



**District Improvement Team**  
**Thursday, September 7, 2023**  
**5:00 – 7:00 pm**

**Wayne F. Schaper, Sr. Leadership Center**  
**955 Campbell Rd.**  
**Board Room**

### **AGENDA**

**Welcome and District Update**

Dr. Kristin Craft, Associate Superintendent for Academics

**DIT Roles and Responsibilities**  
TEC §11.251 & §11.252  
BQA (Legal) & (Local)

Linda Buchman, Associate Superintendent for Communications  
and Community Engagement

**Approval of May 2023 Minutes**

Linda Buchman, Associate Superintendent for Communications  
and Community Engagement

**Academy of Choice Presentation**

Dr. Lance Stallworth, Executive Director for Student Support  
Services and Angel Purdy, Director, Academy of Choice and  
Cornerstone Academy

**Strategic Framework Overview**

Dr. Kristin Craft, Associate Superintendent for Academics

**Attendance Campaign**

Linda Buchman, Associate Superintendent for Communications  
and Community Engagement

**2023-24 DIT Meeting Dates:**

Thursday, October 5  
Thursday, November 2  
Thursday, December 7  
Thursday, January 11  
Thursday, February 1  
Thursday, March 7  
Thursday, April 4  
Thursday, May 2

# Spring Branch Independent School District



## District Improvement Team Roster 2023-2024

### Group 1

Certified	Level	Campus	Term *
Crystal Cuellar	PK / Elementary	Treasure Forest Elementary	2025
Shikonya Cureton	Middle/High	Westchester Academy	2025
Lucia Flores	Teaching At-large (PK – 12)	Landrum Middle	2024
Jessica Alvarez	Bilingual/ESL (PK – 12)	Buffalo Creek Elementary	2024
Charlee Fisher	Special Ed (PK – 12)	Wilchester Elementary	2025
<b>OPEN</b>	Non-teaching At-large (PK – 12)		2024

### Group 2

Certified	Level	Campus	Term*
Laurel Wheatley	PK / Elementary	Bunker Hill Elementary	2024
Stephanie Blackmon	Middle/High	Spring Branch Middle	2024
Brian Reppart	Teaching At-large (PK – 12)	Memorial High	2025
<b>OPEN</b>	Performing /Visual Arts ( PK-12)		2025
Melissa Herring	Gifted & Talented (PK – 12)	Rummel Creek Elementary	2025
Hayley Davis	Non-teaching At-large (PK – 12)	Rummel Creek Elementary	2024

### Group 3

Certified	Level	Campus	Term*
Alma Gonzalez-Romero	PK / Elementary	Spring Branch Elementary	2024
Marcie Baker	Middle/High	Stratford High	2024
Jenny Adcock	Teaching At-large (PK – 12)	Stratford High	2025
Bill Dooley	Foreign Language (PK-12)	Stratford High	2025
Catherine Janda	Health Fitness (PK – 12)	Nottingham Elementary	2024
Joanne Lim	Non-teaching At-large (PK – 12)	Thornwood Elementary	2025

### Parents (by lottery)

Group 1	Term	Group 2	Term	Group 3	Term *
Megan Torres, CBE	2025	Richard Yuen, HCE	2024	Erin Campbell, WCE	2024
Rebekkah Sandt, WAIS Middle	2025	Julie McCuen, SBMS	2025	Akilla Hameed, CSA	2024
Marcela Halmagean, WAIS High	2024	Jeffrey Bricker, MHS	2024	Mary Chamberlain, SHS	2024

\* Rotational Terms: 3 positions rotate off each year.

### Students (1 from each High School)

Name	Campus	Name	Campus	Name	Campus
Crawford Freedman	MHS	Ian Howey	SBAI		SWHS
Sarahi Alamilla	NHS	Valerie Igbikiowubo	SHS	Geovanny Melgar	WAIS

