



**District Improvement Team
Thursday, March 5, 2020
5:00 – 7:00 pm
Wayne Schaper Leadership Center – Board Room
AGENDA**

Welcome

Linda Buchman, Associate Superintendent for
Community Relations

Approval of Minutes (Nov. 2019 and Feb. 2020)

Linda Buchman

District Update

Linda Buchman
Kristin Craft, Associate Superintendent for
Academics, and
Karen Heeth, Associate Superintendent for
Administration and Talent

Equity Plan

Lawanda Coffee, Director for External
Funding

HR/Talent Strategy Report

Karen Heeth

T-2-4 Update

Lance Stallworth, Executive Director for
Student Support Services

2019-20 DIT Meeting Dates:

Thursday, April 2

Thursday, May 7



Spring Branch Independent School District

District Improvement Team Roster 2019-2020

Group 1

Certified	Level	Campus	Term *
Tamesha Bullock	PK / Elementary	Edgewood Elementary	2021
Jennifer Thorpe	Middle/High	Northbrook High	2021
Leslie Marquez	Teaching At-large (PK – 12)	Lion Lane	2020
Angelica Oprea	Bilingual/ESL (PK – 12)	Northbrook High	2020
Charlotte Fisher	Special Ed (PK – 12)	Terrace Elementary	2020
OPEN	Non-teaching At-large (PK – 12)	OPEN	-

Group 2

Certified	Level	Campus	Term*
Meg Maguire	PK / Elementary	Hunters Creek Elementary	2020
John Kenna	Middle/High	Spring Branch Middle	2020
Michelle Marcil	Teaching At-large (PK – 12)	Memorial High	2021
OPEN	Performing /Visual Arts (PK-12)	OPEN	2020
Ivonne Davis	Gifted & Talented (PK – 12)	Woodview Elementary	2021
OPEN	Non-teaching At-large (PK – 12)	OPEN	-

Group 3

Certified	Level	Campus	Term*
Mary Hand	PK / Elementary	Shadow Branch Elementary	2021
Crystal Fain	Middle/High	Stratford High	2020
Christian Rice	Teaching At-large (PK – 12)	Spring Oaks Middle	2021
Betty Smith	Foreign Language (PK-12)	Spring Woods High	2020
Paula Baker	Health Fitness (PK – 12)	Wilchester Elementary	2020
Carrie Campbell-Bishop	Non-teaching At-large (PK – 12)	Stratford High	2020

Parents (by lottery)

Group 1	Term*	Group 2	Term*	Group 3	Term *
Shaundra Jacobs, RGE	2021	Melanie Bash, BHE	2020	Yvette Harris-Frank, TWE	2020
Barbara Kennedy, WAIS	2021	Molly Ferguson, SBMS	2021	Clifford Nickel, SFM	2020
Jim Bailey, WAIS	2020	Tammy Hampton, MHS	2020	Benjamin Leung, SHS	2020

* Rotational Terms: 3 positions rotate off each year.

Students (1 from each High School)

Name	Campus	Name	Campus	Name	Campus
Abby Sparks	WAIS	Rahil Jagetia	MHS	Cassidy Donalson	SWHS
Tania Moreira	NHS	Pagiel (PJ) Badillo	AOC	Dan Tatulescu	SHS

District Meeting Group	Name	Representation	* Term
Partners in Education	John Pisklak	Business	2021
Partners in Education	Kim Lemex	Business	2021
Volunteer Advisory Board	OPEN	VAB	
Spring Branch Education Foundation	Tamma Howell	Community	2021
Title I Parent Committee	Noel Lezama	Community	2021
Parent Teacher Association	Bibbin Gill	Community	2021
Special Ed. Program	OPEN	Parent	
Gifted/Talented Program	Holly Saunders	Parent	2020
Principal	Michelle Garcia	Principal	2021
Board of Trustees Liaisons	Chris Gonzalez/Karen Peck (Back-Up)	Board of Trustee Liaison	-
Superintendent of Schools	Dr. Jennifer Blaine	Superintendent of Schools	-
Associate Superintendent for Academics	Kristin Craft	District Liaison	2021



