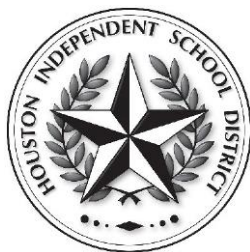


THE HOUSTON INDEPENDENT SCHOOL DISTRICT



AGENDA

**Board of Education
Meeting**

April 11, 2019

THE HOUSTON INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Index

- | | |
|--------------------------------------|---------------------------------------|
| A. Superintendent's Priority Items | G. Human Resources |
| B. Trustee Items | H. Business Operations |
| C. Closed Session (Closed to Public) | I. Finance |
| D. Academic Services | J. Other |
| E. School Offices | K. Policy |
| F. Strategy and Innovation | L. Superintendent's Information Items |

MEMBERS OF THE BOARD OF EDUCATION

Diana Dávila, *President*
Holly Maria Flynn Vilaseca, *First Vice President*
Elizabeth Santos, *Second Vice President*
Sergio Lira, Ed.D., *Secretary*
Sue Deigaard, *Assistant Secretary*
Wanda Adams
Jolanda Jones
Rhonda Skillern-Jones
Anne Sung

Grenita Lathan, Ph.D., *Interim Superintendent of Schools*

BOARD OF EDUCATION AGENDA

April 11, 2019

3:00 p.m. – BOARD SERVICES CONFERENCE ROOM

- **CALL TO ORDER**
- **ADJOURN TO CLOSED OR EXECUTIVE SESSION UNDER SECTIONS 551.004, 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.083, AND 551.084, CHAPTER 551 OF THE TEXAS GOVERNMENT CODE FOR THE PURPOSES LISTED UNDER SECTION C**
- **RECESS**

5:00 p.m. – BOARD AUDITORIUM

- **REGULAR BOARD MEETING RECONVENES FOR OPEN SESSION**
- **MEDITATION AND PLEDGE OF ALLEGIANCE**
- **RECOGNITIONS**
- **SPEAKERS TO AGENDA ITEMS**

BUSINESS AGENDA

- **CONSIDERATION AND POSSIBLE ACTION ON MATTERS DISCUSSED IN CLOSED OR EXECUTIVE SESSION**
- **CONSIDERATION AND APPROVAL OF MINUTES FROM PREVIOUS MEETINGS**

Table of Contents

A. SUPERINTENDENT'S PRIORITY ITEMS

- A-1. Approval Of Personal Services Performed By The Superintendent, Including Speaking Engagements, Panel Discussions, Workshops, Etc., In Accordance With Texas Education Code Section 11.201(E)
- A-2. Approval Of Board Monitoring Update: Constraint 3 Progress Measures 1, 2, And 3
 - April 2019 CPM Update
 - April Constraint Monitoring Report
- A-3. Approval Of Board Monitoring Update: Presentation Of Goal 1 Progress Measure 2 Office Of Special Education Services Support Data
 - April 2019 GPM Update OSES Presentation

B. TRUSTEE ITEMS

- B-1. Approval Of Director Appointment To The Houston Independent School District Public Facility Corporation Board Of Directors

B-2. Approval Of The Board's Quarterly Self-Evaluations, Staff Use Tracker, Time Use Tracker, And Quarterly Progress Tracker In Accordance With The Texas Education Agency Implementation Integrity Instrument

- Explanatory Sheet
- Ninth Quarter Staff Use Tracker - January 2019 - *Revised*
- Ninth Quarter Staff Use Tracker - February 2019 - *Revised*
- Ninth Quarter Staff Use Tracker - March 2019 - *Revised*
- Ninth Quarter Time Use Tracker - January 2019 - *Revised*
- Ninth Quarter Time Use Tracker - February 2019 - *Revised*
- Ninth Quarter Time Use Tracker - March 2019 - *Revised*
- Ninth Quarter Progress Tracker - *Revised*
- Ninth Quarter Implementation Integrity Instrument (Sample Copy)

B-3. Discussion Concerning Board Member Responsibilities Related To Meetings And/Or Agenda Items By Ambush - *New*

C. CLOSED SESSION

C-1. Personnel

- a. Deliberate the duties of the interim superintendent of schools, chief officers, assistant superintendents, principals, employees, chief audit executive, and board members; evaluations of the interim superintendent and chief audit executive, consideration of compensation, and contractual provisions.
- b. Consider and approve proposed appointments, reassignments, proposed terminations, terminations/suspensions, contract lengths, proposed nonrenewals, renewals, and resignations/retirements of personnel including teachers, assistant principals, principals, chief officers, assistant superintendents, and other administrators, and, if necessary, approve waiver and release and compromise agreements.
- c. Hear complaints against and deliberate the appointment, evaluation, and duties of public officers or employees and resolution of same.
- d. Discussion concerning board member responsibilities related to meetings and/or agenda items by ambush

C-2. Legal Matters

- a. Matters on which the district's attorney's duty to the district under the Code of Professional Responsibility clearly conflicts with the Texas Open Meetings

Law, including specifically any matter listed on this agenda and meeting notice

- b. Pending or contemplated litigation matters and status report
- c. Legal discussion and advice concerning House Bill 1842 (84th Leg., 2015), Senate Bill 1882 (85th Leg., 2017), and the district's options
- d. Consideration and possible action regarding offer of judgement in the matter of Bettina Littell a/n/f I. L., a minor, et al. v. Houston Independent School District, in the U. S. District Court for the Southern District of Texas, Houston, Division; Civil Action No. 4:14-CV-03369
- e. Consideration and approval of settlement agreement in the matter of USOR Site PRP Group v. Houston Independent School District, in the U. S. District Court for the Southern District of Texas, Houston, Division; Civil Action No. 4:14-CV-02441
- f. Consideration and authority to settle the subrogation lien of Shamorrow McKinney against Antonio Tejada and CBCS Insurance for workers' compensation benefits; CBCS Insurance Claim No. ABC18170995
- g. Consideration and authority to settle the subrogation lien of LaKatherine Burrell against Antonio Tejada and CBCS Insurance for workers' compensation benefits; CBCS Insurance Claim No. ABC18170995

C-3. Real Estate

D. ACADEMIC SERVICES

E. SCHOOL OFFICES

- E-1. Approval To Discontinue High School Ahead - *Revised*
- Executive Summary

F. STRATEGY AND INNOVATION

G. HUMAN RESOURCES

H. BUSINESS OPERATIONS

I. FINANCE

- I-1. Approval Of Vendor Awards For Purchases Over \$100,000 And Ratification Of Vendor Awards For Purchases Under \$100,000
- Purchase Requests

- I-2. Approval Of Current And Anticipated Donations For Districtwide And School-Specific Programs And Authorization To Negotiate, Execute, And Amend Necessary Contracts Associated With These Donations
- Attachment For Approval Of Donations - *Revised*
- I-3. Acceptance Of Grant Funds In Support Of Districtwide And School-Specific Programs And Authorization To Negotiate And Execute Contracts Required Under The Grants
- Attachment For Acceptance Of Grants
- I-4. Approval Of 2019–2020 *Resource Allocation Handbook* - *Withdrawn*
- Executive Summary - *Withdrawn*
- I-5. Order Approving New Term Rate Period For A Portion Of Houston Independent School District Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B; Authorizing The Redemption Of A Portion Of Outstanding Bonds; And Approving Other Provisions Relating Thereto
- Certificate For Order
 - Executive Summary
- I-6. Order Approving New Term Rate Period For Houston Independent School District Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A-2; Authorizing The Redemption Of A Portion Of Outstanding Bonds; And Approving Other Provisions Relating Thereto
- Certificate For Order
 - Executive Summary
- J. OTHER**
- K. POLICY**
- K-1. Proposed Revisions To Board Policy BED(LOCAL), *Board Meetings: Public Participation*—Second Reading
- BED(LOCAL), Second Reading - *Revised*
- K-2. Proposed Revisions To Board Policy DNA(LOCAL), *Performance Appraisal: Evaluation Of Teachers*—Second Reading
- DNA(LOCAL), Second Reading
 - Appraisal And Development Process – M-TADS
 - Executive Summary

K-3. Proposed Revisions to Board Policy AE(LOCAL), *Educational Philosophy*—
Second Reading - *New*

- AE(LOCAL), Second Reading - *New*
- Explanatory Sheet - *New*

L. SUPERINTENDENT'S INFORMATION ITEMS

HEARING OF CITIZENS

TRUSTEE REPORTS AND COMMENTS

Reports and comments from the board president and board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

REPORTS FROM THE SUPERINTENDENT

Reports and comments by the superintendent of schools regarding meetings and conferences attended, schools visited, community and district activities, new initiatives, and education programs, on which there will be no action. The items may be discussed, but no final action will be taken on these items at this meeting.

ADJOURN

REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

**SUBJECT: APPROVAL OF BOARD MONITORING UPDATE: CONSTRAINT 3
PROGRESS MEASURES 1, 2, AND 3**

The Houston Independent School District (HISD) exists to strengthen the social and economic foundation of Houston by assuring its youth the highest-quality elementary and secondary education available anywhere.

In accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development, the HISD Board of Education monitors progress towards the district's goals and compliance with certain constraints.

Attached to this update are a presentation and report regarding constraint progress measures (CPMs). The following measures have new data this month.

Constraint 3: The superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English Learners (ELs), to increase in reading and mathematics.

- CPM 3.1—The reading and math performance gap between economically and non-economically disadvantaged students, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 17 percentage points in spring 2017 to 14 percentage points in spring 2020.
- CPM 3.2—The reading and math performance gap between English Learners (ELs) and Non-English Learners (Non-ELs), as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 22 percentage points in spring 2017 to 19 percentage points in spring 2020.
- CPM 3.3—The reading and math performance gap between students receiving special education services and students not receiving special education services, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 45 percentage points in spring 2017 to 42 percentage points in spring 2020.

HOUSTON INDEPENDENT SCHOOL DISTRICT

CPMs 3.1, 3.2, and 3.3

Date: 4/11/2019

Presenter:

Carla Stevens

*Assistant Superintendent,
Research and Accountability*



Constraint 3

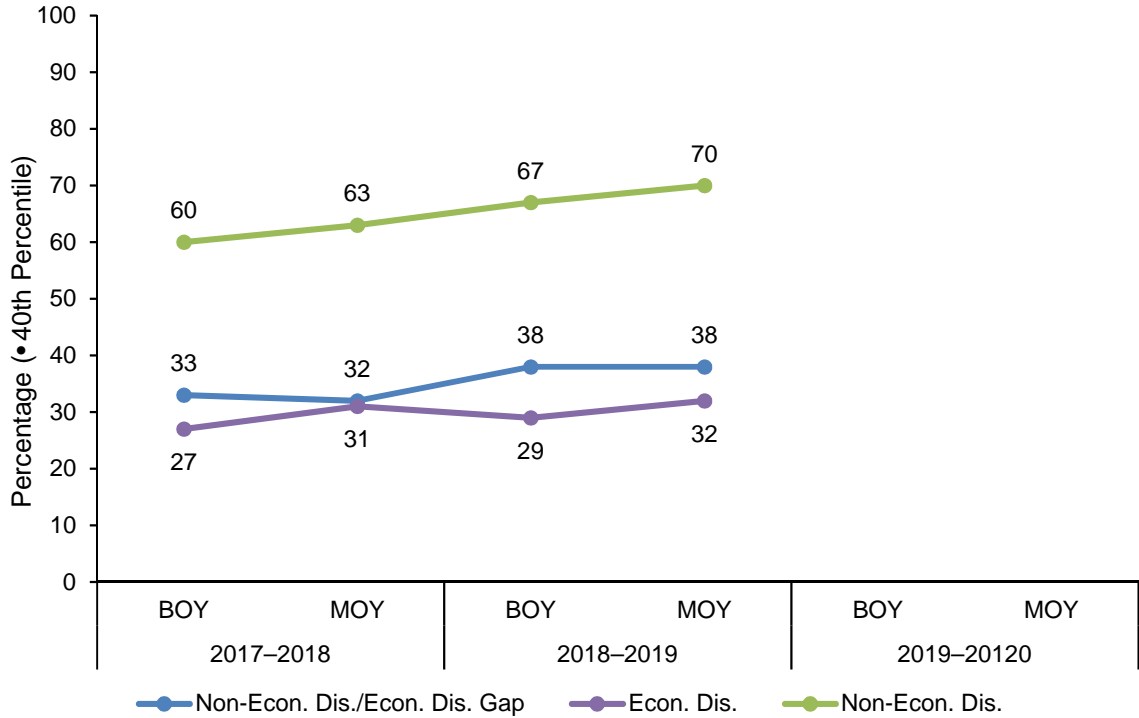
- The superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English Learners (ELs), to increase in reading and mathematics.

Constraint Progress Measure 3.1

- The reading and math performance gap between economically and non-economically disadvantaged students, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 17 percentage points in spring 2017 to 14 percentage points in spring 2020.

Ren360 Reading – All Students

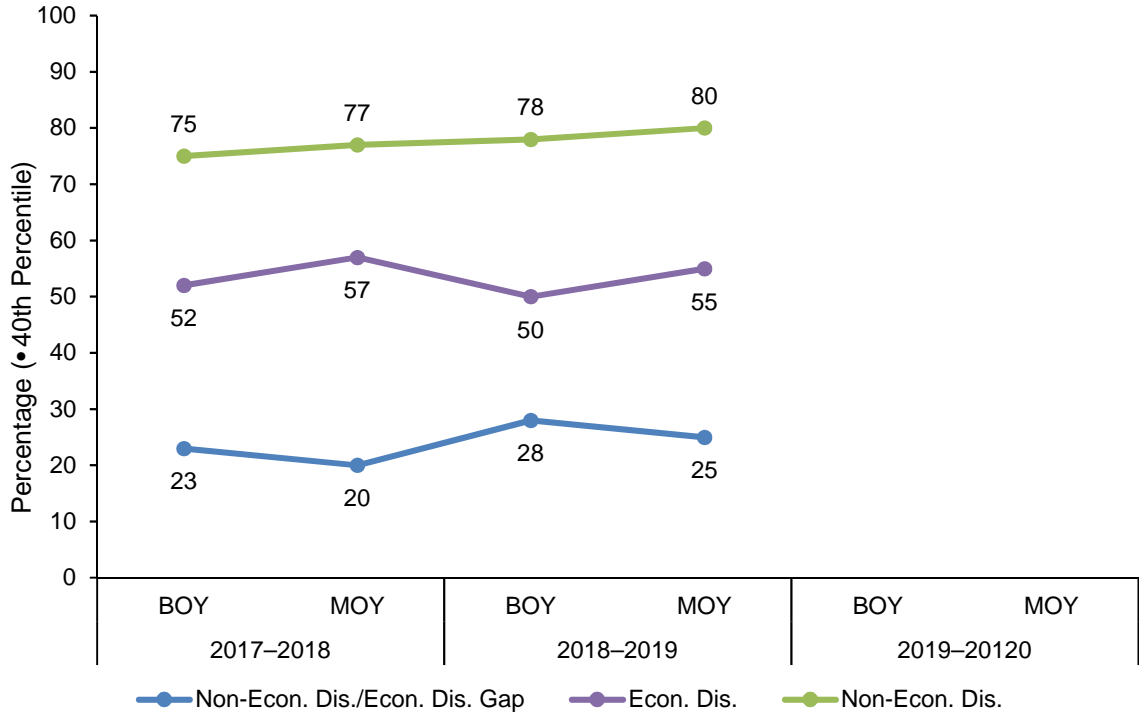
Non-Econ. Dis./Econ Dis. Performance Gap



- **Not On Track** to meet goal.
- Middle of Year Benchmark testing window was Jan. 7 through Feb. 1.
- For students testing in both English and Spanish, the language with the higher result is used.

Ren360 Mathematics – All Students

Non-Econ. Dis./Econ Dis. Performance Gap

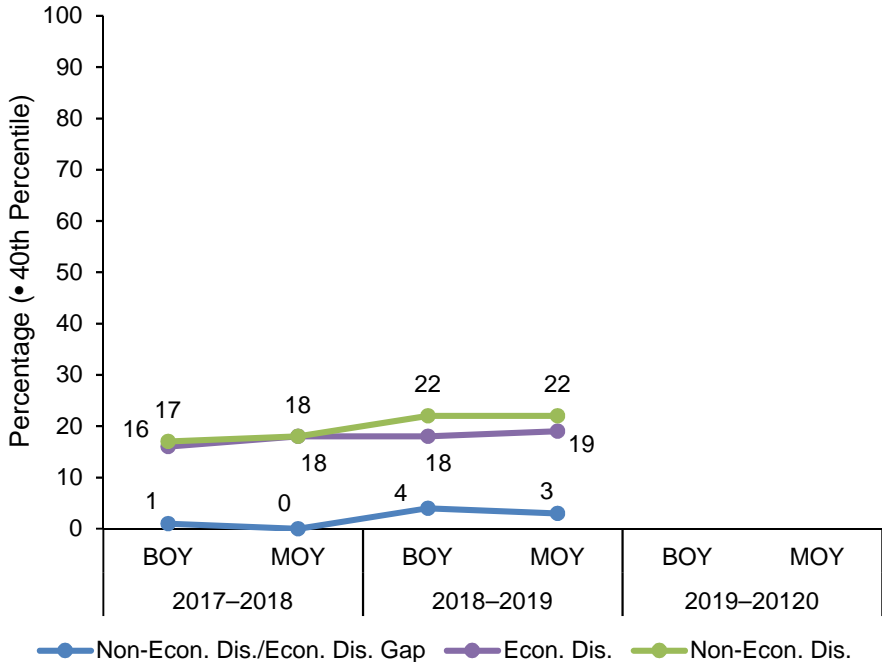


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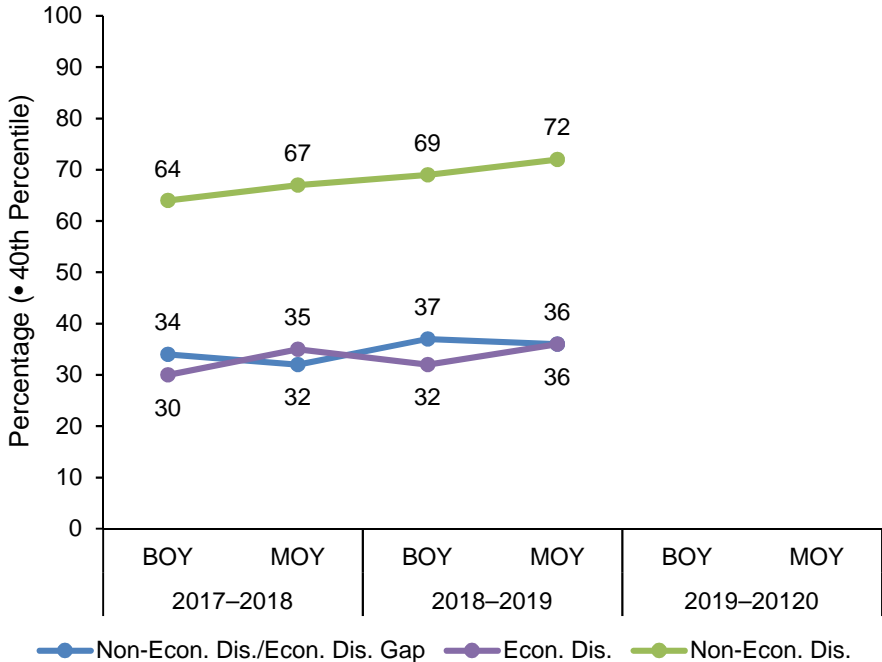
Ren360 Reading by A180 Program

Non-Econ. Dis./Econ Dis. Performance Gap

Achieve 180 Program (without TCAH)



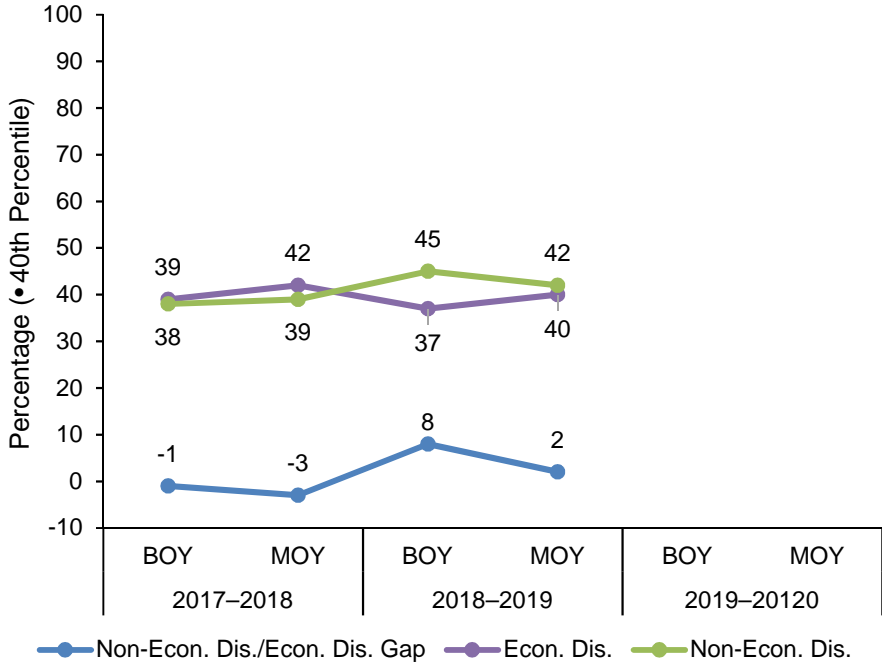
Non-Achieve 180 Program



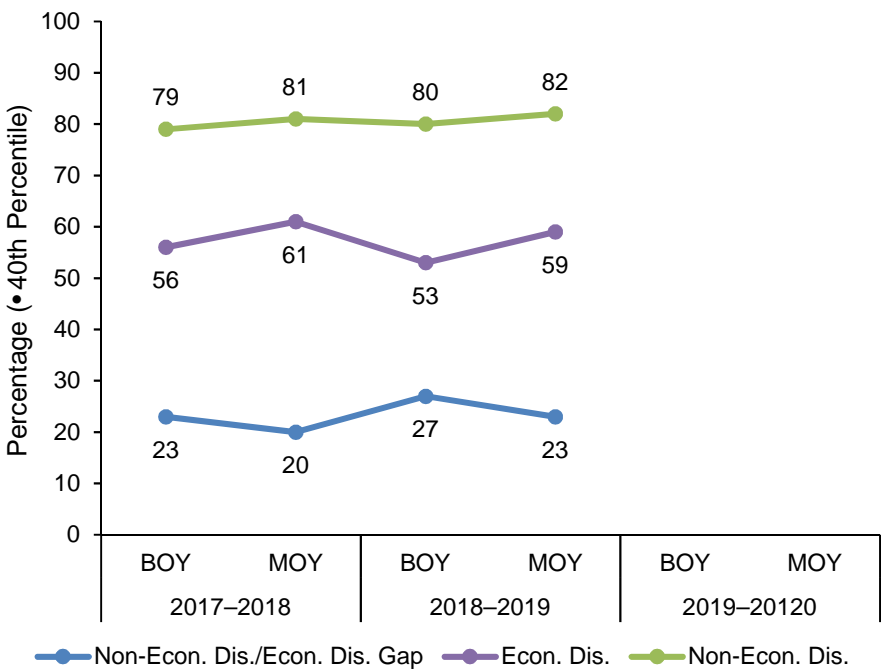
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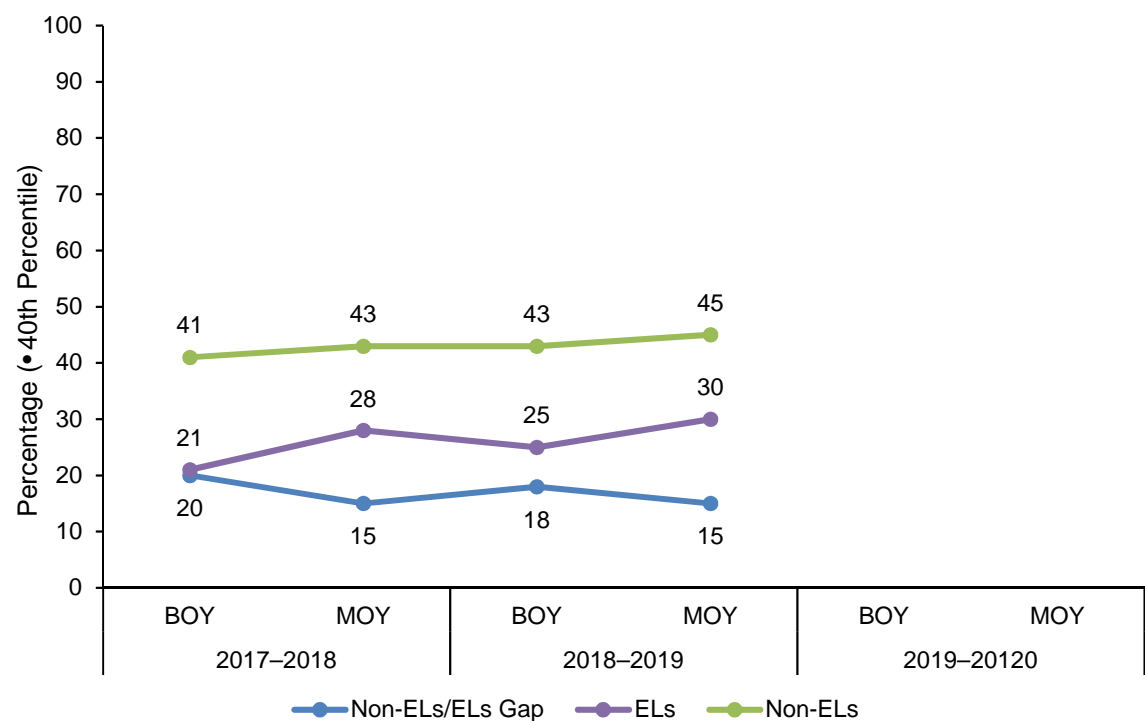
Non-Achieve 180 Program



