

District Educational Improvement Committee Meeting Minutes

Tuesday, October 23, 2018 · 4:30 PM · BISD Training Facility, Rooms C134-C135

- I. The meeting was called to order at 4:30 PM. Dr. Ashley Stewart welcomed attendees, explaining that the committee was formerly known as the IGC, and would be referred to as the District Educational Improvement Committee (or DEIC) going forward. Each person in attendance introduced themselves and included any campus affiliations.

- II. Dr. Stewart explained the purpose of DEIC and how District and Campus plans are written and connected to BISD's Strategic Plan, specifically:
 - A. [TEC Subchapter F, Section 11.251](#) - The process for making decisions and forming committees is outlined here.
 - B. Policy - BQA ([Legal/Local](#)) - Policies which determine what DEIC must do inside the law. A minimum of three meetings is required; we have scheduled four.
 - C. Ms. Tami Charest provided an overview of the District Improvement Plan Process. She explained that this is a living/breathing document that is ever-evolving.

Comprehensive Needs Assessment - Demographics, Student Achievement, Perceptions, Processes & Programs. The CNA acknowledges the district's status honestly and transparently and greatly enhances our ability to determine what steps to take in the improvement planning process.

Goals, Objectives, and Strategies - blueprint of needs identified in process; focuses on Student Success, Customer Service, Human Capital, Fiscal Responsibility (four pillars of school report card; used also in Strategic Planning). Campuses adopt same goals as identified as the district, but at campus level. Goals are broad and limited in number; spanning more than one year. Objectives are one-year markers that measure progress. Strategies are specific actions.

- III. Dr. Stewart began the review of district-level information:
 - A. The Strategic Planning Process started in April with Community Overview and Board Meeting to discuss Vision, Mission, and Goals. 450+ applicants were narrowed to 50 who would serve as the Strategic 50. This group took the Board's vision and mission to establish action statements for identified goals. Community forums (focusing on Demographics, Finance, Student Panel, Higher Education/Military, Business and Industry, Technology) and a book study provided background information during the months of May - August. During September's Day 2 retreat, the group refined action statements for identified

goals. Additional stakeholders volunteered to serve on Action Teams, and work began after a kickoff in October. Teams are meeting through December to form plans based on ten identified goals. In December, Action Teams will present Action plans for approval. The Strategic Plan will be presented to the Board of Trustees for approval in January.

Dr. Price added that this process is not a “what we build next” plan. We have to have discussions about what we want to look like inside the buildings, academically. The building part will come into play before discussing any new bond issues. This goes back to the four pillars - Student Success, Customer Service, . . . how do we feel about how we are doing? How do we attract the best and how do we pay for that? Decisions are community-driven.

- B. Ms. Charest briefly explained Federal Title I and ESSA Equity Plan requirements and purpose, and Dr. Elaine Howard presented the district’s Equity Plan. Federal Title I, Part A; ESSA - districts look at teachers and make sure teachers in higher poverty/higher minority campuses are served by experienced and effective teachers, not inexperienced. There are no state equity gaps in Boerne but there is a slight district equity gap with regard to high minority campuses. However, the gap has closed from the previous year’ gap down to less than 1/3 of a percentage point. The plan established last year is yielding the desired results and will continue as explained by Dr. Howard.

Dr. Howard explained that the Human Resources part is to identify practices where BISD can do better at recruiting/hiring experienced teachers. Happy employees = well-educated kids. BISD must consider all factors, look at experience of all employees including compensation to make BISD attractive, good support (professional development, mentorship, new-to-district programs), and how to retain instructors and get them to campuses where most needed. They are looking at many areas to identify practices/procedures to make sure all campuses are well-served, and at priority placement of experienced teachers in high-need schools. We are now reflecting on practices and procedures to strive for improvement. As we work forward throughout the process, there will be committees, and making sure practice produces results in classroom.

- C. Dr. Spoor offered an overview of BISD Accountability Information. Our district’s “A” accountability rating was based on achievement, school progress over time and closing the gaps (look at populations on campuses/district to make sure we are closing achievement gaps in subpopulations like ethnicity, race, poverty

levels), and also how well we prepare our students for college, career, and military readiness. The district is scored against schools like BISD. District and campuses will get A-F rating this fall.

- IV. Breakout sessions to review department initiatives for 2018-19 were conducted. Committee members chose an area of interest and attended a breakout session from the following selections:
 - A. Teaching and Learning, C101 Dr. Jodi Spoor
 - B. Finance / Security / Operations, C135 Ms. Tish Grill and Mr. Hector Hernandez
 - C. Human Resources, C132 Dr. Elaine Howard
 - D. Administrative Services, C134
 - 1. Technology Ms. Patti Holub
 - 2. Communications Ms. Jocelyn Durand
 - 3. Athletics Mr. Stan Leech

- V. Dr. Stewart asked those present who were interested in serving on sub-committees to sign up with Ms. Aviles at the end of the meeting. She stated that the membership should be representative of the committee and include, teachers, parents, students, and community members.
 - A. Dress Code Review
 - B. Calendar Development

- VI. Jack Curtis volunteered to serve as chairperson. He will work with Dr. Stewart going forward.

- VII. Upcoming dates and topics were reviewed:
 - A. Tuesday, December 18, 2018 - review CNA topic of Demographics and Student Achievement and the Strategic Plan progress
 - B. Tuesday, February 26, 2019 - review CNA topic of Processes and Programs
 - C. Tuesday, April 23, 2019 - review CNA topic of Perceptions

- VIII. The meeting ended at 5:30 PM.