Other Parent and Community Representatives	Name	Representation	* Term
Business Representative	Warren Sloan	Business	2024
Business Representative	John Pisklak	Business	2025
District Volunteer Programs	James Shaddix	Volunteer	2024
Spring Branch Education Foundation/ 501c3 Partner Representative	Elizabeth Wiehle	Community	2024
Title I Parent Committee	Nicolasa Lee	Member	2024
Parent Teacher Association	Linda Dang	Community	2025
Special Ed. Program		Parent	2024
Gifted/Talented Program	Nicole Stone	Parent	2024
Principal	Carmilla Young	Principal	2025
Board of Trustees Liaisons	Shannon Mahan / John Perez (Back-Up)	Board of Trustee Liaison	-
Superintendent of Schools	Dr. Jennifer Blaine	Superintendent of Schools	-
Associate Superintendent for Academics	Dr. Kristin Craft	District Liaison	-

PLANNING AND DECISION-MAKING PROCESS  
DISTRICT-LEVEL

BQA  
(LEGAL)

**Committee**

A district's policy and procedures shall establish a district level planning and decision-making committee as provided by Education Code 11.251(b)–(e).

The committee shall include representative professional staff, parents of students enrolled in the district, business representatives, and community members. *Education Code 11.251(b)*

**Professional Staff**

A board shall adopt a procedure, consistent with Education Code 21.407(a) [see DGA], for the professional staff to nominate and elect the professional staff representatives who shall serve on the district-level committee. If practicable, the committee shall include at least one professional staff representative with the primary responsibility for educating students with disabilities.

At least two-thirds of the elected professional staff representatives must be classroom teachers. The remaining staff representatives shall include both campus- and district-level professional staff members.

*Education Code 11.251(e)*

**Parents**

Board policy shall provide procedures for the selection of parents to the district-level committee.

For purposes of establishing the composition of the committee:

1. A person who stands in parental relation to a student is considered a parent.
2. A parent who is an employee of a district is not considered a parent representative on the committee.
3. A parent is not considered a representative of community members on the committee.

*Education Code 11.251(c), (e)*

**Business  
Representatives  
and Community  
Members**

Board policy must provide procedures for the selection of community members and business representatives to serve on the district-level committee in a manner that provides for appropriate representation of the community's diversity.

The committee shall include a business representative without regard to whether the representative resides in the district or whether the business the person represents is located in the district.

Community members must reside in the district and must be at least 18 years of age.

*Education Code 11.251(b), (c), (e)*

PLANNING AND DECISION-MAKING PROCESS  
DISTRICT-LEVEL

BQA  
(LEGAL)

**Meetings**

A board shall establish a procedure under which the district-level committee holds regular meetings. The board or designee shall periodically meet with the district-level committee to review the committee's deliberations. *Education Code 11.251(b)*

Public Meetings

The district-level committee shall hold at least one public meeting per year. The required meeting shall be held after receipt of the annual district performance report from TEA for the purpose of discussing the performance of a district and the district performance objectives. *Education Code 11.252(e)*

**Communications**

District policy and procedures must be established to ensure that systematic communications measures are in place to periodically obtain broad-based community, parent, and staff input and to provide information to those persons regarding the recommendations of the district-level committee. *Education Code 11.252(e)*

**Consultation**

A superintendent shall regularly consult the district-level committee in the planning, operation, supervision, and evaluation of the district educational program. *Education Code 11.252(f)*

**Responsibilities**

District Plan

The district-level committee shall assist the superintendent with the annual development, evaluation, and revision of the district improvement plan. *Education Code 11.252(a)* [See District Improvement Plan at BQ(LEGAL)]

Each school district and campus shall use the results from the teaching and learning conditions survey required by Education Code 7.065(a) to review and revise, as appropriate, the district-level or campus-level improvement plan, and for other purposes, as appropriate to enhance the district and campus learning environments. *Education Code 7.065(e)*

Dropout Prevention  
Review

A district-level committee of a district with a junior high, middle, or high school campus shall analyze information related to dropout prevention, including:

1. The results of the audit of dropout records;
2. Campus information related to graduation rates, dropout rates, high school equivalency certificate rates, and the percentage of students who remain in high school more than four years after entering grade 9;
3. The number of students who enter a high school equivalency certificate program and:
  - a. Do not complete the program,
  - b. Complete the program but do not take the high school equivalency examination, or



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- c. Complete the program and take the high school equivalency examination but do not obtain a high school equivalency certificate;
4. For students enrolled in grades 9 and 10, information related to academic credit hours earned, retention rates, and placements in disciplinary alternative education programs and expulsions under Chapter 37; and
5. The results of an evaluation of each school-based dropout prevention program in a district.