Constraint Progress Measure 3.2

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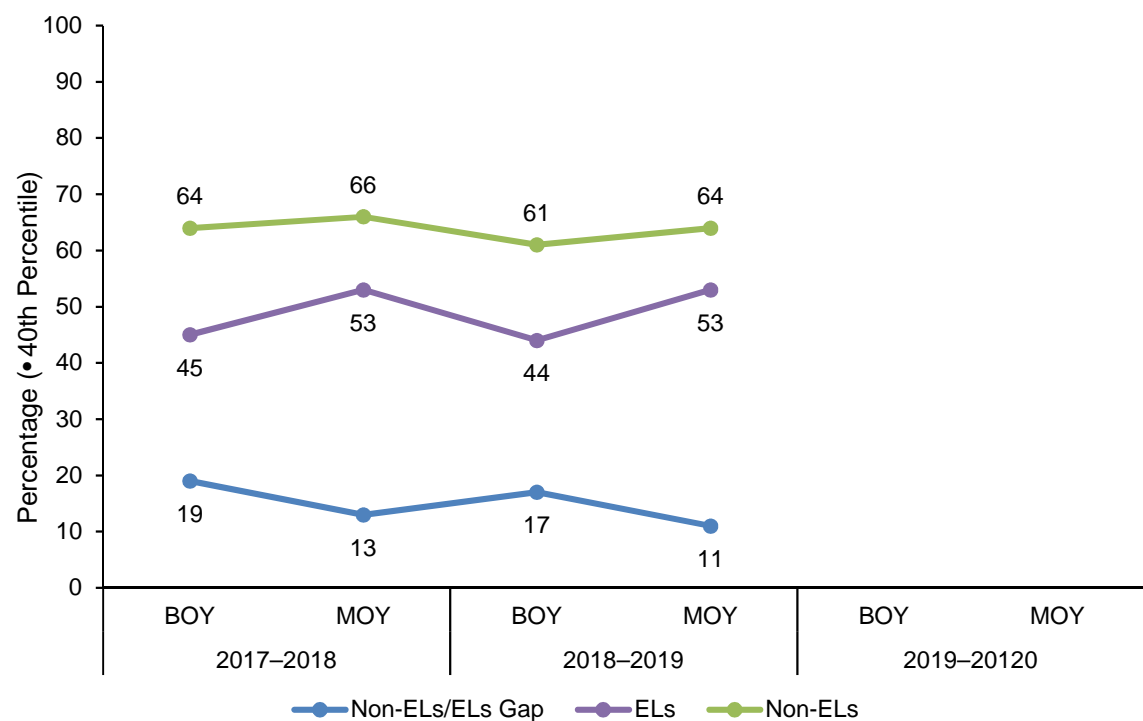
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Ren360 Mathematics – All Students

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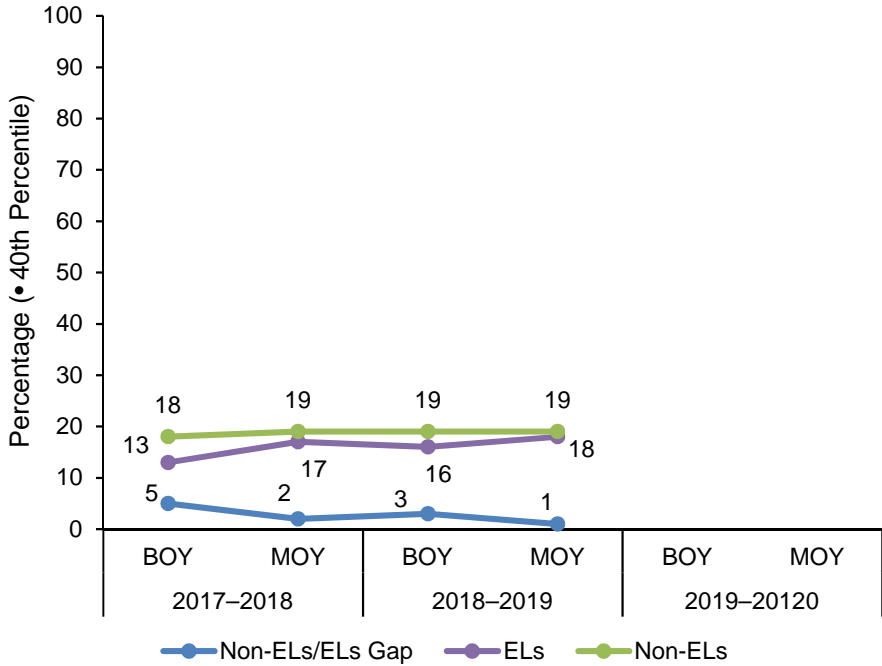


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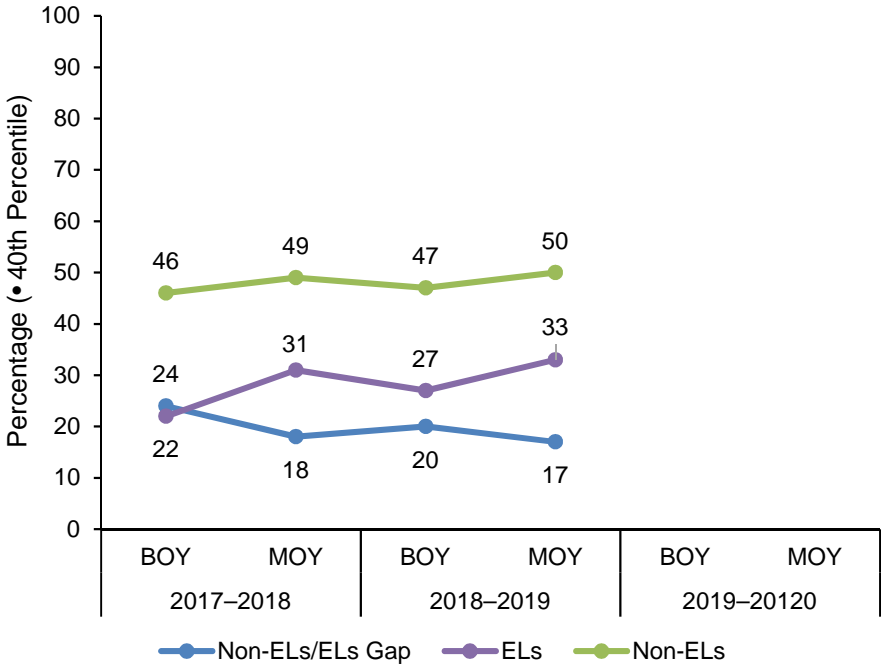
Ren360 Reading by A180 Program

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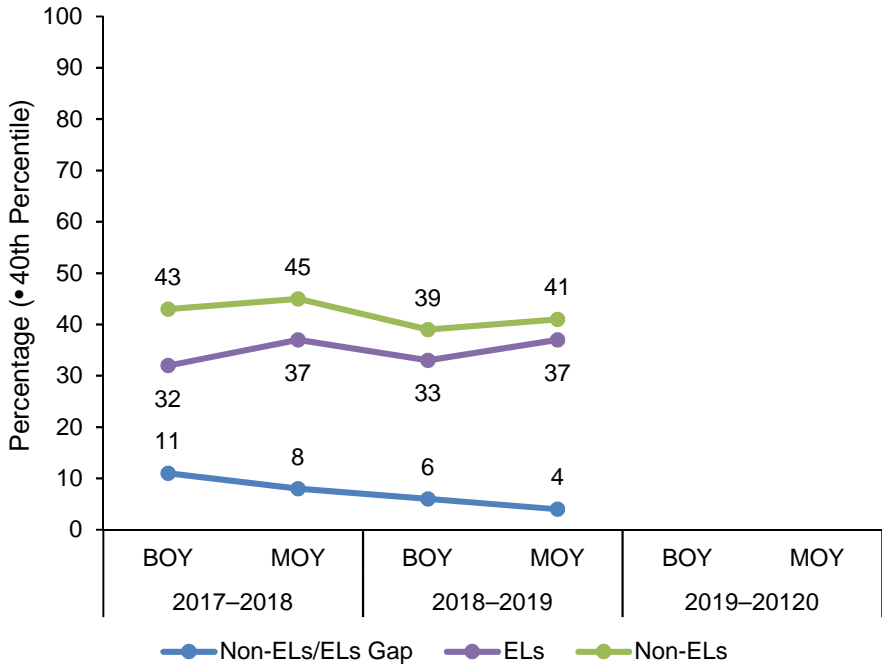
Non-Achieve 180 Program



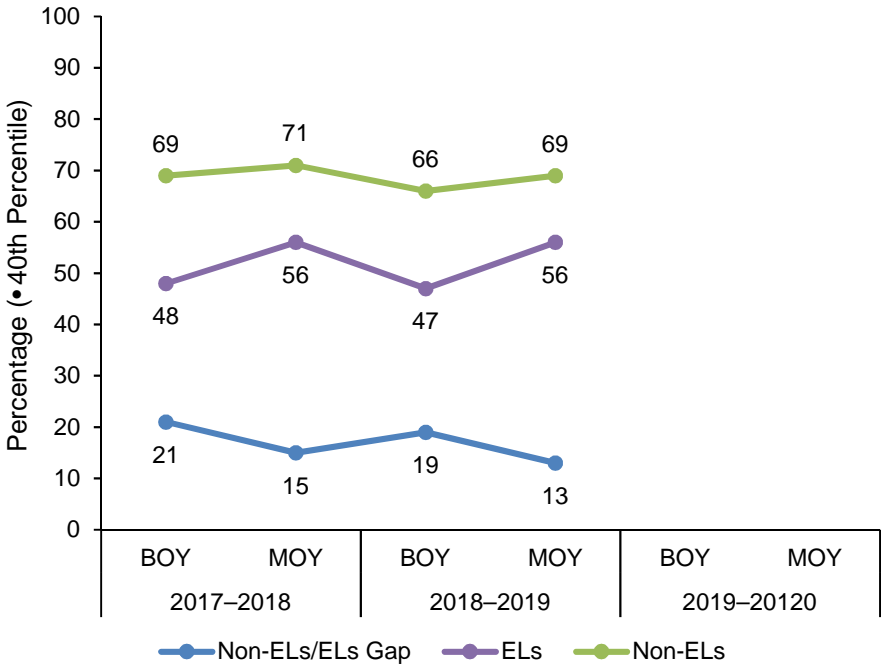
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Non-Achieve 180 Program

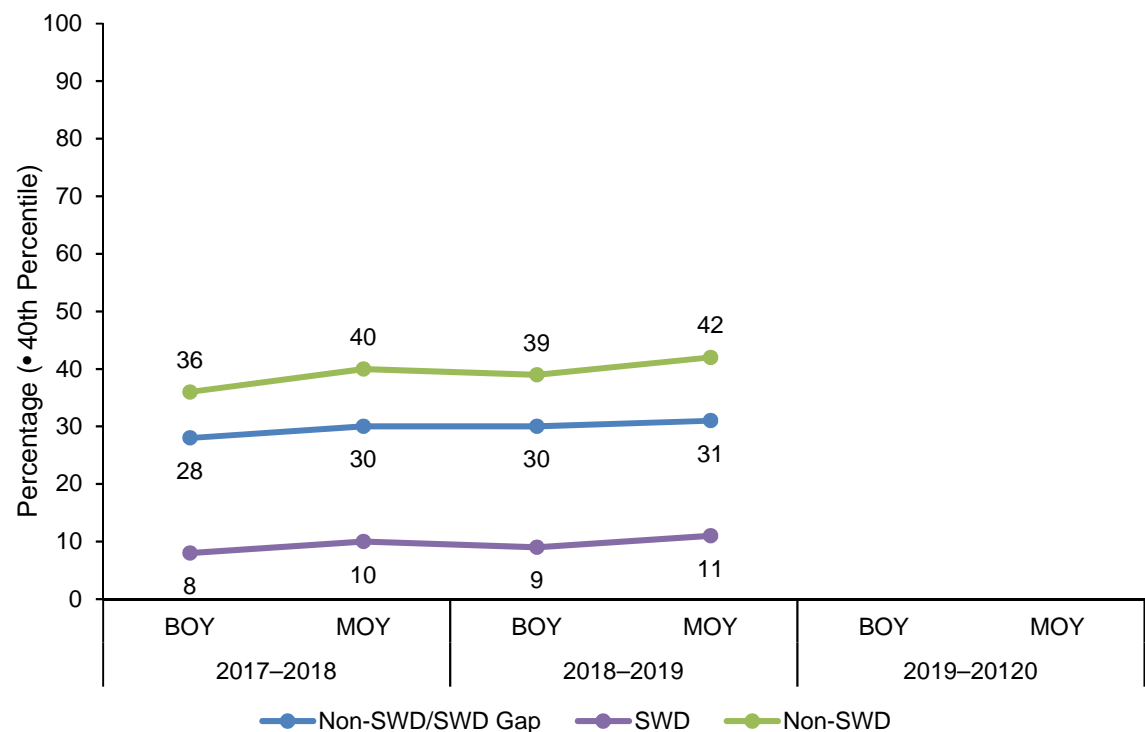


Constraint Progress Measure 3.3

- The reading and math performance gap between students receiving special education services and students not receiving special education services, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 45 percentage points in spring 2017 to 42 percentage points in spring 2020.

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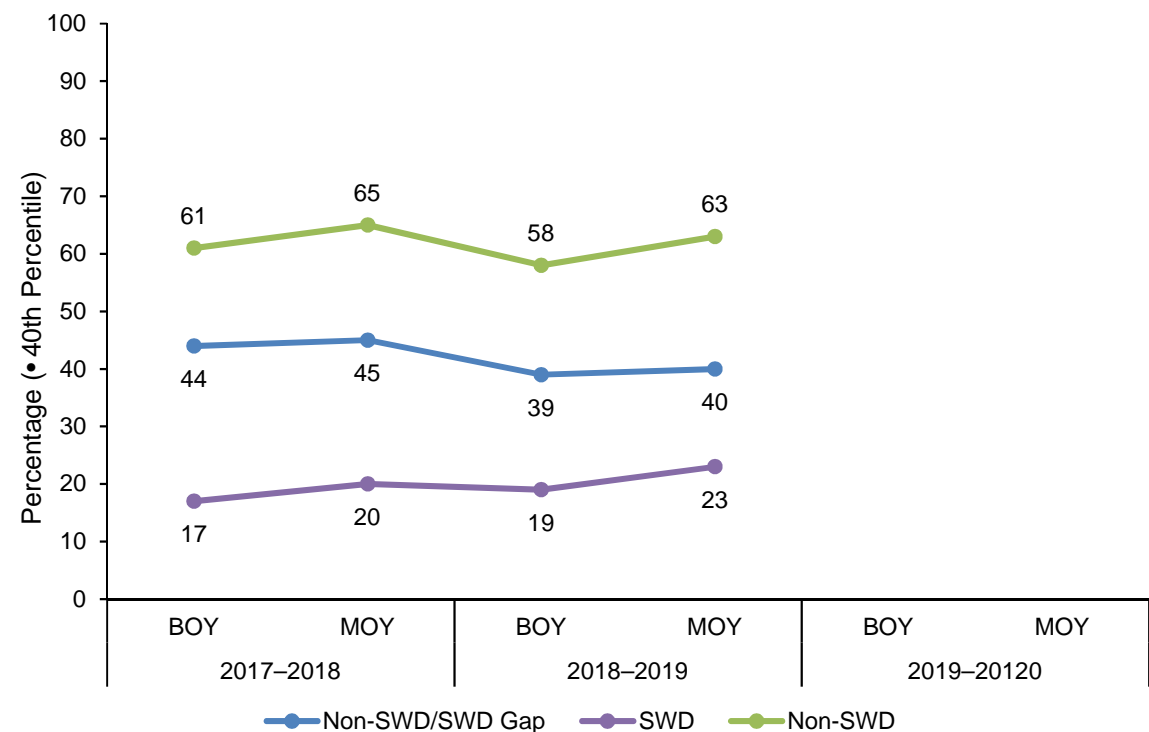
Non-SWD/SWD Performance Gap



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Ren360 Mathematics – All Students

Non-SWD/SWD Performance Gap



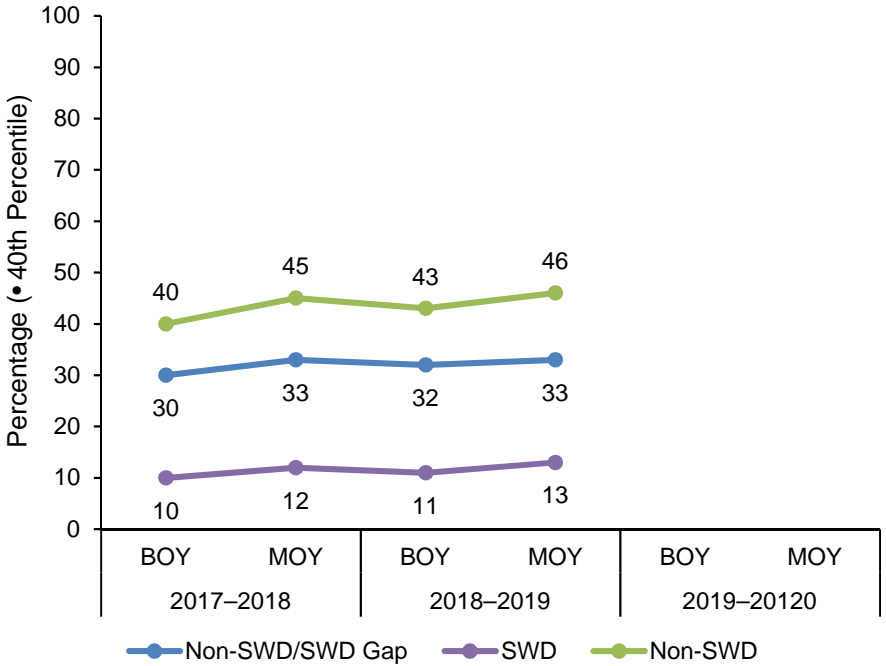
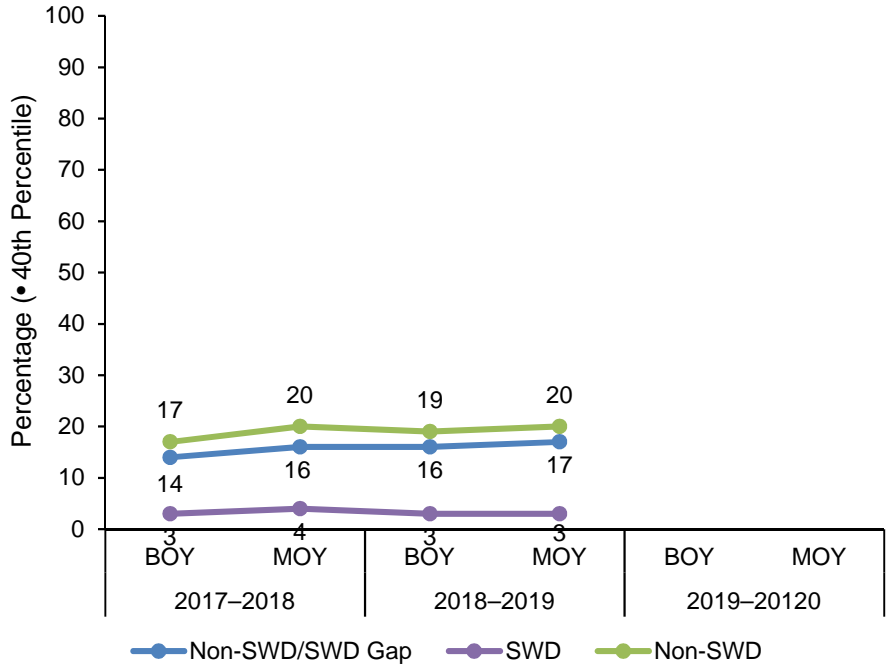
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Ren360 Reading by A180 Program

Non-SWD/SWD Performance Gap

Achieve 180 Program (Without TCAH)

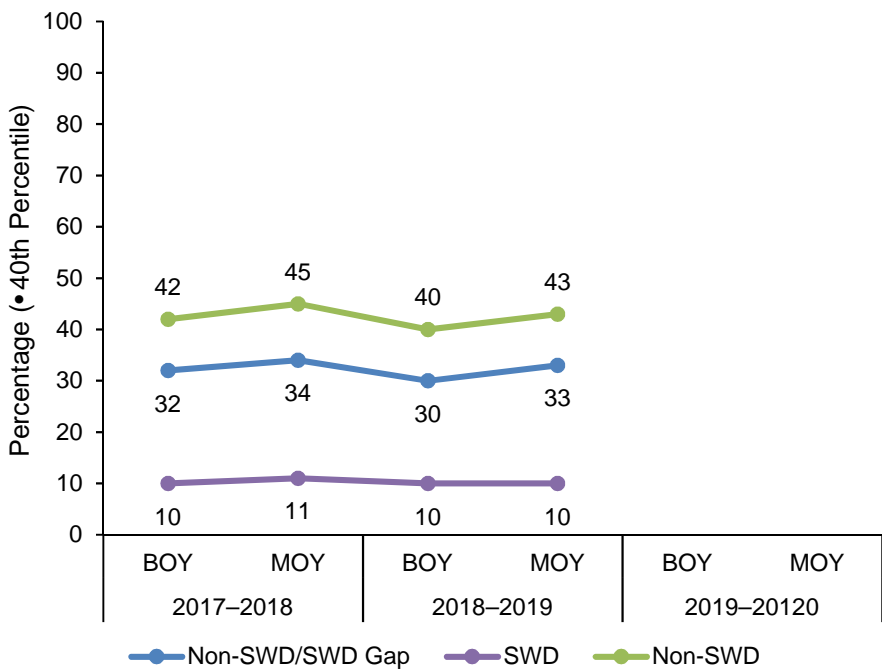
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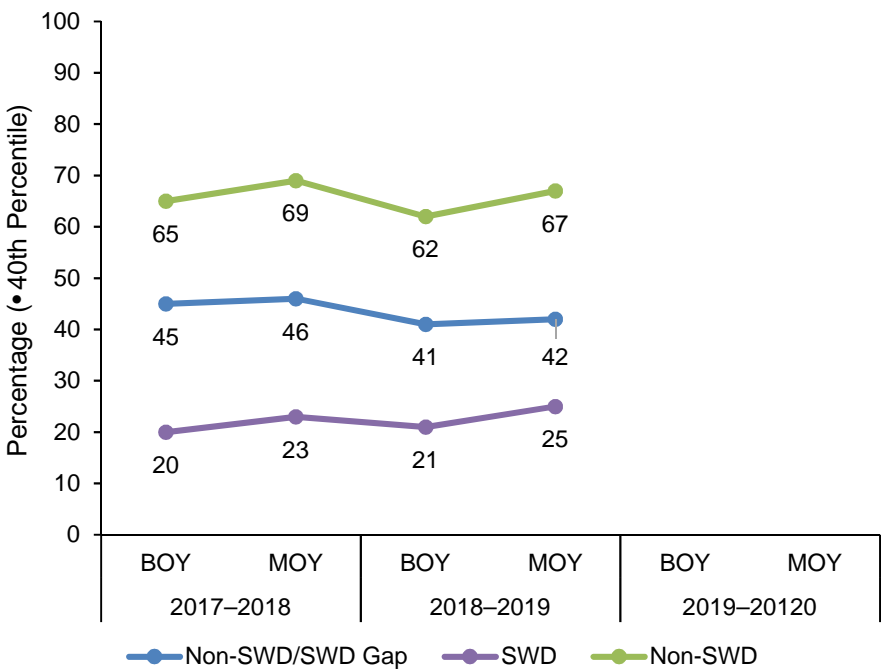
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Achieve 180 Program (Without TCAH)



Non-Achieve 180 Program



HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you

Date: 4/11/2019

Presenter:

Carla Stevens

*Assistant Superintendent,
Research and Accountability*



Constraint Monitoring Report – April 2019

Constraint 3, April 2019

Student Group Achievement Gaps

Constraint 3

The superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English Learners (ELs), to increase in reading and mathematics.

