

# Agenda Items: October 14, 2021, Board Meeting

## Q&A

### GENERAL QUESTIONS

**How do the Legislative Budget Board (LBB) findings align to our board goals and timelines?**

The Legislative Budget Board audit preceded development of the currently adopted board goals and constraints. However, implementation of several of the LBB recommendations does support the work of the district and the Board in realizing its goals pertaining to student performance. **\*UPDATED 10/12/21\***

**Please provide a one-pager on ESSER funds that can be shared with the community.**

A one-page document showing funds allocated directly for campus principals to spend for the 2021-2022 school year along with a document showing allocations by campus is available at [External Funding / ESSER I, ESSER II & ESSER III \(houstonisd.org\)](#). **\*UPDATED 10/12/21\***

### ITEM A-2

**How many prekindergarten (Pre-K) teachers do we have?**

**\*UPDATED 10/12/21\***

633 teachers are coded as prekindergarten classroom teachers as of 10/8/2021.

**Where is the longest waitlist for prekindergarten?**

**\*UPDATED 10/12/21\***

The longest waitlist for prekindergarten was Garden Oaks Montessori.

**Where do we need prekindergarten?**

**\*UPDATED 10/12/21\***

Based on HERC's Research Brief Availability of and Equity in Access to HISD Pre-K Programs (attached), also referenced in The Equity Project (attached), these are the elementary attendance boundaries with the greatest need for high quality pre-kindergarten programs.

- |                |                |
|----------------|----------------|
| - Barrick      | - Moreno       |
| - Benavidez    | - Northline    |
| - Crespo       | - Port Houston |
| - Cunningham   | - Pugh         |
| - Durkee       | - Robinson     |
| - Franklin     | - Rodriguez    |
| - Lyons        | - Seguin       |
| - Martinez, C. | - Wesley       |
| - Mitchell     | - Whittier     |

OCTOBER 2021

Based on the demographic study by Population and Survey Analysts (PASA) as part of the 2020 Facilities Assessment, these elementary attendance boundaries have “larger younger resident populations [and] are projected to drive near term growth.”

### Population

- Alameda
- Askew
- Baker
- Bush
- Dogan
- Elrod
- Foerster
- Frost
- Gallegos
- Harris, J.R.
- Hartsfield
- Law
- Lewis
- McGowen
- Mitchell

### ITEM D.1

#### What are we doing for students in the middle or even higher performing students to challenge them and ensure their academic growth?

For Gifted and Talented (GT) students, performance levels are identified and addressed individually in the Gifted Education Plans (GEP). As a progress monitoring tool, we have implemented the Gifted Written Plan (GWRs) this year. The GWR allows teachers and campus leaders to make necessary adjustments for instructional design and delivery when students are performing below, at, or even above level. We have also trained teachers on Renzulli Learning to be used as an instructional tool that is aligned to the TEKS and allows teachers to differentiate based on individual students’ needs for remediation and/or acceleration.

Elementary curriculum has added Universal Design for Learning (UDL) guides for 3-5 Reading Language Arts and Math to help support teachers in planning mastery for all students. Additionally, we have added the Really Great Reading (RGR), a systematic phonics program for K-5 which provides rigorous instruction to support all learners.

The Secondary Curriculum and Development Department developed a series of content-specific “Skill Builders” aimed to supplement instruction and mitigate schooling loss. They were designed to allow students additional practice with content-based skills which can also support our middle and highest performing students. Content-specific skill builders are TEKS-aligned and focus on skills that will support students in reaching the rigor of standards for grades 6 through 12.

# Agenda Items: October 14, 2021, Board Meeting

Q&A

Have conservators reviewed the special education section of this plan?

Yes, the conservators have received and reviewed the plan.

## ITEM H.1

Is this the same assessment that was approved in February 2020? This to add to the existing assessment, correct?

Yes, that is correct. These additional services are a continuation of the facilities assessment and capital planning services approved in February 2020.

Please remind us how much we approved for this purpose in 2020.

The Board approved award of a \$5,000,000 contract to the facilities assessment and capital planning consultant (Board Item H.1 dated February 13, 2020). The Chief Financial Officer also submitted a resolution authorizing \$45,000,000 for reimbursable expenditures related to a capital planning improvement program (Board Item I.5 dated February 13, 2020).

