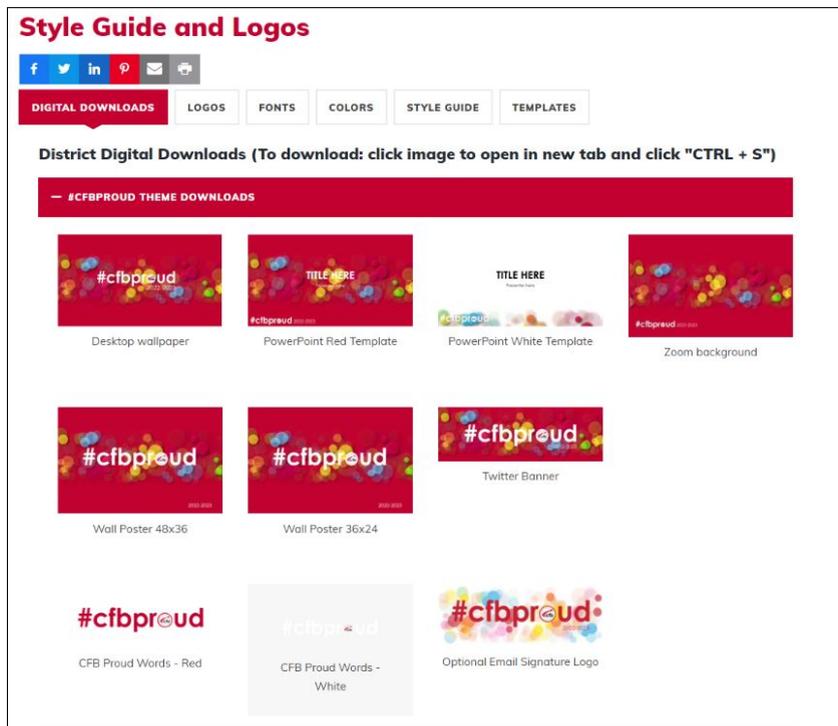
NAME	TITLE	PHONE NUMBER
Pamela Pena	Community Relations Coordinator	972-968-6187
Amy Johnson	Communications Coordinator	972-968-6164
Jeffrey Smith	Digital Media Coordinator	972-968-6173
Trudell Kelley	Board of Trustees Secretary	972-968-6105
Gail Courson	Receptionist	972-968-6100

Department pages were updated to have a consistent template. Portraits of directors and above will be on each department page with a table of contacts for the rest of the department. Each department page will also have an "About Us" statement.

OPTIMIZE community engagement

[\(Communications Dept. cont.\)](#)

The new #cfbproud theme downloads were added to the Style Guide and Logos page.



Most Visited Webpages:

The most visited pages of the website internally were the digital resources for the students' page and the staff portal page. The enrollment page had 68,446 hits. The employment page had 40,795 hits.

Top 5 News Stories:

[Class of Valedictorians and Salutatorians – 767 views](#)

[CFBISD Athletics Inducts First Hall of Fame Class – 282 views](#)

[Students Participate in Summer Athletic Camps – 260 views](#)

[Perry MS Robotics Club Named 2022 Texas Botball Champions – 218 views](#)

[CFBISD Upcoming Retirees Honored at Annual Dinner – 209 views](#)



(Communications Dept. cont.)

CFBISD Educational Foundation

Student Scholarships

In May, the CFBISD Educational Foundation was proud to award \$100,000 in the form of student scholarships to graduating seniors to further their educational pursuits.



Improvements and Updates for 2022-23 School Year

The Educational Foundation is preparing to add several new leaders to the Board of Directors. New directors will be onboarded in the Fall of 2022 to begin multi-year terms.

The Foundation begins its Annual Fundraising Campaign in August of 2022, with a kickoff event scheduled for early August.