Superintendent's Response

The **Office of Special Education Services (OSES)** ensures that accommodations are available in the curriculum to support teachers in areas reading, writing and math for students with disabilities and struggling students. School Leaders received training during the October principals meeting breakout for using the Literacy Routines in a Co-Teach Model to provide leadership in writing. Throughout the academic year, OSES provides ongoing training in the areas of GoalBook, and Specially Designed Instruction (SDI) to support for teachers and school staff to provide more effective and relevant instruction for students with disabilities. OSES also supported lead4ward training for school leaders on the topic of lead4ward "TriplePlay," using instructional strategies that yield high results in the content areas. Currently, OSES is hosting conversations with the Elementary Curriculum team on more effective ways to support teachers and leaders in maximizing the use of the accommodations to support struggling students and students with disabilities. SPED works in a cross-collaborative effort with Multi-Lingual, Intervention Assistance Team, and Student Assessment to support teachers in using data to more effective support writing, reading and math. This collaborative effort has provided a streamlined, more focused approach to hone in on the most critical instructional needs of teachers and to guide the instructional feedback for leaders.

Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.1 – April 2019	Evaluation
The reading and math performance gap between economically and non-economically disadvantaged students, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 17 percentage points in spring 2017 to 14 percentage points in spring 2020.	Not On Track
<p style="text-align: center;">To Be Reported During The August Board Meeting</p>	
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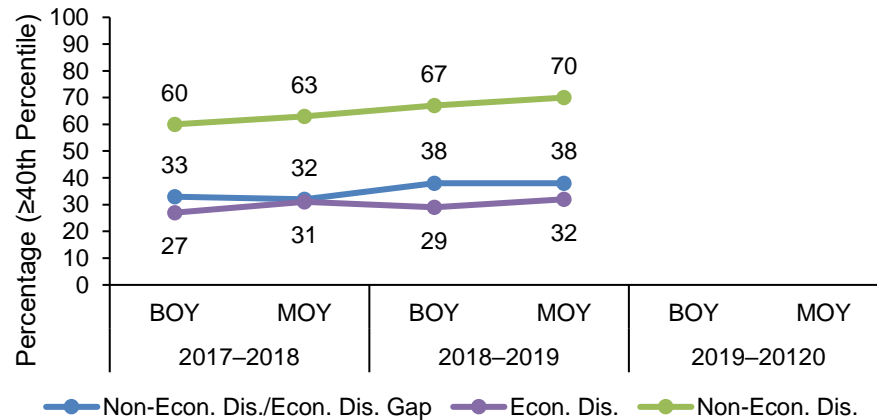
HISD | Research and Accountability

ANALYZING DATA, MEASURING PERFORMANCE.

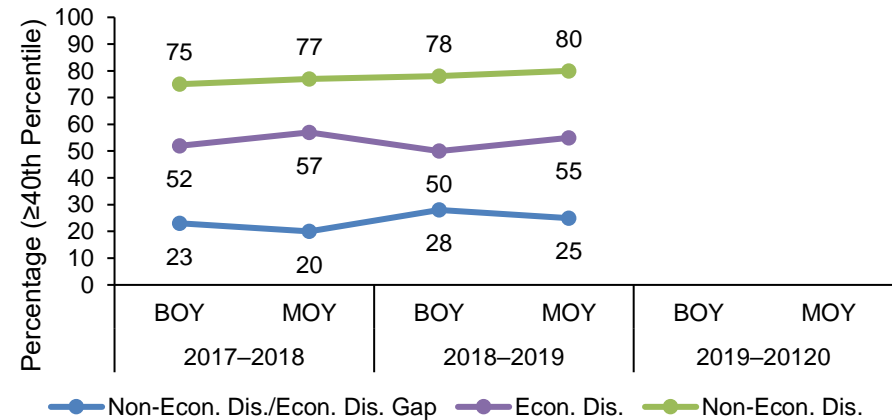
Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.1 Support Data – Universal Screener

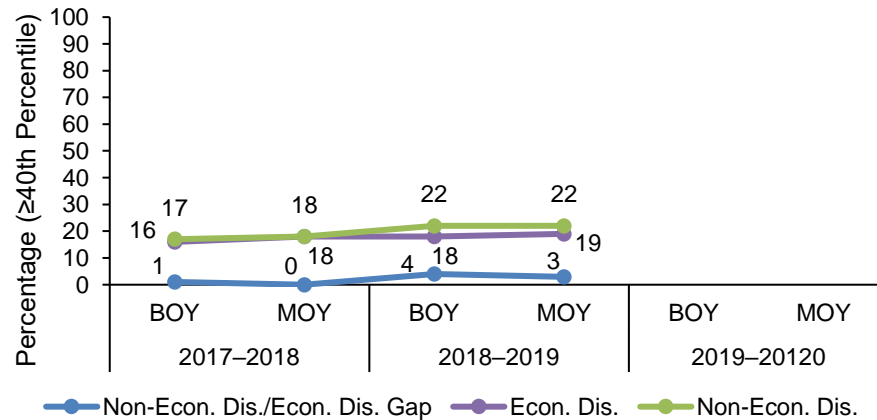
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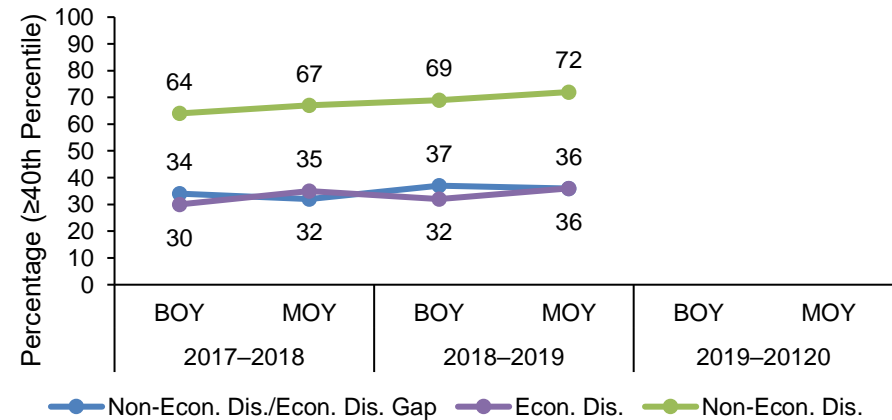
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Non-Econ. Dis./Econ. Dis. Performance Gap



Ren360 Reading – A180 Program (w/out TCAH)
Non-Econ. Dis./Econ. Dis. Performance Gap



Ren360 Reading – Non-A180 Program
Non-Econ. Dis./Econ. Dis. Performance Gap



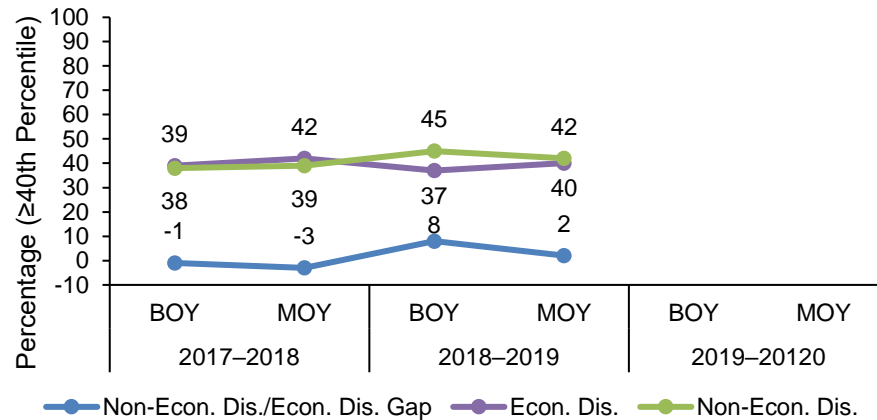
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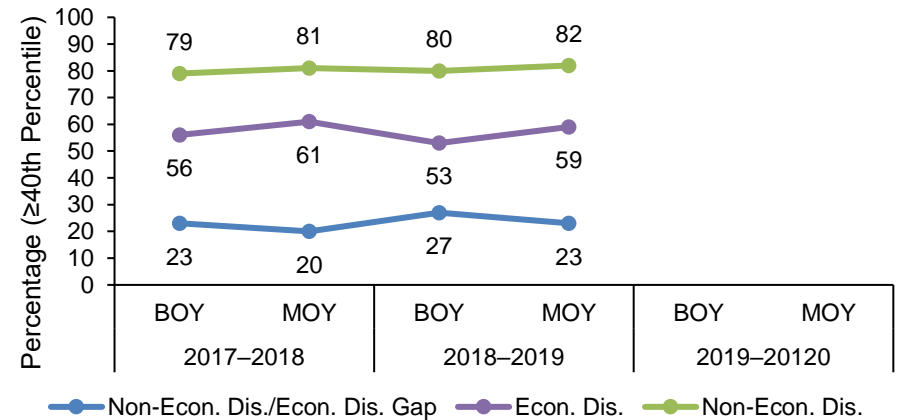
Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.1 Support Data – Universal Screener (Cont.)

Ren360 Math – A180 Program (w/out TCAH)
Non-Econ. Dis./Econ. Dis. Performance Gap



Ren360 Math – Non-A180 Program
Non-Econ. Dis./Econ. Dis. Performance Gap



Constraint Monitoring Report – April 2019

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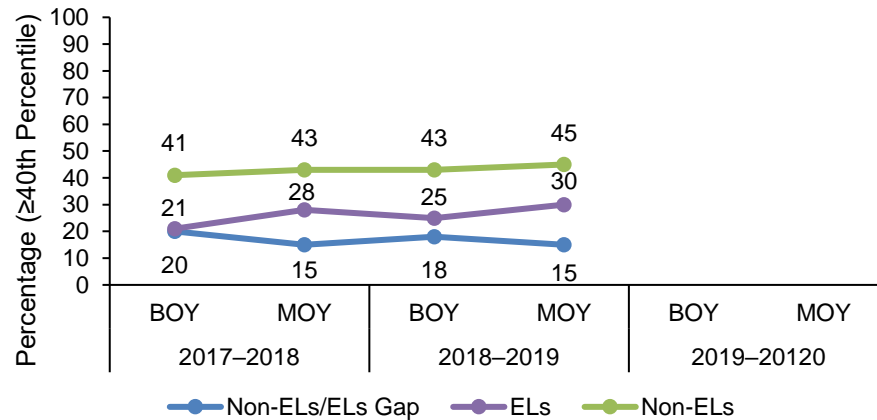
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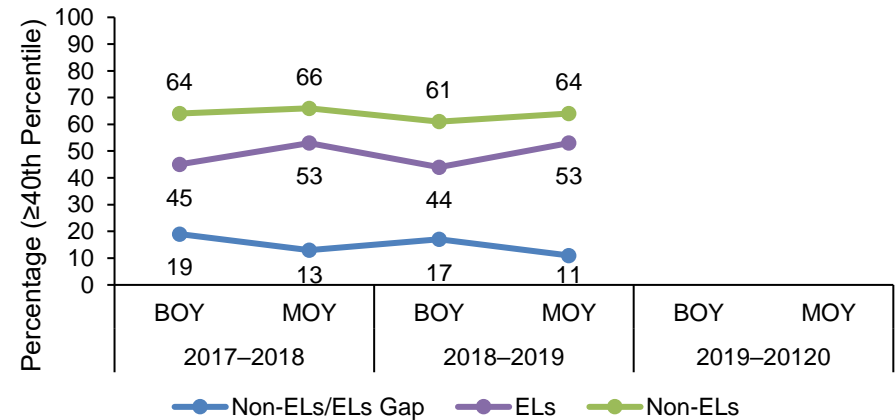
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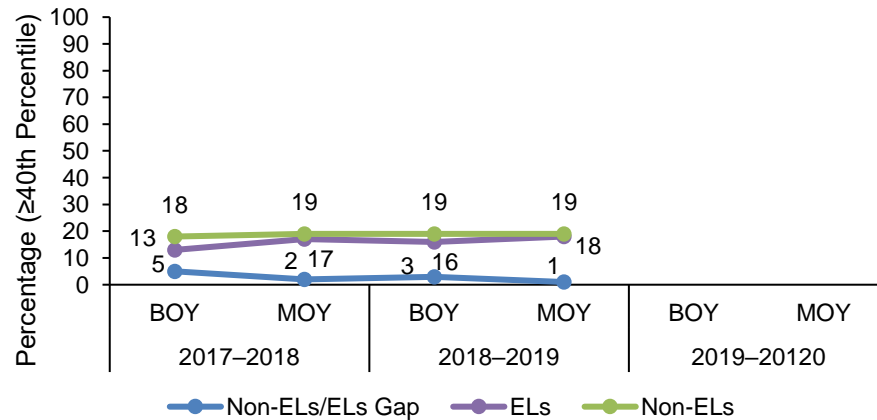
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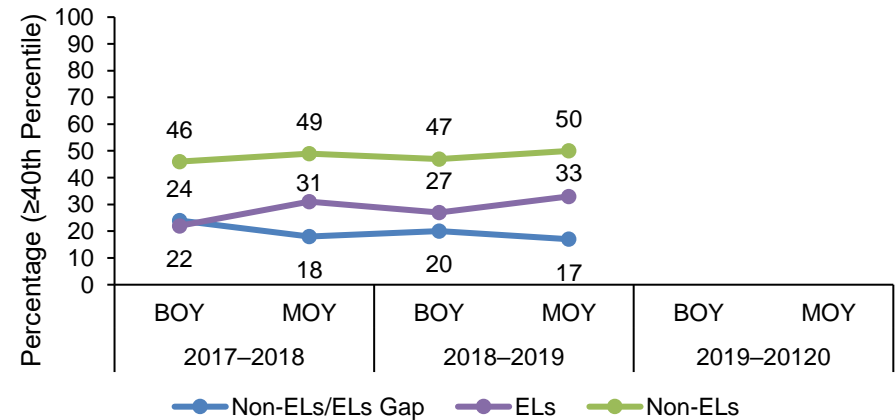
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Non-ELs/ELs Performance Gap



Ren360 Reading – A180 Program (w/out TCAH)
Non-ELs/ELs Performance Gap



Ren360 Reading – Non-A180 Program
Non-ELs/ELs Performance Gap



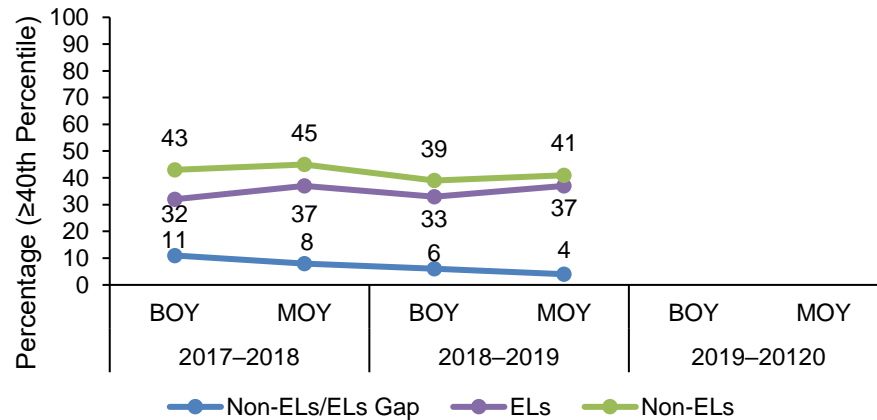
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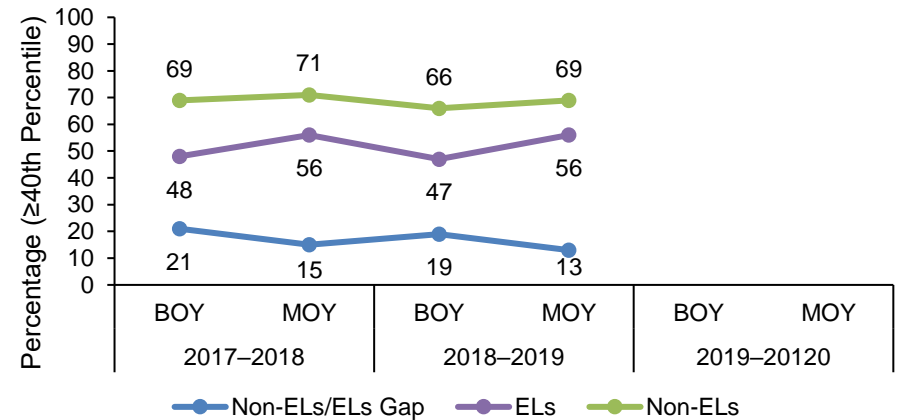
Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.2 Support Data – Universal Screener (Cont.)

Ren360 Math – A180 Program (w/out TCAH)
Non-ELs/ELs Performance Gap



Ren360 Math – Non-A180 Program
Non-ELs/ELs Performance Gap



HISD | Research and Accountability

ANALYZING DATA, MEASURING PERFORMANCE.

Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.3 – April 2019	Evaluation
<p>The reading and math performance gap between students receiving special education services and students not receiving special education services, as measured by the percentage of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 45 percentage points in spring 2017 to 42 percentage points in spring 2020.</p>	<p>On Track</p>
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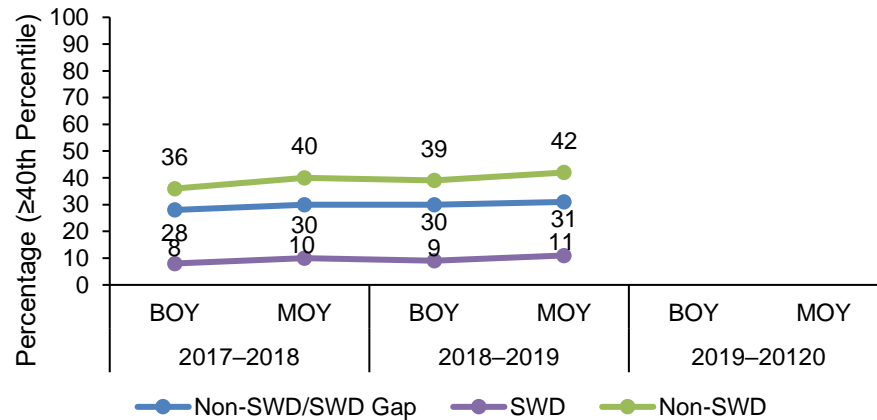
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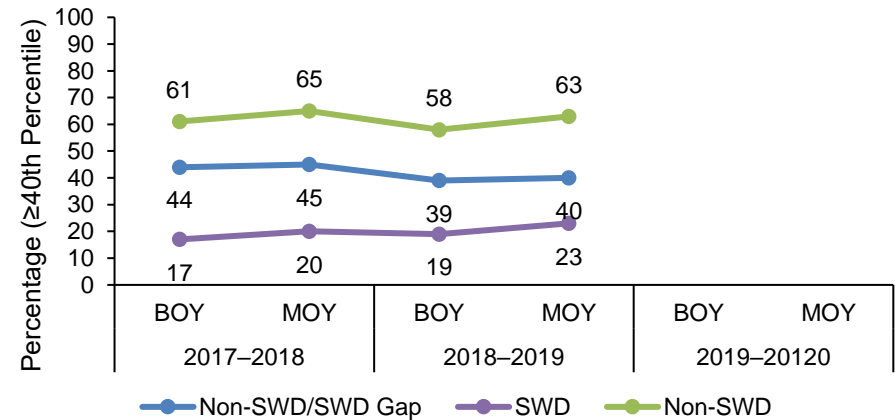
Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.3 Support Data – Universal Screener

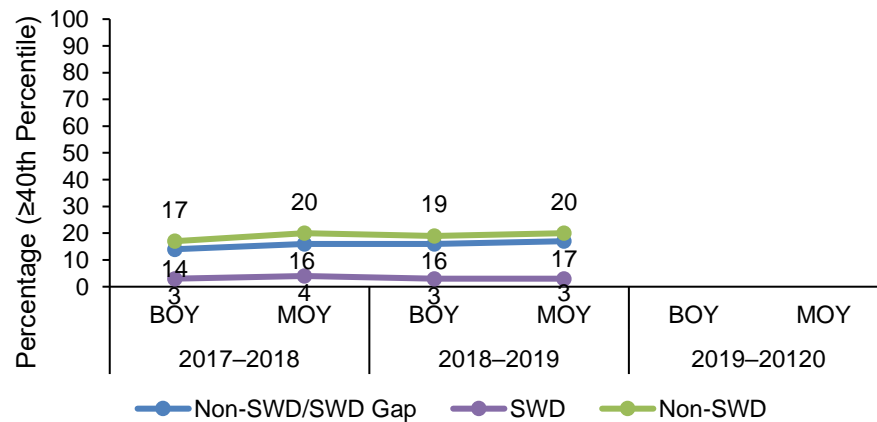
Ren360 Reading – All Students
Non-SWD/SWD Performance Gap



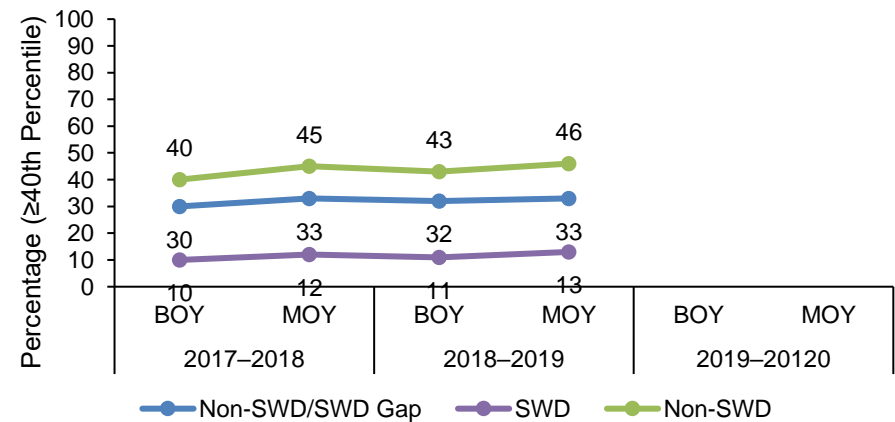
Ren360 Math – All Students
Non-SWD/SWD Performance Gap



Ren360 Reading – A180 Program (w/out TCAH)
Non-SWD/SWD Performance Gap



Ren360 Reading – Non-A180 Program
Non-SWD/SWD Performance Gap



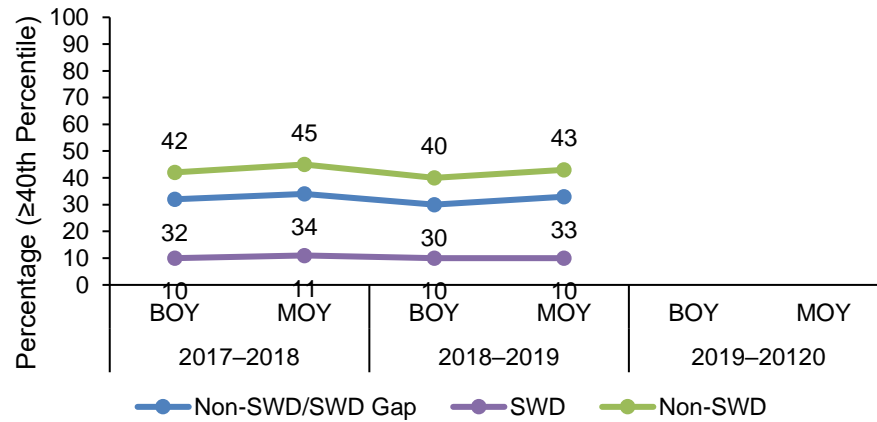
HISD | Research and Accountability

ANALYZING DATA, MEASURING PERFORMANCE.