What is the role of HISD's own demographer vis a vis the demographic study to be completed through this contract?

The scope and complexity of this comprehensive demographic study required the services of an outside consultant. The HISD demographer will assist the demographic consultant by providing needed information, acting as liaison between District departments and the consultant, and coordinating and reviewing the draft and final demographic reports.

What components of the comprehensive facilities assessment authorized in January 2020 have been completed and at what cost so far? What additional components will this item add?

The following components have been completed (\$4,950,000):

- Facilities Condition Assessments for all District facilities
- Comprehensive Educational Adequacy Assessments
- Demographic Analysis and Report
- Educational Specifications for ES, MS, and HS
- Design Guidelines and Standards Updates
- Strategic Long-Range Facility Plan
- Project Planning and Budgeting

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

## Q&A

\*\* Remaining services to be provided include minor revisions based on HISD review comments and final publication/dissemination of reports.

Services to be provided under the additional services addenda include a post-COVID pandemic demographic study, community outreach services, monitoring and updating of project budgeting and estimated construction costs, support, and materials for capital planning steering committee meetings, updating the district's facilities condition database, and support, coordination, and materials for meetings, presentations, and workshops with district administration and the Board.

What is the average age of our bus fleet?

**\*UPDATED 10/12/21\***

Transportation Services has a total of 1081 yellow buses. The average age of the fleet is 15 years old.

Which schools do not have LED marquees?

**\*UPDATED 10/12/21\***

See attachment.

Which schools have scoreboards that are broken?

**\*UPDATED 10/12/21\***

See chart below.

Which schools don't have lighted playing fields?

**\*UPDATED 10/12/21\***

Houston ISD Middle School Fields -2021

School	Lights	Scoreboard
Attucks	No	No
Black	No	No
Billy Reagan	No	No
Burbank	No	No
Clifton	No	No
Cullen	No	No
Deady	No	No
Edison	No	No
Fleming	No	No

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

Fondren	No	No
Fonville	No	No
Forest Brook	No	No
Hamilton	No	Yes
Hartman	No	Yes
Henry	No	No
Hogg	No	Yes
Holland	No	Yes
Key	No	No
Lanier	No	Yes – not working
Lawson	No	No
Lincoln	No	No
Long	No	No
Mandarin Immersion	No	No
Marshall	No	No
McReynolds	No	No
Meyerland	No	Yes – not working
Mickey Leland	No	No
Navarro	No	No
Ortiz	No	No
Pershing	Yes	Yes
Pilgrim	No	No

# Agenda Items: October 14, 2021, Board Meeting

Q&A

Pin Oak	Yes	Yes
Revere	No	No
Rice	Yes	No
Rogers	No	No
Sharpstown International	No	No- not working
Stevenson	No	No
Sugar Grove	No	No
Tanglewood	No	No
Thomas	No	No
Welch	No	No
Wes Briar	No	Yes
Williams	No	No
YWCPA	Yes- not working	Yes- not working

## High School Fields – 2021

School	Lights	Scoreboard
Austin	No	Yes
Bellaire	Under Construction	Under Construction
Carnegie Vanguard	No	No
Chavez	No	Yes
Furr	No	Yes
Heights	No	Yes
Houston	No	Yes

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

Kashmere	No	No
Madison	No	Yes
Mickey Leland	No	No
Milby	No	Yes
North Forest	No	No
Northside	Yes	No
Scarborough	No	Yes
Sharpstown	No	Yes- not working
Sterling	Yes	Yes
Waltrip	No	Yes
Washington	No	Yes
Westbury	No	No
Westside	No	Yes
Wheatley	No	No
Worthing	No	No
Yates	No	Yes
YWCPA	Yes- not working	Yes- not working

## ITEM H.2.A

### Can you explain what pay-as-you-go funds are?

Pay-As-You-Go (PAYG) funds are general funds set aside annually for non-routine maintenance projects and deferred maintenance. The below excerpt is from the district's 2021 – 2022 budget book:

#### Non-Routine Expenditures

The district addresses non-routine capital projects and maintenance costs through its maintenance team. These items are defined as work needing to be addressed through future capital planning and are outside

OCTOBER 2021

of the normal preventative maintenance schedule. Examples of the non-routine projects include the installation of new equipment at facilities that require tradesmen (i.e., electricians or plumbers) such as adding electrical outlets for technology equipment, painting, sidewalks, flooring, changing interior locks, drainage, etc.