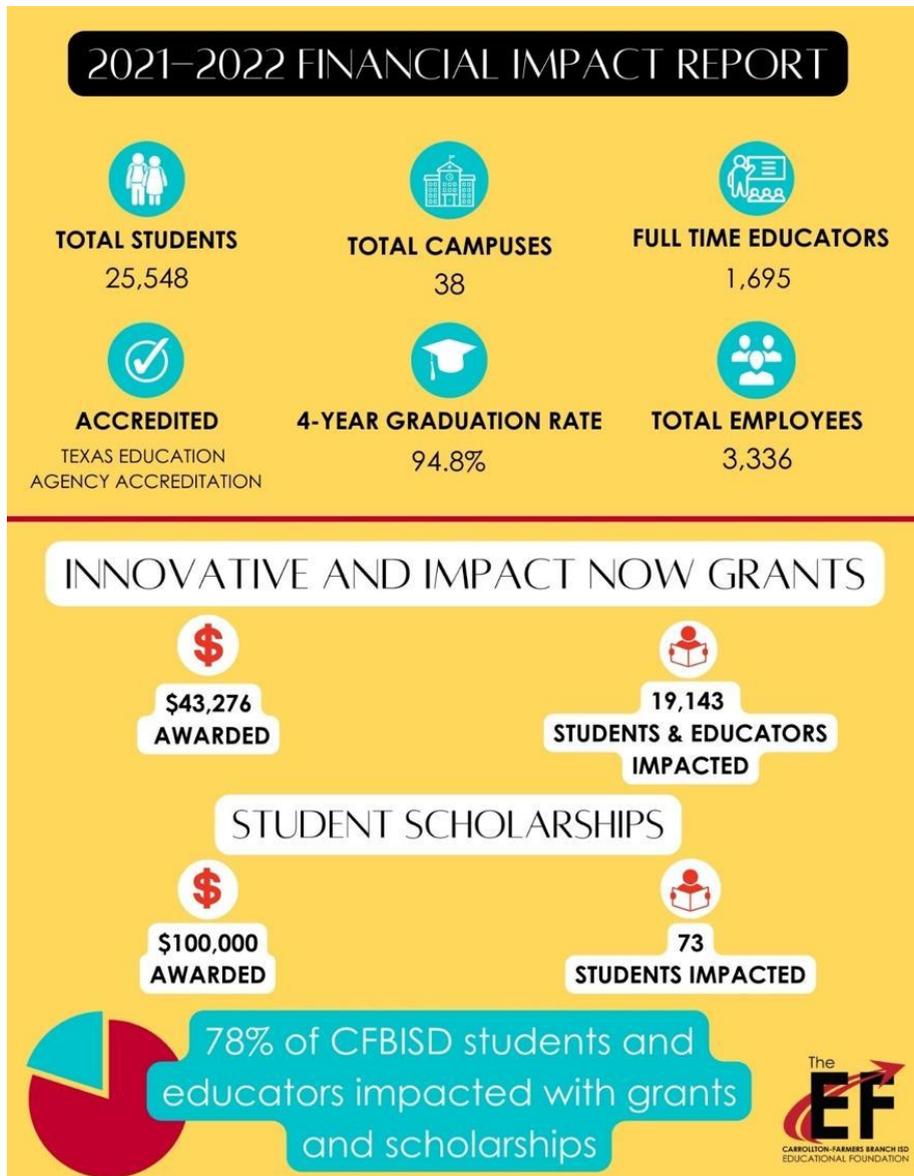
As the Educational Foundation aligns with the District, the BoD leadership continues to refine and reexamine fundraising and donor development best practices. The BoD met for a Fundraising Summit in early July to learn how to improve fundraising processes.

The Educational Foundation is proud to serve and assist in the districtwide Innovation Academy. The EF is grateful to be able to partner with the candidates in the academy for grant awards. Beginning in July 2022, the CFB Giving House donations will be accepted through the Educational Foundation.

(Communications Dept. cont.)

Educational Foundation Marketing Collateral

Working alongside the Communications summer intern, the Educational Foundation has completed the marketing collateral project with a first-ever informative video and musical montage video. Additionally, the Foundation has completed its first Annual Impact Report.