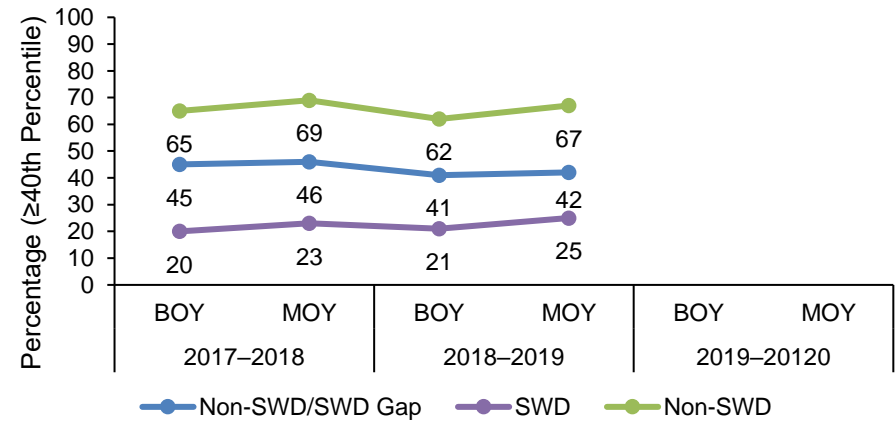
Constraint Monitoring Report – April 2019

Constraint Progress Measure 3.3 Support Data – Universal Screener (Cont.)

Ren360 Math – A180 Program (w/out TCAH)
Non-SWD/SWD Performance Gap



Ren360 Math – Non-A180 Program
Non-SWD/SWD Performance Gap



REPORT FROM THE SUPERINTENDENT

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

SUBJECT: APPROVAL OF BOARD MONITORING UPDATE: PRESENTATION OF GOAL 1 PROGRESS MEASURE 2 OFFICE OF SPECIAL EDUCATION SERVICES SUPPORT DATA

The Houston Independent School District (HISD) exists to strengthen the social and economic foundation of Houston by assuring its youth the highest-quality elementary and secondary education available anywhere.

In accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development, the HISD Board of Education monitors progress towards the district's goals and compliance with certain constraints.

New student outcome data for Goal Progress Measure (GPM) 1.2 was presented at Agenda Review on April 4, 2019. Attached to this update is a supplemental presentation addressing how The Office of Special Education Services has affected this data.

Goal 1: The percentage of students reading and writing at or above grade level as measured by the percent of students at the Meets Grade Level standard on STAAR for grade 3 through English II shall increase by three percentage points annually from 37% to 46% between spring 2017 and spring 2020.

- GPM 1.2—Grades 4 and 7 students shall be assessed in writing in the Fall and Spring; percent of students meeting the grade level standard shall increase at least three percentage points annually from 22% in spring 2018 to 28% in spring 2020. Results will be presented to the board after the fall and spring testing windows.

HOUSTON INDEPENDENT SCHOOL DISTRICT

Goal Progress Measure 1.2: OSES Support Data

Date: 4/11/2019

Presenter:

Dr. Verrett

*Assistant Superintendent,
Office of Special Education Services*



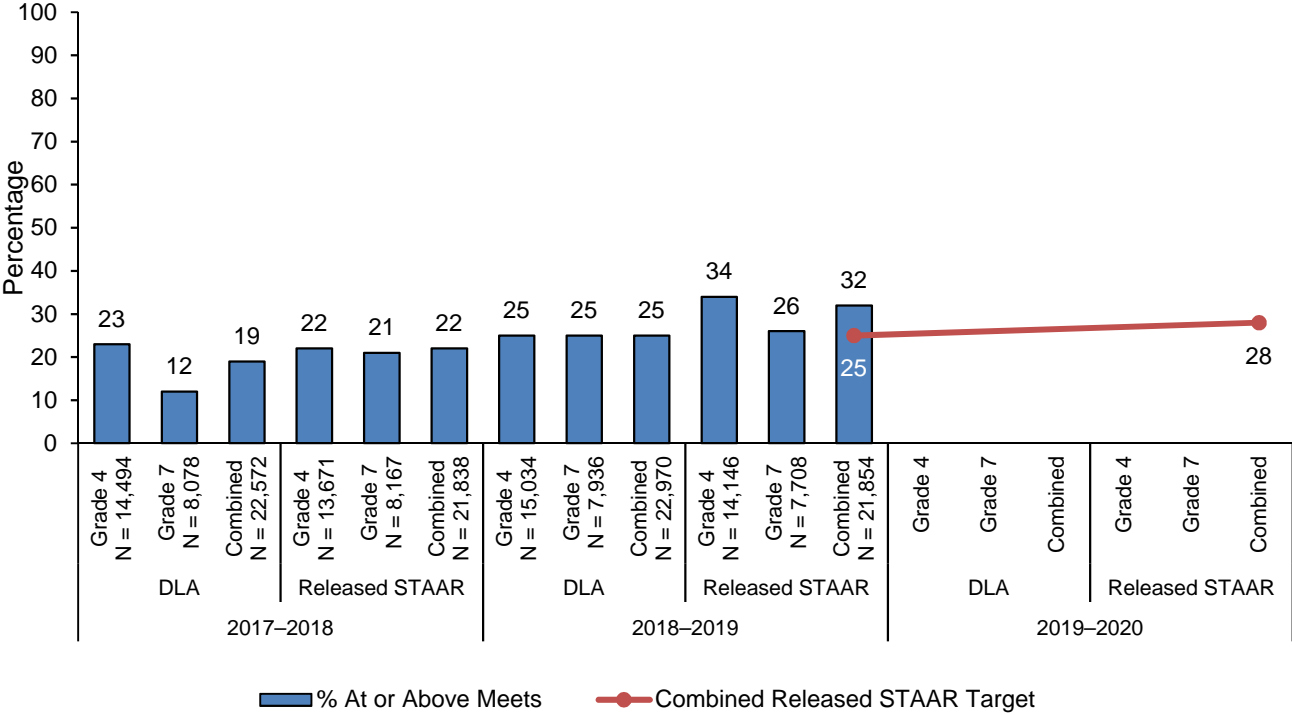
Goal 1

- The percentage of students reading and writing at or above grade level as measured by the percent of students at the Meets Grade Level standard on STAAR for grade 3 through English II shall increase by three percentage points annually from 37% to 46% between spring 2017 and spring 2020.

Goal Progress Measure 1.2

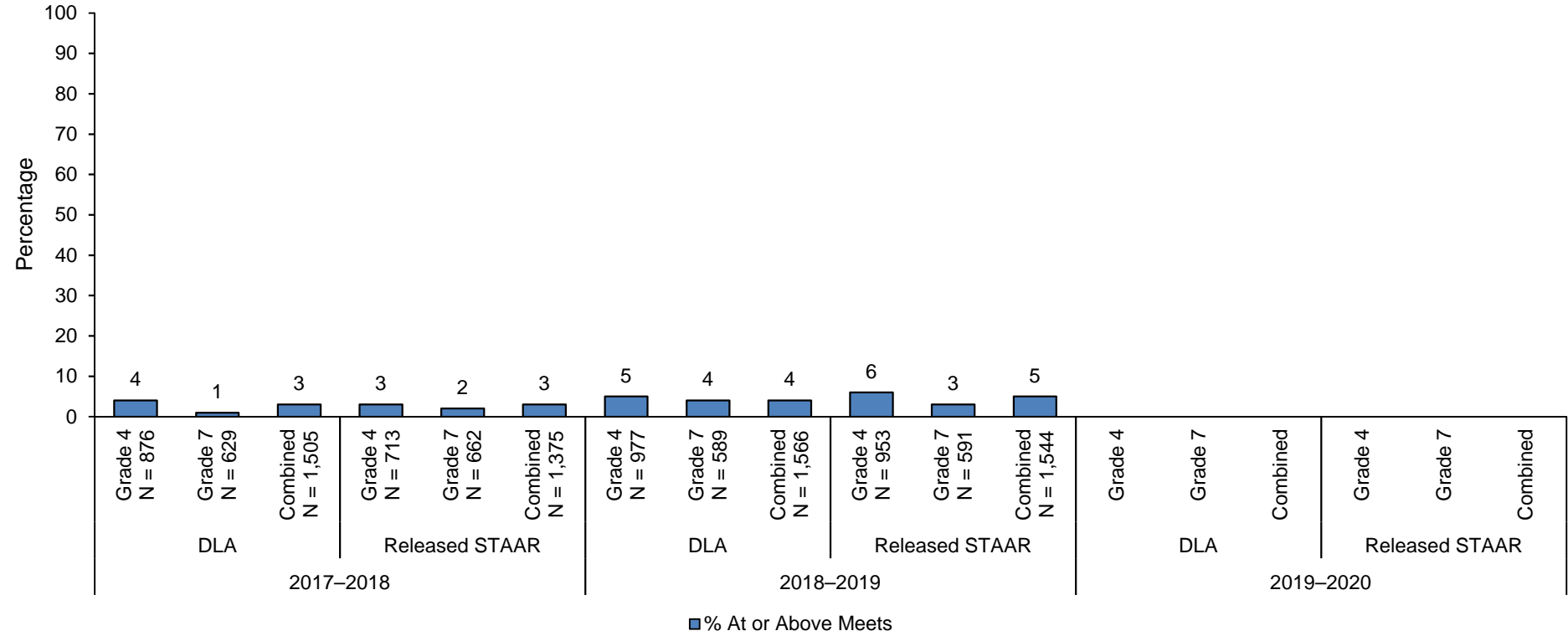
- Grades 4 and 7 students shall be assessed in writing in the Fall and Spring; percent of students meeting the grade level standard shall increase at least three percentage points annually from 22% in spring 2018 to 28% in spring 2020. Results will be presented to the board after the fall and spring testing windows.

Percentage of Students Writing At or Above the Meets Grade Level Standard



- **Exceeded Goal**
- District Level Assessment (DLA) for both grades 4 and 7 administered between December 3rd and 20th and December 10th and 14th respectively.
- Released STAAR for both grades 4 and 7 administered between February 25th and March 1st.

Percentage of SWD Writing At or Above the Meets Grade Level Standard



Current OSES Initiatives

- Partnered with curriculum to facilitate a writing PD for principals at monthly principal's meeting
- Facilitated a writing PD around Literacy Routines in the Co-Teach Classroom for principals at monthly principal's meeting
- OSES partnered with Dyslexia to provide training for staff on Dyslexia indicators

Current OSES Initiatives

- OSES support staff trained on lead4ward High Yield Instructional Strategies for writing
- Ongoing professional development/collaboration: GoalBook/UDL, Kurzweil, Specially Designed Instruction, and Writer's Workshop

New Initiatives for 2019-2020

- Training for principals around IEP development and oversight.
- OSES will provide training on the impacts of disabilities including cognitive processing deficits
- Program specialists will receive additional training on providing responsive and relevant coaching and feedback for lesson planning.

New Initiatives for 2019-2020

- Instructional Rounds at elementary and middle school campuses to examine the implementation of Specially Designed Instruction.
- Collaboration with school area offices to develop writing plans that include support for SWD.
- Partner with Curriculum and Instruction to design training and support opportunities to strengthen the level of rigor for SWD

HOUSTON INDEPENDENT SCHOOL DISTRICT

Thank you



Office of the Board of Education
Board of Education Meeting of April 11, 2019

Diana Davila, President and District VIII Trustee

**SUBJECT: APPROVAL OF DIRECTOR APPOINTMENT TO THE HOUSTON
INDEPENDENT SCHOOL DISTRICT PUBLIC FACILITY
CORPORATION BOARD OF DIRECTORS**

The Houston Independent School District (HISD) Public Facility Corporation (PFC) was created in 1997 to assist the school district in the financing of public school facilities. The corporation has a board of directors with rotating three-year terms of office. It is recommended that Diana Dávila be reappointed to Position 2 for a term that will expire in 2022.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the reappointment of Diana Dávila to Position 2 of the PFC Board of Directors, effective April 12, 2019.

Office of the Board of Education
Board of Education Meeting of April 11, 2019

Diana Davila, President and District VIII Trustee

SUBJECT: APPROVAL OF THE BOARD'S QUARTERLY SELF-EVALUATIONS, STAFF USE TRACKER, TIME USE TRACKER, AND QUARTERLY PROGRESS TRACKER IN ACCORDANCE WITH THE TEXAS EDUCATION AGENCY IMPLEMENTATION INTEGRITY INSTRUMENT

On August 10, 2017, the Houston Independent School District (HISD) Board of Education approved conducting self-evaluations using the Texas Education Agency (TEA) Implementation Integrity Instrument each quarter in pursuit of compliance with the Lone Star Governance continuous improvement timeline.

Approval of the ninth-quarter self-evaluations, Board Staff Use Tracker, Board Time Use Tracker, and Quarterly Progress Tracker is requested. Copies of the ninth-quarter Board Staff Use Tracker, Board Time Use Tracker, and the Quarterly Progress Tracker are attached, along with a sample copy of the Implementation Integrity Instrument.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals, and is aligned to Core Initiative 4: Data-Driven Accountability.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the quarterly self-evaluations, Board Staff Use Tracker, Board Time Use Tracker, and Quarterly Progress Tracker, effective April 12, 2019.

BOARD AGENDA ITEM EXPLANATORY SHEET

AGENDA ITEM	TITLE (SUBJECT)	SCHEDULED MEETING
B-2	Approval Of The Board's Quarterly Self-Evaluations, Time Use Tracker, And Quarterly Progress Tracker In Accordance With The Texas Education Agency Implementation Integrity Instrument	04-11-19
INITIATED BY: Diana Dávila, President and District VIII Trustee		
BACKGROUND: As part of Lone Star Governance (LSG) requirements, the Board of Education quarterly submits self-evaluations and tracker documents. The ninth quarter of the LSG timeline ended with March.		
OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: None		
ADMINISTRATIVE PROCEDURES REQUIRED: None		

Board's Staff Use Tracker

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (E.g. Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Superintendent	2			166	332
Senior Staff Members					
Achieve 180 Area Superintendent	10	7		85	1445
Northwest Area Superintendent		7		85	595
School Support Officer (Achieve 180)	30			73	2190
School Support Officer (Achieve 180)	68			62	4216
School Support Officer (Achieve 180)		10		42	420
Chief Operating Officer	4.0	0.5		98	441
Chief Academic Officer		7		98	686
Assistant Superintendent (Research)	8.25	6		66	940.5
Chief Communications Officer		7		98	686
General Manager, Communications	2			62	124
Chief Governmental Relations & Strategy Officer	4.75			98	465.5
Chief of Staff	7.25	7		98	1396.5
Officer, Facilities & Fleet	7	6.5	2	73	1131.5
Officer, Strategic Branding		6.5		73	474.5
Officer, Construction Services		6.5		73	474.5
Operations Administrative Officer	3	6	1	73	730

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Manager, Research & Accountability	28.5			40	1140
Sr. Research Specialist	25.5			35	892.5
Research Specialist	80.5			33	2656.5
Sr. Executive Admin. Assistant	1			29	29
Director (Achieve 180)	20			42	840
Team Lead, Web and Social Media	1			34	34
Executive Administrative Assistant		7		26	182
General Manager, Maintenance & Repairs	3.25	2	0.5	66	379.5
General Manager, Business Ops.	3.5			66	231
General Manager, Construction	1	3.5		66	
General Manager, Facilities Finance	3	2	0.5	66	363
General Manager, Facilities Support	5.75	4.5	1	66	742.5
General Manager, Operations & Fleet	5.75	4.5	1	66	742.5
General Manager, Transportation	1	6	4	66	726
Totals					



Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
General Manager, Facilities Design		3.5		66	
Sr. Manager	1			46	46
Sr. Manager, Fleet Services	15.25			46	701.5
Sr. Manager, Real Estate	4	1.5		46	253
Sr. Manager, Special Projects	1			46	46
Chief of Police	1			73	73
Assistant Chief of Police		7.5		62	465
Police Captain		22		46	1012
Police Officer		57		26	1482
Police Sergeant		9		33	297
Security Guard		4.5		14	63
Construction Manager	2			40	80
Construction Service Representative	2			29	58
Document Controls Specialist	8	1	2	33	363
Executive Administrative Assistant	5.25	0.5	0.5	26	162.5
Totals					

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Manager, Strategic Communications	4			40	160
Chief, Strategy and Innovation Officer	1			98	98
Assistant Superintendent, Innovation	2.5			62	155
Assistant Superintendent, Equity & Outreach	0.5			62	31
General Counsel	11.5			85	977.5
Deputy General Counsel	2	7		66	594
Assistant General Counsel	5.75			62	356.5
Totals	392.75	220			25,706.5

Board's Staff Use Tracker

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (E.g. Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Superintendent	1			166	166
Senior Staff Members					
Area Superintendent, Achieve 180	6			85	
Chief Governmental Relations Officer	1.75			98	171.5
Chief Operating Officer	0.25	1.5		98	171.5
Chief Strategy & Innovation Officer	2.25			98	220.5
Operations Administrative Officer		7		85	595
Area Superintendent	1.15			85	97.75
School Support Officer, West Area	4			85	340
School Support Officer, Northwest	2			66	132
Press Secretary	1			62	62
General Manager, Communications	1			62	62
Assistant Sup., Research & Accountability	0.5			66	33
Director, Achieve 180	25			42	1050
Director, West Area Office	6			62	372
Sr. Executive Admin. Assistant	1.5			29	43.5

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Officer, Student Support Services	8			66	528
Director, Special Populations/GT	2			49	98
Sr. Research Specialist	64			35	2240
Manager, Research & Account.	3			40	120
Research Specialist	19			33	627
Sr. Executive Administrative Assistant	2			29	58
Sr. Writer, Communications	4			29	116
Officer, Construction Services	3	7.5		73	766.5
Officer, Facilities & Fleet Services	23.5	7.5		73	2263
Officer, Nutrition Services	4	4	1	73	657
General Manager, Nutrition Services	4	4	1	62	558
General Manager, Construction	20	3.5		66	1551
General Manager, Business Ops. & IT		3		62	186
General Manager, Facilities Design		3.5		66	231
General Manager, Facilities Support	2	2	0.5	66	297
Totals					

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
General Manager, Maintenance	2	2	0.5	66	297
General Manager, Finance & Accountability	2	2	0.5	66	297
General Manager, Strategic Engagement		8		62	496
General Manager, Transportation	6			66	396
General Manager, Business Operations		3.5		66	231
General Manager, Maintenance & Repairs	2	2	0.5	66	297
Sr. Manager, Real Estate	2	3	2	46	322
Sr. Manager, Special Projects	12			46	552
Sr. Manager, Maintenance & Repairs	4.5	4.5	1	46	460
Sr. Manager, Grounds	2	2	0.5	46	207
Manager, Strategic Engagement & Outreach	2	8		40	400
Construction Project Manager	8			40	320
Assistant Chief of Police		3.5		62	217
Police Captain		11		46	506
Police Officer		16.5		26	429
Totals					

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Security Guard		5		14	70
Document Control Administrator	31.5	1	2	33	1138.5
Sr. Executive Admin. Assistant	9.5			29	275.5
Executive Admin. Assistant	1.25			26	32.5
Totals	296.65	115.5	9.5		20,756.75

Board's Staff Use Tracker

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (E.g. Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Superintendent	3.5			166	581
Senior Staff Members					
Interim Chief Academic Officer	0.5			98	49
Officer, Leadership Development	10.25			66	676.5
Assistant Sup., Research & Accountability	17	8.5		66	1683
Officer, Student Populations	0.5			66	33
Manager, Research & Accountability	16	2		40	720
School Business Manager	5			40	200
Chief Financial Officer	17.5			98	1715
Chief Govt. Relations & Strategy Officer	1			98	98
Interim Chief IT Officer	1.5	8		98	931
Sr. Manager, IT	3	5		66	528
Chief of Staff	2			98	196
Chief Operating Officer	4	3.25		98	710.5
Operations Administrative Officer	5	5.25		85	871.25
Interim Officer, Strategic Engagement and Outreach	3.5	6.5		73	730
Officer, Nutrition Services	4	4	1	73	657
Officer, Construction Services	1	8.5		73	693.5



Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Sr. Research Specialist	21			35	735
Sr. Compliance Analyst	6.5			40	260
Research Specialist	39	1.5		33	1335.5
Sr. Executive Admin. Assistant	4			29	116
Sr. Exec. Administrative Assistant	1.5			29	43.5
General Manager, Nutrition Services	2			62	124
General Manager, Construction		5.25		66	346.5
General Manager, Business Ops.		5.25		66	346.5
General Manager, Facilities Design		5.25		66	346.5
General Manager, Transportation	2	3	3	66	528
General Manager, Business Ops. Support		4.5		62	279
Sr. Manager, Transportation	2			46	92
Sr. Manager, Real Estate		3		46	138
Manager, Strategic Communications	0.5	4.5		40	200
Totals					

Title	Average Monthly Hours Preparing	Average Monthly Hours Attending	Average Monthly Hours Debriefing	Hourly Rate (Total Annual Compensation / 2080 Hours)	Total Hours x Hourly Rate
Other Staff					
Chief of Police	6			73	438
Assistant Chief of Police	6			62	372
Captain	16.5			46	759
Police Officer	49			22	1078
Security Guard	5			14	70
Sr. Exec. Admin. Assistant	2.75			29	79.75
Executive Administrative Assistant	3.25			26	84.5
Senior Administrative Assistant	2			20	40
Assistant Superintendent, College Readiness	1			62	62
School Support Officer	26			62	1612
Area Superintendent	4.25	8		85	1041.25
Director	3			42	126
Totals	298.5	167.75	4		21,725.75

Board's Time Use Tracker

Total for the Month

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring	119 min	14%	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting			Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring	15 min.	2%	Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	20 min.	2%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement	25 min.	3%	Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training			The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	694 min.	79%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		119 min.	14%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		873 min.	100%	All minutes combined



Board's Time Use Tracker

Total for the Month

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting	38 min.	3%	Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring			Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting	31 min.	2%	Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring	24 min.	2%	Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	7 min.	0.5%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training	313 min.	22%	The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	983 min.	70%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		38 min.	3%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		1,396 minutes	100%	All minutes combined



Board's Time Use Tracker

Total for the Month

Framework	Activity	Minutes Used	% of Total Minutes Used	Notes
Vision	Student Outcome Goal Setting			Selecting student outcome goals, GPMs, and/or targets
Vision	Student Outcome Goal Monitoring	32 min.	5%	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
Vision	Constraints Setting	41 min.	7%	Selecting constraints, CPMs, theories of action, and/or targets
Vision	Constraints Monitoring			Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
Accountability	Superintendent Evaluation			Annual evaluation of superintendent/district performance
Accountability	Board Self-Evaluation			Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
Structure	Voting	12 min.	2%	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
Advocacy	Community Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
Advocacy	Student/Family Engagement			Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
Advocacy	Community Training			Board-hosted and Board Member-led or co-led training on Lone Star Governance
Unity	Board Training			The Board fulfilling statutorily required, LSG-related, or other trainings
Other	Other	515 min.	86%	Any time spent on an activity that is not one of the above
Student Outcome Goal-focused Mins		32 min.	5%	Student Outcome Goal Setting and Monitoring combined
Total Minutes		600 minutes	100%	All minutes combined



Board's Quarterly Progress Tracker**Houston ISD 9th Quarter Reporting**

Section	Three Quarters Ago	Two Quarters Ago	One Quarter Ago	Current Quarter	Next Quarter Targets	Extra Meetings Needed	Total Points Possible
Vision 1			1	12			15
Vision 2			1	12			15
Vision 3			3	3			10
Vision 4			0.5	4			5
Accountability 1			1	1			15
Accountability 2	0.5		0	0			5
Structure			0	0			15
Advocacy			0	0			10
Unity			0	0			10
Total	0.5	0	6.5	32			100

Affirmations

By signing below, I affirm as a Board Member that this Lone Star Governance Quarterly Progress Tracker is complete and accurate.

Board Member	Initial Here To Affirm Adherence To All Board Operation Procedures	Signature
Diana Davila Board President		
Holly Maria Flynn Vilaseca Board First Vice-President		
Wanda Adams		
Sue Deigaard		
Jolanda Jones		
Sergio Lira		
Elizabeth Santos		
Rhonda Skillern-Jones		
Anne Sung		

Implementation Integrity Instrument - Houston ISD

Quarter 9 - Board Self Evaluation

*Enter your District # 101912 .

*Please note that in order to earn the points for any one column, all of the conditions within the column must be true.

*For each row, select the column and fill in the blank space below with the number of points indicated.

Trustee District: _____

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Vision 1 Page 40						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Vision 2 Page 41						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Vision 3 Page 42						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	0.5	1	4	5	
Vision 4 Page 43						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Accountability 1 Page 44						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	0.5	1	4	5	
Accountability 2 Page 45						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	4	12	15	
Structure Page 46						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Advocacy Page 47						

	Does Not Meet Focus	Begins Focus	Approaches Focus	Meets Focus	Masters Focus	Total
Points	0	1	3	9	10	
Unity Page 48						

Total:

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of School Offices
Silvia Trinh, Chief of Staff

SUBJECT: APPROVAL TO DISCONTINUE HIGH SCHOOL AHEAD

The purpose of this agenda item is to request approval from the Houston Independent School District (HISD) Board of Education to discontinue High School Ahead at the end of the 2018–2019 school year.