These high-cost, non-routine expenditures are generally handled through the district's Pay-As-You-Go Program and can either be planned major maintenance items or emergency repairs and maintenance.

### Project 20-04-02 – Is this for every campus?

Please note, the correct project number is 21-04-02 – This project is to standardize time and attendance system at all campuses and departments districtwide.

### What is the total police budget and what percentage is not salaries?

- Total Police department budget is \$19,320,968
- Non-Salaries 8.88%

### ITEM H.3

Please provide a map and a list of schools with SPARK parks.

**\*UPDATED 10/12/21\***

The following items include: map of 2021-2022 SPARK Park schools, list of active SPARK parks, list of active and inactive SPARK parks, list of “Re-Sparks,” and list of expired SPARK parks.



### SPARK Park Schools - 2021-2022

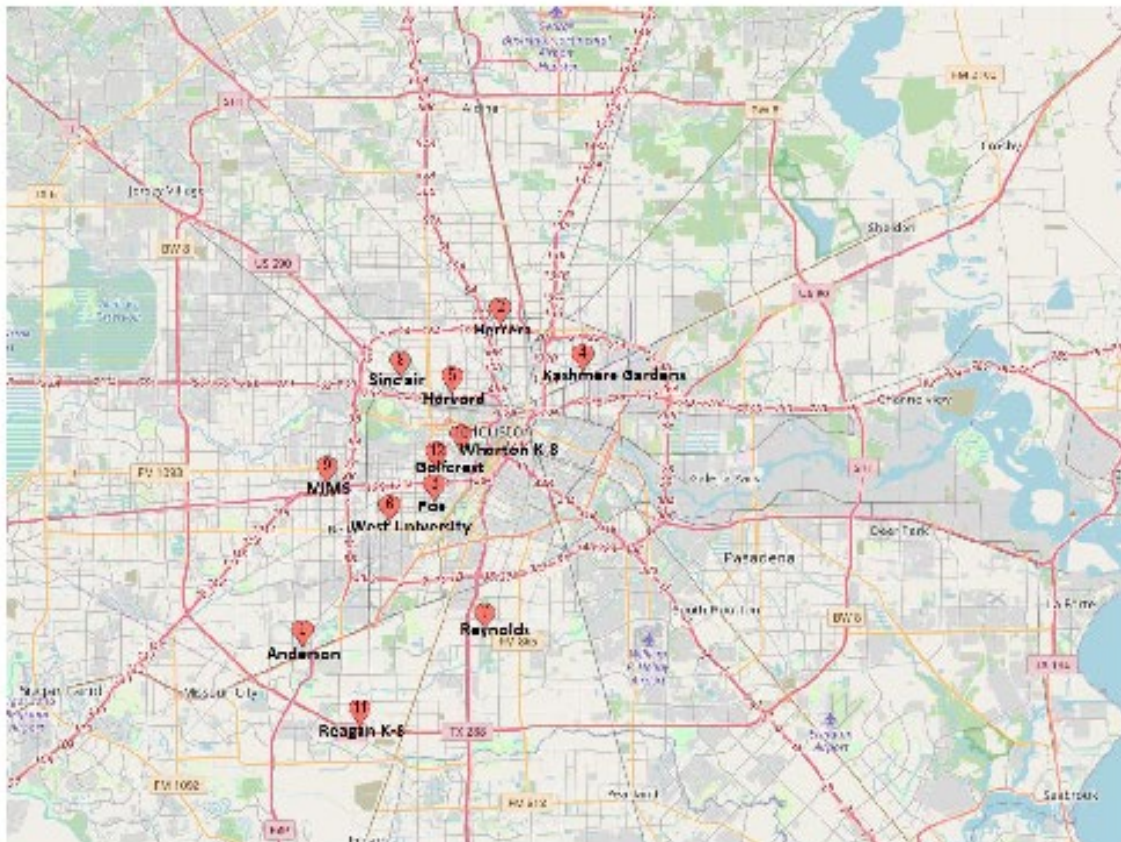
October 14, 2021 Board - H-3

#### Elementary Schools

Anderson ES	District IX
Golfcrest ES (New)	District III
Harvard ES (New)	District I
Herrera ES	District I
Kashmere Gardens ES	District III
Mandarin Immersion	District VII
Poe ES	District V
Reynolds	District IX
Sinclair ES	District VII
West University ES	District V

