



April - 2026

COMMUNITY ADVISORY COMMITTEE

Flying in Formation



- Clear roles
- Trust in each other
- Aligned direction

We move further when we move together.

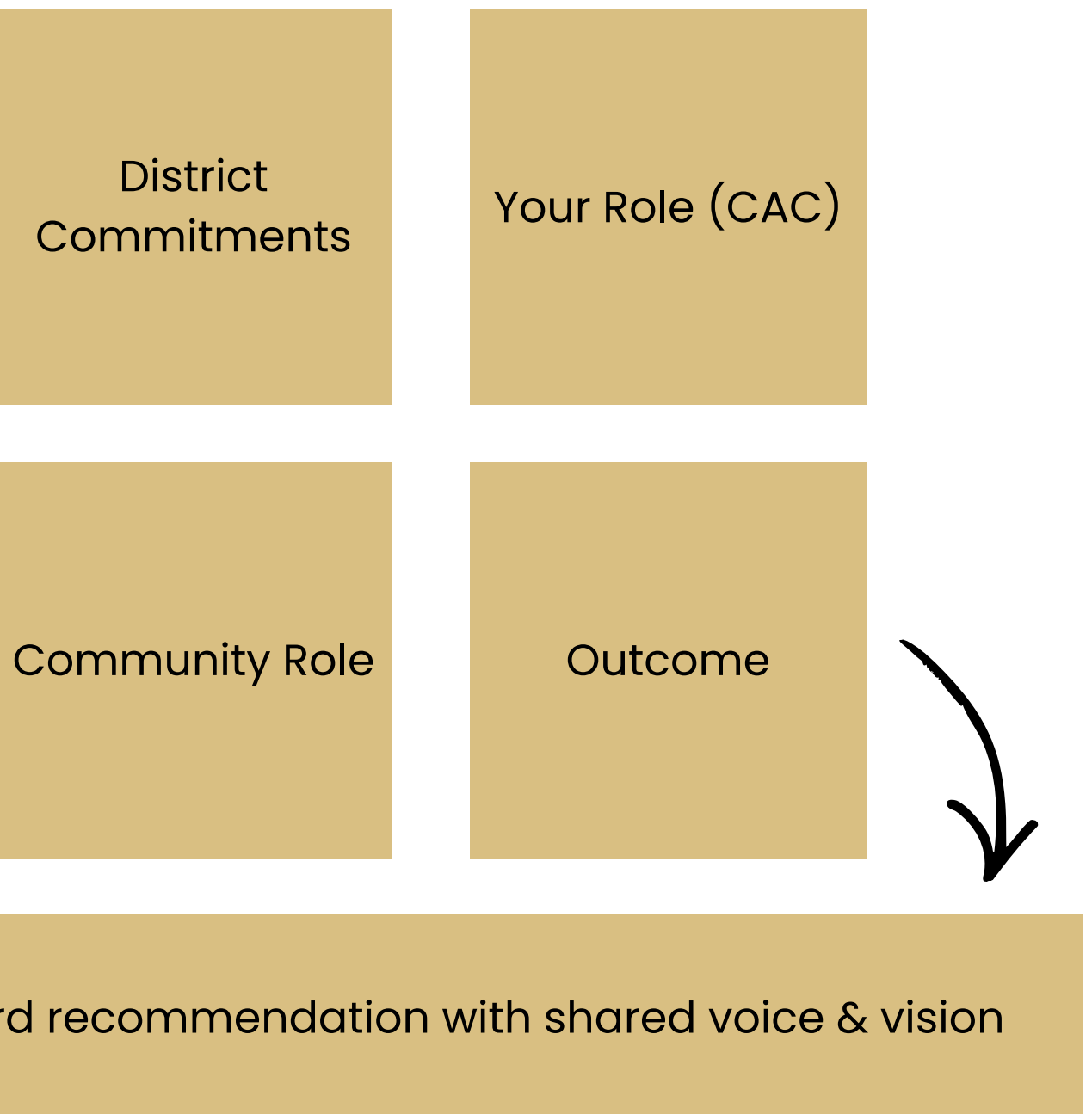


Committee Mission

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

Today's Meeting





Social Contract

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



Recap

- Teacher support survey themes
- **Who supports teachers?**
- District structure for teacher support
- **What motivates teachers to come to CSISD?**
- Compensation and retention
- **What is the current landscape of public education in Texas?**
 - Funding
 - Accountability
 - Mandates and compliance
 - School choice



COMMUNITY ADVISORY COMMITTEE

Input for recommendation

The Community Advisory Committee recommends CSISD continue supporting teachers by...