Presently, the campus serves 151 students. Student enrollment has declined since 2014. Students served by High School Ahead can be better served and better prepared for high school by their home campuses. Home campuses are capable of providing additional layers of support for these students pursuant to their needs and are also able to offer access to resources and support to aid students in credit recovery and course acceleration.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves discontinuation of High School Ahead at the end of the 2018–2019 school year, effective June 1, 2019.

EXECUTIVE SUMMARY

Board Agenda Item

BOE Meeting: April 11, 2019

Board Item: Approval to discontinue High School Ahead at the end of this school year

Rationale:

- Enrollment at HS Ahead had been declining since 2014.
- The campus hasn't been accomplishing its mission to accelerate learning for middle schools students who are behind in their schooling for the majority of their students since 2014.
 - Since SY 2014–2015, HSA accelerated 31% or 324 of 1031 students. This breaks down to 158 6th graders going to 8th or 9th, and 160 seventh graders going to 9th. Since 14/15 there has been a decline in the number of students going from 7th to 9th. SY 14/15 had 67. SY 17/18 had 30.
 - 81 6th graders left HSA to go to another campus after they were accelerated to 8th.
 - 11% of the students or 104 of 1031 left to another HISD campus if not accelerated.
 - 39% or 399 of 1031 students left the district. A handful of them reappear in HISD schools after skipping a year. A small percentage of those students appear to have accelerated before they left.
- Over the last 5 years, over 9 million dollars has been spent by the district to operate a campus who has accomplished their mission of catching students up to their appropriate grade level for only 31% of the students served.
- Students presently served by High School Ahead can be better served and better prepared for high school by their home campuses. Home campuses are capable of providing additional layers of support for these students pursuant to their needs and are also able to offer access to resources and support to aid students in credit recovery and course acceleration.

Cost: Not applicable.

Funding Source: Not applicable.

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: APPROVAL OF VENDOR AWARDS FOR PURCHASES OVER \$100,000 AND RATIFICATION OF VENDOR AWARDS FOR PURCHASES UNDER \$100,000

The purpose of this item is to authorize vendor awards for purchases over \$100,000 and ratify vendor awards for purchases under \$100,000. Pursuant to Board of Education policy, contracts for purchases over \$100,000 are submitted to the Houston Independent School District (HISD) Board of Education for approval prior to the issuance of purchase orders and/or agreement letters. Procurement Services, authorized by board policy, enters into purchase agreements for bid projects less than \$100,000, subject to ratification by the Board of Education.

When determining the successful bidder, consideration is given to the quality of the articles supplied, conformity with developed specifications, suitability to the requirements of the educational system, and delivery terms. All advertised bids are in compliance with minority- and woman-owned business enterprise procedures. All contracts are negotiated and executed with the supplier(s) providing the best overall value for the district.

The attachment reflects the names of successful bidders, the budgets to be charged, and a description of the items to be purchased. A copy of each tabulation is on file in Board Services.

COST/FUNDING SOURCE(S): Funds for these recommended actions will be necessary only one time.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to all five core initiatives of the district.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves vendor awards for purchases over \$100,000 and ratifies vendor awards for purchases under \$100,000, effective April 12, 2019.

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	16-10-25-A – RFP/District Wide Instructional Software – (Otukoya) – (Longoria)
Project Description	This project is a districtwide supplement to RFP 16-10-25, approved on June 8, 2017. The purpose of this supplemental contract is to award additional suppliers, with no additional increase in funding, for the purchase of educational/instructional software, digital resources, and related items districtwide. The district applied the "Best Value" process in selecting the suppliers and awarded in accordance with Chapter 44 of the Texas Education Code (TEC) and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	120/17
Project Term	The contract term is from April 12, 2019, through June 30, 2019, with three annual renewals after the initial contract term, not to extend beyond June 30, 2022.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Achieve3000, Inc.	C-1%	OT
Attainment Company Inc.	C-D	OT
DreamBox Learning, Inc.	C-D	OT
Edgenuity, Inc.	C-D	OT
Footsteps2Brilliance, Inc.	A-100%	OT
Imagination Station, Inc, dba Istation	C-D	T
IXL Learning, Inc.	C-D	OT
Lexia Learning Systems LLC XL Learning, Inc.	C-D	OT
Mind Research Institute	NP-0%	OT
NBC Universal Median LLC dba NBC Learn	C-D	OT
The DBQ Company	C-D	OT
Turnitin	C-D	OT

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	16-10-46-B – RFP/Enrichment Services – (Isom) – (Longoria)
Project Description	This project is a districtwide supplement to RFP 16-10-46, approved on October 12, 2017. The purpose of this supplemental contract is to award additional suppliers, with no additional increase in funding, to enrich student development through various activities including activity sessions, student internships, and demonstrations. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	123/9
Project Term	The contract term is from April 12, 2019, through October 12, 2020, with two additional annual renewals after the initial contract term, not to extend beyond October 12, 2022.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
1Studentnest, Inc.	A-100%	T
Cherish Our Children International	NP-0%	T
Dancing Drum, LLC	C-D	O
GENaustin, DBA Girls Empowerment Network	NP-0%	T
Home Run Hitters International Inc.	NP-0%	T
Thrive Academics	C-D	O
Youth Advocacy	A-100%	T

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	16-10-47-A – RFP/Tutorial Services for Students – (Isom) – (Longoria)
Project Description	This project is a districtwide supplement to RFP 16-10-47, approved on October 12, 2017. The purpose of this supplemental contract is to award additional suppliers, with no additional increase in funding, to provide additional academic instruction in reading, math, English/language arts, social studies, and science. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	78/11
Project Term	The contract term is from April 12, 2019, through October 12, 2020, with two additional annual renewals after the initial contract term, not to extend beyond October 12, 2022.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Beyond Education	B-25%	T
Catalyst Prep	C-D	T
Catapult Learning West, LLC	C-1%	O
Greater Minds, Inc.	NP-0%	T
Juanita Hines dba Regional Consulting	A-100%	T
Learn It Systems, LLC	B-25%	O
Shelvin Academy, LLC	B-25%	T
Suttle Freeman, LLC	A-100%	T
Thrive Academics	C-D	O
Youth Advocacy	A-100%	T

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	16-10-53-B – RFP/College and Career Readiness and Services – (Artola) – (Cruz)
Project Description	This is a districtwide supplement to RFP 16-10-53, approved on June 8, 2017. The purpose of this supplemental contract is to award additional suppliers, with no additional increase in funding, to provide college and career readiness materials, services, software, and supplies. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	269/13
Project Term	The contract term is from April 12, 2019, through June 30, 2020, with two annual renewals after the initial contract term, not to extend beyond June 30, 2022.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Asteria Education, Inc., dba ECS Learning Systems, PREPWORKS	B-25%	T
BIO-RAD Laboratories, Inc.	C-D	OT
Catalyst Prep	C-D	T
EMERGE Fellowship	NP-0%	H
Houston Area Urban League	NP-0%	H
SchoolLinks	A-100%	T
School Specialty	C-D	OT

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	17-02-02-A – RFP/Supplemental Curriculum and Materials – (Bellard) – (Longoria)
Project Description	This project is a districtwide supplement to RFP 17-02-02, approved on August 10, 2017. The purpose of this supplemental contract is to award additional suppliers, with no additional increase in funding, to provide districtwide supplemental curriculum and materials. The district applied the "Best Value" process in selecting the suppliers to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	413/28
Project Term	The contract term is from April 12, 2019, through September 30, 2019, with three annual renewals after the initial contract term, not to extend beyond September 30, 2022.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Academic Learning Company dba Velasquez Press	B-20%	O
Brooks Duplicator Company	C-D	H
Carolina Biological Supply Company	C-1%	O
DreamBox Learning, Inc.	C-D	O
DynEd	C-D	O
Education Galaxy, LLC	C-D	T
El Saber Enterprises	A-100%	T
Flinn Scientific	C-D	O
Lakeshore	C-1%	O
Lincoln Learning Solutions	NP-0%	O
Lyrical Math dba JFINTV Studios, LLC	C-D	O
McGraw Hill Education	C-D	O
PASCO	A-1%	O
Robert-Leslie Publishing	C-D	O
School Specialty Instruction and Intervention dba EPS	C-D	O
Shmoop University, Inc.	C-D	O
Sirius Education Solutions LLC	C-1%	T
Southern Methodist University	NP-0%	T
STEMfinity	C-D	O
The DBQ Company	C-D	O

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	19-01-05 – RFP/Catering/Commercial Grocery and Related Items – (Alatorre-Carnero) – (Busby)
Project Description	The purpose of this contract is to obtain a grocery distributor for Catering Services. The average annual historical expenditure for this is \$200,000. The projected annual budget for this project is \$400,000, not to exceed \$1,600,000 for the duration of the contract. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	93/2
Project Term	The contract term is from April 12, 2019, through April 11, 2020, with three additional annual renewals after the initial contract term, not to extend beyond April 11, 2023.
Amount not to Exceed (Project Term)	\$1,600,000

Budget Information					
Fund	7010010000	Fund	7490000020	Fund	Various Schools and/or Departments
Cost Center	5140832000	Cost Center	5440840000	Cost Center	
Functional Area	AD3599000000000000	Functional Area	AD3599000000000000	Functional Area	
General Ledger	6341000100	General Ledger	6341000100	General Ledger	
I/O		I/O		I/O	

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Sysco Houston, Inc.	C-D	H

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	19-01-06 – RFP/Catering/Commercial Produce and Related Items – (Alatorre-Carnero) – (Busby)
Project Description	The purpose of this contract is to obtain a produce distributor for Catering Services. The average annual historical expenditure for this is \$100,000. The projected annual budget for this project is \$150,000, not to exceed \$600,000 for the duration of the contract. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	29/2
Project Term	The contract term is from April 12, 2019, through April 11, 2020, with three additional annual renewals after the initial contract term, not to extend beyond April 11, 2023.
Amount not to Exceed (Project Term)	\$600,000

Budget Information					
Fund	7010010000	Fund	7490000020	Fund	Various Schools and/or Departments
Cost Center	5140832000	Cost Center	5440840000	Cost Center	
Functional Area	AD35990000000000	Functional Area	AD35990000000000	Functional Area	
General Ledger	6341000100	General Ledger	6341000100	General Ledger	
I/O		I/O		I/O	

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Brothers Produce, Inc.	C-D	H

Approval of Purchases Over \$100,000
Recommended for April 11, 2019 Board Agenda

Project Information	19-07-11 - RFP/SAP Budget and Planning – (Giacaman) – (Barajas)
Project Description	The purpose of this contract is to implement an SAP Budget and Planning (SBP) tool for the Budgeting/Finance departments. The primary goal of the project is to provide a centralized budgeting tool that can record and collect salary and non-salary information of the district budgets, department budgets, districtwide budgets, and campus budgets. The budgeting department currently uses Excel to compile the district's budget. The contract will implement the SBP module which was part of the SAP re-implementation project budget and scope. The projected budget for the project implementer is \$2,857,096, not to exceed \$2,857,096 for the duration of the contract. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP Viewed/ Received	110/1
Project Term	The contract term is from April 12, 2019, through April 11, 2022, with two additional annual renewals after the initial contract term, not to extend beyond April 11, 2024.
Amount not to Exceed (Project Term)	\$2,857,096

Budget Information		
Fund	1993020000	Fund
Cost Center	1050801005	Cost Center
Functional Area	AD53990000000000	Functional Area
General Ledger	629100000	General Ledger
I/O		I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Tech Mahindra Limited	B-25%	O

Approval of Purchases Over \$100,000
Recommended for 4/11/2019 Board Agenda

Project Information	19-08-09 – RFP / End User Computing Devices – (Teer) – (Gilhausen)
Project Description	The purpose of this contract is to purchase and lease districtwide laptops, desktops, tablet computing devices, monitors, docking stations, bags, software, components and peripherals, and deployment and installation services for students, teachers, principals, and administrative staff. The average historical expenditure for this project is \$23,480,000. The projected annual budget for this project is \$25,000,000, not to exceed \$125,000,000 for the duration of the contract. The district applied the “Best Value” process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx’s Viewed/ Received	103 / 10
Project Term	The contract term is from April 12, 2019, through April 11, 2022, with two annual renewal options after the initial contract term, not to extend beyond April 11, 2024.
Amount not to Exceed (Project Term)	\$125,000,000

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Netsync Network Solutions	A-100%	H

**Approval of Cooperative Purchase Over \$100,000
Recommended for April 11, 2019 Board Agenda**

Project Information	19-02-03-01 – Cooperative/Library Supplies – (Williams) – (Longoria)
Project Description	The purpose of this cooperative contract is to obtain library supplies for the operation, maintenance, and organization of school libraries, and the processing of library books for the Library Services Department. The average annual historical expenditure for this project is \$33,721. The projected annual budget is \$50,000, not to exceed \$150,000 for the duration of the contract. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 573-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	
Project Term	The contract term is from April 12, 2019, through October 31, 2019, with two annual renewals after the initial contract term, if BuyBoard executes its contract renewal options, not to extend beyond October 31, 2021.
Amount not to Exceed (Project Term)	\$150,000

Budget Information		
Fund Cost Center Functional Area General Ledger I/O	Various Schools and/or Departments	Fund Cost Center Functional Area General Ledger I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Demco Inc.	-	O

**Approval of Cooperative Purchase Over \$100,000
Recommended for April 11, 2019 Board Agenda**

Project Information	19-02-15-01 – Cooperative/Specialized Photo Equipment, Supplies, and Services – (Hall) – (Cruz)
Project Description	The purpose of this cooperative contract is to obtain specialized photo equipment, supplies, and services for Northside High School's A/V program. The average annual historical expenditure for this project is \$1,472,286. The projected annual budget is \$300,000, not to exceed \$900,000 for the duration of the contract. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 563-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	N/A
Project Term	The contract term is from April 12, 2019, through May 31, 2019, with two annual renewals after the initial contract term, if BuyBoard executes its contract renewal options, not to extend beyond May 31, 2021.
Amount not to Exceed (Project Term)	\$900,000

Budget Information					
Fund	24400000	Fund	24400000	Fund	
Cost Center	1060908000	Cost Center	1060908000	Cost Center	
Functional Area	PS1122000000	Functional Area	PS1122000000	Functional Area	
General Ledger	6299000000	General Ledger	6399000000	General Ledger	
I/O		I/O		I/O	

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Ford Audio-Video Systems LLC	-	OT

**Approval of Cooperative Purchase Over \$100,000
Recommended for April 11, 2019 Board Agenda**

Project Information	19-02-19-01 – Cooperative / Vocational Welding Materials – (Hall) – (Cruz)
Project Description	The purpose of this cooperative contract is to obtain vocational welding materials for the College and Career Readiness. The average annual historical expenditure for this project is \$21,099. The projected annual budget is \$100,000, not to exceed \$300,000 for the duration of the contract. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 577-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	N/A
Project Term	The contract term is from April 12, 2019, through November 30, 2019, with two annual renewals after the initial contract term, if BuyBoard executes its contract renewal options, not to extend beyond November 30, 2021.
Amount not to Exceed (Project Term)	\$300,000

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Alamo Distribution, LLC, dba Alamo Iron Works	-	OT

**Approval of Cooperative Purchase Over \$100,000
Recommended for April 11, 2019 Board Agenda**

Project Information	19-02-22-01 – Cooperative / Computer Hardware, Software, and Accessories – (Hall) – (Cruz)
Project Description	The purpose of this cooperative contract is to obtain technology, software, and accessories to be utilized by students in career and technical education programs aligned with state accountability and certification requirements. The average annual historical expenditure for this project is \$462,901. The projected annual budget is \$1,000,000, not to exceed \$3,000,000 for the duration of the contract. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 579-19 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	N/A
Project Term	The contract term is from April 12, 2019, through December 31, 2019, with two annual renewals after the initial contract term, if BuyBoard executes its contract renewal options, not to extend beyond December 31, 2021.
Amount not to Exceed (Project Term)	\$3,000,000

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
JourneyEd.com, Inc., dba Academic Superstore	-	T

**Amendment to Item Approved on a Prior Board Agenda
Recommended for April 11, 2019 Board Agenda**

Project Information	18-01-06 – RFP/Fine Arts Materials & Services – (Davis) – (Longoria) Awarded Vendor Name Change
Project Description	The purpose of this contract amendment is to update the name of an awarded vendor. Augusta Sportswear Holdings, Inc., dba Discount Dance LLC legally changed its business name to Discount Dance LLC. The purpose of this contract is to obtain fine arts materials and services to support fine arts districtwide. The district applied the "Best Value" process in selecting the supplier to be awarded in accordance with Chapter 44 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFP's Viewed/ Received	N/A
Project Term	N/A
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Discount Dance LLC	-	O

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 4/11/2019 Board Agenda**

Project Information	18-12-10-01 – Cooperative/Audiovisual Equipment and Supplies– (Teer) – (Gilhousen) Addition of Vendor(s)
Project Description	This contract was approved by the Board of Education on January 18, 2018. The purpose of this amendment is to add an additional supplier, with no additional increase to funding, to provide districtwide hardware and software of audio-visual equipment, document cameras, interactive digital TV displays, video streaming equipment, audio sound systems, smartboards, projectors, video conferencing, video control systems, and other accessories. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 563-18 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Viewed/ Received	N/A
Project Term	The contract term is from August 10, 2018, through May 31, 2019, with two renewals, not to extend beyond May 31, 2021.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Texas Media Systems LTD	-	T

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 4/11/2019 Board Agenda**

Project Information	19-01-01-01 – Cooperative/Vehicle Painting, Body Repair Services and Accessories – (Teer) – (Busby) Addition of Vendor(s)
Project Description	This contract was approved by the Board of Education on March 21, 2019. The purpose of this amendment is to add an additional supplier, with no additional increase to funding, to provide vehicle painting, body repair services, and accessories for district light fleet. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 521-16 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Viewed/ Received	N/A
Project Term	The contract term is from March 22, 2019, through November 30, 2019, not to extend beyond November 30, 2019.
Amount not to Exceed (Project Term)	N/A

Budget Information			
Fund	Various Schools and/or Departments	Fund	Fund
Cost Center		Cost Center	Cost Center
Functional Area		Functional Area	Functional Area
General Ledger		General Ledger	General Ledger
I/O		I/O	I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Main Street Installers	-	T

**Amendment to Item Approved on a Prior Board Agenda
Recommended for 4/11/2019 Board Agenda**

Project Information	19-02-12-01 – Cooperative/Bus and Heavy Vehicle Painting, Body Repair Services and Accessories – (Teer) – (Busby) Addition of Vendor(s)
Project Description	This contract was approved by the Board of Education on March 21, 2019. The purpose of this amendment is to add an additional supplier, with no additional increase to funding, to provide vehicle painting, body repair services, and accessories for district buses and heavy fleet. This is a cooperative agreement with BuyBoard utilizing cooperative contract number 549-17 in accordance with Chapter 44 and Chapter 791 of the TEC and district purchasing and acquisition policies CH(LOCAL) and CH(LEGAL).
RFx's Viewed/ Received	N/A
Project Term	The contract term is from March 22, 2019, through November 30, 2019, not to extend beyond November 30, 2019.
Amount not to Exceed (Project Term)	N/A

Budget Information		
Fund	Various Schools and Departments	Fund
Cost Center		Cost Center
Functional Area		Functional Area
General Ledger		General Ledger
I/O		I/O

Recommended Vendor(s) for Approval		
Name	M/WBE Commitment	Location
Kyrish Truck Center of Houston	-	H

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: APPROVAL OF CURRENT AND ANTICIPATED DONATIONS FOR DISTRICTWIDE AND SCHOOL-SPECIFIC PROGRAMS AND AUTHORIZATION TO NEGOTIATE, EXECUTE, AND AMEND NECESSARY CONTRACTS ASSOCIATED WITH THESE DONATIONS

In accordance with board policy, all donations in aggregate of \$5,000 or more must be approved by the Houston Independent School District Board of Education.

The attachment reflects a summary of proposed donations.

COST/FUNDING SOURCE(S): Shown on the attached list.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed donations for districtwide and school-specific programs and authorizes the superintendent or a designee to negotiate, execute, and amend necessary contracts, effective April 12, 2019.

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
Second Baptist Church/Loving Kids Program	Highland Heights Elementary School (ES)	Playground Equipment	\$5,587.57 (In-kind)
Second Baptist Church/Loving Kids Program has donated playground equipment to Highland Heights ES valued at \$5,587.57. The Loving Kids program was launched to impact the lives of children and families in Acres Homes and has been involved with Highland Heights ES for several years. This equipment will be installed on the campus for the enjoyment of all students. The donation can only be used for the purpose specified.			
Jacobs Technology	Booker T. Washington High School (HS)	Rocketry and Science, Technology, Engineering, and Mathematics (STEM) Programs	\$6,500
Jacobs Technology has donated \$6,500 to Booker T. Washington HS to provide support to the school's Rocketry and STEM education programs. Jacobs Technology has an existing partnership with Booker T. Washington supporting STEM education. The donation can only be used as specified.			
Travis ES Parent Teacher Association (PTA)	Travis ES	Other Operating Costs/Travel	\$17, 528.23
The Travis Elementary School PTA has donated \$17,528.23 to Travis ES to pay for admission and transportation costs for grades K–5 field trips during the 2018–2019 school year. Field trips include visits to Huntsville and Livingston State Parks; the Children's, Menil, and Seaport museums; Miller Outdoor Theater; and the George Ranch. This donation can only be used for the purpose specified.			

SUMMARY OF DONATIONS GREATER THAN \$5,000

Donor	Receiving School/ Department	Donation Disbursement	Total Value of Donation
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Schlumberger Technology Corporation (Schlumberger)	Young Women's College Preparatory Academy (YWCPA)	Other Operating Costs/Travel	\$5,856
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Schlumberger has donated \$5,856 to YWCPA for the 2019 Hill Country geology trip to Longhorn Caverns. Schlumberger sponsors the trip annually and this year sixteen girls will go on the trip with chaperones. The funds will be used to pay for hotel, bus transportation, admission to the caverns, and food. This donation can only be used for the purpose specified.

Tim Ditto	Welch Middle School (MS) Meyerland Middle School (MS)	Piano	\$9,000 (In-Kind)
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Tim Ditto has donated a piano, valued \$9,000, to ~~Welch-Meyerland~~ MS to be used by the school's Performing and Visual Arts Middle School Piano Department. The donated piano will be used for the students' piano recitals, piano University Interscholastic League (UIL) solo and ensemble, orchestra UIL solo and ensemble, choir UIL solo and ensemble, and in-class piano masterclasses. Mr. Ditto selected the school for this donation. The donated piano can only be used as specified.

Ray Cammack Shows Inc.	Heights HS	Supplies and Materials	\$19,753
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Ray Cammack Shows Inc. has donated a total of \$19,753 to support academic and extracurricular programs for students at Heights HS. The funds will pay for supplies and items to support the following: \$351.10 for International Baccalaureate (IB) Program students; \$2,832.60 for the Ladies of Power Club; \$3,763.50 for the Gents Club; \$5,774.50 for the ZIA Club; and \$7,031.30 for the How to be a Man (H2BAM) Club. These funds may only be used as specified.

Total Value of Donations: \$64,224.80

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: ACCEPTANCE OF GRANT FUNDS IN SUPPORT OF DISTRICTWIDE AND SCHOOL-SPECIFIC PROGRAMS AND AUTHORIZATION TO NEGOTIATE AND EXECUTE CONTRACTS REQUIRED UNDER THE GRANTS

In accordance with board policy, all grant funds in aggregate of \$5,000 or more must be approved by the Houston Independent School District Board of Education.

The attachment reflects a summary of grants awarded to HISD.

COST/FUNDING SOURCE(S): Shown on the attached list.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 3: Rigorous Instructional Standards and Supports.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education accepts the proposed grant funds for districtwide and school-specific programs and authorizes the superintendent of schools or designee to negotiate and execute contracts required under the grants, effective April 12, 2019.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
Miller Outdoor Theatre	Fine Arts Department	Houston Independent School District (HISD) Fine Arts Extravaganza	\$9,500

The Miller Outdoor Theatre has awarded a grant to the Fine Arts Department to fund the convening of an HISD Fine Arts Extravaganza at Miller Outdoor Theatre on May 4, 2019. The purpose of the HISD Fine Arts Extravaganza is to provide Fine Arts students in grades K–12, from throughout the district, an opportunity to display their talents to the community, parents, and their fellow students. Coordinated by the Fine Arts Department, fine arts students from throughout the district will be invited to participate and showcase their talents. The performances will reflect multiple fine arts, and will not be limited to band, choir, orchestra, dance, and the visual arts. The grant period is for one day: May 4, 2019. These grant funds can only be used as specified.

