



February – 2026

COMMUNITY ADVISORY COMMITTEE

Who did you write on the back of your card after last meeting?



If you weren't here or haven't thought about it yet, that's ok!

Please take a card from your table and write the name(s) of the student or staff member who is the reason you're part of this committee.



Committee Mission

The CSISD Community Advisory Committee exists to strengthen collaboration between the school district and broader community. The committee's purpose is to:

- Provide input and feedback on district priorities and initiatives
- Serve as a representative voice for CSISD families, staff and community members
- Promote transparency and open communication between stakeholders and district leaders
- Celebrate successes and support continuous improvement across the district

Committee Goal

1st meeting

Create group
safety

Share feedback
and input

2nd meeting

Identify the
priority for
committee work

3rd meeting

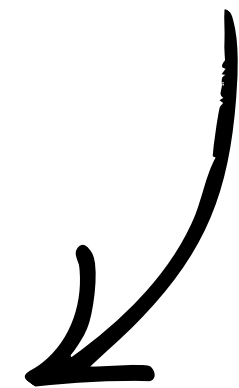
Discuss topic and
explore shared
solutions

4th meeting

Develop
recommendation
and action plan

Ultimate Goal

Recommend priority and action plan to the board





Social Contract

- Valued
- Active Listening
- Execute
- Respect
- Kindness
- Open Minded
- Intentional
- Patience
- Look for agreement or agree to disagree
- Reflect
- Equity

Teacher Support



Committee Thoughts

- Compensation & Retention
- Planning Time & Workload
- Documentation & Compliance
- Coaching & Support for New Teachers
- Burnout & Work–Life Balance

Teacher Thoughts

- Professional Development/Learning
- Student Engagement
- Teacher Collaboration
- Curriculum Alignment
- Behavior Management
- Family Communication
- Mental Health Support
- Instructional Feedback
- Learning Environment
- Staff Recognition



COMMUNITY ADVISORY COMMITTEE

Who supports teachers?

Teacher Support In CSISD



Instructional Support

- Instructional Coaches
- Subject Area and Service–Based Coordinators
- Specialists, Aides
- Team leaders and department heads
- Mentors
- Professional learning
- Partnership with higher education agencies

Campus Support

- Principals and Assistant Principals
- Counselors
- Nurses
- Librarians
- Paraprofessionals & Office Staff
- School Security Officers

Department Support

- Teaching & Learning
- Special Education Services
- Early Education
- Student Services
- Technology
- HR
- Business Services and Payroll
- Facilities
- Child Nutrition
- Transportation
- Fine Arts
- Athletics
- CTE
- Community Education
- Communications

Community Support

- Education Foundation
- Volunteers
- PTO
- Booster Clubs
- Adopt–a–School Partnerships



**What motivates
teachers to
come to CSISD?**

Teacher Pay

District	Enrollment	0-Year	5-Year	10-Year	15-Year	20-Year
College Station	14,366	52,250	57,900	59,200	60,638	63,630
Belton	13,808	55,000	60,900	62,400	64,900	67,400
Bryan	15,897	52,500	57,021	58,602	61,407	64,722
Canyon	11,516	52,000	60,340	64,565	67,565	68,940
Forney	19,363	62,200	66,200	68,700	71,200	73,700
Frenship	12,048	49,000	56,130	59,130	62,555	66,855
Georgetown	14,131	57,000	62,450	64,250	66,450	68,550
Midlothian	11,595	60,000	64,100	66,100	68,100	70,100

Data Based on 2025-26 TASB Salary Study (Current Numbers)

3 years of TIA

2022 - 2023 \$1,794,089	2023 - 2024 \$2,854,170	2024 - 2025 \$3,693,502
Teacher Designations: 177 Recognized: 39 Exemplary: 107 Masters: 31	Teacher Designations: 269 Recognized: 46 Exemplary: 154 Masters: 69	Teacher Designations: 357 Recognized: 63 Exemplary: 190 Masters: 104

Expansions over the *years*...