#### Elementary & Middle School Combinations

Reagan K-8 (New)	District IX
Wharton K-8 (New)	District VII



OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

## SPARK Park Schools 2021



### Elementary Schools

Almeda	Mandarin Immersion
Anderson	McGowen
Arabic Immersion	Memorial
Ashford	Milne
Askew	Montgomery
Belfort ECC	Moreno
Berry	Osborne
Braeburn	Park Place
Browning	Parker
Carrillo	Peterson
Condit	Piney Point
Cornelius	Poe
Daily	Port Houston
Davila	Reagan K-8
Emerson	Reynolds
Field	River Oaks
Franklin	Roberts
Garden Oaks	Robinson
Garden Villas	Rodriguez, S.
Golfcrest	School at St. George
Harris, RP	Sinclair
Hartsfield	Stevens
Harvard	Sutton
Helms	Tijerina
Henderson, JP	Tinsley
Herrerra	Travis
Hobby	Twain
Jefferson	Walnut Bend
Kashmere Gardens	West University
Ketelsen	Wharton K-8
Lockhart	Whidby
Looscan	White, E.
Lyons	Wilson
Mading	

### Middle Schools

Clifton  
Deady  
Edison  
Fleming  
Hamilton  
Hogg  
Holland  
Long Academy  
McReynolds  
Revere  
Stevenson

### High Schools

Chavez  
HAIS  
Westbury

#### SPARK Contact Information:

HISD Project Manager: Christy Williams, 713-556-9255  
COH SPARK Exec.Director: Kathleen Ownby, 832-393-0911

rev. 10-8-2021 -cw

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

## SPARK Park Schools - Active & Inactive

10/8/2021

### Elementary Schools

Alcott  
Alameda  
Anderson  
Arabic Immersion  
Ashford  
Askew  
Atherton  
Bastian  
Belfort ECC  
Benavidez  
Berry  
Bonner  
Braeburn  
Briargrove  
Briscoe  
Brock  
Browning  
Bruce  
Burbank  
Burns  
Cage  
Carnegie (closed)  
Carrillo  
Codwell  
Concord (closed)  
Condit  
Coop  
Cornelius  
Crawford (closed)  
Crocket  
Cunningham  
Daily  
Davila  
DeChaumes  
DeZavala  
Dodson  
Dogan  
Douglas (closed)  
Durkee  
Easter  
Elliot  
Emerson  
EO Smith (closed)  
Fairchild/Candy Stripe  
Field  
Foerster  
Fondren  
Franklin  
Frost  
Gallegos  
Garcia  
Garden Oaks  
Garden Villas  
Golfcrest (New)  
Gregg  
Gregory Lincoln  
Grissom  
Harris, RP  
Hartsfield  
Harvard (New)  
Helms  
Henderson, JP  
Herrera  
Highland Heights  
Hobby  
Hohl (closed)  
Holden (closed)  
HS Law Enforcement  
Isaacs  
Janowski  
Jefferson  
JR Harris  
K Smith  
Kashmere Gardens  
Kennedy  
Ketelsen  
Lamar (closed)  
Lewis  
Lockhart  
Looscan  
Lyons  
MacGregor  
Mading  
Mandarin Immersion  
McGowen  
McNamara  
Memorial  
Milne  
Montgomery  
Moreno  
Osborne  
Park Place  
Parker  
Patterson  
Peck  
Peterson  
Pilgrim Academy  
Piney Point  
Poe  
Port Houston  
Reagan K-8 (New)  
Reynolds  
Rhoads (Codwell)  
River Oaks  
Roberts  
Robinson  
Rodriguez, S.  
Roosevelt