The Mr. Holland's Opus Foundation (MHOF) and the Country Music Association (CMA) Foundation	Welch Middle School (MS)	Musical Instruments for Music Education Program	\$42,925 (In-kind)
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The MHOF and the CMA Foundation have awarded Welch MS a grant valued at \$42,925 in musical instruments to support the school's music education program. Through the grant, Welch will receive eight trumpets, seven clarinets, six alto saxophones, six trombones, one baritone saxophone, and six flutes. The MHOF and the CMA Foundation selected Welch to receive the award. The grant can only be used as specified.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
United States Conference of Catholic Bishops, Migration and Refugee Services	Multilingual Programs	Refugee School Impact Services Program	\$75,000

The United States Conference of Catholic Bishops, Migration and Refugee Services, has awarded a grant to HISD's Multilingual Department in the amount of \$75,000 to replace the Refugee School Impact Grant in the State of Texas. The purpose of the grant is to improve the academic achievement of refugee children through a multi-faceted approach of academic support services and a school acculturation program. The funds will be used to hire a part-time coordinator, to provide translation services, and to purchase supplies and materials, including dictionaries, for the Refugee School Impact Services Program. The grant period is October 1, 2018, through September 30, 2019. These funds may only be used for the purpose intended.

City of Houston, administered by the Center for Afterschool, Summer, and Enrichment (CASE) for Kids	Dogan Elementary School (ES), Holland MS, and Wheatley High School (HS)	2018–2019 City Connections Grant	\$15,000 (In-kind)
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The City of Houston, along with Council Member Jerry Davis of District B, has awarded a 2018–2019 City Connections grant to the Black United Fund, a Houston-area community-based organization in partnerships with Dogan ES, Holland MS, and Wheatley HS. The purpose of the City Connections grant program is to provide funding to community-based organizations to address the need for youth services during out-of-school time. Through the grant, HISD students at the three schools will benefit from diverse activities for youth after-school programming, including gardening science and environmental education. The schools were chosen by the partnering community-based organization based on community need and interest. Dogan, Holland, and Wheatley are partnering with Black United Fund for a grant in the amount of \$15,000. The grant can only be used as specified.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
HISD Foundation	Booker T. Washington HS, Bellaire HS, Stevens ES, Holland MS, Baylor College of Medicine Academy at Ryan, Dogan ES, Sharpstown HS, Sugar Grove Academy, Ed White ES	Supplies and Materials	\$69,495.49

The HISD Foundation, under the auspices of the foundation's Innovation Grant Program, has awarded grants for a combined total of \$69,945.49 to the following 2019 finalists. Each Innovation Grant project addresses an academic theme described in the project title:

- Booker T. Washington HS (\$6,178) – “BTW Drone Aerogame”
- Bellaire HS (\$10,120) – “Water Works-A Community and Global Water Quality Project”
- Stevens ES (\$3,445.48) – “Learning STEM through Fashion Design”
- Holland MS (\$4,392.95) – “Percussion in the Digital Age”
- Baylor College of Medicine Academy at Ryan (10,028.50) – “Camp Med: A Bridge Summer Educational Experience for Rising 6th Graders”
- Dogan ES (\$16,055) – “Dogan Digi-Minds: A Transformation from Computer Lab to STEM Lab”
- Sharpstown HS/Sugar Grove Academy/Ed White ES (\$19,725) – “Together We Grow”.

The purpose of the Innovation Grant program is to provide funds for teachers and schools to purchase equipment, supplies, and other items to enhance teaching and learning in the classroom. Impact Reports are due from the project schools on May 31, 2019, and December 20, 2019. All grant funds may only be used for the purpose specified and must be spent by December 20, 2019.

SUMMARY OF GRANTS GREATER THAN \$5,000

Grantor	Receiving School/ Department	Grant Disbursement	Total Value of Grant
Project Lead the Way, Inc. (PLTW), in partnership with Chevron Houston	South Early College High School (SECHS)	PLTW Engineering Program	\$30,000

PLTW, in partnership with Chevron Houston, has awarded SECHS a \$30,000 grant to implement the two-year PLTW Engineering program. The PLTW Engineering program prepares students with the knowledge and skills they need to succeed by offering a sequence of engineering courses. These funds may be used for PLTW participation fees, core training, equipment, and supplies. The two-year grant begins June 1, 2019, and ends May 31, 2021. The funds may only be used as specified in the grant.

Total Value of Grants: \$241,920.49

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: APPROVAL OF 2019–2020 RESOURCE ALLOCATION HANDBOOK

The Houston Independent School District (HISD) uses a resource allocation system (RAS) to fund campus budgets. The main driver of funding is the per-unit allocation (PUA). Weights are also used in the RAS and closely resemble those used by the state for categorical funding of students in various instructional arrangements.

The major components of the formula include:

GRADE-LEVEL UNITS

All grade levels are calculated by multiplying the number of students enrolled in each grade level by the Average Daily Attendance (ADA) percentage for the campus.

SPECIAL POPULATION UNITS

State Compensatory Education (SCE) units are determined by 50 percent economically disadvantaged students and 50 percent at-risk students. The weight is 0.15.

Special Education—the number of Special Education students identified and served determines the Special Education units. The weight is 0.15.

Gifted and Talented—the number of Gifted and Talented (G/T) students identified and served determines the G/T units. The weight is 0.12.

Career and Technology—the number of Career and Technology Education (CATE) full-time equivalents generated determines the CATE units by high schools. The weight is 0.35.

English Language Learners—the number of English Language Learners (ELL) students identified and served determines the ELL units. The weight is 0.10.

Homeless—the number of students who lack a fixed, regular, and adequate nighttime residence, as defined in the McKinney-Vento Act, Subtitle VII-B (per Title IX, Part A of the Elementary and Secondary Education Act, as amended by ESSA). The weight is 0.05.

Refugee—indicates whether a student's initial enrollment in a school in the United States in grades 7 through 12 was as an unschooled asylee or refugee per Texas Education Code (TEC) Section 39.027(a-1). The weight is 0.05.

After adding the Grade-Level Units and the Special Population Units, the Total Refined Units are then multiplied by the PUA.

The recommended PUA is needed to calculate the preliminary budget for the upcoming school year. In the event additional funds become available after Board of Education adoption of the *Resource Allocation Handbook*, the Office of Budgeting and Financial Planning will bring forth any adjustments to the board for approval.

	2018–2019 PUA	2019–2020 Budget Reduction	2019-2020 PUA
Elementary	\$3,432	(\$73)	\$3,359
Middle	\$3,468	(\$73)	\$3,395
High	\$3,432	(\$73)	\$3,359

SMALL-SCHOOL SUBSIDY

The small-school subsidy remains the same for the 2019–2020 school year.

Elementary School threshold: 500 students

Middle School threshold: 750 students

High School threshold: 1,000 students

Most campuses receive \$2,100 for each student under the threshold. For campuses with enrollments under 300, the per-student subsidy is \$1,500 per student.

The Small-School Subsidy Allocation will NOT be capped at the lower of 15 percent of Base Allocation or \$228,480 for the 2019–2020 school year except for the middle colleges or other campuses designed to be small on which the superintendent places a cap.

Specialty high schools, due to non-traditional characteristics and/or atypical size, get a subsidy based on the threshold measurement at the elementary school level.

OTHER FUNDING

In addition to the PUA:

- High-school campuses receive \$170 PUA for the High-School Allotment.
- All campuses receive \$10 per student for capital outlay.

The proposed 2019–2020 *Resource Allocation Handbook* has more details and will be transmitted to members of the Board of Education under separate cover.

COST/FUNDING SOURCE(S): Funds for school budgets based on the weighted formulas and the provision for the

small-school subsidy units will be included in the 2019–2020 budget.

STAFFING IMPLICATIONS:

The Office of Budget and Financial Planning handles all aspects of the preparation of the 2019–2020 district budget.

ORGANIZATIONAL GOALS/IMPACT:

This agenda item supports all three district goals and is aligned to Core Initiative 4: Data-Driven Accountability. It also supports the mission, vision, and beliefs of the district established by the Board of Trustees.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the 2019–2020 *Resource Allocation Handbook*, effective April 12, 2019.

Executive Summary

Purpose:

The board considers and votes on the *Resource Allocation Handbook*. If approved, the budget office will compile the campus budgets using these allocations.

The school's resource allocation is derived from multiplying total refined units by a per unit allocation. The district has formulated a school budgeting process that includes a weighted pupil allocation formula based on state student weights.

The district is recommending a per unit allocation reduction of \$73 dollars. In the event additional funds become available after Board of Education adoption of the *Resource Allocation Handbook*, the Office of Budgeting and Financial Planning will bring forth any adjustments to the board for approval.

Board Policy CE(LOCAL) states that budget planning shall be an integral part of overall program planning so that the budget effectively reflects the district's programs and activities and provides the resources to implement them.

Prerequisites:

The 2018–2019 *Resource Allocation Handbook* was approved by the board on June 14, 2018.

Board Meeting Requirements:

A motion be made and by vote the board adopts the resolution approving the 2019–2020 *Resource Allocation Handbook*.

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: ORDER APPROVING NEW TERM RATE PERIOD FOR A PORTION OF HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2013B; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO

In February 2013, the Houston Independent School District (HISD) issued \$147,130,000 of Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B. The Series 2013B bonds were issued in three tranches (maturing June 1, 2035, June 1, 2036, and June 1, 2037, respectively) with initial rate periods of one, two, and three years ending on May 31, 2014, May 31, 2015, and May 31, 2016, respectively. Upon the expiration of the initial rate periods, each tranche was remarketed with new three-year term rate periods. The current term rate period for the tranche of the Series 2013B bonds that mature June 1, 2037, ends on May 31, 2019, when \$50,050,000 of such bonds are scheduled to be remarketed.

After consultation with the district's financial advisor, Hilltop Securities Inc., the administration recommends remarketing the tranche of the Series 2013B Bonds that mature June 1, 2037, for a new term rate period commencing June 1, 2019. Approval of the attached order provides for the superintendent, chief financial officer, controller, or other authorized representative to determine the duration of the term rate period.

The administration is also recommending that up to \$40,000,000 of the district's outstanding bonds with current interest rate periods ending May 31, 2019, be redeemed no later than June 1, 2019, consisting of some or all of (i) the district's Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A-2, and (ii) some or all of the district's Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B, that mature June 1, 2037. Redemption of such bonds will lower the district's indebtedness in its debt portfolio. Approval of the attached order provides for the superintendent, chief financial officer, or the controller to determine the aggregate principal amount of the bonds to be redeemed on or before that date.

The order approving (i) the term rate period for the tranche of the Series 2013B bonds that matures June 1, 2037, (ii) the redemption of a portion of the outstanding bonds, and (iii) other provisions relating thereto is attached.

COST/FUNDING SOURCE(S): All interest costs and debt-servicing costs are paid from the Debt Service Fund.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 4: Data-Driven Accountability. Approval of this item will enhance allocation of resources for debt service.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the order authorizing (i) the new term rate period for a portion of the 2013B variable rate bonds, (ii) the redemption of outstanding bonds, and (iii) other provisions related thereto, effective April 12, 2019.

CERTIFICATE FOR ORDER

STATE OF TEXAS §
COUNTY OF HARRIS §
HOUSTON INDEPENDENT SCHOOL DISTRICT §

The undersigned officers of the Board of Education (the “Board”) of the Houston Independent School District (the “District”), hereby certify as follows:

1. The Board of the District convened in regular meeting on April 11, 2019, at the regular designated meeting place, and the roll was called of the duly constituted officers and members of said Board, to-wit:

Diana Dávila, President	Rhonda Skillern-Jones, Member
Holly Maria Flynn Vilaseca, First Vice President	Jolanda Jones, Member
Elizabeth Santos, Second Vice President	Anne Sung, Member
Sergio Lira, Secretary	Wanda Adams, Member
Sue Deigaard, Assistant Secretary	

and all of such persons were present except _____, thus constituting a quorum. Whereupon, among other business, the following was transacted at said meeting: a written

ORDER APPROVING NEW TERM RATE PERIOD FOR A PORTION OF HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2013B; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO

was duly introduced for the consideration of the Board. It was then duly moved and seconded that such Order be passed; and, after due discussion, such motion, carrying with it the passage of such Order, prevailed and carried by the following vote:

AYES	NOES	ABSTENTIONS
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2. That a true, full and correct copy of such Order passed at the meeting described in the above and foregoing paragraph is attached to and follows this Certificate; that such Order has

been duly recorded in such Board's minutes of such meeting; that the above and foregoing paragraph is a true, full and correct excerpt from such Board's minutes of such meeting pertaining to the passage of such Order; that the persons named in the above and foregoing paragraph are the duly chosen, qualified and acting officers and members of the Board as indicated therein; that each of the officers and members of the Board was duly and sufficiently notified officially and personally, in advance of the time, place and purpose of such meeting, and that such Order would be introduced and considered for passage at such meeting, and each of such officers and members consented, in advance, to the holding of such meeting for such purpose; and that such meeting was open to the public, and public notice of the time, place and purpose of such meeting was given all as required by Chapter 551, Texas Government Code, as amended.

SIGNED AND SEALED this, _____ 2019.

Director, Board Services
Houston Independent School District

(SEAL)

ORDER APPROVING NEW TERM RATE PERIOD FOR A PORTION OF HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2013B; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO

WHEREAS, pursuant to Chapter 45, Texas Education Code, as amended, and Chapters 1207 and 1371, Texas Government Code, as amended, and an order adopted on December 13, 2012 (the “Bond Order”), the Board of Education (the “Board”) of the Houston Independent School District (the “District”) authorized the issuance of the District’s Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B (the “2013B Bonds”);

WHEREAS, the 2013B Bonds maturing on June 1, 2037 (the “2037 Maturity”) currently bear interest at a Term Rate for a Term Rate Period ending on May 31, 2019;

WHEREAS, the Board has determined that it is in the best interests of the District for the 2037 Maturity to bear interest at a new Term Rate for a Term Rate Period commencing June 1, 2019 (the “Conversion Date”);

WHEREAS, the Board desires to delegate authority to the Superintendent, Chief Financial Officer and Controller (each, an “Authorized Representative”) to determine certain terms of the 2037 Maturity in connection with the remarketing and conversion of such bonds;

WHEREAS, the District has heretofore issued the 2013B Bonds and its Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A-2 (collectively the “Callable Bonds”), a portion of which the Board desires to redeem in advance of their maturities on June 1, 2019, in a principal amount not to exceed \$40,000,000, as more fully determined by an Authorized Representative;

NOW, THEREFORE, BE IT ORDERED BY THE BOARD OF EDUCATION OF THE HOUSTON INDEPENDENT SCHOOL DISTRICT THAT:

Section 1. Recitals. The recitals to this Order are hereby approved by the Board and incorporated into and made a part hereof.

Section 2. Definitions. Terms not otherwise defined in this Order shall have the same meanings set forth in the Bond Order.

Section 3. Approval of Term Rate Period. Pursuant to Section 3.02(g) of the Bond Order and subject to the availability of sufficient funds to purchase the 2037 Maturity, the 2037 Maturity will be purchased pursuant to Section 4.03 of the Bond Order. Upon conversion, the 2037

Maturity shall bear interest at a new Term Rate for the Term Rate Period approved by the Authorized Representative as provided herein. An Authorized Representative is authorized to approve the Term Rate and the Term Rate Period, when established by the Remarketing Agent. Costs of the remarketing shall be paid from available funds of the District or from the proceeds of a premium, if any, generated from the remarketing of the 2037 Maturity.

Section 4. Delegation. The Authorized Representative is hereby authorized to act on behalf of the District in connection with the remarketing and conversion of the 2037 Maturity and to approve any modifications to the terms of all or a portion of the bonds subject to conversion deemed necessary or advisable to effectuate the remarketing of such 2037 Maturity on the most favorable terms, including, but not limited to, terms related to optional redemption, the Term Rate, the duration of the Term Rate Period, the Stepped Rate and any term-out provisions applicable upon a failed remarketing of such 2037 Maturity. Any determinations by the Authorized Representative shall be set forth in an Officer's Pricing Certificate delivered to the Remarketing Agent, the Paying Agent/Registrar and the Tender Agent on or before the Conversion Date. Any finding or determination by the Authorized Representative as authorized herein shall have the same force and effect as a finding or determination made by the Board. The Authorized Representative and all other appropriate officers, agents and representatives of the District are hereby authorized and directed to take all other actions and to execute, deliver, and accept on behalf of the District all agreements and documents that are necessary to carry out the actions contemplated by this Order or the Bond Order.

Section 5. Reoffering Memorandum. The Board hereby authorizes one or more Authorized Representatives to assist in the preparation of an Offering Memorandum, and any addendum, supplement or amendment thereto, as the Authorized Representative(s) deem appropriate in connection with the remarketing of the 2037 Maturity for the Term Rate Period. The Board further approves the use and distribution of such Offering Memorandum in the remarketing of the 2037 Maturity.

Section 6. Redemption of Bonds. The Board hereby approves the redemption of a portion of the Callable Bonds on June 1, 2019, in a principal amount not to exceed \$40,000,000. An Authorized Representative is authorized to determine the maturities and aggregate principal amount of the Callable Bonds to be redeemed on such date, and is hereby authorized and directed to provide notice of such redemption in accordance with the orders authorizing the issuance of the Callable Bonds. On or before June 1, 2019, the District shall deposit with the paying agent/registrar for the Callable Bonds lawfully available funds sufficient to pay the redemption price of the Callable Bonds to be redeemed on such date. The Board hereby ratifies and confirms any and all action taken by any Authorized Representative prior to the date hereof, and hereby authorizes the Authorized Representative(s) to do any and all things necessary and convenient to effectuate such redemption.

Section 7. Open Meeting. It is hereby officially found and determined that the meeting at which this Order was adopted was open to the public, and public notice of the time, place and purpose of the meeting was given, all as required by the Texas Open Meetings Act.

Section 8. Effective Date; Effect of Failure of Term Rate. (a) This Order shall be in full force and effect from and upon its adoption.

(b) If, for any reason, the conditions precedent to a new Term Rate are not satisfied, the new Term Rate shall not be effective, the 2037 Maturity shall bear interest at the Stepped Rate, and the Paying Agent/Registrar and the Authorized Representative shall promptly notify the Owners of such fact and shall give such additional notices and take such further actions as may be required pursuant to the Bond Order.

Section 9. Remarketing Agent. The Board hereby authorizes and approves FTN Financial Capital Markets as Remarketing Agent in connection with the remarketing of the 2037 Maturity. The Remarketing Agent shall signify its acceptance of the duties and obligations imposed on it hereunder by its execution of the Remarketing Agreement, the execution of which is hereby approved. Additionally, the President or Vice President of the Board is hereby authorized and directed to execute and deliver the Remarketing Agreement, in substantially the form attached to the Officer's Pricing Certificate, for and on behalf of the District and this Board, and such Remarketing Agreement as executed by the President or Vice President of the Board shall be deemed to be the Remarketing Agreement herein approved and authorized to be executed and delivered for and on behalf of the District and this Board.

Section 10. Severability. If any section, paragraph, clause or provision of this Order shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Order.

Section 11. Repealer. All orders, resolutions and ordinances, or parts thereof, inconsistent herewith are hereby repealed to the extent of such inconsistency.

[The remainder of the page is intentionally left blank.]

PASSED AND APPROVED this _____, 2019.

President, Board of Education
Houston Independent School District

ATTEST:

Secretary, Board of Education
Houston Independent School District

(SEAL)

Executive Summary**Purpose:**

Included in the district's debt portfolio is variable rate debt issued at various times with different interest rate term periods. Variable rate debt is remarketed as term rate periods end. Rate periods have been scheduled to end on May 31st of each year in order to have best estimates of available funds for redemptions available along with providing best estimates for interest costs in the subsequent budget year. The final maturity of the debt is not changed in the course of the remarketing.

A portion of Series 2013B Variable Rate Bonds in the amount of \$50,050,000 are subject to be remarketed on May 31, 2019, for a new term and term rate. A portion of the bonds, up to \$40,000,000, may be redeemed utilizing available debt service funds and not remarketed.

The agenda item and bond orders grant authority to certain officers of the district to take the actions necessary in the course of remarketing the variable rate debt.

Prerequisites:

Variable Rate Series 2013B Bonds are previously issued debt of the district with term rates expiring on May 31, 2019.

Board Meeting Requirements:

The Board of Education approves the order authorizing a new term rate period for the Series 2013B variable rate bonds, the redemption of outstanding bonds, and other provisions related thereto.

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Finance
Rene Barajas, Chief Financial Officer

SUBJECT: ORDER APPROVING NEW TERM RATE PERIOD FOR HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2014A-2; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO

In September 2014, the Houston Independent School District (HISD) issued \$349,740,000 of Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A. The bonds were issued as a single tranche with an initial rate period ending May 31, 2015. Upon expiration of such initial rate period, the Series 2014A bonds were remarketed as two separate tranches, Series 2014A-1 and Series 2014A-2, with term rate periods of one and two years, respectively. The current term rate period for the Series 2014A-2 bonds ends on May 31, 2019, when \$149,955,000 of such bonds are scheduled to be remarketed.

After consultation with the district's financial advisor, Hilltop Securities Inc., the administration recommends remarketing the Series 2014A-2 bonds for a new term rate period commencing June 1, 2019. Approval of the attached order provides for the superintendent, chief financial officer, controller, or other authorized representative to determine the duration of the term rate period.

The administration also recommends that up to \$40,000,000 of the district's outstanding bonds with current interest rate periods ending May 31, 2019, be redeemed no later than June 1, 2019, consisting of some or all of (i) the district's Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A-2, and (ii) some or all of the district's Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B, that mature June 1, 2037. Redemption of such bonds will lower the district's indebtedness in its debt portfolio. Approval of the attached order provides for the superintendent, chief financial officer, or the controller to determine the aggregate principal amount of the bonds to be redeemed on or before that date.

The order approving (i) a new term rate period for the Series 2014A-2 Bonds, (ii) the redemption of a portion of the outstanding bonds, and (iii) other provisions relating thereto is attached.

COST/FUNDING SOURCE(S): All interest costs and debt-servicing costs are paid from the Debt Service Fund.

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 4: Data-Driven Accountability. Approval of this item will enhance allocation of resources for debt service.

THIS ITEM DOES NOT REQUIRE CONSULTATION.

THIS ITEM DOES NOT ESTABLISH, MODIFY, OR DELETE BOARD POLICY.

RECOMMENDED: That the Board of Education approves the order authorizing (i) a new term rate period for the Series 2014A-2 variable rate bonds, (ii) the redemption of outstanding bonds, and (iii) other provisions related thereto, effective April 12, 2019.

CERTIFICATE FOR ORDER

[illegible]

The undersigned officers of the Board of Education (the “Board”) of the Houston Independent School District (the “District”), hereby certify as follows:

1. The Board of the District convened in regular meeting on April 11, 2019, at the regular designated meeting place, and the roll was called of the duly constituted officers and members of said Board, to-wit:

Diana Dávila, President	Rhonda Skillern-Jones, Member
Holly Maria Flynn Vilaseca, First Vice President	Jolanda Jones, Member
Elizabeth Santos, Second Vice President	Anne Sung, Member
Sergio Lira, Secretary	Wanda Adams, Member
Sue Deigaard, Assistant Secretary	

and all of such persons were present except _____, thus constituting a quorum. Whereupon, among other business, the following was transacted at said meeting: a written

**ORDER APPROVING NEW TERM RATE PERIOD FOR HOUSTON
INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED
TAX SCHOOLHOUSE BONDS, SERIES 2014A-2; AUTHORIZING
THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS;
AND APPROVING OTHER PROVISIONS RELATING THERETO**

was duly introduced for the consideration of the Board. It was then duly moved and seconded that such Order be passed; and, after due discussion, such motion, carrying with it the passage of such Order, prevailed and carried by the following vote:

AYES _____ NOES _____ ABSTENTIONS _____

2. That a true, full and correct copy of such Order passed at the meeting described in the above and foregoing paragraph is attached to and follows this Certificate; that such Order has been duly recorded in such Board's minutes of such meeting; that the above and foregoing paragraph is a true, full and correct excerpt from such Board's minutes of such meeting pertaining

to the passage of such Order; that the persons named in the above and foregoing paragraph are the duly chosen, qualified and acting officers and members of the Board as indicated therein; that each of the officers and members of the Board was duly and sufficiently notified officially and personally, in advance of the time, place and purpose of such meeting, and that such Order would be introduced and considered for passage at such meeting, and each of such officers and members consented, in advance, to the holding of such meeting for such purpose; and that such meeting was open to the public, and public notice of the time, place and purpose of such meeting was given all as required by Chapter 551, Texas Government Code, as amended.