**District Improvement Team (DIT) Meeting
Thursday, November 7, 2019
MINUTES**

Member Attendance: Melanie Bash, Jennifer Blaine, Tamesha Bullock, Carrie Campbell-Bishop, Kristin Craft, Crystal Fain, Molly Ferguson, Michelle Garcia, Chris Gonzalez, Tammy Hampton, Mary Hand, Tamma Howell, Shaundra Jacobs, John Kenna, Barbara Kennedy, Michelle Marcil, Leslie Marquez, Clifford Nickel, Angelica Oprea, John Pisklak, Holly Saunders, Betty Smith, Abby Sparks, Dan Tatulescu, Jennifer Thorpe

Percent of DIT Members in Attendance: 58.5%

Non-member Attendance: Linda Buchman, Lawanda Coffee, Debbie Muniz

Welcome and Introductions:

Dr. Blaine welcomed DIT members and provided brief remarks. The meeting was then turned over to Dr. Kristin Craft, Associate Superintendent for Academics, and Lawanda Coffee, Director of External Funding.

Approval of Minutes:

DIT members reviewed the October meeting minutes. As no changes were recommended, a motion was passed, seconded, and the minutes were approved unanimously.

District Improvement Plan Review

The November DIT meeting focused on garnering input from DIT members for the 2019-2020 SBISD District Improvement Plan (DIP).

Dr. Craft provided DIT members with an overview of the district's single focused T-2-4 goal for all graduates to attain a technical certification, military training, or a 2- or 4-year degree. Additionally, Dr. Craft affirmed that the purpose of the DIP – as an annually updated plan – is to move the district toward that goal.

Ms. Coffee provided an overview of the DIP process and explained the way in which DIT members would provide feedback. DIT members were guided to rotate in a sequence to each round table in the Board Room, with each table corresponding to a goal of the DIP. The leaders responsible for each goal, from various district divisions, were stationed at each table to answer questions and guide the review of that goal and related action plans. DIT members were

instructed to use index cards on the tables to record their questions about each goal and also any comments they had.

DIT members proceeded to rotate through tables and a rich conversation about each of the goals ensued. Following the conclusion of rotations, Dr. Craft and Ms. Coffee affirmed that the DIT feedback would be compiled and given to each of the various goal leaders for review, and as warranted, any adjustments would be made based on DIT member input.

The compiled DIT feedback is provided as an attachment to these minutes.

There being no further business, the meeting adjourned at 7:00pm.



District Improvement Team (DIT) Meeting
Thursday, February 6, 2020
5:00 – 7:00 p.m.
MINUTES

Meeting start time: 5:03 pm

Meeting end time: 6:50 pm

Member Attendance

Paula Baker, Melanie Bash, Tamesha Bullock, Kristin Craft, Ivone Davis, Charlotte Fisher, Bibbin Gill, Mary Hand, John Kenna, Noel Lezama, Kim Lemex, Meg Maguire, Michelle Marcil, Tania Moreira, Clifford Nickel, Angelica Oprea, John Pisklak, Christian Rice, Holly Saunders, Betty Smith, Dan Tatulescu, Jennifer Thorpe

Percent of DIT members in attendance: 55%

Non-Member Attendance

Keith Haffey, Jennifer Parker, Katie Redd, Lance Stallworth, Patricia Thomas

Welcome and Introductions

Dr. Kristin Craft, SBISD Associate Superintendent for Academics, welcomed DIT members and presenters. Dr. Craft also played the Sights and Sounds video from the January Board Meeting.

Approval of Minutes

Dr. Craft informed the DIT that the minutes from the November meeting will be available for review at the March meeting.

District Update

Dr. Craft provided a District Update around Academics. She discussed upcoming course selection for secondary students, activities happening surrounding Counselors Appreciation Week, and highlighted some upcoming calendar items for secondary students, including the in-school SAT. Dr. Craft also shared information on the new partnership with VYPE magazine and verbally invited all members to attend the upcoming State of the Schools Breakfast. Dr. Craft also gave an update on the District Improvement Plan (DIP) and how the District and campuses use the DIP to hold themselves accountable.

Student Code of Conduct

Dr. Craft introduced Dr. Jennifer Parker and Dr. Brian Williams, Community Superintendents, and Patricia Thomas, Executive Director, Elementary Administration, to share proposed updates on the Student Code of Conduct for the 2020-2021 school year.

Dr. Parker presented a one-page document outlining all of the proposed changes to the Student Code of Conduct and asked for the DIT members to review the changes and provide feedback. Dr. Parker and Dr. Williams then explained specific changes to provide context for the DIT. Dr. Parker opened the floor for questions. No questions were asked at this time.