Each district-level committee shall use the information in developing the district improvement plan.

*Education Code 11.255*

Staff Development

For staff development under Education Code 21.451(a), a district may use district-wide staff development developed and approved through the district-level decision process. *Education Code 21.451(c)* [See DMA]

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**Note:** See BF for information on the committee's role in requesting waivers.

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PLANNING AND DECISION-MAKING PROCESS  
DISTRICT-LEVEL

BQA  
(LOCAL)

**District Improvement Team (DIT)**

The District Improvement Team (DIT) is composed of certified campus professionals, District-level staff, parents of students enrolled in the District, students, community members, and business representatives. With a focus on District improvement, the committee is named the District Improvement Team. This team has defined roles in the areas of planning, budgeting, curriculum, staffing patterns, staff development, and school organization in accordance with Texas Education Code 11.251.

**DIT Overview of Responsibility**

In compliance with Education Code 11.251, the District-level committee (DIT) shall advise the Board or its designee in establishing and reviewing the District's educational goals and objectives, and major District-wide classroom instructional programs. The committee shall serve in an advisory role, except that the committee shall approve staff development of a District-wide nature. [See BQ and BQA]

This policy shall not limit the authority of the Board or its designee to appoint or establish other advisory groups or task forces to assist in instructional planning, budgeting, curriculum, staffing patterns, staff development, and school organization.

**Waivers**

The DIT shall provide comments on District-level waivers prior to the Board's approval and submission to the commissioner of education ("commissioner"), as required by Education Code 7.056(b)2.

**DIT Representation-Definitions**

The DIT, serving in an advisory role, shall consist of a combination of certified professional staff representatives from both the District and campus level and nonschool members comprised of parents, community members, and business representatives.

**DIT Composition of Membership**

The DIT shall consist of up to 36 voting members. The composition of the voting membership shall be up to 15 certified teaching positions, three certified nonteaching positions, and one principal. The additional voting members shall be up to 13 parents, two business representatives, and two community representatives. [See BQA(EXHIBIT)—A and B]

In addition, the Superintendent shall be the Board's designee and one Board member shall serve as the liaison on the committee with an alternate. A certified central office administrative staff member shall serve as the district liaison, in a nonvoting role.

Additionally, there shall be up to seven nonvoting high school student members, selected by their home campus, who shall serve for a term of one year.

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**DIT Procedures for  
Members Chosen by  
Election**

The consent of each nominee shall be obtained before the person's name appears on the ballot. The Superintendent shall appoint an election committee to oversee the election process. The election process for certified voting staff positions shall take place during February of each school year. Each candidate shall complete a District-developed candidate information form which shall be posted on the District website by the election committee for at least ten working days. No campaigning is permitted. The District-wide election date for certified voting staff and lottery drawing shall be set before the last working day in February.

The District-wide election shall be conducted by Group 1/Group 2/Group 3 on the District's website. The appointed District election committee shall mediate campaign and election issues as they arise and canvass the results. The candidates with the highest number of votes within their groups shall be declared the winner(s) and those with the next highest vote total shall serve as an alternate(s) in the event of a vacancy. Vacancies may be filled before the next election. Ties shall be broken by drawing lots. The winners' names shall be published on the DIT's website at the first available opportunity.

**Certified Campus-  
Level Professional**

For the purposes of this policy, a campus-level professional staff member is a certified staff member who is assigned at least half-time to a particular campus and who is elected by other certified staff members at the campus level. A certified staff member at large is considered to be a campus-level professional certified staff member serving in any capacity within Group 1/Group 2/Group 3.

**Certified District-  
Level Professional**

A District-level professional staff member shall be defined as a certified staff member who has responsibilities at more than one campus, including, but not limited to, central office staff. The Superintendent's senior staff shall select one District-level professional to serve as the District liaison.