2024 Expansion:

- Category 2 - English I-IV, Algebra I-II, Geometry
- Category 3 - World Geography, World History, US Govt, Personal Finance/Literacy, AP Macroeconomics, AP Human Geography, AP World History, AP US Govt
- Category 4 - Additional CTE
- Category 5 - iCEv tested CTE
- Category 6 - 2nd and 5th Music, Theatre Arts, Choir, Band, 3rd, 6th 8th and 9th -12th Art, 9th -12th Dance

Employer Premium Contribution Per Month (Employee Only)

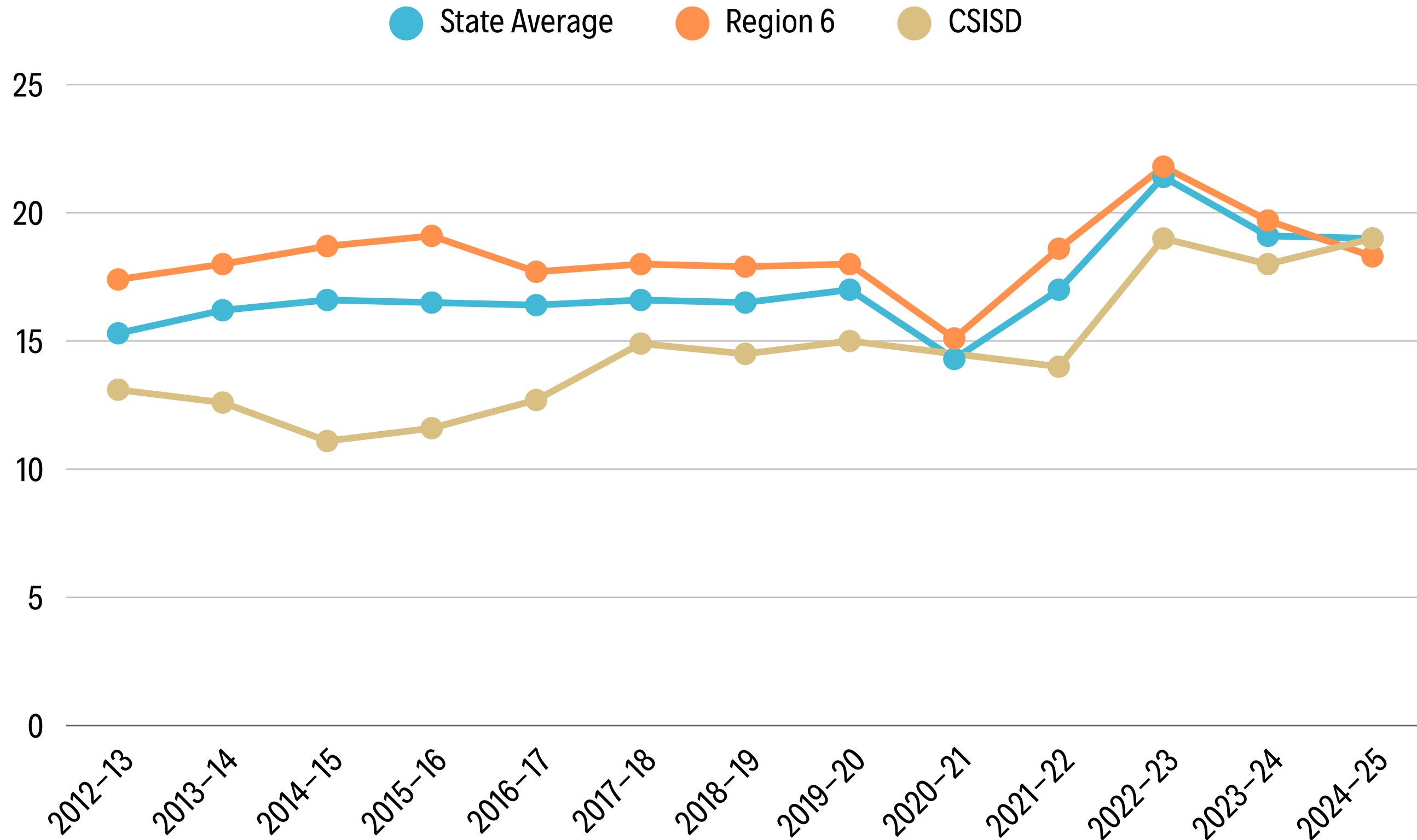
Comparison Districts



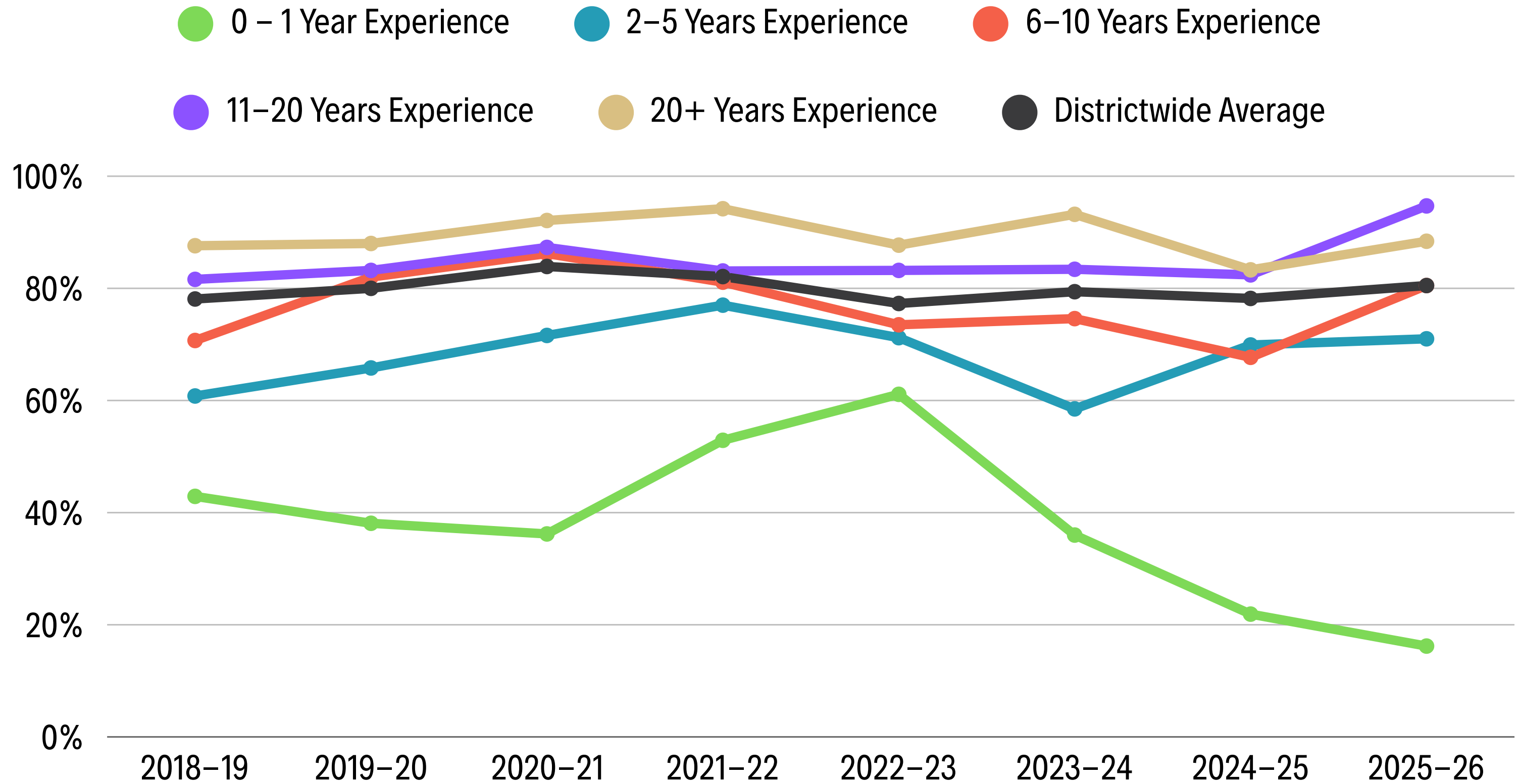
Data Based on 2025-26 TASB Salary Study (2024-25 Numbers)

TEACHER TURNOVER RATE

District–Region–State



TEACHER RETENTION





**Describe the
current public
education
landscape in
Texas**

Public Education in Texas

Funding

- Attendance-based funding model
- Increase to the Basic Allotment in 2019 (\$6,160) and 2025 (\$6,215)

Accountability

- STAAR (2012)
- A–F Ratings (2018)
- STAAR 2.0 (2023)

Mandates & Compliance

- Statewide SPED compliance standards (2018)
- Safety
- SB 10, 12

School Choice

- Charter school cap removed (2013)
- ESAs (2026–27)





**Strong schools are built not
only by educators, but by
communities that partner
with them.**

See you April 22

Influence Category Activity



State

District

Community

**What is one action the
community can
commit to that would
make a meaningful
difference for
teachers?**

Focus on:

- **Public narrative and tone – community-based marketing**
- **Advocacy and awareness**
- **Partnership and engagement**

Not:

- **Personnel decisions**
- **Governance and supervision structures**
- **Administrative management**
- **Operational redesign**
- **Policy changes**