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

Category	Topics	CSISD Priorities and Initiatives
Professional Support and Growth	Professional Development, Instructional Feedback, Curriculum Alignment, Teacher Collaboration, New Teacher Support	Summer/Fall PD, SPARK, TIA, RISE, Mentor teacher program, C&I 5 year plan
Classroom Environment	Student Engagement, Behavior Management	Behavior solutions, RTI
Communication and Partnership	Family Communication, Parent and Volunteer Support*	Education Foundation, CSISD Engagement Hub, Explore two–way communication
Workload and Wellbeing	Planning Time, Documentation and Compliance, Mental Health Support, Burnout and Work–Life Balance	EOY staff survey
Recognition and Value	Compensation, Retention, Advocacy*	Teacher raises, stay and exit surveys, Employee Awards, 2027 legislative priority development*

Summer Professional Learning Conference

- **Week of July 13-17, 2026**
- **Choice Sessions**
 - Professional Learning Communities
 - Tools for Collaborative Teams
 - MTSS (Academic & Behavioral)
 - Teaching & Learning Essentials
 - Research-based Best Practice
 - Practical Strategies
- **Trade Days**

COLLEGE STATION
INDEPENDENT SCHOOL DISTRICT

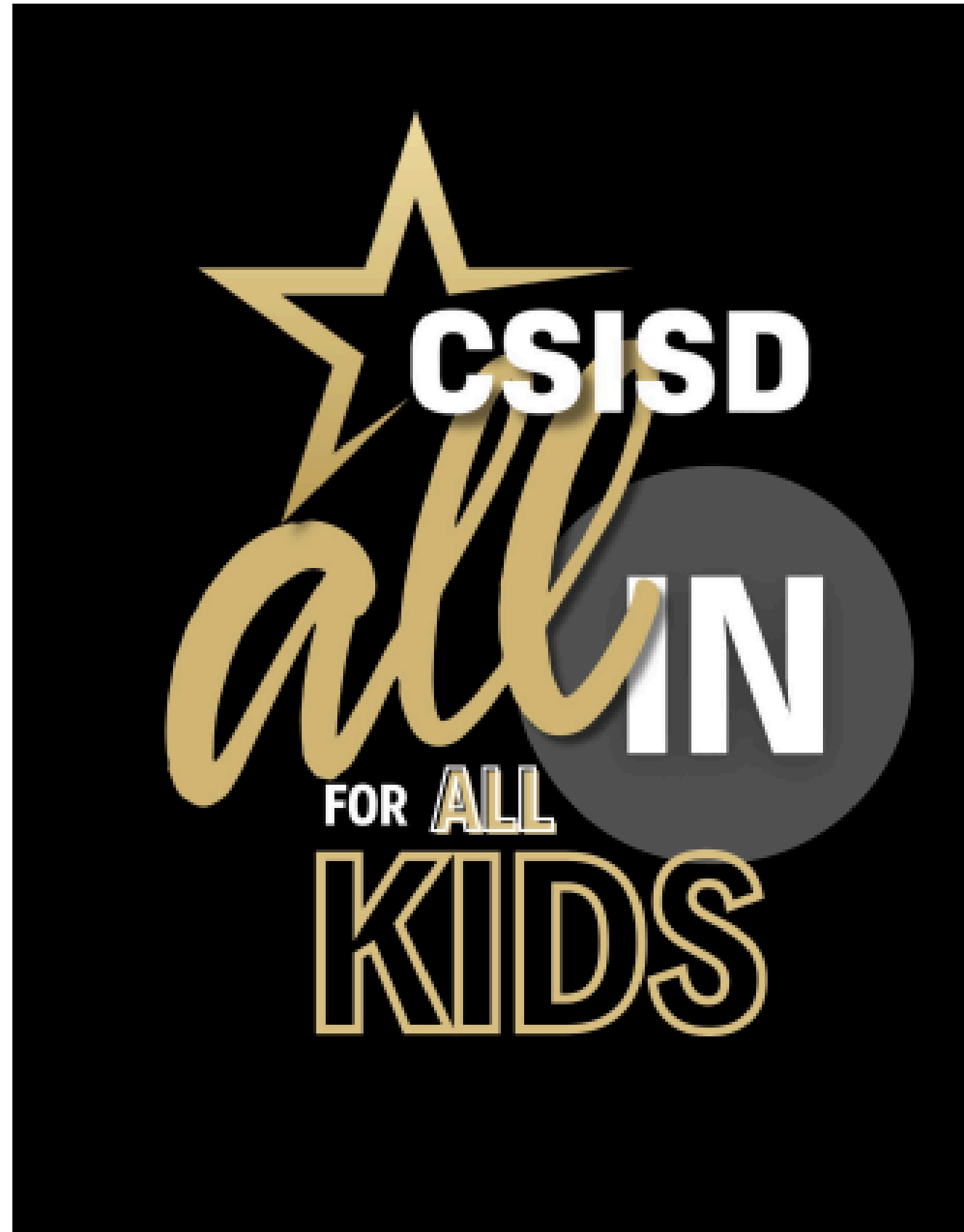
Elevate **SUCCESS**

**Save the Date for
CSISD's 2026
Summer Learning
Conference:
July 13-17, 2026**

What?
CSISD's *Elevate Success* Summer Learning Conference is an instructionally focused, summer learning opportunity for teachers. Sessions will vary, and the complete catalog will be published in early April. These optional sessions will be 90 minute, 3 hour, or full day based on the content to offer flexibility for attendees.