**Responsibilities of  
District-Level  
Professionals**

The District-level professional staff member is selected to serve the DIT in a liaison role. Liaisons serve to:

1. Promote systematic channels for effective communication among District stakeholders;
2. Support the implementation and follow-up regarding initiatives and actions for the District's Strategic Framework;
3. Provide opportunity to collaborate and plan for increased student performance toward meeting specific student performance objectives at both the campus and District levels, inclusive of special needs students;

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4. Make connections among various educational programs, services, strategies, and learning opportunities across campuses, such as Title I and other federal programs;
5. Link federal and state regulations as they relate to student performance;
6. Align staff development efforts at both the District and campus levels with District and state goals, objectives, and major initiatives; and
7. Promote organizational development and effectiveness.

**Members Chosen by  
Lottery**

Parents representing Group 1/Group 2 and Group 3 shall be selected by use of a lottery of all eligible applicants. DIT members may not serve a second two-year term without sitting out one two-year term.

**Parent  
Representatives**

Parent representatives shall be defined according to the following:

1. A person who stands in parental relation to a student is considered a parent.
2. A parent who is an employee of the District is not considered a parent representative on the committee.
3. A parent is not considered a representative of community members on the committee.
4. A parent is not considered a representative of business members on the committee.

The 13 parent representatives shall include an elementary, middle, and high school parent from each group (nine total from Group 1, Group 2, and Group 3).

**Selected Members**

Four parent representatives shall be selected from each of the following District committees and standing meeting groups:

1. One parent from the District Council of Parent Teacher Associations (PTA).
2. One parent from special education programs.
3. One parent from gifted and talented programs.
4. One parent from the Title I Parent Advisory Committee.

[See DIT's website]

**Community  
Representatives**

Community members must reside in the District and must be at least 18 years of age.

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As a means of ensuring participation that represents the District's diversity, community members shall reflect business and community involvement from District committees and standing meeting groups.

Community representatives shall be selected from each of the following organizations:

1. One member from the District volunteer program; and
2. One member from the Spring Branch Education Foundation (SBEF) or another 501c(3) nonprofit organization that partners with the District.

Community representatives may serve a two-year term and may not serve a second two-year term without sitting out one two-year term.

**Business  
Representatives**

A business representative is defined as anyone representing a business who has a regular and supportive relationship with students in the District as a Good Neighbor business partner or District business partner. The inclusion of a business member is without regard to whether the representative resides in the District or whether the business is located in the District. A business representative may not be a parent of a current District student.

As a means of ensuring participation that represents the District's diversity, business members shall reflect business and community involvement from District committees and standing meeting groups or District partners.

Two business representatives shall be selected and may serve a two-year term. Business representatives may not serve a second two-year term without sitting out one two-year term.

**Elected / Selected by  
Lottery**

Election of certified professional staff and the selection by lottery of parent representatives shall be during the same period, according to District procedures.

All lotteries shall be conducted in an open forum at an announced time and place and shall be held before the last business day in February.

**Length of Term**

Elected District members of the DIT who are certified professional personnel, parents selected by lottery, and selected parent, community, and business members shall serve for a two-year term.

Elected DIT members, parents selected by lottery, and selected parent, community, and business members selected shall not serve a second two-year term without sitting out one two-year term.

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**Vacancy**

A position that becomes vacant may be filled by an appropriate representative selected by consensus of the remaining members of the DIT for the remainder of the representative's unexpired term.

A member of the DIT may be replaced on the recommendation of the Superintendent if the member:

1. Is absent for two or more consecutive meetings.
2. Acts in a manner that is detrimental to the effectiveness of the DIT, including exhibiting inappropriate behavior or an inability to get along with other members.

**Membership Review**

There shall be an annual Board review of DIT membership and participation to ensure that the DIT is completing its duties with broad participation by its representatives.

**DIT Meetings**

The DIT shall meet at least twice each semester and shall hold at least one public meeting per year. [See BQA(LEGAL)] At least three days' notice shall be given. The agenda shall be posted on the District's website.

The required public meeting shall be held after receipt of the annual District performance report from the agency, in conjunction with the Board's public hearing for the purpose of discussing the performance of the District and the District performance objectives. [Education Code 11.251 and 11.252 (e)]. The agenda and discussion shall be confined to those matters set forth in applicable law and this policy.

DIT meetings are open meetings where non-DIT members may attend and observe. A portion of each meeting may include citizens' comments. Discussion of agenda items shall be limited to DIT members only.