SIGNED AND SEALED this, _____ 2019.

Director, Board Services
Houston Independent School District

(SEAL)

**ORDER APPROVING NEW TERM RATE PERIOD FOR HOUSTON
INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX
SCHOOLHOUSE BONDS, SERIES 2014A-2; AUTHORIZING THE
REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND
APPROVING OTHER PROVISIONS RELATING THERETO**

WHEREAS, pursuant to Chapter 45, Texas Education Code, as amended, and Chapters 1207 and 1371, Texas Government Code, as amended, and an order adopted on June 12, 2014 (the “Bond Order”), the Board of Education (the “Board”) of the Houston Independent School District (the “District”) authorized the issuance of the District’s Variable Rate Limited Tax Schoolhouse Bonds, Series 2014A (the “Bonds”);

WHEREAS, the Bonds were issued in a single tranche for an Initial Rate Period ending on May 31, 2015;

WHEREAS, upon expiration of the Initial Rate Period, the Bonds were divided into two subseries and remarketed as “Series 2014A-1 Bonds” and “Series 2014A-2 Bonds” with Term Rate Periods of one and two years, respectively;

WHEREAS, the Term Rate Period for the Series 2014A-2 Bonds ends May 31, 2019;

WHEREAS, the Board has determined that it is in the best interests of the District for the Series 2014A-2 Bonds to bear interest at a new Term Rate for a Term Rate Period commencing June 1, 2019 (the “Conversion Date”);

WHEREAS, the Board desires to delegate authority to the Superintendent, Chief Financial Officer and Controller (each, an “Authorized Representative”) to determine certain terms of the 2014 A-2 Bonds in connection with the remarketing and conversion of such bonds;

WHEREAS, Section 3.05 of the Bond Order authorizes the Authorized Representative to approve any modifications to the terms of all or a portion of the 2014A-2 Bonds subject to conversion;

WHEREAS, the District has heretofore issued the 2014A-2 Bonds and its Variable Rate Limited Tax Schoolhouse Bonds, Series 2013B (collectively, the “Callable Bonds”), a portion of which the Board desires to redeem in advance of their maturities on June 1, 2019, in a principal amount not to exceed \$40,000,000, as more fully determined by an Authorized Representative;

NOW, THEREFORE, BE IT ORDERED BY THE BOARD OF EDUCATION OF THE HOUSTON INDEPENDENT SCHOOL DISTRICT THAT:

Section 1. Recitals. The recitals to this Order are hereby approved by the Board and incorporated into and made a part hereof.

Section 2. Definitions. Terms not otherwise defined in this Order shall have the same meanings set forth in the Bond Order.

Section 3. Approval of Term Rate Period. Pursuant to Section 3.02(i) of the Bond Order and subject to the availability of sufficient funds to purchase the 2014A-2 Bonds, the 2014A-2 Bonds will be purchased pursuant to Section 4.03 of the Bond Order. Upon conversion, the Series 2014A-2 Bonds shall bear interest at a new Term Rate for a period commencing June 1, 2019 and ending May 31, 2021, or as may be otherwise designated by an Authorized Representative in the Officer's Pricing Certificate. An Authorized Representative is authorized to approve the Term Rate, when established by the Remarketing Agent. Costs of the remarketing shall be paid from available funds of the District or from the proceeds of a premium, if any, generated from the remarketing of the 2014A-2 Bonds.

Section 4. Delegation. The Authorized Representative is hereby authorized to act on behalf of the District in connection with the remarketing and conversion of the 2014A-2 Bonds and to approve any modifications to the terms of all or a portion of the bonds subject to conversion deemed necessary or advisable to effectuate the remarketing of such 2014A-2 Bonds on the most favorable terms, including, but not limited to, terms related to optional redemption, the Term Rate, the duration of the Term Rate Period, the Stepped Rate and any term-out provisions applicable upon a failed remarketing of such 2014A-2 Bonds. Any determinations by the Authorized Representative shall be set forth in an Officer's Pricing Certificate delivered to the Remarketing Agent, the Paying Agent/Registrar and the Tender Agent on or before the Conversion Date. Any finding or determination by the Authorized Representative as authorized herein shall have the same force and effect as a finding or determination made by the Board. The Authorized Representative and all other appropriate officers, agents and representatives of the District are hereby authorized and directed to take all other actions and to execute, deliver, and accept on behalf of the District all agreements and documents that are necessary to carry out the actions contemplated by this Order or the Bond Order.

Section 5. Reoffering Memorandum. The Board hereby authorizes one or more Authorized Representatives to assist in the preparation of an Offering Memorandum, and any addendum, supplement or amendment thereto, as the Authorized Representative(s) deem appropriate in connection with the remarketing of the 2014A-2 Bonds for the Term Rate Period. The Board further approves the use and distribution of such Offering Memorandum in the remarketing of the 2014A-2 Bonds.

Section 6. Redemption of Bonds. The Board hereby approves the redemption of a portion of the Callable Bonds on June 1, 2019, in a principal amount not to exceed \$40,000,000. An Authorized Representative is authorized to determine the maturities and aggregate principal amount of the Callable Bonds to be redeemed on such date, and is hereby authorized and directed to provide notice of such redemption in accordance with the orders authorizing the issuance of the Callable Bonds. On or before June 1, 2019, the District shall deposit with the paying agent/registrar for the Callable Bonds lawfully available funds sufficient to pay the redemption price of the Callable Bonds to be redeemed on such date. The Board hereby ratifies and confirms any and all action taken by any Authorized Representative prior to the date hereof, and hereby authorizes the Authorized Representative(s) to do any and all things necessary and convenient to effectuate such redemption.

Section 7. Open Meeting. It is hereby officially found and determined that the meeting at which this Order was adopted was open to the public, and public notice of the time, place and purpose of the meeting was given, all as required by the Texas Open Meetings Act.

Section 8. Effective Date; Effect of Failure of Term Rate. (a) This Order shall be in full force and effect from and upon its adoption.

(b) If, for any reason, the conditions precedent to a new Term Rate are not satisfied, the new Term Rate shall not be effective, the 2014A-2 Bonds shall bear interest at the Stepped Rate, and the Paying Agent/Registrar and the Authorized Representative shall promptly notify the Owners of such fact and shall give such additional notices and take such further actions as may be required pursuant to the Bond Order.

Section 9. Remarketing Agent. The Board hereby authorizes and approves FTN Financial Capital Markets as Remarketing Agent in connection with the remarketing of the 2014A-2 Bonds. The Remarketing Agent shall signify its acceptance of the duties and obligations imposed on it hereunder by its execution of the Remarketing Agreement, the execution of which is hereby approved. Additionally, the President or Vice President of the Board is hereby authorized and directed to execute and deliver the Remarketing Agreement, in substantially the form attached to the Officer's Pricing Certificate, for and on behalf of the District and this Board, and such Remarketing Agreement as executed by the President or Vice President of the Board shall be deemed to be the Remarketing Agreement herein approved and authorized to be executed and delivered for and on behalf of the District and this Board.

Section 10. Severability. If any section, paragraph, clause or provision of this Order shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Order.

Section 11. Repealer. All orders, resolutions and ordinances, or parts thereof, inconsistent herewith are hereby repealed to the extent of such inconsistency.

[The remainder of the page is intentionally left blank.]

PASSED AND APPROVED this _____, 2019.

President, Board of Education
Houston Independent School District

ATTEST:

Secretary, Board of Education
Houston Independent School District

(SEAL)

Executive Summary**Purpose:**

Included in the district's debt portfolio is variable rate debt issued at various times with different interest rate term periods. Variable rate debt is remarketed as term rate periods end. Rate periods have been scheduled to end on May 31 of each year in order to have best estimates of available funds for redemptions available along with providing best estimates for interest costs in the subsequent budget year. The final maturity of the debt is not changed in the course of the remarketing.

Series 2014A-2 Variable Rate Bonds in the amount of \$149,955,000 are subject to be remarketed on May 31, 2019, for a new term and term rate. A portion of the bonds, up to \$40,000,000, may be redeemed utilizing available debt service funds and not remarketed.

The agenda item and bond orders grant authority to certain officers of the district to take the actions necessary in the course of remarketing the variable rate debt.

Prerequisites:

Variable Rate Series 2014A-2 Bonds are previously issued debt of the district with term rates expiring on May 31, 2019.

Board Meeting Requirements:

The Board of Education approves the order authorizing a new term rate period for the Series 2014A-2 variable rate bonds, the redemption of outstanding bonds, and other provisions related thereto.

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of the Board of Education
Diana Davila, President and District VIII Trustee

SUBJECT: PROPOSED REVISIONS TO BOARD POLICY BED(LOCAL), BOARD MEETINGS: PUBLIC PARTICIPATION—SECOND READING

The Houston Independent School District Board of Education proposes to change BED(LOCAL), *Board Meetings: Public Participation*, to revise the process and time limits for speakers to agenda items and the Hearing of Citizens, and to revise the process for awards and recognitions.

The proposed changes are shown in the attached revised policy.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 5: Culture of Trust through Action.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed revisions to Board Policy BED(LOCAL), *Board Meetings: Public Participation*, effective April 12, 2019.

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

**Limit on
Participation**

Audience participation at a Board meeting is limited to the portion of the meeting designated for that purpose. At all other times during a Board meeting, members of the audience shall not enter into discussion or debate on matters being considered by the Board, except as provided by this policy.

**Speakers to Agenda
Items**

A citizen person wishing to speak regarding an agenda item, board monitoring report, or student outcomes presentation (collectively referred to hereinafter as "agenda items") may do so by completing a registration form and submitting it to the Office of Board Services by 9:30 a.m. on the day of an Agenda Review meeting. Preference shall be given to those citizens who have not appeared before the Board within 30 days.

**Distribution of
Materials**

Should any registered speaker to an agenda item wish to distribute handout materials to the Board, the materials shall be provided to the Office of Board Services by 4:30 p.m. on the day before the Agenda Review meeting. Should any registered speaker wish to distribute handout materials to the audience, this shall be done after, not during, the meeting.

Process/Time Limit

The total time for registered speakers to agenda items shall not exceed sixty minutes. The time allotment for any one agenda item shall not exceed twenty minutes. Speakers to agenda items shall be limited to two minutes each. The Board President may make adjustments to the number of speakers or to the number of minutes allocated to speakers to comply with the time limits described above. Speakers shall be selected in the order in which they signed up to speak, except that preference shall be given to students and to individuals who have not appeared before the Board within the last 30 days.

A speaker may not yield unused time to another person. Should there be a speaker who has registered to speak to multiple agenda items, the Board President shall direct the speaker to consolidate their comments under the first item on the agenda for which the speaker has registered, and the speaker shall be given a total of two minutes to make their consolidated comments.

Should a speaker drift from the stated subject, or become disruptive or abusive, the speaker shall be given one warning; if a second warning is required, then the speaker shall forfeit the remaining time allotment for the current meeting, any allotment for any meeting within the next 30 days, and may be removed from the meeting. Speakers are required to follow the rules of behavior specified at BE(LOCAL).

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

**Speakers to Agenda
Items and Hearing of
Citizens**

A ~~citizen~~ person wishing to speak regarding ~~an agenda item, or any~~ other District-related matter (i.e., the Hearing of Citizens), may do so by completing a registration form and submitting it to the Office of Board Services by 9:30 a.m. on the day of ~~the a Regular Board~~ meeting. A ~~The citizen wishing to speak about a topic that is not on~~ the agenda ~~Individuals~~ must indicate ~~his or her~~ their concern, complaint, or commendation on the registration form. ~~Preference shall be given to those citizens who have not appeared before the Board within 30 days and those who wish to present a matter not previously scheduled for a meeting.~~

**Distribution of
Materials**

~~Citizens may address the Board on any matter of Board policy, ex-~~ istent or proposed. Should any ~~citizen-registered~~ Hearing of Citi- ~~zens speaker~~ wish to distribute handout materials to the Board, the materials shall be provided to the Office of Board Services by 4:30 p.m. on the day before the Regular Board meeting. Should any ~~cit-~~ izen-registered speaker wish to distribute handout materials to the audience, this shall be done after, not during, the meeting. No speech shall be permitted on behalf of a person running for political office and no literature pertaining to any form of electioneering shall be permitted during the meeting.

Process/Time Limit

~~Speakers to agenda items shall be limited to two minutes each. The time allotment for any one agenda item shall not exceed twenty minutes. If more than ten individuals are registered to speak to any one agenda item, each speaker shall be allotted 1 minute, up to a maximum of twenty speakers to any one agenda item. If more than twenty individuals are registered to speak to any one agenda item, speakers shall be selected in the order in which they signed up to speak, except that preference shall be given to individuals who have not appeared before the Board within the last 30 days, up to a maximum of twenty speakers.~~

~~Speakers during the Hearing of Citizens shall be limited to one two minutes each. The total time allotment for Hearing of Citizens shall not exceed thirty minutes. Speakers during the Hearing of Citizens shall be limited to two minutes each. The Board President may make adjustments to the number of speakers or to the number of minutes allocated to speakers to comply with these time limits. If more than fifteen individuals are registered to speak at the Hearing of Citizens, each speaker shall be allotted 1 minute, up to a maximum of thirty speakers. If more than thirty individuals are registered to speak at the Hearing of Citizens, sSpeakers shall be selected in the order in which they signed up to speak, except that preference shall be given to students, to those individuals who have not appeared before the Board within 30 days, and to those who wish to present a matter not previously scheduled for a meeting, up to a maximum of thirty speakers.~~

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

~~A speaker may not yield unused time to another person. Time allotments for any one topic or agenda item shall not exceed 30 minutes and total time for all registered speakers shall not exceed two hours, without the approval of the majority of the Board members present. Should there be a speaker who has registered to speak to multiple agenda items, or to speak at the Hearing of Citizens and to one or more agenda items, the Board President shall direct the speaker to consolidate his or her comments under the first item on the agenda for which he or she has registered, and the speaker shall be given a total of two minutes to make his or her consolidated comments.~~

~~A speaker may not yield unused time to another person.~~ Should the ~~a~~ speaker drift from the stated subject, or become disruptive or abusive, ~~he or she~~ the speaker shall be given one warning; if a second warning is required, then the speaker shall forfeit the remaining time allotment ~~for the current meeting, any allotment for any meeting within the next 30 days, and may be removed from the meeting.~~ Citizens Speakers are required to follow the rules of behavior specified at BE(LOCAL).

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate on or make decisions regarding any subject that is not included on the posted meeting notice.

**Awards and
Recognitions**

~~Most A~~ Awards and recognitions for major achievements of students and employees shall be presented at the campus or department giving rise to the award or recognition. Awards and recognition for major achievements of students, such as national and state awards, shall be presented at regular meetings of the Board as the occasions arise for such acknowledgments. Scheduling shall take into consideration the order of business for the meeting as determined by the Board President and the convenience of the persons to be presented.

**Complaints and
Concerns**

The presiding officer or designee shall determine whether a person addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the person shall be referred to the appropriate policy [see list below] to seek resolution.

Employee complaints: DGBA

Student or parent complaints: FNG

Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If after at least one warning from the presiding

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

officer, any person continues to disrupt the meeting by ~~his or her~~ words or actions, the presiding officer may request assistance from law enforcement officials to have the person removed from the meeting.

Effective Date

This policy shall be effective as of the adoption date, ~~March 9,~~
~~2018.~~

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of Academic Services
Noelia Longoria, Interim Chief Academic Officer

**SUBJECT: PROPOSED REVISIONS TO BOARD POLICY DNA(LOCAL),
PERFORMANCE APPRAISAL: EVALUATION OF TEACHERS—
SECOND READING**

In response to feedback gathered from stakeholder groups across the Houston Independent School District (HISD), the Board of Education is asked to modify the existing Teacher Appraisal and Development System (TADS) to recognize and reward effective and highly effective teachers in HISD. This requires revision of Board Policy DNA(LOCAL), *Performance Appraisal: Evaluation of Teachers*.

Opportunities for feedback regarding HISD's existing TADS have informed this recommendation. In October 2017, the Teacher Appraisal Working Committee was formed as a working body to drive learning and input related to the district's appraisal system.

Five Teacher Appraisal Information and Feedback Sessions were held in spring 2018. At these sessions, participants were given an overview of the Texas Teacher Evaluation and Support System (T-TESS) to compare and contrast it with HISD's TADS. Based on the collective feedback from these sessions, the Teacher Appraisal Working Committee recommends modifying TADS with the long-term goal of incorporating some of the best features of T-TESS. The proposed modifications to DNA(LOCAL) are also informed by multiple surveys, input opportunities, and feedback from Shared Decision-Making Committees and the District Advisory Committee.

For the 2019–2020 school year, the priority is to provide an optional modified version of TADS (M-TADS), requiring fewer observations, walkthroughs, and conferences for effective and highly effective teachers.

A copy of the proposed M-TADS framework—including how teachers qualify, appraisal components, and information about changing appraisal systems during the school year—is attached, as is a copy of the proposed revisions to DNA(LOCAL).

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to Core Initiative 1: Effective Teacher in Every Classroom and

Core Initiative 3: Rigorous Instructional
Standards and Supports.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed revisions to Board Policy DNA(LOCAL), *Performance Appraisal: Evaluation of Teachers*, effective April 12, 2019.

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

APPRAISAL SYSTEM AND PROCESS	The formal appraisal of District teachers shall be in accordance with a local appraisal system developed in compliance with statutory provisions and state rules.
GENERAL REQUIREMENTS	<p>District teachers shall be appraised annually as specified by this policy, DNA(REGULATION), the Board-approved appraisal calendar, and the Teacher Appraisal and Development System manual. <u>Teachers will participate in the Teacher Appraisal and Development System (TADS) or the Modified Teacher Appraisal and Development System (M-TADS).</u></p> <p>The District shall establish an appraisal calendar each year. The appraisal period for each teacher shall be defined as stated in the Board-approved appraisal calendar. The Board-approved appraisal calendar may provide exceptions to this policy.</p> <p>Components of the appraisal system shall ensure that teachers receive appropriate guidance and feedback and, in addition to the components described in the remainder of this policy, may include, but are not limited to, a written self-assessment, formal and informal observations, classroom walk-throughs, student learning indicators, and conferences. The appraisal process shall produce a written document to be presented to the teacher, signed by the teacher and appraiser, and maintained as specified in the District's Records Management manual.</p>
APPRAISERS	All teachers shall be assigned a qualified appraiser. Appraisers shall be school-based administrators or other individuals who meet eligibility requirements, as specified in DNA(REGULATION), and who have undergone the requisite appraiser training and certification provided by the District.
CERTIFICATION	Before conducting an appraisal, an appraiser shall be certified by completing the uniform appraiser training the District provides. The Board shall annually approve certified appraisers. Periodic appraiser recertification and training shall be required.
ANNUAL TRAINING	<p>Teachers shall participate in initial or update appraisal training annually as specified in the Board-approved appraisal calendar, DNA(REGULATION), and the Teacher Appraisal and Development System manual.</p> <p>It is the teacher's responsibility to complete appraisal training and to provide evidence of training completion to the appraiser within the specified time line. Failure to complete the appraisal training shall not impede the appraisal process.</p>
CONFERENCES	Teachers <u>participating in TADS</u> shall meet with their respective appraiser at least three times throughout the course of the school year. These comprehensive conferences shall be held near the

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

beginning, middle, and end of the school year. Teachers participating in M-TADS will meet with their respective appraiser at least two times throughout the course of the school year. These comprehensive conferences shall be held near the beginning and end of the school year.

Additional conferences may be held at the request of the teacher or appraiser.

WALKTHROUGHS

Each teacher participating in TADS shall receive at least two formal, unannounced ~~walk-throughs~~ walkthroughs of at least ten minutes in length. Each teacher participating in M-TADS shall receive at least one formal, unannounced walkthrough of at least ten minutes in length. The ~~walk-through~~ walkthroughs shall be conducted by the teacher's appraiser. Each ~~walk-through~~ walkthrough shall be followed by written feedback within ten working days from the date of the ~~walk-through~~ walkthrough. ~~Post-walk-through~~ Post-walkthrough conferences may also be conducted at the request of either the appraiser or the teacher.

OBSERVATIONS

Teachers participating in TADS shall receive at least two formal, unannounced classroom observations, of at least ~~30~~ thirty minutes in length. Each teacher participating in M-TADS shall receive at least one formal, unannounced classroom observation of at least thirty minutes in length. The observations shall be conducted by ~~their~~ the teacher's appraiser ~~throughout the school year~~. Appraisers shall not give notice of the date or time of an observation.

The appraiser shall provide the employee with specific, written feedback within ten working days from the date of the observation. Post-observation conferences may also be conducted at the request of either the appraiser or the teacher.

MISSED DEADLINES

In the event an appraisal deadline is missed by either the teacher or the appraiser, the appraiser shall document the reason in a memorandum to the teacher and a copy shall be sent to the building principal. The appraisal process shall continue. A missed deadline shall not invalidate an appraisal document.

APPRAISAL CRITERIA

Teachers shall be appraised on the following three performance criteria ~~categories~~:

1. Instructional practice;
2. Professional expectations; and
3. Student performance (as determined by the District).

INSTRUCTIONAL
PRACTICE

Appraisers shall assess the extent to which a teacher meets a set of expectations for instructional planning and delivery.

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

PROFESSIONAL EXPECTATIONS	Appraisers shall assess whether a teacher meets a set of expectations for professionalism.
STUDENT PERFORMANCE	Appraisers shall assess a teacher's effectiveness using student performance measures.
PERFORMANCE CRITERIA RATING	Every teacher shall receive a performance rating in Instructional Practice and Professional Expectations during the end-of-year conference.
TIMING	Every teacher shall receive a summative performance rating as specified in the Board-approved appraisal calendar, DNA(REGULATION), and the Teacher Appraisal and Development System manual.
INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN	Every teacher shall have an individual professional development plan that sets a path for professional growth. The plan shall be developed collaboratively with the teacher and his or her appraiser near the beginning of the school year and shall be revisited as necessary throughout the year.
PREScriptive PLAN FOR ASSISTANCE	<p>An appraiser shall create a Prescriptive Plan for Assistance (PPA) for any teacher whose job performance becomes a concern as evidenced through walk-throughs <u>walkthroughs</u> and observations aligned to the instructional practice rubric. Teachers shall acknowledge receipt of the PPA within ten working days from receipt of the plan.</p> <p>The PPA form shall outline the focus areas for development, specific development activities and action steps, and expected changes in behavior or performance outcomes.</p> <p>The PPA shall be considered complete when the teacher's performance exhibits the expected change as noted by the appraiser.</p>
THIRD-PARTY INPUT	The appraiser shall verify and document third-party information that the appraiser and/or employee want to use as cumulative data. Any documentation that will influence the employee's annual appraisal ratings must be shared in writing with the employee within ten working days of the appraiser's knowledge of the occurrence. A parent or legal guardian must sign if the initiating party is under 18 years of age.
SECOND APPRAISAL REVIEW	Each teacher may request a second appraisal review of his or her instructional practice, professional expectations, and/or student performance ratings by submitting a written request. The teacher's request must be submitted in writing within ten working days <u>of receipt of the formative performance category ratings for performance criteria at the Progress or End-of-Year Conference</u> . The

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

teacher may only request a second appraisal for a specific performance criteria category once throughout a school year.

A second appraisal review for instructional practice shall require that the second appraiser conduct at least one unannounced classroom observation along with a review of all documentation and data collected to inform the original rating. All instructional practice criteria must be rated.

A second appraisal review for professional expectations and student performance shall require a review of all documents and related materials to assess the teacher in those areas. All professional expectation criteria must be rated.

Ratings from both the primary and second appraisers shall be averaged for a final rating for the requested performance criteria under review.

The Superintendent or designee shall select the second appraiser. Teachers may request that the second appraiser have content knowledge specific to the area being taught and that assignments shall be made based upon the availability of qualified personnel.

TEACHER
RESPONSES

A teacher may submit a written response or rebuttal to his or her appraiser within ten working days of receipt of a written document. The appraiser will attach the teacher's written response to the appraisal document.

APPLICATION OF
ASSESSMENT
SYSTEMS

All aspects of the appraisal systems shall be applied consistently and fairly to all employees. When an employee feels that any one of these procedures has been misapplied to him or her, a dispute may be filed in accordance with the Dispute Resolution Process at DGBA(LOCAL). However, unless the procedure in question was maliciously misapplied, applied in bad faith, or not applied by an appraiser, such misapplication or failure to follow the procedures shall not prevent or be any impediment to the Board or the Superintendent changing any employee's employment status under the terms of the employment contracts, if applicable, and state and federal laws.