2020-2021 Student Handbook

Dr. Parker introduced Dr. Lance Stallworth, Executive Director for Student Support Services, to share proposed updates to the Student Handbook for the 2020-2021 school year.

Dr. Stallworth provided the DIT with the proposed updates to Student Handbook and walked through them, asking for feedback and providing time for questions. Multiple DIT members asked questions; Dr. Kristin Craft and Dr. Lance Stallworth answered most questions jointly, and all questions were answered.

Texas Academic Performance Report (TAPR)

Dr. Craft introduced Keith Haffey, Executive Director for Assessment & Compliance, to review the newly released Texas Academic Performance Report (TAPR). The TAPR Report was presented to the Board of Trustees at the January Regular Board Meeting as the required joint public hearing of the DIT and the district. Dr. Haffey went through a detailed presentation noting important key differences in the TAPR from last year versus this year. After the presentation, Dr. Haffey opened the floor for questions. Multiple DIT members asked questions; Dr. Craft and Mr. Haffey answered most questions jointly, and all questions were answered.

Closing

Dr. Craft ended the meeting by thanking the DIT and the presenters.



T-2-4 UPDATE

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

T-2-4 Goal

Every SBISD graduate will obtain a technical certificate, military training, or a 2 year or 4 year degree.

T-2-4 Data History

For the past 10 years our National Clearinghouse Data has been consistent:

- 45%-50% of our students attend a 4-year college after high school graduation
- 16%-18% attend a 2-year college
- 35%-39% do not have any post-secondary involvement according to Clearinghouse data

