Welcome!

District Optimization Task Force



September 23, 2026| School Closure Task Force

Agenda

01 Welcome and Meeting Overview

02 Cabinet Recommendation and Outcome

03 HR Updates

04 Family and Community Engagement

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Welcome and Meeting Overview

Review of Charge



September 23, 2026| School Closure Task Force



School Closure Task Force

The School Closure Task Force supports students, families, and staff at Dessau, Parmer Lane, Pflugerville, and Windermere Elementary Schools through the closure and transition process for the 2027–28 school year.

The Task Force will gather community feedback, help plan meaningful ways to honor each school's legacy, and monitor how the transition is going for the people it affects most.

Task Force Norms

Start and end on time regardless of attendance; default length 60–120 minutes.

Discussions, materials, & draft recommendations are confidential until agenda & minutes are posted publicly. Do not share, discuss outside the group, or photograph/screenshot materials.

Participants must not discuss, post about, or reference deliberations or materials on social media at any time; questions about public sharing should be directed to the Task Force facilitator.

One conversation at a time — side conversation topics go to the "Parking Lot" to be addressed by the task force facilitator.

Rely on data/evidence over anecdotes when evaluating options.

Discourse on substance is expected and welcomed — it should remain civil; critique ideas, not people.

Cabinet Recommendation



September 23, 2026 | School Closure Task Force

Our Purpose & Role



We Recommend

We provide data, options, and recommendations to inform Cabinet decisions. Final authority rests with Cabinet — not the Task Force.

We Operate Within Scope

Each Task Force has a specific written charge. We stay within it — and route out-of-scope issues to the right owner.

We Debate Ideas

Discourse on substance is expected. Critique ideas, not people. Rely on data and evidence over anecdotes.

Cabinet Recommendation

At your table, take some time to read through the submitted recommendation.

This was presented to the Executive Cabinet on Thursday, September 17, 2026 along with the questions/concerns raised in the last meeting.

Outcomes/Feedback

The Executive Cabinet has agreed to fund a spring legacy event for all 4 of the closing campuses.

- Each campus will receive funding in the amount of $10K to be used towards the legacy event, digitizing the yearbooks, and graduation cords.
- Dates were recommended based on the current PfISD calendar, however, they need to be crossed referenced with other major spring events to ensure there are no conflicts.
- Graduation cords are $6.00 per cord which would be $9,906 for all students currently in grades K-5 at the closing campuses.

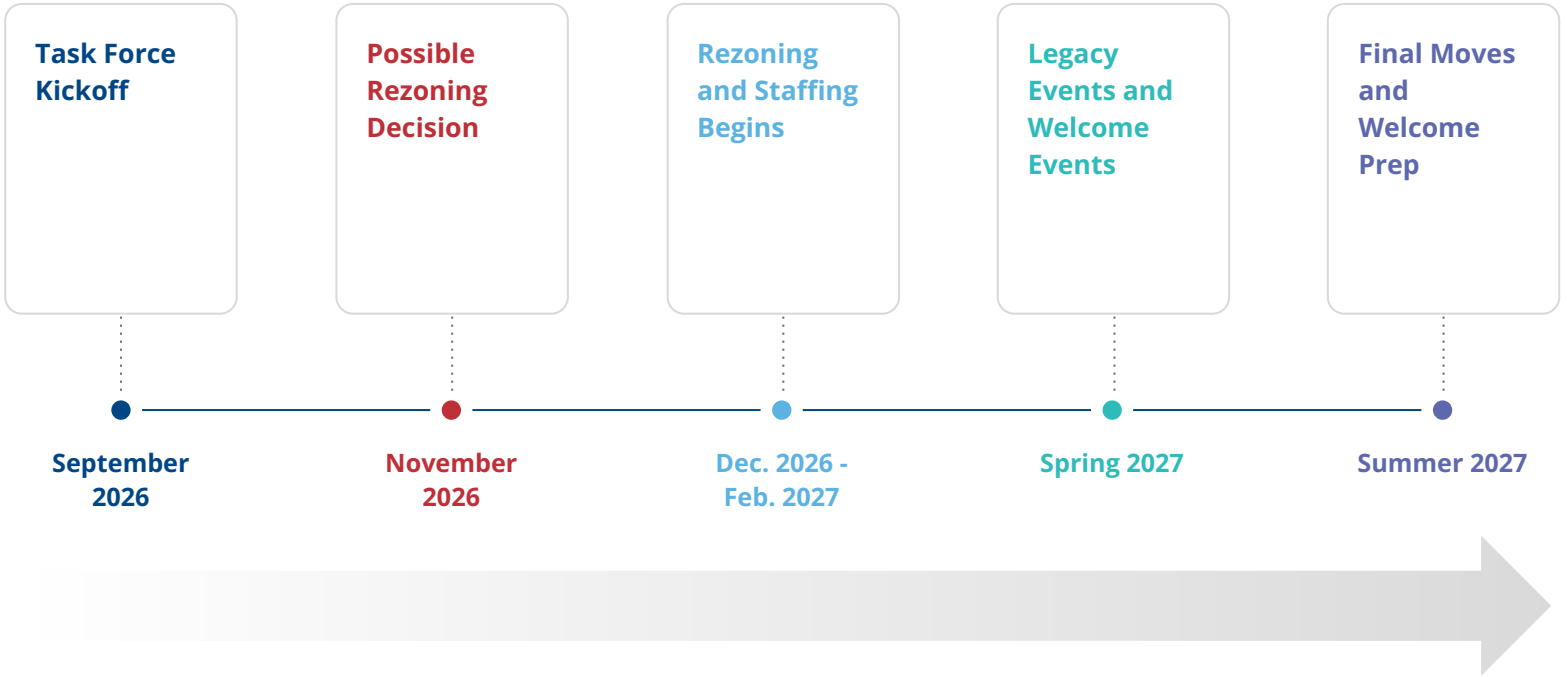
What additional questions might you have regarding the recommendation?