COMPLAINTS

Employees may present complaints regarding the evaluation and appraisal process in accordance with the District's Dispute Resolution Process. [See DGBA(LOCAL)]

AMENDMENT
PROCESS

The District may present suggested improvements to the appraisal process and criteria to the Shared Decision-Making Committees (SDMCs) and to the District Advisory Committee (DAC) for review on an annual basis. The SDMCs shall provide feedback on the proposed improvements to the DAC for its review and

PERFORMANCE APPRAISAL
EVALUATION OF TEACHERS

DNA
(LOCAL)

consideration. The District's administration shall present the recommended amendments to the Board.

EFFECTIVE DATE

This policy shall be effective as of the adoption date, August 12,
2016.

APPRAISAL AND DEVELOPMENT PROCESS – M-TADS

Qualification

To participate in M-TADS, a teacher must meet both an experience threshold and performance requirements as outlined below –

1. **EXPERIENCE THRESHOLD:** To be eligible for M-TADS, a teacher must –
 - a. Have at least 3 years of teaching experience overall,
 - b. Have a term or continuing contract, and
 - c. Have at least 1 full year of teaching experience in HISD.
2. **PERFORMANCE REQUIREMENTS:** In considering eligibility for M-TADS, the Summative rating from the teacher's prior year appraisal will be used, and the teacher must meet the following performance requirements –
 - a. Achieve a Summative Rating of Effective or Highly Effective,
 - b. Achieve a rating of Effective or Highly Effective in each component of TADS that is applicable to the teacher based on his/her teaching assignment, and
 - c. A rating of Effective or Highly Effective in each Instructional Practice and Professional Expectations criteria.
 - d. Additionally, the teacher must not be on an active Prescriptive Plan for Assistance (PPA).

In the event that an appraiser develops performance concerns for a teacher on M-TADS, the appraiser must have evidence documented during one walkthrough and one observation.

Observations and Walkthroughs

The requirements for walkthroughs and observations are detailed in the chart below –

Formal Observations	Formal Walkthroughs
<ul style="list-style-type: none"> Appraisers shall conduct at least one unscheduled and unannounced formal observations per year. 	<ul style="list-style-type: none"> Appraisers shall conduct at least one unscheduled and unannounced formal walkthroughs per year.
<ul style="list-style-type: none"> A formal observation must be at least 30 minutes in length. 	<ul style="list-style-type: none"> A formal walkthrough must be at least 10 minutes in length.
<ul style="list-style-type: none"> Appraisers shall provide written feedback using the standardized feedback form in the Feedback and Development Tool within 10 working days from the date of the formal observation. 	<ul style="list-style-type: none"> Appraisers must provide written feedback using the standardized feedback form in the Feedback and Development Tool within 10 working days from the date of the formal walkthrough.
<ul style="list-style-type: none"> Post-observation conferences may be conducted at the request of either the appraiser or the teacher. 	<ul style="list-style-type: none"> Post-walkthrough conferences may be conducted at the request of either the appraiser or teacher.
<ul style="list-style-type: none"> Additional formal observations may be conducted at the discretion of the appraiser. 	<ul style="list-style-type: none"> Additional formal walkthroughs may be conducted at the discretion of the appraiser.

Coaching

The Coaching form, which can be utilized outside the official appraisal period, is a living document designed to target specific Instructional Practice criterion. When using the Coaching form, the appraiser should select one IP criterion on which to provide feedback following each visit. A coaching conference is required following each entry, and the form is submitted to the teacher after each new entry.

Annual Conferences

Through the required annual conferences, appraisers will engage in ongoing dialogue with the teacher regarding instructional practice, professional expectations, professional development, and student performance. The expectations for each conference are detailed in the chart below.

Goal Setting Conference

- Goal Setting Conferences and Individual Professional Development Plans shall be completed no later than **(date pending)**.
- The appraiser and teacher will discuss the prior year's teacher and student performance results, and, if appropriate, the teacher's final Student Performance and Summative Ratings.
- The appraiser and teacher will discuss the teacher's development plan (IPDP).
- The appraiser and teacher will review and discuss the Student Performance Measures Worksheet, the Goals Worksheets, and assessments, as applicable.

End-of-Year Conference

- The End-of-Year Conference shall be conducted **(date pending)**.
- Appraisers will provide teachers with comprehensive feedback on performance to date (End-of-Year Conference form).
- Appraisers will provide teachers with the final IP and PR performance ratings.
- Appraisers and teachers will discuss preliminary professional learning goals for the next year and update the development plan as necessary.

Executive Summary:

MODIFIED TEACHER APPRAISAL AND DEVELOPMENT SYSTEM (M-TADS)

GOAL

In response to feedback gathered from stakeholder groups across the district, the goal is to modify the existing Teacher Appraisal and Development System (TADS) to recognize and reward effective and highly effective teachers in Houston ISD. This requires revision of DNA(LOCAL).

STAKEHOLDER INPUT

Opportunities for feedback regarding HISD's existing TADS has informed this recommendation. In October 2017, the Teacher Appraisal Working Committee was formed as a working body to drive learning and input related to the district's appraisal system. The committee's inaugural membership includes: Dawn DuBose-Randle, Leadership Development Officer; Abigail Taylor, Assistant Superintendent of Talent Development and Performance; Janie Ruiz, HR General Manager Talent Acquisition; David Jackson, Principal of Greggs ES; Beth Bonnette, Principal of Wilson Montessori (retired August 2018); Angelica Vega, Principal of Middle College HCC Fraga HS; Daniel Santos, Teacher at Navarro MS; Delia Thibodeaux, Teacher at Westside HS; Ivan Castillo, Teacher at Briscoe ES; Andy Dewey, Houston Federation of Teachers; Zeph Capo, Houston Federation of Teachers; Steve Antley, Congress of Houston Teachers; and Charles Robinson, Congress of Houston Teachers. In March 2018, additional teacher members were added to assist with the Teacher Appraisal Information and Feedback Sessions. Those teachers include Sandro Morales, Teacher at Gregg ES, and Cara Grossman, Teacher at Red ES. The Teacher Appraisal Working Committee plans to continue the work of enhancing the district's teacher appraisal and development system with the ultimate goal of increasing student achievement in HISD.

Teacher Appraisal Working Committee meeting dates: 11/2/2017, 12/7/2017, 1/25/2018, 2/5/2018, 3/1/2018, 5/2/2018, 10/9/2018, 10/23/2018, and 1/16/2019.

Throughout this work, the District Advisory Committee (DAC) has been kept abreast of work related to TADS.

DAC meeting dates: 9/28/2017, 10/26/2017, 1/25/2018, 8/16/2018, 10/25/2018, 1/31/2019, and 2/28/2019 (scheduled).

Five Teacher Appraisal Information and Feedback Sessions were held in spring 2018. At these sessions, participants were given an overview of the Texas Teacher Evaluation and Support System (T-TESS) for the purpose of comparing and contrasting it with HISD's TADS. Based on the collective feedback from these sessions, the Teacher Appraisal Working Committee recommends modifying TADS with the long-term goal of incorporating some of the best features of T-TESS.

Teacher Appraisal Information and Feedback Session dates: 3/27/2018 at Waltrip HS, 4/2/2018 at Chavez HS, 4/4/2018 at Revere MS, 4/18/2018 at Key MS, and 4/20/2018 at Sterling HS.

With the knowledge that the Teacher Appraisal Working Committee wanted to peruse changes to TADS, all district teachers were invited to the **TADS Teacher Think-Tank** on 6/7/2018 at Waltrip HS. Feedback from this session was used to create a follow-up survey for all HISD teachers which was available from 8/20/2018 through 9/7/2018. Principals were also invited to the **TADS Principal Think-Tank** as a choice session during the September District-Wide Principals' Meeting on 9/5/2018. Feedback from this session was used to create a follow-up survey for all TADS appraisers which was available 10/1/2018 through 10/12/2018. A second survey was created for appraisers, the **TADS Technology Tools Survey**, to gain additional feedback on technological enhancements. This survey was designed based on requests received across all feedback sessions and was available 10/29/2018 through 11/9/2018.

In addition to the multiple face-to-face sessions and survey opportunities, the **Principals' Ad Hoc Committee** was also updated and had opportunities to provide feedback on 10/4/2017, 3/7/2018, and 11/7/2018.

Shared-Decision Making Committee Meetings (SDMC): Principals were asked to hold a SDMC meeting during the month of February to gain feedback from the committees. The feedback from the committees was obtained via a survey completed by the campus principals.

Office of the Superintendent of Schools
Board of Education Meeting of April 11, 2019

Office of the Board of Education
Diana Davila, President and District VIII Trustee

**SUBJECT: PROPOSED REVISIONS TO BOARD POLICY AE(LOCAL),
EDUCATIONAL PHILOSOPHY—SECOND READING**

The Houston Independent School District Board of Education proposes changes to Board Policy AE(LOCAL), *Educational Philosophy*, to add a board self-constraint and related constraint progress measure.

The proposed update to Board Policy AE(LOCAL), *Educational Philosophy*, is attached.

COST/FUNDING SOURCE(S): None

STAFFING IMPLICATIONS: None

ORGANIZATIONAL GOALS/IMPACT: This agenda item supports all three district goals and is aligned to all five core initiatives.

THIS ITEM DOES REQUIRE CONSULTATION.

THIS ITEM DOES MODIFY BOARD POLICY.

RECOMMENDED: That the Board of Education approves the proposed revisions to Board Policy AE(LOCAL), *Educational Philosophy*, on second reading, effective April 12, 2019.

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Beliefs and Vision

The Board's Declaration of Beliefs and Vision for the Improvement of the District is as follows:

Beliefs

- We believe that equity is a lens through which all policy decisions are made.
- We believe that there should be no achievement gap between socio-economic groups or children of ethnic diversity.
- We believe that the District must meet the needs of the whole child providing wraparound services and social and emotional supports.
- We believe our classrooms/schools should be safe, vibrant, joyful spaces where students are guaranteed access to a challenging and deep educational experience.
- We believe that instruction should be customized/personalized to meet the learning needs for each individual child including students with disabilities, gifted and talented students, and English Language Learners so they have the support and opportunity they need to flourish.
- We believe that recruitment and retention of qualified and effective personnel are the keys to enhancing the quality of education and increasing student achievement.
- We believe that the community has a right to transparent operations across the District in all schools, departments, and divisions.
- We believe that meaningful engagement with the community is important in all major decision making.

Vision

Every child shall have equitable opportunities and equal access to an effective and personalized education in a nurturing and safe environment. Our students will graduate as critical thinkers and problem solvers; they will know and understand how to be successful in a global society.

Mission

To equitably educate the whole child so that every student graduates with the tools to reach their full potential.

Mandate for Change

Human Capital

The District's greatest strength is its human capital. The personal, face-to-face contact between teacher and child shall always be the central event in education. Changes in the District's structure, governance, and policies underscore the importance of this relationship; that is, through reform, they exist to support the relationship. In addition, the District sets high expectations for school leadership to inspire creative thinking and innovative approaches that lead to instructional and operational excellence.

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- Employees identified as high performers using value-added data should be rewarded. The District must establish levels of compensation and differentiated salaries driven by performance, value-added data, and accountability for all employees.
- Reform measures must focus on higher standards for recruitment and selection, job performance and compensation, and professional development and career planning and must provide employees with a viable career path within the organization.

School
Empowerment

Schools must be empowered to develop and implement the methods that best achieve their unique and individual instructional goals. The District is fully committed to a decentralized system of schools, giving principals the authority over the educational and operational systems. In such a system, the Board of Education remains accountable to the public for high-quality educational services for all children. The Board provides guidance and support to schools by establishing clear, consistent Districtwide goals, high standards and expectations, and effective systems of evaluation; but the individual school is held accountable for innovation and instructional results within those District-wide parameters.

The Board believes that:

- Principals are the leaders of the decision-making process affecting their schools, and their leadership is measured not only by results but also by their collaboration with teachers, parents, and the community.
- Recognizing that schools are where decisions should be made and that successful decentralization is a function of leadership capacity at the school level, the District shall establish a tiered system of differentiated autonomy focusing on instructional competencies, budget, and business operational systems. Schools demonstrating higher levels of student performance, innovation, and operational excellence (including school safety) are further empowered with greater autonomy and decision making. However, other schools may need greater support and guidance; and until they reach acceptable levels of performance, the District must manage for them critical areas such as curriculum, professional development, and operational systems. When guidance over decision making is needed, structured interventions shall help develop the competencies toward greater autonomy. Annual performance monitoring of instruction, operations, and attractiveness to the

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community served shall determine the level of principal autonomy or central office intervention at the school.

School Choice

School choice must remain an integral part of the HISD system. School choice ignites the spirit of competition, motivates excellence, promotes innovation, and empowers parents to match their children with the schools that best meet their children's needs. It is important for the District to focus more on developing, improving, and using creative educational tools so that every child at every school has access to the instructional program that best suits his or her unique interests.

Equal access to instructional excellence requires adequate and equitable allocation of resources. That, in turn, requires fair funding formulas. The District shall remain a system of schools rather than a school system where every campus offers the same programs.

- The District shall offer diverse school settings to meet the needs of its diverse community of students. All schools, whether they are specialty, magnet, or neighborhood, shall be accountable to identify educational and programmatic standards, including a common core of academic subjects, approved by the administration and the Board of Education. All students are expected to meet those standards.
- Achievement gaps between student groups are unacceptable. Closing achievement gaps requires unequal resources for unequal needs. Weighted funding allocations address individual differences, allowing the money to follow the child in accordance with his or her unique instructional needs and thereby ensuring access to the resources that enhance student achievement.
- The District must be proactive in the early identification of schools that may have too few students enrolled to provide adequate resources. The District must be ready to provide the school with appropriate interventions.

Meaningful
Engagement

Meaningful engagement is defined as actively listening to constructive input, collecting and exchanging information, and sharing outcomes. The Board of Education understands and appreciates the need for constructive engagement with both the community and District employees and shall aggressively solicit their opinions and ideas without relinquishing its responsibility as an elected body. As a publicly funded entity, the District must maintain open and respectful relationships, both internally and externally, and be a model for a service-oriented culture. Schools belong to the people; communities shall be engaged in the decision-making process.

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- Everyone in the District, including the Board and the Superintendent, must be responsive to the District's diverse communities. Consistent, meaningful two-way communication with those who support the District as well as those with differing philosophies is essential to establishing public trust and confidence. The District shall provide parents and the public (and, where appropriate, students) with formal, structured systems for input into decision making that sets high achievement standards for all children.
- All employees must be encouraged to play a more active, visible role in representing the District to the community.

Change in Action

For nearly two decades, the District's Board of Education has been guided successfully by an uncompromising statement of its beliefs and its visions for improving education in Houston. We, the 2009 Board of Education, shall continue to move the District forward. We shall work openly and creatively with administrators, teachers, parents, and community leaders to put in action this new mandate for change.

Change is essential if we are to make our children's education our very highest priority. We, alone, cannot affect school transformation; and we, alone, cannot simply demand it. As our predecessors clearly understood, meaningful improvement is not a top-down exercise. It must include and involve everyone at all levels of the organization and the community. We pledge to seek input and ownership by those who will be most affected by reform and restructuring in the District, and we shall guide the Superintendent to ensure that the District is collaborative on issues of such importance to the entire community. This is a solemn pledge, and it is a privilege to accept this great responsibility on behalf of the children of Houston.

Decentralization

The District shall decentralize. Effectiveness requires that decision making be placed as close as possible to the teacher and the student. Decisions should be made in schools; accordingly, principals shall be the leaders of that decision-making process. To accomplish this goal:

- The Board shall provide guidance and support to local schools by establishing clear goals, high standards, and effective systems of evaluation, while at the same time giving schools maximum freedom to develop and implement the methods that best achieve those goals.
- The central office shall turn the traditional management pyramid upside down and become an enabler rather than an enforcer. Its role shall be to train, consult, provide resources, and evaluate.

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- The individual school shall be the unit of accountability and improvement.
- Schools shall be responsive to their communities, providing parents and members of the community (and where appropriate, students) with formal, structured input into decision making.
- Schools shall be given control over budgets, delivery of curriculum, teaching methodologies, and personnel, provided they are led by a strong and effective principal, function as a team, and collaboratively develop a vision and a plan to achieve that vision.

The following core beliefs and principles shall guide District decentralization:

1. Academic success is paramount;
2. All resources shall be at the schools unless managerial issues such as efficiency dictate otherwise;
3. The District shall pursue a goal of equity in funding;
4. Accountability and resource allocation decisions shall be matched (linked); and
5. Good sense shall guide implementation.

**Purpose and
Strategic Intent**

The District exists to strengthen the social and economic foundation of Houston by assuring its youth the highest quality elementary and secondary education available anywhere.

The District's strategic intent shall be to earn so much respect from the citizens of Houston that the District becomes their prekindergarten–grade 12 educational system of choice.

**Goals and Progress
Measures**

The District has adopted goals and goal progress measures in accordance with the Texas Education Agency (TEA) Lone Star Governance continuous improvement model and the Framework for School Board Development.

Goal 1

The percentage of students reading and writing at or above grade level as measured by the percent of students at the Meets Grade Level standard on STAAR for grade 3 through English II shall increase by three percentage points annually from 37% to 46% between spring 2017 and spring 2020.

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- Goal Progress Measure 1.1

End of year reading data collected on the District-wide screener shall annually show a three-percentage point improvement in the percentage of students reading on grade level from 38% to 44% between spring 2018 and spring 2020. Results on the District-wide screener will be presented to the board after the beginning of the year, middle of the year, and end of the year testing windows.

- Goal Progress Measure 1.2

Grades 4 and 7 students shall be assessed in writing in the fall and spring; percent of students meeting the grade level standard shall increase at least three percentage points annually from 22% in spring 2018 to 28% in spring 2020. Results will be presented to the board after the fall and spring testing windows.

Goal 2

The percentage of graduates meeting the Global Graduate standards as measured by the College and Career Readiness component of the Texas accountability system shall increase three percentage points annually per year from the 2017 graduates baseline of 52 percent up to 67 percent by 2022.

- Goal Progress Measure 2.1

The percentage of students completing (earning a 70 or better) a career and technical education (CTE) course shall be reported for each semester and shall show improvement of two percentage points annually from 63.0 percent in spring 2017 to 69.0 percent in spring 2020.

- Goal Progress Measure 2.2

The percentage of students completing (earning a 70 or better) an Advanced Placement (AP) or International Baccalaureate (IB) course shall be reported for each semester and shall show improvement of 1 percentage point annually from 39.1 percent in spring 2017 to 42.1 percent in spring 2020.

- Goal Progress Measure 2.3

The percentage of students completing (earning a 70 or better) a dual credit or dual enrollment course shall be reported for each semester and shall show improvement of 1 percentage point annually from 10 percent in spring 2017 to 13 percent in spring 2020.

Goal 3

Among students who exhibit below satisfactory performance on state assessments, the percentage who demonstrate at least one

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year of academic growth, as measured by the STAAR Progress Measure, shall increase three percentage points annually in reading and in math from 57 percent in spring 2017 to 66 percent in spring 2020.

- Goal Progress Measure 3.1

The percentage of students identified as needing intervention in reading on the district's screener who demonstrate growth from the beginning to end of year benchmarks shall increase three percentage points annually from 48% in spring 2018 to 57% in spring 2021. Results will be reported after each testing window.

- Goal Progress Measure 3.2

The percentage of students identified as needing intervention in math on the district's screener who demonstrate growth from the beginning to end of year benchmarks shall increase three percentage points annually from 58% in spring 2018 to 67% in spring 2021. Results will be reported after each testing window.

**Constraints and
Constraint Progress
Measures**

The District has adopted constraints and constraint progress measures in accordance with the TEA Lone Star Governance continuous improvement model and the Framework for School Board Development.

Board's Constraint
for the Board

The Board shall not spend more than 50 percent of its time on non-student outcome related discussion.

- Constraint Progress Measure

The Board shall increase the time it spends on student outcomes from 9 percent in the fourth quarter of 2018 to 50 percent in the second quarter of 2019, maintaining 50 percent through the end of 2021.

Board's Constraints
for the
Superintendent

The Superintendent shall not permit the District to operate without a community school and feeder pattern framework, including a definition, processes, and goals.

Constraint 1

- Constraint Progress Measure 1.1

The District shall launch cohort one of Every Community, Every School with a minimum of 15 schools (5 percent) by the end of the 2017–18 school year and shall increase annually until all schools (100 percent) are served in 2022.

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- Constraint Progress Measure 1.2

The District shall develop tools for campuses to conduct a needs assessment, to access to a provider database, a data tracker, and professional development in 2017–18 and shall increase usage annually from 0 percent in fall 2017 to 100 percent of campuses access the tools and training by 2022.

Constraint 2

The Superintendent shall not require teachers to administer more than two District-created assessments per semester.

- Constraint Progress Measure 2.1

The number of District-required, District-created assessments shall not increase from one per semester in fall 2017 to more than two per semester in spring 2020.

Constraint 3

The Superintendent shall not allow achievement gaps for student groups, including African-American, Hispanic, economically disadvantaged students, students receiving special education services, and English learners (ELs), to increase in reading and mathematics.

- Constraint Progress Measure 3.1

The reading and math performance gap between economically disadvantaged and non-economically disadvantaged students, as measured by the percent of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 17 percentage points in spring 2017 to 14 percentage points in spring 2020.

- Constraint Progress Measure 3.2

The reading and math performance gap between English learners (ELs) and Non-English Learners (Non-ELs), as measured by the percentage of students at the Approaches Grade Level Standard on STAAR shall decrease by one percentage point annually from 22 percentage points in spring 2017 to 19 percentage points in spring 2020.

- Constraint Progress Measure 3.3

The reading and math performance gap between students receiving special education services and students not receiving special education services, as measured by the percentage of students at the Approaches Grade Level Standard on STAAR, shall decrease by one percentage point annually from 45 percentage points in spring 2017 to 42 percentage points in spring 2020.

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Constraint 4

The Superintendent shall not allow struggling schools to operate without highly qualified leaders and teachers in core subjects.*

*Struggling schools include Improvement Required (IR) schools, formerly IR schools, and schools receiving an overall accountability scale score of 65 or less. Teacher qualification should consider certification and experience.

- Constraint Progress Measure 4.1

The percentage of campus administrators at struggling schools rated as effective or above shall increase by two percentage points annually from 65 percent in 2017 to 73 percent by 2020.

- Constraint Progress Measure 4.2

The percentage of first-year teachers at struggling schools shall decrease by two percentage points annually from 10 percent in 2017 to four percent by 2020.

- Constraint Progress Measure 4.3

The percentage of teaching positions at struggling schools held by teachers certified in their assigned subject areas and grade levels shall increase each semester from 99 percent in 2017 until 100 percent is reached and maintained through 2020.

Core Values

The District's core values are as follows:

- Safety Above All Else.

Safety takes precedence over all else. A safe environment shall be provided for every student and employee.

- Student Learning is the Main Thing.

All decisions and actions, at any level, focus on and support the "main thing," which is effective student learning.

- Focus on Results and Excellence.

Each employee shall focus on results and excellence in individual and organizational efforts.

- Parents are Partners.

Parents are valued partners in the educational process, serving as the child's teacher in the home. All school and District activities shall give proper consideration to the involvement of parents.

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- Common Decency.

The District shall be responsive and accountable to the public and its employees. Community members and employees shall receive respectful and courteous treatment.

- Human Capital.

Through recruitment, retention, dismissal, and professional development programs, the District shall work to make sure students are served by the top talent available, from teachers to superintendents.

**Central Office
Accountability
System**

The overall goal of the District's central office accountability system is to provide resources and services to schools in an efficient and timely manner that promotes schools' progress in achieving their educational missions.

Specifically, the objectives of the District central office accountability system are to:

- Establish and monitor progress toward performance indicators for each central office department, including evaluations of each departmental improvement plan goals and objectives;
- Determine which central office departments are meeting the District's objectives through the use of "customer" surveys; and
- Determine whether central office departments that are failing to meet the objectives require assistance, reorganization, and/or replacement.

Effective Date

This policy shall be effective as of the adoption date, ~~December 14, 2018~~.

BOARD POLICY EXPLANATORY SHEET

POLICY CODE	TITLE (SUBJECT)	SCHEDULED MEETING
AE(LOCAL)	Educational Philosophy	April 11, 2019
INITIATED BY: Board Policy Committee		
TYPE OF REVISION: Update		
APPLICABILITY: Lone Star Governance; Board		
BACKGROUND: The Houston Independent School District (HISD) Board of Education is adding a board Constraint and Constraint Progress Measure.		
OTHER DISTRICT RESOURCES OR PROGRAMS AFFECTED/NEEDED, IF ANY: None		
ADMINISTRATIVE PROCEDURES REQUIRED: None		