Trade Days
Every 6 hours of training attended during this conference can be traded for time off on one of the following teacher work days in the 2026-27 school year: 9/25, 2/13, 3/29, 5/27, & 5/28.

August 2026 District Professional Learning



- **3 Teacher Work Days**
- **2.5 Campus Days**
- **3.5 District Days**
 - Convocation (half day)
 - 1 day for a district-wide, choice conference
 - Other Topics:
 - Content Area Support
 - Collaborative Team Meetings
 - New ELPS Implementation
 - Digital Learning





Support for New Teachers

CSISD's SPARK: August Welcome

Includes all new to CSISD teachers for campus and district training & First Year Teacher Academy

Mentor Program for 0 Year Teachers

Monthly one-on-one meetings with teacher mentor assigned by campus

Campus-Based Supports

Such as IC/Dept. Chair support
Collaborative Teams
Monthly Principal Check-ins

Category	Topics	CSISD Priorities and Initiatives
Professional Support and Growth	Professional Development, Instructional Feedback, Curriculum Alignment, Teacher Collaboration, New Teacher Support	Summer/Fall PD, SPARK, TIA, RISE, Mentor teacher program, C&I 5 year plan
Classroom Environment	Student Engagement, Behavior Management	Behavior solutions training, RTI
Communication and Partnership	Family Communication, Parent and Volunteer Support*	Education Foundation, CSISD Engagement Hub, Explore two–way communication
Workload and Wellbeing	Planning Time, Documentation and Compliance, Mental Health Support, Burnout and Work–Life Balance	EOY staff survey
Recognition and Value	Compensation, Retention, Advocacy*	14 years of teacher raises, stay and exit surveys, Employee Awards, EF recognition programs, 2027 legislative priority development*

Estimated Cost of a Possible Raise

Pay Band	Number of Employees	Percentage Increase	
		1%	2%
Administrative Professionals	243	\$ 200,588	\$ 401,176
Teachers Base	1,016	660,400	1,320,800
HB Additional Pay 2 to 3	48	28,800	
HB Additional Pay 4 to 5	41	75,850	49,200
		\$ 965,638	\$ 1,771,176
		2%	3%
Paraprofessionals	426	\$ 201,834	\$ 302,751
Auxiliary	213	132,273	196,642
		\$ 334,107	\$ 499,393
		\$1 Per Hour	\$1.25 Hour
Bus Drivers	75	67,125	83,906
		\$ 67,125	\$ 83,906
		\$ 1,366,870	\$ 2,354,475

Category	Topics	CSISD Priorities and Initiatives
Professional Support and Growth	Professional Development, Instructional Feedback, Curriculum Alignment, Teacher Collaboration, New Teacher Support	Summer/Fall PD, SPARK, TIA, RISE, Mentor teacher program, C&I 5 year plan
Classroom Environment	Student Engagement, Behavior Management	Behavior solutions training, RTI
Communication and Partnership	Family Communication, Parent and Volunteer Support*	Education Foundation, CSISD Engagement Hub, Explore two–way communication
Workload and Wellbeing	Planning Time, Documentation and Compliance, Mental Health Support, Burnout and Work–Life Balance	EOY staff survey
Recognition and Value	Compensation, Retention, Advocacy*	14 years of teacher raises, stay and exit surveys, Employee Awards, EF recognition programs, 2027 legislative priority development*



COMMUNITY ADVISORY COMMITTEE

Community Commitment

The CAC recommends the community
commit to support teachers by...

Community Commitment

What are 2–3 ways the community could support teachers in a way that truly helps them?

Focus Lenses:

-  **Relational:** How the community interacts with teachers
-  **Practical:** What the community can do to make their day easier
-  **Narrative:** What the community says and shares about schools

Sentence Starters:

- “Teachers feel most supported when the community...”
- “One thing that would make a teacher’s day easier is...”
- “A way the community can build trust with teachers is...”
- “Instead of _____, the community could...”
- “A small action that would mean a lot to a teacher is...”



COMMUNITY ADVISORY COMMITTEE

Moving Forward Together!