DIT minutes shall be posted to the District's website for public access. Reporting documents, such as the minutes shall list DIT members and the percentage of the membership in attendance.

DIT decisions shall be representative of the team. At least one-half of the membership shall be in attendance for a DIT decision to be considered representative of the whole team.

**DIT Training**

All individuals who are members of the DIT shall participate in appropriate development programs that provide information on school improvement matters.

**Defining Consensus**

In developing relevant objectives for the District improvement plan to achieve established academic and other performance objectives, the DIT shall strive to reach a consensus. When everyone present has been given an opportunity to present to the group his

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or her views on a particular issue and a majority of the group are in agreement, it shall be determined that the group has reached consensus.

**DIT Communication  
Guidelines**

In a community publication, the District shall make available District guidelines and procedures for becoming a member of the DIT.

The Superintendent or designee shall ensure that the District-level committee obtains broad-based community, parent, and staff input and provides information to those persons on a systematic basis. Communications may include, but are not limited to, the following:

1. Articles in in-house publications regarding work of the committee.
2. Periodic reports to the principals on the work of the committee that may be posted on campus bulletin boards.
3. Periodic reports to the Board.



**District Improvement Team (DIT) Meeting**  
**Thursday, May 4, 2023**  
**5:00 – 7:00 p.m.**  
**MINUTES**

**Meeting start time:** 5:15 pm

**Meeting end time:** 5:55 pm

**Current Member Attendance (11)**

Amanda Sierra, Crystal Arrington, Elizabeth Wiehle, Hayley Davis, Heather Morse, Jennifer Blaine, Kristin Craft, Lucia Flores, Minda Caesar, Rebecca Ramey, Sarah Morris

*Percent of current DIT members in attendance: 26%*

**Incoming Member Attendance (7)**

Bill Dooley, Jenny Adcock, Joanne Lim, Julie McCuen, Melissa Herring, Rebekkah Sandt, Shikonya Cureton

**Non-Member Attendance (3)**

Kary Castillo, Lawanda Coffee, Linda Buchman

**District Update**

Dr. Jennifer Blaine offered a brief update on the legislative session:

- Across the state, several school districts have followed the lead of SBISD in voicing their concerns regarding the issue of the basic allotment and are holding May Day conferences to push for an increase.
- House Bill 100 is the funding mechanism for anything to occur on the basic allotment. The bill has been passed by the House and is awaiting Senate approval.
- Dr. Blaine encourages members of the DIT to continue advocating for an increase in the basic allotment without any restrictions on how the funds can be used.

**Approval of April 2023 Minutes**

Linda Buchman, Associate Superintendent for Communications and Community Engagement, asked members who attended the April meeting to review and approve those minutes. Six voted to approve and no one opposed.

**Welcome New DIT Members / Thank You to Outgoing Members**

Linda Buchman thanked outgoing DIT members for their service and commitment. Incoming DIT members were introduced and thanked for choosing to get involved in learning and contributing to the district at a deeper level. DIT members were given an overview of upcoming committee opportunities and presentations for the upcoming school year. New members of the DIT were provided with the BQA legal and local policy, as well as the BQA exhibit.

**2023-2024 ESSA Plan**

Lawanda Coffee, Executive Director of Compliance and Procurement, provided an update on the Every Student Succeeds Act. ESSA should align with elementary and secondary priorities and district goals serving as part of the overall District Improvement Plan. Additional follow-up and feedback on the DIP will take place in the fall.



ESSA funding sources include:

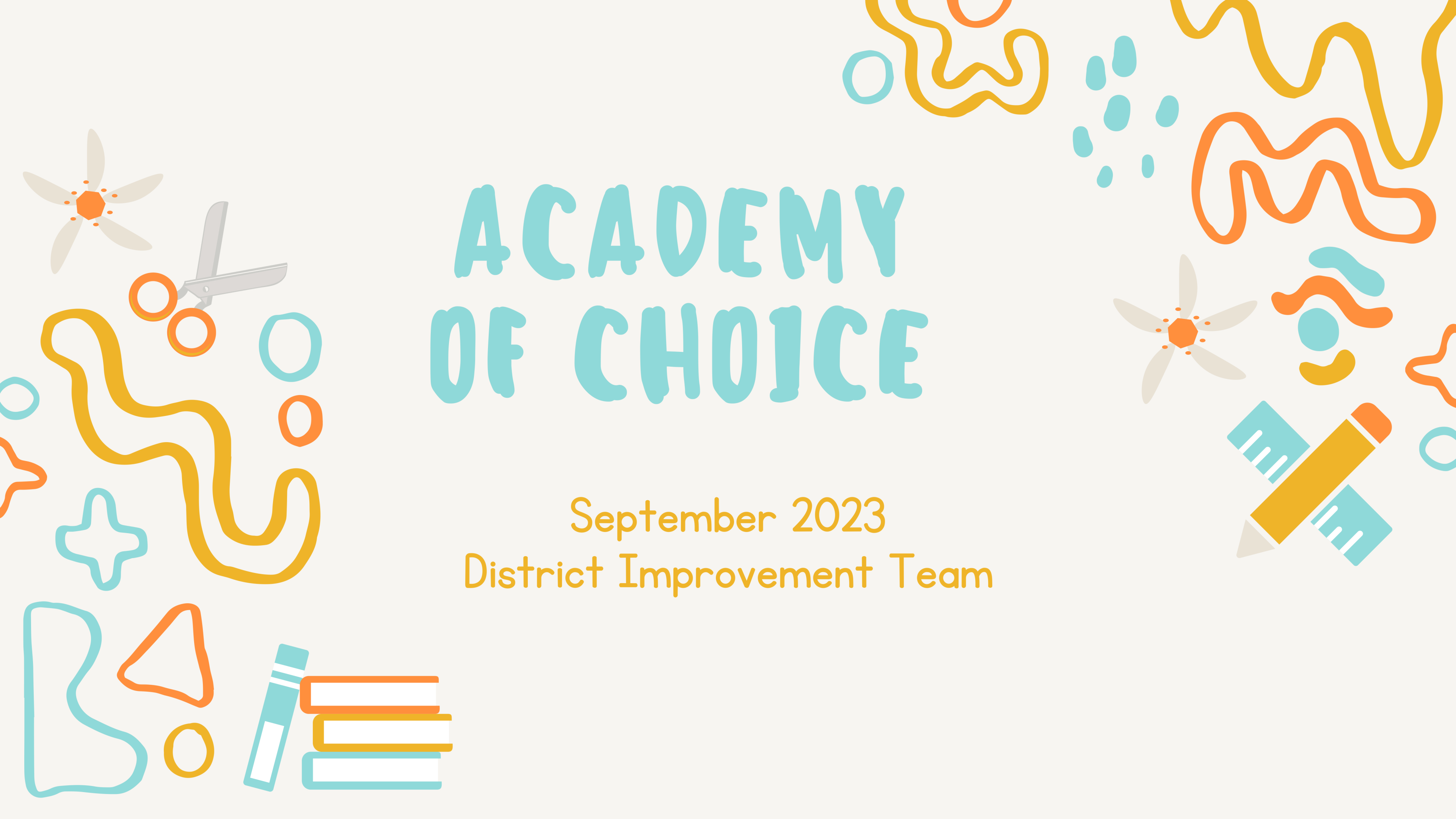
- Title IA: Supplements schools with a high percentage of low-income students, enabling them to meet state performance standards. These programs must use effective methods and evidence-based instructional strategies; \$12,487,788 in funding is anticipated.
- Title IIA: Used to recruit and retain high-quality teachers and principals. The program uses evidence-based professional development and holds districts and schools accountable for improvements in student academic performance; \$1,598,388 in funding is anticipated.
- Title IIIA: Supports English learners and immigrant students to achieve language proficiency and meet academic standards; \$1,266,366 in funding is anticipated.
- Title IVA: Supports well-rounded education for all students; promotes healthy and safe schools; improves access to personalized learning through technology; \$844,289 in funding is anticipated.

### **Closing**

Having no other business, Linda Buchman thanked all attendees and adjourned the meeting at 5:55 p.m.