HR Updates



September 23, 2026| School Closure Task Force

Where We Are in the Timeline



Staff Placement Meetings

Meetings with the staff members of Dessau, Parmer Lane, Pflugerville, Windermere, and Delco Elementary are scheduled to begin the week of September 28.

Additional HR information

The district will consider seniority when placing teachers.

- All preference forms should be returned by October 30.
- HR will not begin to place teachers until after October 30 and will begin with seniority first.
- HR has a specific process for the teachers at Delco that mimics the process teachers at Timmerman and Dessau completed as they began the ACE process.

Campus Optimization at a Glance

Closing campuses · Staff placement · ACE pathway · 2026–27

CLOSING: DES · PLES · WES · PES

ACE PATHWAY: TES · DES · WDES 27–28

PROCESS TIMELINE

● Forms deadline ● Placements begin ● Winter staffing

9/28	10/9	10/19–23	10/30	11/2	11/19	11/30	12/17	1/12	1/29–30
HR staff meetings	Preference forms out	Campus open house	**Preference forms due**	HR begins preference review	Rezoning to Board	**Placements begin**	Staffing approved	Principal staffing meetings begin	Non-optimization placements begin

How Placement Works

Includes EAs/paras, custodial & ARAMARK staff; placement depends on open positions.

PLACEMENT FACTORS

- **In-district years**
- **Certification** verified
- **Position availability**
- **ACE considerations**

Top 5 choices are surveyed.
Preferences are dependent on availability.

ACE Requirements

Separate preference process for Timmerman, Dessau & Delco. Candidates must meet all six:

- Successful interview
- TIA designation / eligibility
- T-TESS proficient (avg. 4.75)
- Fully certified (traditional SBEC)
- No performance concerns

ACE stipend roles (AP, Counselor, Social Worker, Etc.) will also require interviews.

Staff Pathways

Dessau ES STAFF

- Move to Delco ES or Timmerman *
- Non-ACE campus via regular form

Delco ES STAFF

- Stay as WDES becomes ACE*
- Non-ACE campus via regular form

**Must meet all ACE requirements*

Family and Community Engagement



Our Charge

Families will have questions, concerns, and ideas. We need meaningful opportunities for them to share those with us—and we need to demonstrate that we are listening. We will consider:

- What questions and concerns are we hearing from families?
- What information do families need, and when do they need it?
- How can we make communication accessible to all families, including communication in families' preferred languages?
- What opportunities should we provide for families to give feedback and ask questions?
- How can we honor the history and legacy of each closing campus?

World Cafe Activity

There are 4 stations each with a question that needs to be answered.

Each station will have a table host who stays at the location for the entire activity while others rotate.

Station	Guiding Question
1	What questions or concerns are we hearing from families?
2	What information do families need, and when do they need it?
3	How do we make communication accessible to all families?
4	What opportunities should we provides for families to give feedback and ask questions?

World Cafe Activity

Rotation 1: The groups will have 5 minutes to brainstorm ideas to answer the question.
Rotation 2-4: The host will have 30 seconds to summarize what is already on the chart before the new group adds to it. You will have 4 minutes to add to the station.

Once all 4 rotations have been completed, the table host will report out the top 3 themes from their station's chart.

World Cafe Activity - Top Themes

Station	Top 3 themes
1	• Communication needs and accessibility, clarity • Transportation - Concerns about access to after school activities • Timelines - when will they get answers: School, teachers, people who wil be there.
2	• Communication - keep it simple, avoid edu-speak, understanding why it's happening (actual finance figures) • Transportation - transparency and simple to understand • Needs to be as soon as possible
3	• In person meeting at neighborhood - food, childcare, platica- make it accessible • Simplify - less clicks and ease of access to information. Ex: Chatbot to answer only school closure related question. • Use multiple languages
4	• Townhall at each campus - or multiple opportunities (in person) • Feedback email for each school that gets sent to the principal and then sent to the appropriate people. • Quick video explanation with a QR code tied to the backpack or sticker, going home folder

Action Items and Next Steps



Action Items

Public Hearing - September 30

Staff commemorative items

Thank you!