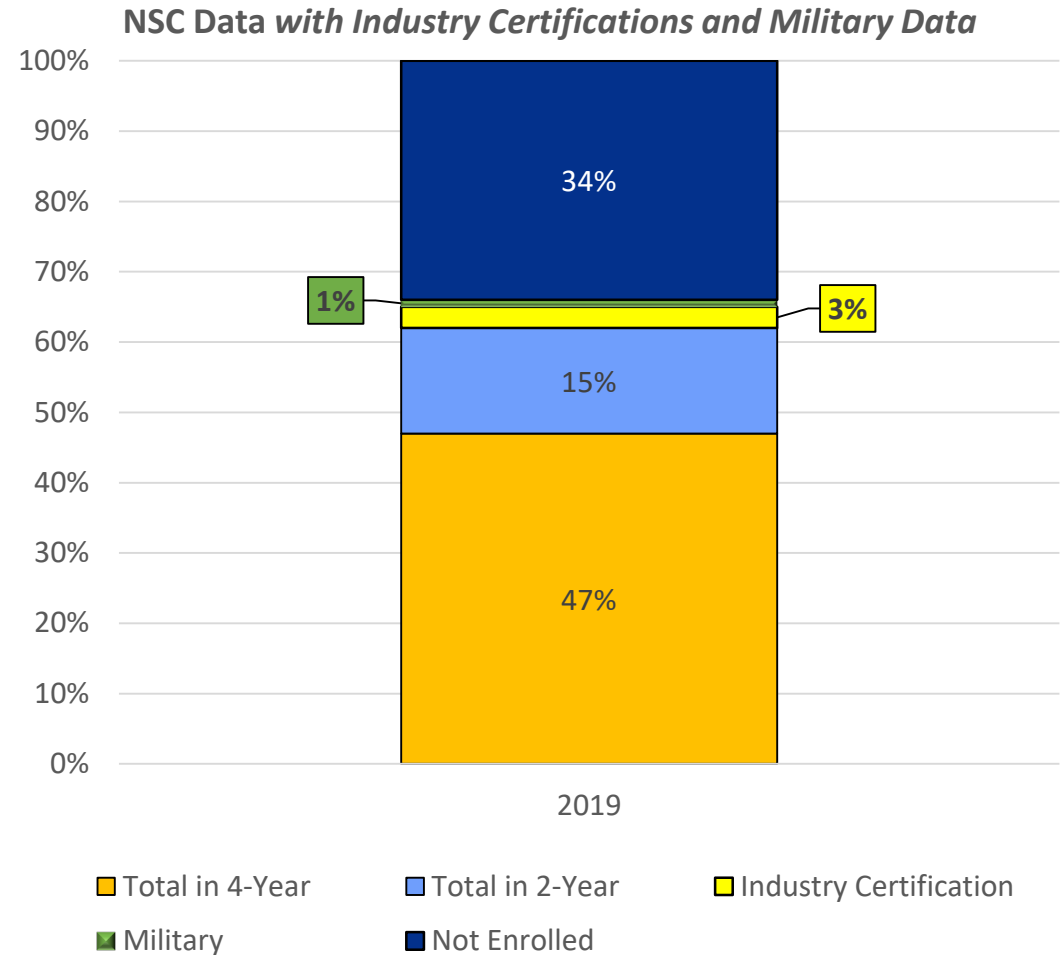
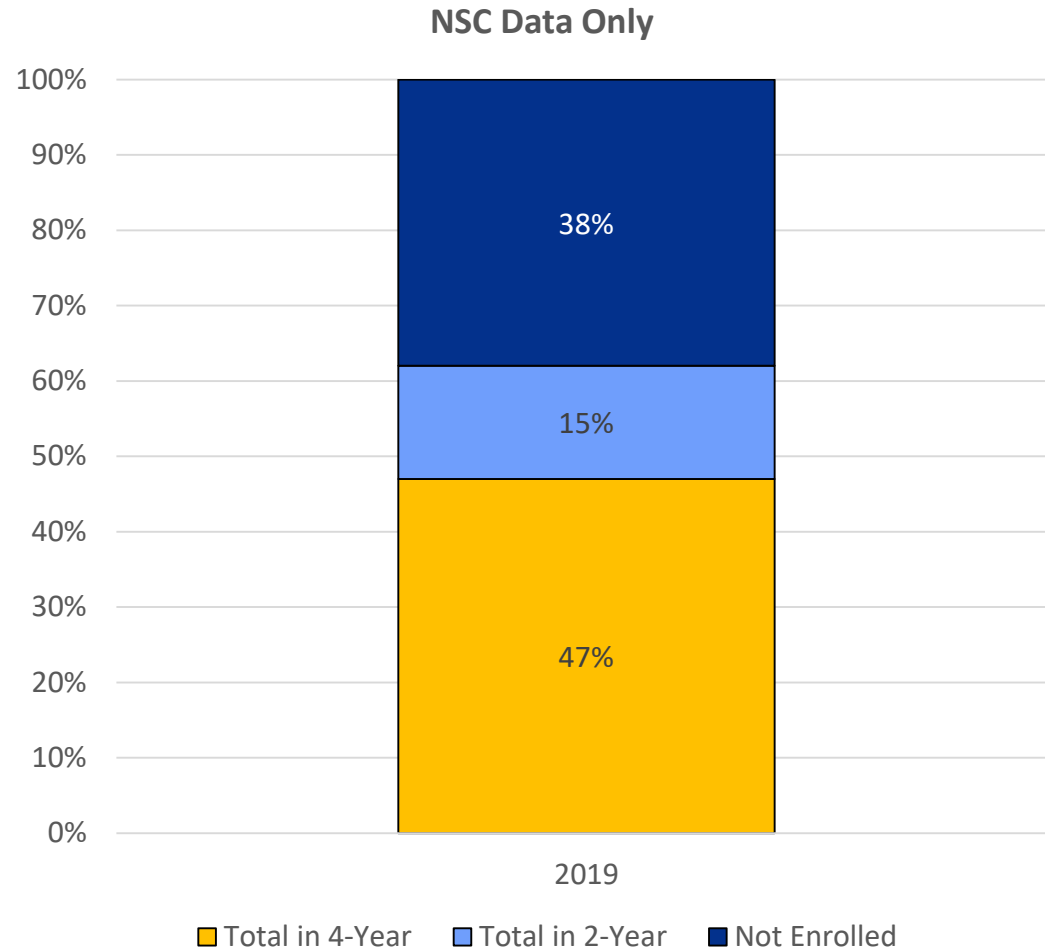
T-2-4 Challenges

- Data captured has historically relied solely on National Clearinghouse, discounting technical certifications and military enlistment
- Maximizing academic opportunities and rigor for students
- Effectively using counseling staff, community partners, technology and data to provide a more customized guidance experience for students
- Adequate counselor-student ratios
- Supporting T-2-4 outcomes for recent immigrants



T-2-4 DATA

Percent of Students Enrolled in College the Fall Immediately Following Graduation by Institution Level: SBISD November 2019 (n=2,316)



The 4-E EXPERIENCE

EXPOSE Students need opportunities throughout their school experience to learn about different careers and educational opportunities

EXPLORE Students need to actively engage in opportunities to learn more about themselves, their interests, and passions. Then connect what they learn about themselves to planning for their future.

