

# **GISD District Performance Committee**

**October 16, 2024**



# Agenda

- Good Things & Introductions
- Dr. Padavil
- Possible Adjustment to GUSD District of Innovation Plan
- Next Steps: 25-26 School Year Calendar



# Good Things & Introductions



- Who are you?
- How are you affiliated with GISD?
- Donuts or Breakfast Tacos?



# STRATEGIC BLUEPRINT



## **PRIORITY AREA No. 1: STUDENT LEARNING, GROWTH & PROGRESS**

1. Instruction, assessment, and intervention are aligned in support of student learning and growth.
2. We monitor progress toward students' developing attributes in the Learner Profile.
3. GISD students are prepared for postsecondary education and the workforce.
4. GISD learners' progress is reflected in a way that makes it easily understood by all audiences.



## **PRIORITY AREA No. 2: STUDENT & STAFF WELLBEING**

1. GISD students are treated with respect and are respectful to each other and adults.
2. GISD employees find meaning and value in their work.
3. Students feel that GISD schools and classrooms are physically and psychologically safe.



## **PRIORITY AREA No. 3: STAFF RECRUITMENT & RETENTION**

1. Georgetown ISD provides competitive compensation and benefits to employees.
2. Georgetown ISD actively recruits, attracts, and retains employees who embrace the vision, mission, beliefs, and norms of the organization.
3. In GISD, professional learning communities thrive across the organization.



## **PRIORITY AREA No. 4: COMMUNITY & CONNECTIVITY**

1. GISD is transparent with reporting progress and providing access to information.
2. GISD staff and school board trustees establish effective relationships with parents and other key community leaders in support of students and schools.
3. Parents and community members feel welcome and invited in GISD schools.

# Possible Adjustment to District of Innovation Plan

David Rainey



# School Counselors & Strategic Blueprint

School counselor service in supporting Strategic Blueprint:

 Student progress in developing **learning profile attributes**

- Intrapersonal Skills: Adapts and Preservers, Develops Self-Knowledge, Develops Personal Responsibility,
- Interpersonal Skills: Builds Relationships, Models Relationships, Communicates, Collaborates

 **Psychological safety** in GISD schools

 GISD students treated with **respect and respectful** to each other

# School Counselors & Strategic Blueprint

School counselor role supporting Strategic Blueprint:

➔ Student progress in developing learning profile attributes

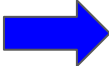
- Intrapersonal Skills: Develops Personal Responsibility
- Interpersonal Skills: Builds Relationships, Communicates, Collaborates


**Finding qualified school counselors to support the work aligned to our strategic blueprint and beyond continues to be a high priority.**

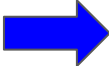
➔ Felt psychological safety in GISD schools

➔ GISD Students treated with respect and respectful to each other

# School Counselors - State Requirements

 TEC 33.002, school districts in Texas are required to hire elementary school counselors with a school counseling **certification** through TEA

 TEC 33.005, school counselors work to implement a comprehensive school counseling program (K-12) that conforms to the Texas Model for Comprehensive School Counseling Programs - **academic, career, personal, and social** domains

 TEC 33.006, school counselors must spend at least 80% of their time on **components of the counseling program**. (*SB 179, effective 2021-2022*)



# School Counselors - State Requirements

→ TEC 33.002, school districts in Texas are required to hire elementary school counselors with a school counseling certification through TEA

→ **The State requires certified school counselors and has issued legislation and code so they serve students in a way that aligns to an approved model, spending the majority of their time (80%) supporting students through school counseling specific work.**

→ TEC 33.006, school counselors must spend at least 80% of their time on components of the counseling program. (*SB 179, effective 2021-2022*)

# School Counselors - High Demand

- ➔ School Counseling Programs range from **48 - 60 hour programs**. Average estimated program completion is 2 - 2.5 years
- ➔ Neighboring School Districts have gone through **entire school year** with **vacancies** ('23-'24) and several districts have current vacancies (24'-25). Region 13 general area directors group recognizes this as a high priority area.
- ➔ Example Neighboring School District: 4 school counselors hired on a **deficiency plan** ('24-'25) & started last school year ('23-'24) with **four vacancies**

# School Counselors - High Demand

➔ School Counseling Programs range from 48 - 60 hour programs. Average estimated program completion is 2 - 2.5 years


**There is no shortcut to becoming a certified school counselor and the number of certified school counselors is not meeting the demand in our region.**

➔ Neighboring School District: 4 school counselors hired on a deficiency plan ('24-'25) & started last school year ('23-'24) with four vacancies

# School Counselors - State Response to Demand

 SB 798 (2023) **removed the two-year teaching requirement** that existed prior to that date for a school counselor to serve in the role

 SB 763 (2023) allows schools to use safety funds to pay for **chaplains to work in mental health roles** in schools - **GISD voted against** this opportunity

 School Districts can apply to TEA for an “Emergency Permit” on behalf of a school counselor when the student is far enough in their program where their college/university program signs off on a “deficiency plan” - **typically their final year during practicum and internship classes**. Once schooling is complete, the school counselor must then pass the TExES exam to become a certified school counselor.