Ross  
RP Harris  
Rucker  
Scarborough  
School at St. George  
Sherman  
Sinclair  
Stevens  
Sugar Grove  
Sutton  
TH Rogers  
Tijerina  
Tinsley  
Travis  
Twain  
Valley West  
Wainwright  
Walnut Bend  
West University  
Wharton K-8 (New)  
Whidby  
White, E.  
Whittier  
Will Rogers (closed)  
Wilson  
Young Scholars (closed)

### Middle Schools

Clifton  
Deady  
Edison  
Fleming  
Hamilton  
Henry  
Hogg  
Holland  
Long Academy  
McReynolds  
Navarro  
Northline  
Ortiz  
Revere  
Ryan  
Sharpstown Intern'l  
Stevenson  
Meyerland MS

### High Schools

Chavez  
HAIS  
Kashmere HS  
Northside HS  
Sharpstown  
Waltrip  
Washington HS, BT  
Westbury

Black - Active SPARK Schools (81)  
Red - Inactive SPARK Schools (78)  
Blue - 2021-2022 SPARK Schools  
Oct 14 Board Approval

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

## SPARK Park Schools - Expired / Inactive (79)

10/8/2021

### Elementary Schools

Alcott	Gregory Lincoln
Atherton	Grissom
Bastian	Highland Heights
Benavidez	Hohl (closed)
Bonner	Holden (closed)
Briargrove	Isaacs
Briscoe	Janowski
Brock	JR Harris
Bruce	K Smith
Burbank	Kennedy
Burrus	Lamar (closed)
Cage	Lewis
Carnegie (closed)	MacGregor
Codwell	McNamara
Concord (closed)	Northline
Coop	Patterson
Crawford (closed)	Peck
Crocket	Pilgrim Academy
Cunningham	Rhoads (Codwell)
DeChaumes	Roosevelt
DeZavala	Ross
Dodson	RP Harris
Dogan	Rucker
Douglas (closed)	Scarborough
Durkee	Sherman
Easter (closed)	Sugar Grove
Elliot	TH Rogers
EO Smith (closed)	Valley West
Fairchild /Candy Stripe	Wainwright
Foerster	Whittier
Fondren	Will Rogers (closed)
Frost	Young Scholars (closed)
Gallegos	
Garcia	
Gregg	

### Middle Schools

Henry  
Meyerland  
Navarro  
Ortiz  
Ryan  
Sharpstown Intern'l

### High Schools

Kashmere  
Northside  
Sharpstown  
Waltrip  
Washington, Booker T.  
HS Law Enforcement

rev. 10-8-2021 -cw

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

When are SPARK parks accessible to the public?

**\*UPDATED 10/12/21\***

SPARK Parks are available for public use after the school day (including after-school programs) has ended and on weekends and holidays. <https://sparkpark.org/wordpress/>

What is the process required by SPARK School Park Program for a school to get approved for a park?

**\*UPDATED 10/12/21\***

OCTOBER 2021



### SPARK Park Selection Process 2021



#### Schools Selected by the COH SPARK Committee

The SPARK School Park Program is a non-profit corporation operating out of the City of Houston Mayor's office. Each year SPARK selects 4-6 schools within HISD to receive a new SPARK Park or a re-SPARK improvement to their existing park. SPARK parks older than 10 years are eligible to receive a new or re-SPARK funded by SPARK.

#### How are SPARK schools selected?

The SPARK Executive Director and the SPARK Board select schools based upon:

- > Geographical Location to determine if the campus is located in a "park desert" area. If using Community Block Development Grant (CBDG) Funds, schools must be located in areas where there are low-income residents.
- > Principals are then contacted at the selected SPARK schools to determine if they are in agreement to receive a SPARK park and if they will agree to open the park to the community.

#### Schools Applying for a SPARK Park

Can a school request to receive a new or re-SPARK? Yes!

> Schools can request to receive a new or re-SPARK as follow:

- 1) The principal of the school should send a request on school letterhead to SPARK asking to be considered as a site selection.
- 2) The SPARK staff makes a site visit to all schools that have applied to discuss the request with the principal and other interested parties. Site visits by SPARK staff confirm existing relationships between school and community—through churches, businesses, and civic clubs. The neighborhood must demonstrate a willingness to help plan and fund the park.
- 3) The SPARK staff meets with principals of selected schools to outline the park construction process. The goal is for parks to be completed within 12–18 months.