EXPERIENCE In high school, students need a variety of academic and career experiences to increase their understanding and commitment to their future options and plans.

EXECUTE Students need support in their last years of high school to ensure they are prepared to finalize their post-secondary plans. We want all seniors to graduate with clear goals, plans, and next steps.

EXPOSE

An Introduction to “The World of Work” and Academic Opportunities



EXPOSE: The Beginning of the Journey

ELEMENTARY

- Career guidance activities
- Career days
- Career-SEL lessons

MIDDLE

- Career days
- Texas Oncourse-Middle School Galaxy
- Texas Oncourse MapMyGrad

*T-2-4 delivered at
all grade levels*

HIGH SCHOOL

EXPLORE

Aligning Goals, Interests and Outcomes



EXPLORE: Counselor Conferences

- Personal Interests
- Career Interests
- Personal Performance
- Current Coursework
- Future Course Options
- Academic Aspirations



SBISD

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

Our Goal
T-2-4 for
EveryChild

EXPLORE: NAVIANCE

Students use Naviance to gain understanding about their personal interests, aptitudes and abilities and align them with the opportunities that SBISD has to offer and build a successful plan.

- Naviance Career Key
 - Career Key is a career assessment that enables students to identify careers and college majors that match their interests, traits, skills and abilities
- Naviance CareerClusterFinder
 - The Career Cluster Finder is a simple assessment that helps a student discover which career clusters may be a good match based on activities that interest him or her, personal qualities the student has and subjects the student enjoys in school

EXPLORE: Middle School Course - Pilot

Path, College Career Prep I

Upon completion, students will be able to :

- Select a career pathway that aligns to a specific set of coursework
- Know about the plans of study offered in the district and complete a 4-year plan
- Set relevant goals based on their strengths, interests and abilities
- Effectively research and pursue their postsecondary options
- Have a greater knowledge of the local T-2-4 institutions that align with their interests

EXPLORE: 4-Year Planning

- **Aligning Naviance Assessment Results and Personal Interests**
- **Identify Your Career Interests**
- **Develop Your Academic Plan**
 - Pre-AP/AP
 - Dual Credit
 - On-Ramps
 - CTE Programs of Study
 - Guthrie Center visits
 - Elective course selection
 - Extracurricular opportunities
 - Post-graduate visioning
- **Select Endorsement**

EXPERIENCE

Creating Opportunities to Encounter
College Preparation & Career Readiness



EXPERIENCE: College-Career Opportunities

Engaging & Rigorous Coursework

- ☐ CTE
- ☐ Pre-AP/AP
- ☐ Dual Credit
- ☐ Dual Enrollment
- ☐ High Interest Electives

Post-secondary Planning

- ☐ ASVAB Testing
- ☐ PSAT
- ☐ TSI Testing
- ☐ SAT/ACT
- ☐ Post-secondary Plan Development
- ☐ Family Engagement

EXPERIENCE: College-Career Opportunities

College-Focused Experiences

- College Night & Fairs
- College Visits
- Naviance- Road Trip Nation
- Supermatch

Career Focused Experiences

- Internships
- Expert Luncheons
- Job Shadowing
- Practicums
- Bridge Year
- Strengths Explorer

EXECUTE

Ensuring Every Student has a
Clear Post-secondary Plan



EXECUTE: Student Tasks

- College Applications
 - eDOCS
- FAFSA Completion
- Campus College Visits
- Scholarship Searches
- Post-graduate Planning
- Military Recruiter Visits
- Job Fair Opportunities



Our Goal
T-2-4 for
EveryChild

EXECUTE: Student Supports

Program Supports

- One Goal
- College Community Career
- Emerge
- Collegiate Challenge
- P-SOAR

Staff Supports

- Post-Secondary Counselors
- College Access Facilitator
- College Support Specialist
- Campus Counselors
- Community Relations

EXECUTE: Student Support Data

EMERGE		
School	Juniors	Seniors
Stratford High School	3	9
Memorial High School	1	5
Northbrook High School	7	12
Springwoods High School	14	10
Westchester High School	11	7