# School Counselors - State Response to Demand

→ SB 798 (2023) removed the two-year teaching requirement that existed prior to that date for a school counselor to serve in the role

→ **The State recognizes the importance of having a school counselor but the options remain limited for school districts to find and hire certified school counselors.**

→ School Districts can apply to TEA for an “Emergency Permit” on behalf of a school counselor when the student is far enough in their program where their college/university program signs off on a “deficiency plan” - typically their final year during practicum and internship classes. Once schooling is complete, the school counselor must then pass the TEXES exam to become a certified school counselor.

# School Counselors - Local Impact

 GISD has seen a drop in candidate pools

ES: Summer 2020 w/ 85 applicants → Summer 2024 w/ **10 applicants**

MS: Summer 2021 w/ 27 applicants → Summer 2023 w/ **4 applicants**

HS: Summer 2020 w/ 30 applicants → Summer 2024 w/ **5 applicants**

# School Counselors - Local Impact

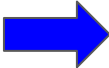


GISD has seen a drop in candidate pools

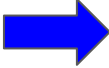
**GISD is a fast growth school district and will continue to open new schools and projections show increasing enrollment - replacing attrition and keep up with growth present obstacles in our ability to hire and support the needs of our students in the school counseling role.**

MS: Summer of 2021 w/ 27 applicants vs. Summer of 2023 w/ 4 applicants  
HS: Summer of 2020 w/ 30 applicants vs. Summer of 2024 w/ 5 applicants

# School Counselors - GISD District of Innovation Request



GISD currently uses the [District of Innovation](#) concept for an exemption Texas Education Code 21.003. Allows GISD to establish its own local qualification requirements for non-core courses in lieu of the requirements set forth in TEC. Greater flexibility in finding candidates without a teaching certification.



Proposing the use of DOI to allow for **both certified school counselors and mental health professionals** who hold specific licenses from the Texas Behavioral Health Board to be hired as school counselors. These include the same licenses that our GISD School Based Therapy Team hold:

Licensed Professional Counselors (LPC)


Licensed Professional Counselor Associates

Licensed Clinical Social Work (LCSW)


Licensed Master Social Work (LMSW)



# School Counselors - GISD District of Innovation Request



Use of DOI to allow for both certified school counselors *and* mental health professionals who hold a license from the Texas Behavioral Health Board - Licensed Professional Counselor (LPC), Licensed Professional Counselor Associates, Licensed Masters of Social Work (LMSW), and Licensed Clinical Social Worker (LCSW)



**GISD Counseling Services is proposing that we waive TEC 32.002 to allow us to open up our candidate pool to include LPC, LPC-Associate, LMSW, and LCSWs as applicants who can serve in the role and the responsibilities of the school counselor. This will allow us to expand our candidate pool and consider mental health professionals with parallel licences to be hired as school counselors.**

# School Counselors - DOI Proposal

 Expansion of DOI to include exemption to [TEC 33.002](#)

 Checks prior to DPC

Concept vetting with strategic selected and invested community members (Aug 28 - Sept 8)

Concept vetting with GISD Senior Leadership Team (Sept 10)

Concept vetting with GISD Elementary School Counselors (Oct 4)

Concept vetting with GISD Secondary School Counselor (Oct 15)

**Initial Presentation to DPC (Oct 16)**

**Follow Up to DPC (Nov 13)**

# 2025-2026 School Year Calendar

Wes Vanicek



# Calendar Creation Process



## **Tonight**

**You will review the survey feedback and help us decide on most important factors to consider when creating calendar options**

## **Oct 3 - 15**

We will meet and review the DPC's input and create several calendar options to bring to the October 16<sup>th</sup> meeting

## **Meeting Oct 16**

**You will help us select 3 calendar options**

## **Oct 17 - Nov 13**

**You will present the 3 calendar options to those you represent (i.e. campus, other parents, etc.) and land on a calendar selection**

## **Meeting Nov 13**

**You will vote for the calendar as selected by your constituents**

## **Early Dec**

We will present the selected calendar to the Board and expect to have final approval at the board meeting on December 18<sup>th</sup>