Once a school is selected, the principal forms a SPARK committee made up of PTO/PTA, civic club members, parents, and teachers to determine what features will be included in their park. For more information on applications visit:

<http://sparkpark.org/wordpress/about/#apply>

#### SPARK Contact Information:

COH SPARK Exec.Director: Kathleen Ownby, 832-393-0911

HISD Project Manager: Christy Williams, 713-556-9255

rev. 10-8-2021 -cw

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

## SPARK Park Schools - Re-SPARKed

Highlighted Schools - Oct. 2021 Board (8 of 12 Re-SPARKed)

10/8/2021

### Elementary Schools

Almeda	<b>Mandarin Immersion</b>
<b>Anderson</b>	McGowen
Ashford	Milne
Belfort ECC	Montgomery
Berry	Northline
Braeburn*	Osborne
Carrillo	Park Place
Cornelius	Peterson
Emerson	Piney Point
Field	<b>Poe</b>
Franklin	Port Houston
Garden Oaks	<b>Reynolds</b>
Harris, RP	River Oaks
Hartsfield	Roberts
Harvard	<b>Sinclair</b>
Helms	Stevens
Henderson, JP	Tijerina
<b>Herrerra</b>	Tinsley
Hobby	Travis
<b>Kashmere Gardens</b>	Twain
Lockhart	<b>West University</b>
Looscan	Whidby
Lyons	Wilson

\*ReSPARKed at a different location

### Middle Schools

Hamilton  
Hogg  
Revere  
Stevenson

### High Schools

HAIS  
Westbury

rev. 10-8-2021 -cw

OCTOBER 2021

# Agenda Items: October 14, 2021, Board Meeting

Q&A

## ITEM I.1.H

It says it will save us money. What is the anticipated savings with this \$6 million expenditure over the next five years?

According to American Payroll Association (APA) studies, a manual processing system for time and attendance alone can account for 1% to 8% of total payroll costs. There are different calculations that can be used but the range could be \$7-15 million a year in overall payroll savings and efficiency.

## ITEM I.1.B AND ITEM I.1.K

They say DRAFT. In the future can we please have all details for items when agendas are emailed to trustees.

That is just how the file was saved internally. If the item itself was a draft, a watermark would have been stamped on it. Moving forward, the file will be renamed to exclude draft.

## ITEM I.J

It says the historical spend is \$61,000 per year. Why is the five-year not-to-exceed amount \$500,000?

The not-to-exceed amount listed on the board item is due to an increase in the request of examination tests provided to students districtwide.

## ITEM I.1 20-10-05-01

Are the LED marquees being paid for by school budgets? There are currently schools without LED marquees. Is there a plan to provide LED marquees to every school? **\*UPDATED 10/12/21\***

There is no central budget for the purchase of marquees; therefore, campuses make purchases from their respective budgets or from activity funds. There is no current plan to provide marquees to all schools.

## ITEM I.2

Which schools will receive books from the Barbara Bush Houston Literacy Foundation grant?

This donation is for all HISD elementary school librarians/reading specialists to receive Reading Roundup kits containing 22 books. **\*UPDATED 10/12/21\***

## ITEM I.4

What percentage of the \$1 million taken from instruction is central office?

Zero percent taken from instruction went to central office. It was all done within campus budgets.

OCTOBER 2021



# Agenda Items: October 14, 2021, Board Meeting

Q&A

**We are taking money from guidance and counseling? Where is that money moved to?**

School transfer to social work services for Community in Schools contract. Innovation and Post-secondary Programming Department transfer to Transportation.

**Why aren't the ESSER dollars included in the amendment?**

The amendment on I-4 is for the General Fund. ESSER is a federal grant and not in the General Fund Budget.

## ITEM I.5

**Is this a one-time expense?**

Yes.

**How much did the LBB estimate would be saved if we implement such a system?**

The LBB did not estimate an overall savings but recommended that the district should implement a district-wide time-keeping system. According to American Payroll Association (APA) studies a manual processing system for time and attendance alone can account for 1% to 8% of total payroll costs. There are different calculations that can be used but the range could be \$7-15 million a year in overall payroll savings and efficiency.