OPTIMIZE social and emotional health of all students

Mental Health & Behavior Update

Due to extremely positive feedback from students and campus staff about the addition of a District Chemical Dependency counselor last school year, the SEL and Postsecondary Department is excited to announce the hiring of a second Chemical Dependency Counselor to serve students in both a preventative and intervention model. Chemical Dependency Counselors work to create a sense of trust to assist students with enhancing protective factors while building alternative healthy behaviors to substance use.

The district is extremely grateful for the generous grant from the Metrocrest Hospital Authority that has funded the position. We look forward to serving many more students.



School Counseling & AVID

CFBISD's Evening Counseling Connections Center Provides Quicker Service Delivery to Families. CFBISD's Counseling Connections Center opened its doors in 2019 just before the pandemic hit and has grown in popularity since. In April of this year, the CCC had over 100 students, staff, and parents on the waiting list. Since the recent addition of five additional counselors, thanks to generous funding from partners like Metrocrest Hospital Authority, the CCC waitlist is now less than 40 people. In the 2021-2022 school year and summer, the CCC served 180 families through 975 sessions. We are proud to serve our students, parents, and staff in this capacity and are grateful for the support of the people who make the center possible.



OPTIMIZE social and emotional health of all students

(School Counseling cont.)

First Read Make and Take SEL Event for Families: CFBISD Strategic Initiatives and School Counseling partnered to offer our first Read, Make, and Take workshop series on July 25th, 26th, and 27th to strengthen school-family-community partnerships and promote school readiness through social-emotional learning. Chief of Strategic Initiatives, Maggie De La Rosa, led outreach to the events coordinator and management team at Sandy Lake Mobile Home and RV Resort, which is home to forty CFBISD students. Riverchase principal, Pam Henderson, stopped by to provide a warm welcome, and incoming Thompson Elementary counselor, Mackenzie Purvine, Long and Bush Middle School counselor Jean Moore, and McWhorter Elementary counselor Kim Hall conducted fun SEL lessons with read alouds and crafts that emphasized practical skills for both parents and children.

The Big Red Bird and Red Feather Game taught Pre-K through second graders skills for self-control and focus, and the Gratitude Hearts activity for grades 3-5 included poetry analysis and heart pillows that participants stuffed with strips of scrapbook paper to remember positive reframes and small celebrations in everyday personal circumstances. The mindfulness activity for secondary students included poem analysis and discussion, guided imagery and mindful breathing, a stress-reduction visualization activity, and progressive muscle relaxation. Participants created homemade squeeze-balls with balloons and water beads to remember techniques such as progressive relaxation. Strategic Initiatives and School Counseling look forward to more opportunities to build strong, meaningful relationships with our CFBISD families in the community.



OPTIMIZE all available resources

Human Resources Update

This quarter in HR has been like no other. We appear to have moved away from COVID fears with candidates and employees and are now addressing our country's growing economic situation. The economy has caused many to reassess their position in the workforce and recalibrate. While we do have employees departing, citing being closer to home, we are also enjoying the applications from candidates that call the Carrollton-Farmers Branch area their home. Additionally, we have candidates that are re-entering the workforce.

As we enter the 2022-2023 school year, HR is working hard to redefine candidates' user experience (UX). Technology and ease of completing an application can be a show-stopper for candidates in any District. Applicants would rather stop navigating through a cumbersome process than spend excess time completing an application. This UX can be perceived by candidates that the District lacks technological resources and that is important to Millennials. UX is important in addressing the needs of our applicants. By providing an experience that is seamless, addresses their needs, and is visually pleasing, we establish a reliable experience for the applicant. This is done via the user interface (UI). Here is an example of where we currently are and where we will be by the end of the third quarter.