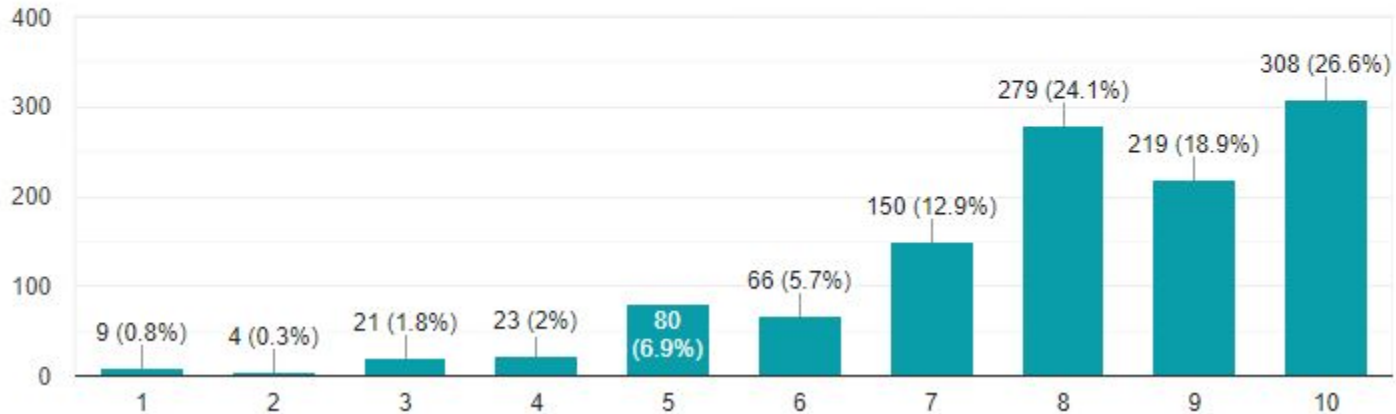
# Calendar Survey Feedback



Overall satisfaction: 8 out of 10

How would you rate your overall satisfaction with the 2023-2024 GISD School Calendar?

1,159 responses

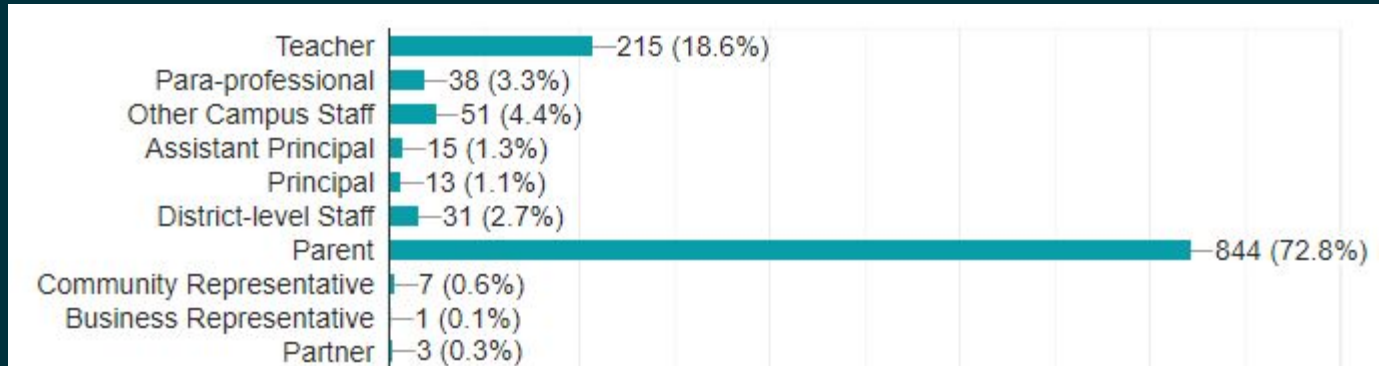


# Calendar Survey Feedback



Participation: **1159 Responses**

- **Staff: 363**
- **Parents: 844**



**\*Note that 56 staff members were also parents**

# Calendar Survey Feedback



## TOP 4

MOST LIKED about the 23-24 Calendar ...

- Frequent breaks built in for students/staff (62%)
- Winter holiday break (43%)
- Thanksgiving break (39%)
- End of school date (38%)

# Calendar Survey Feedback



## TOP 4

LEAST LIKED about the 23-24 Calendar ...

- Start date for students (31%)
- Early release days (31%)
- Two Feb professional learning days (22%)
- Start date for staff (19%)



# Calendar Options



Each option meets the following:

- 187 teacher days (183 + 4 comp days)
- 168 full student days + 2 (1/2) student days
- 2 days of bad weather
- 5 days of PL in the school calendar
- Dec - March are the same in each calendar option

# Calendar A



- Mid August start
- Fewer PL days in Aug prior to school + 1 later in Aug
- Includes PL in Sept, Fall Break in Oct
- End of school before Memorial Day
- Most similar to current calendar
- 7 PL days in school calendar

# Calendar B



- Compressed, later start in Aug (Wednesday), school is out by Memorial Day\* (staff work day 5/26)
- 7 PL days in Aug
- Fewer holidays (no fall break)
- 5 PL days in the school calendar

# Calendar C1/C2



- Later start in Aug
- End of school after Memorial Day 5/28
- Shortened fall break by 1 holiday
- 5 or 6 PL days in school calendar

Decision point b/w C1/C2 is start date and PL day in April after Easter.

**So Let's Discuss!**



# Next steps from here:

- BOLO for an email from Wes with finalized options
- GISD will survey at large to gather “votes”
- Gather input from your constituents and be ready to vote Nov 13.



# Closing Out the Meeting



- **Next Meeting:**
  - November 13 @ 5:30pm
    - DPC Calendar Vote
    - DOI Adjustment Vote
- **Follow-Up Email with Exit Ticket**