# ACADEMY OF CHOICE

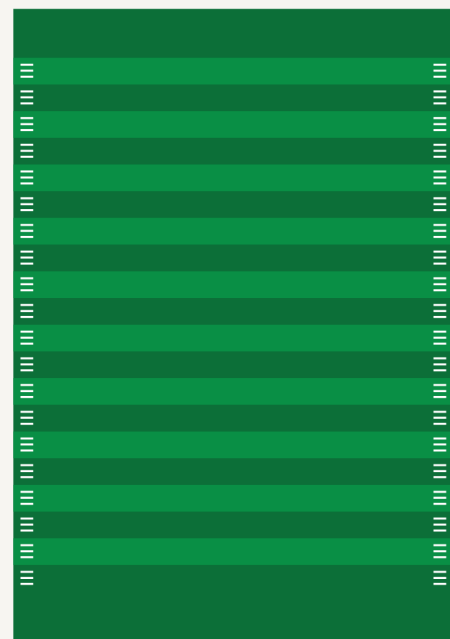
September 2023  
District Improvement Team



# WHERE IS AOC?

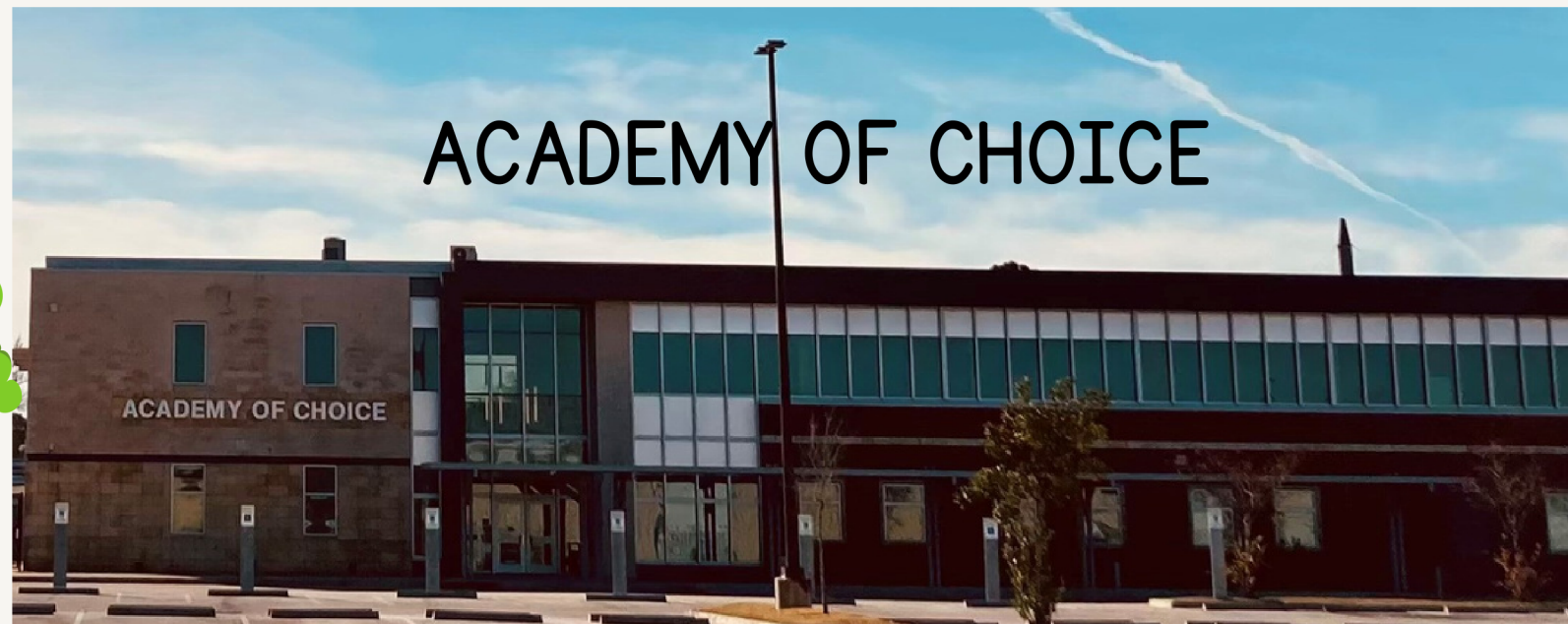
DAEP

CORNERSTONE



GROB STADIUM

ACADEMY OF CHOICE



How We Got Here

AOC Overview

What the Data Says

Moving Forward

Questions



# HOW WE GOT HERE...



## ESTABLISHED NEED

Fall 2019


More than a 125 reclassified 9th graders district-wide who were already off-cohort on path to 4-year graduation

## PLANNING

Spring 2020

Established working groups to create plan for restructuring of Academy of Choice

## QUESTIONS ANSWERED

- 
1. Which students should we target?
  2. Goals of program?
  3. What flexibility is needed to accomplish our goals?
  4. How do we handle student entry and exit?