Current:



Carrollton Farmers Branch ISD - Job Postings

Welcome to the Carrollton-Farmers Branch ISD job listing. Please select a job category below to view jobs.
Applications are **Open Year Round** for some positions (i.e., Teacher, Auxiliary, Clerical, Food Service).
Job postings are created for positions as they become available and remain **Open Until Filled** (i.e., Administration, Technology, and some Auxiliary positions).

Carrollton-Farmers Branch Independent School District is an equal opportunity employer and does not discriminate on the basis of age, national origin, race, color, sex, religion, disability, or against any other legally protected group.

Category
Administration - Campus
Administration - Central Office
Athletics
Business Support Services
Certified Professional
Fine Arts
Maintenance
Part-time
Prof or Admin Category
Professional
Professional - Central Office
School Safety & Security
Secretarial and Clerical
Special Education - Professional
Student Nutrition
Substitute
Substitute - Teacher

OPTIMIZE all available resources

(Human Resources cont.)

New:

The screenshot shows the Frontline recruitment portal for Carrollton - Farmers Branch ISD. The header includes the Frontline logo and the district name. A search bar is visible in the top right corner. The left sidebar contains a 'Vacancies' section with a list of job categories and their counts: Professional (2), Secretarial and Clerical (1), Teacher - Assistants (2), Teacher - Elementary (2), Teacher - High School (1), Temporary (1), and Transportation (1). Below this is an 'All Jobs' link and an 'FMLA notice' link. The main content area features a 'Welcome!' message with instructions for new applicants. There are two main action buttons: 'Start an application for employment' and 'Log in'. A secondary section for internal applicants includes links for 'View internal positions' and 'Submit an internal application/transfer form'. A 'Need Help?' section provides contact information for technical assistance and a 'Request Technical Help' link. The footer contains the text 'Powered by Frontline Recruiting and Hiring ©' and the district's address: 'Carrollton - Farmers Branch ISD, 1445 N. Perry Road, Carrollton, TX 75006, Admin Login'.

In the current version, candidates have to select an area from a long list, scroll down the page and begin the application process. The new system is what is shown above, no scrolling, and it is tailored to CFBISD. As TEAMS is a Frontline product, the new application system is their upgraded replacement for TEAMS applicant management, which they no longer sell due to its shortfalls. Additionally, the new system is widely used across the country and applicants who completed an application in another district using the system can log into their account and populate an application with us rather efficiently, thus enhancing the user experience. Internally, the move to Frontline's product will allow us to streamline our processes, eliminating duplication of efforts and reducing even further the time from recommendation to hire of an employee.

June 1, 2022 saw our first new employee orientation session, onboarding new staff. Since June 1, we have hosted sixteen sessions, both in-person and virtual, and four more are slated for the first week in August. During these sessions, we do an ice breaker, asking our new staff about themselves. Trends include re-entering the workforce, moving their job closer to home, former employees who wanted to return to CFBISD, and those recruited by District employees. Last Spring, we discussed with our leaders the importance of recruiting and selling the benefits of being an employee in CFB to their friends and family. Additionally, this message is a key talking point with our new hires.

OPTIMIZE all available resources

[\(Human Resources cont.\)](#)

This summer we welcomed Ms. Nora Palacios as an administrative assistant to Ms. Acevedo. Ms. Palacios came to us from her clerk role at R.L. Turner High School. Ms. Betty Dominguez joined us as the administrative assistant to Mr. Martinez. We also saw the departure of Jennifer Vargas, substitute management coordinator. Ms. Vargas was with CFBISD for ten years.

Looking forward to this school year, the HR department has committed to getting into our schools on a consistent basis in order to provide support to our staff. Our mission is to deliver a high-quality service to our employees through all that we do so that the focus remains on students and student success. We began this service-oriented approach with our administrative staff this past school year by providing professional learning to staff. This professional learning continued through this summer with presentations on documentation and supervision to administrators.



In addition to onboarding new staff, we have also had several job fairs, both in-person and virtually. These job fairs have provided both the candidates and the administration the ability to connect and have successfully increased our hiring pool. We have held fairs specific to teachers, support staff, and auxiliary.