ONE GOAL		
School	Juniors	Seniors
Stratford High School	12	11
Memorial High School	24	23
Northbrook High School	24	22
Springwoods High School	14	25

College Community Career		
School	Juniors	Seniors
Northbrook High School	27	29
Springwoods High School	19	13

Collegiate Challenge		
School	Juniors	Seniors
Stratford High School	0	8
Memorial High School	0	17
Northbrook High School	0	36
Springwoods High School	0	22
Westchester High School	0	32
Academy of Choice	9	4

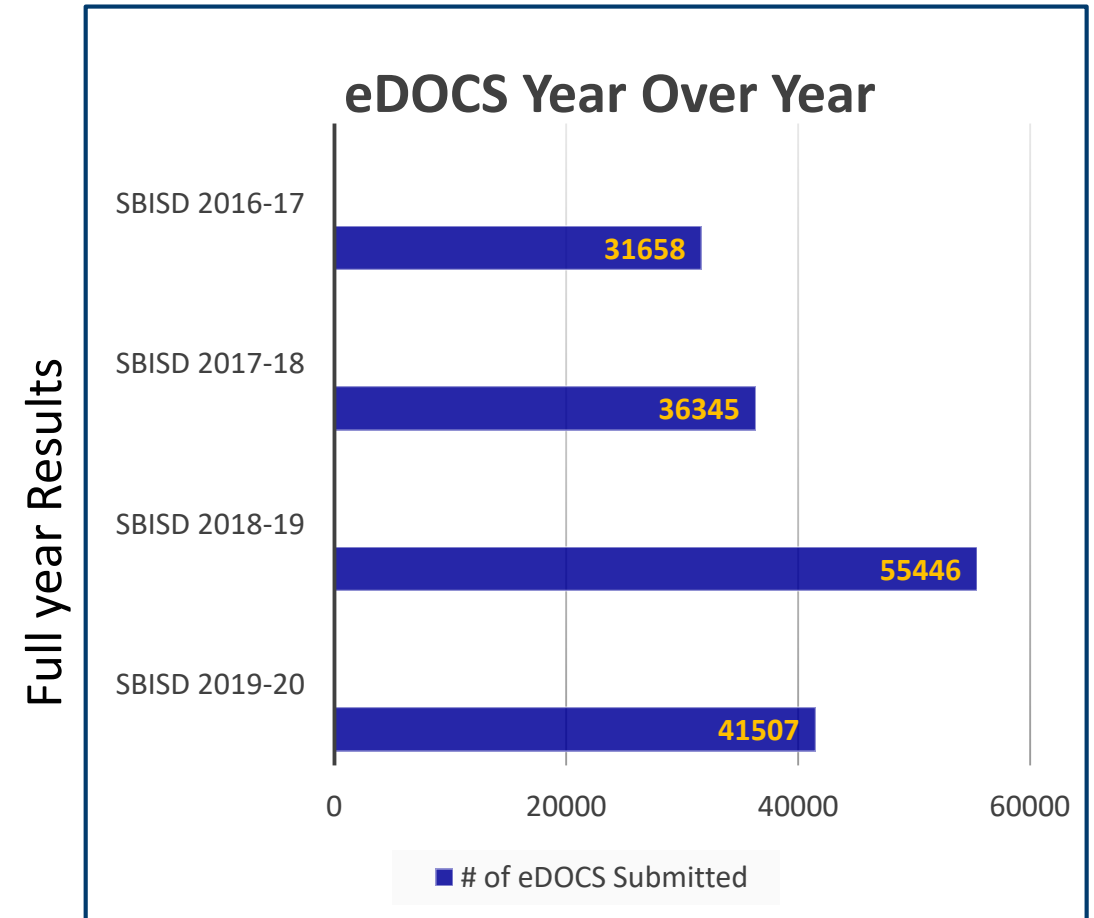
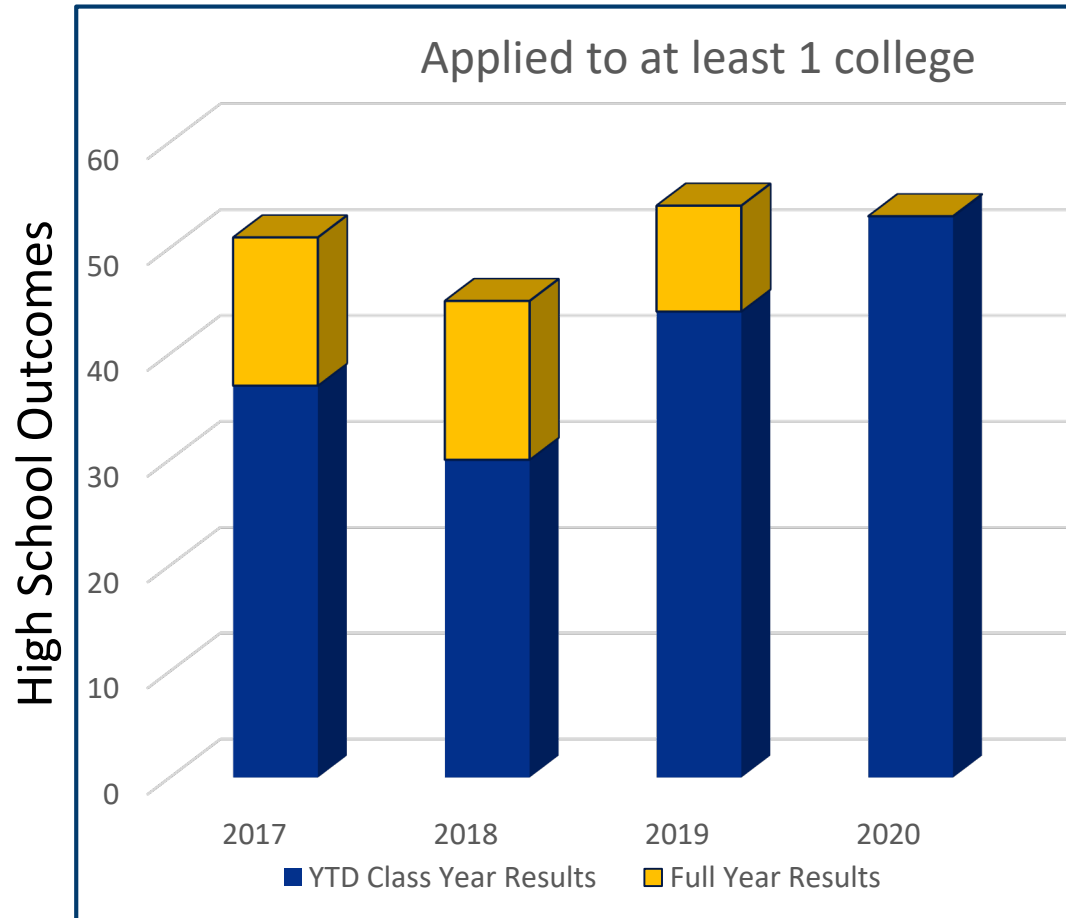
EXECUTE:

HCC P-SOAR COLLEGE VISIT

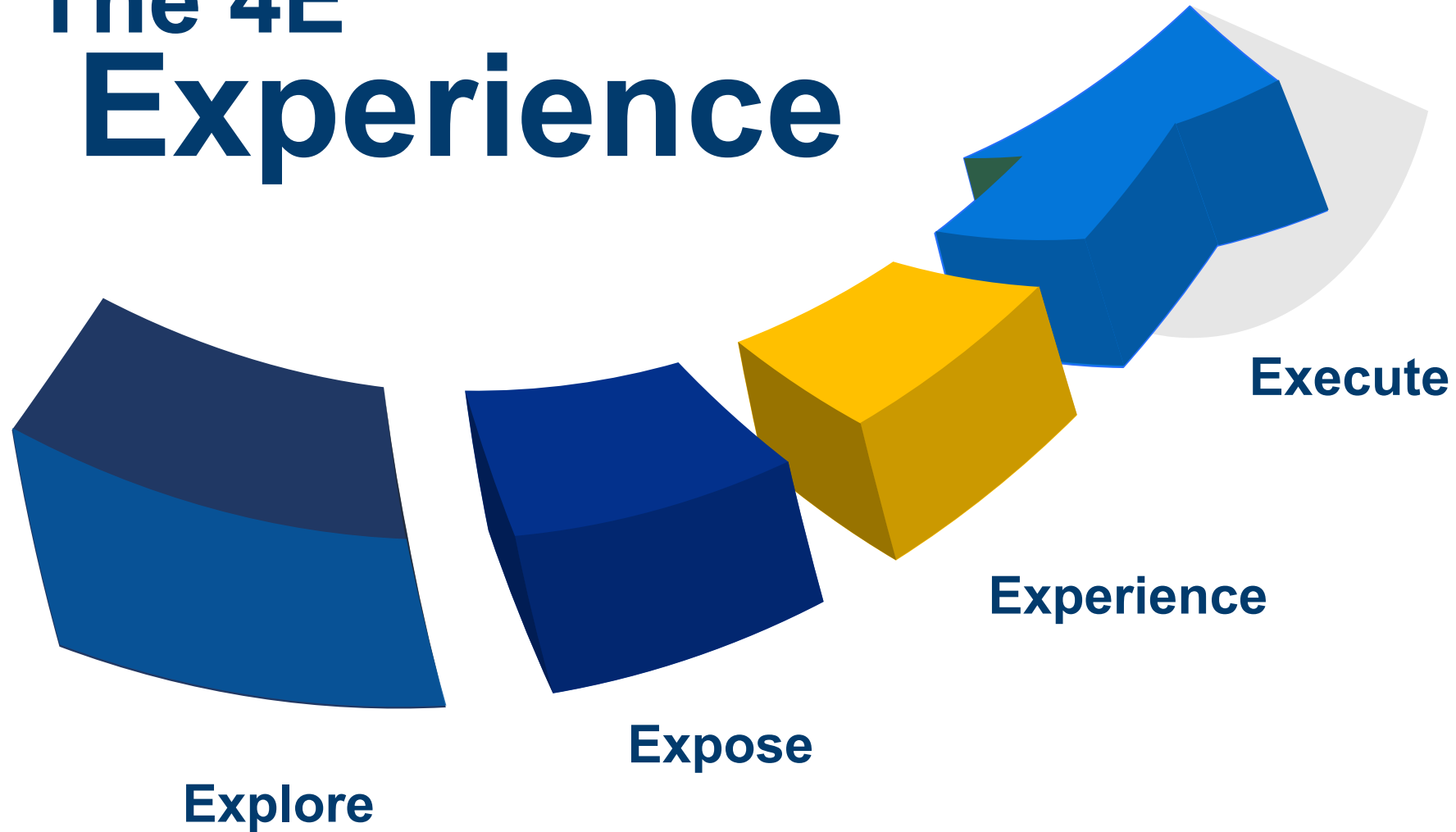
Follow-up visits will occur this Spring to begin the college enrollment process for the **207** students who participated in the visits.

Dates	School	Students	Programs Visited
November HCC Campus	Academy of Choice	1	Emergency Med Tech Criminal Justice, Engineering Process Technician Automotive Heavy Truck Repair Fireman
	Westchester High School	19	
	Memorial High School	8	
	Stratford High School	1	
	Spring Woods High School	10	
	Northbrook High School	9	
November HCC Campus	Academy of Choice	7	Surgical Technician Pharmacy Technician Nursing Simulation Lab
	Westchester High School	17	
	Memorial High School	11	
	Stratford High School	1	
	Spring Woods High School	11	
	Northbrook High School	17	
November HCC Campus	Academy of Choice	8	Fashion Design Construction Fine Arts
	Westchester High School	15	
	Memorial High School	3	
	Stratford High School	9	
	Spring Woods High School	10	
	Northbrook High School	26	
	Yes Prep Northbrook	34	

Naviance: Progressing Towards the Goals



The 4E Experience



Our Goal
T-2-4 for
EveryChild

Student success begins with great preparation, solidifies with a great plan, and culminates with a great opportunity.

We strive to achieve T-2-4 for Every Child



The SBISD GRADUATE

IN PUSUIT OF:

STRONG ACADEMIC
FOUNDATION



**STRONG SOCIAL &
EMOTIONAL**
LEARNING



STRONG
POSTSECONDARY
PLANNING



Thank you.

A photograph of a classroom where students are using VR headsets. The image is overlaid with a semi-transparent blue filter. In the foreground, a student in a light blue hoodie is wearing a white VR headset and reaching out with their right arm. To their right, another student in a blue t-shirt is also wearing a VR headset and reaching out with their left arm, appearing to interact with the first student. In the background, other students are seated at desks with computers, and a green sign on a desk reads "RECYCLING DUNGEON 205". A whiteboard with a "DUNGEON" graphic is visible in the background.

Spring Branch ISD

www.springbranchisd.com

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