# AOC OVERVIEW




## TARGET AUDIENCE


Reclassified 9th & 10th graders (17 and under) who have fallen behind on core credits

NOT a disciplinary consequence

## ENROLLMENT

- recommended by home campus counselor
  - identified by district data
  - word of mouth
- 

## WHY IT WORKS

- 9-week semesters
  - 5 classes & advisory
  - ability to learn 10+ credits
  - low staff to student ratio
  - targeted intervention
  - growth-focused mentorship
- 





# AOC OVERVIEW



## WHO IS AT AOC?


Last Year – 185 students  
Currently – 115

MHS – 22%  
NBHS – 41%  
SWHS – 29%  
SHS – 8%

## BY GRADE LEVEL

9th & 10th – 46%  
11th & 12th – 54%


Why?  
63% of upperclassmen  
were accepted as 9th/10th  
and chose to stay



## SENIORS SPRING 2023

Beginning Spring 2023...

Seniors, who would not  
mathematically be able to  
graduate on their home  
campus, joined AOC.





# AOC STAFF



- Who is here?
  - Total of 21 teachers (some shared)
  - 1 Principal (shared w/ CSA)
  - Dedicated AP and counselors (2)
  - 2 MCLs (shared w/ CSA)
  - 1 CAIS (shared w/ CSA)
  -
- Who's a good fit?
  - flexible and patient
  - multiple preps
  - focused on growth
  - doesn't sweat the small stuff
  - quirky helps



# DATA SNAPSHOT

## Credits earned & Graduates

- 92% of credits attempted were earned in the 2022–2023 school year, which is an 11% increase over the previous school year.
- In the 2022–2023 school year, AOC helped 75 students graduate.
- Since 2020, AOC has helped produce 140 SBISD graduates.

# DATA SNAPSHOT

EOC scores  
1st time testers

	2021-22	2022-23
<b>Algebra 1</b>	54%	82%
<b>Biology</b>	79%	100% (46% meets)
<b>English I</b>	38%	83%
<b>English II</b>	43%	65%
<b>US History</b>	64%	75%

# DATA SNAPSHOT

% of EOC retesters  
showing growth

	2021-22	2022-23
<b>Algebra 1</b>	65%	88% (56%>200 pts)
<b>Biology</b>	81%	85% (54%>200 pts)
<b>English I</b>	75%	72% (41%>200 pts)
<b>English II</b>	69%	76% (53%>200 pts)
<b>US History</b>	86%	100% (88%>200 pts)




# LOOKING AHEAD...




## CONTINUED RECRUITMENT

- continued outreach to home campuses
- regular data pull at district level
- support to struggling seniors

## CCMR FOCUS

- leveraging Guthrie for students who will stay us
  - Texas College Bridge
- 

## STRATEGIC PARTNERSHIPS

- with home campuses
  - with drop-out recovery
- 

# STUDENT VOICES

Tevyn Anderson (MHS)  
Geovanny Gimenez Redondo (NBHS)



QUESTIONS?







## **Ensure your child's success by prioritizing attendance**

In Spring Branch ISD, we know that every day counts in a child's education. By showing up consistently, every minute and every day, your child can unlock their full potential and achieve their T-2-4 goals.

Building consistent attendance habits will pay off not only in your child's academic performance but also in their future success. Research shows that consistent attendance is critical to achieving and maintaining on-grade level performance, as well as achieving educational goals.

Help us share the message of the importance of attendance in SBISD.

**Together, let's make every day count for our students' success!**

**LEARN MORE:**

**[springbranchisd.com/everydaycounts](https://springbranchisd.com/everydaycounts)**