**How is this different than Item I.1.h? Is this \$9M on top of that \$6M?**

No, the \$6 million is included in the \$9 million. I-1 is the approval of the vendor.

## ITEM I.6

**How do you know this investment will yield the results you are seeking?**

We believe based on multiple audits and best practices of other districts and organizations having time clock systems that we will yield savings, improve employee paycheck accuracy, and ensure FLSA compliance. A paper time-reporting / tracking system in a district the size of HISD is inefficient and subject to a high rate of error and inaccuracy.

## ITEM J.1

**Please remind the board of the upcoming timeline for next year's audit plan.**

Our audit plans are on a fiscal year calendar now, i.e., July through June. Ideally, I would like to provide my proposed audit plan to you by late March so that you can have enough time to review, discuss, and revise the plan, plus vote on the plan by June.

OCTOBER 2021

For each goal except the first, please answer: Why is this an important priority?

What evidence by when should we expect to see that would demonstrate success in achieving this goal?

Internal Audit

**Complete the board-approved Audit Plan (no response needed)**

**Enhance the usage of audit sampling with appropriate training:**

Trustees, that goal should have the word “statistical” in front of “sampling.” My apology is offered. In broad terms, there are two types of sampling. Judgmental Sampling is a non-probability-based sampling technique in which the sample items are chosen based on the auditor’s knowledge and judgment (e.g., about the Accounts Receivable function in the accounting department). However, we can only opine on the results of the items that were tested in that sample. For example, if we judgmentally select 92 items out of a population of 1,000 items and we find 10 errors, that’s all that we can say in the audit report. We cannot extrapolate the 10 wrong items onto the entire population of 1,000.

However, if we use statistical sampling, we can project the sample results onto the entire population of items for the selected period. In this process, a formula would be used to determine the sample size for our audit test(s). If the formula says that we should statistically test 120 items out of a population of 1,000, and we find that 28 items have something wrong with them, e.g., not compliant with a policy or incorrect results (e.g., overpaying an employee or vendor), then we can use a statistical sampling formula to project what the likely number of errors and values that would exist among the entire 1,000. One element that is used in the formula is a “confidence level” which is expressed as a percent. In my experience, audit teams used a 90% confidence level in the formula to estimate the number of errors that are likely to exist among the 1,000 items. This type of sampling was used far more than judgmental sampling where I worked in the past, mostly because our audit teams had very little knowledge about the areas under review. Enterprise risk assessments are taking us to departments that we haven’t been to before as well as for topics that we have never tested.

For our audit team here, I don’t recall seeing the use of statistical sampling and, even now, some don’t want to use it, or they want a lot more time to start. But trustees, statistical sampling is used a lot in our profession, for the reasons mentioned above. And with the lack of knowledge about new areas for us, it’s best that we do not use judgmental sampling for most of our audits. So, as part of my journey of trying to continuously improve our audit team, I think that now is the time for us to join the real world of internal

OCTOBER 2021

audit. That world includes judgmental and statistical sampling, based on prudence. The related training is scheduled for December.

**Improve the use and application of data analytics.** That area is the science of analyzing raw data to make conclusions about that information. The techniques and processes of data analytics have been automated into mechanical processes. We have only touched on this tool a bit in our information technology audits that are performed by BDO. But it can be applied in many other areas as well. I have an IT auditor on our team, and I intend for him to use this tool as he looks at some purchasing data for this year's audit plan. Baby steps for this year. Let's see how it goes. But many audit departments are already using data analytics as a regular practice. It will take us some time for the entire team to mature in this area. But I'd like to start with the one audit in our audit plan with this technique this year.

**Install and implement the most advanced version of the department's audit management tool to TeamMate Plus (+) and migrate audit work papers to that software.** Trustees, we don't have a choice on this one. Wolters Kluwer (WK) provides Teammate and we have been using it even before I arrived. We are using their "AM" version now. However, by March 2022, it won't be supported any longer. Therefore, we are currently migrating ourselves to their new version, which is called "Teammate +". Our audit team received some training on the Plus version from WK last week.

All the above are necessary for our audit team to progress and modernize our audit practice. By doing so, our audit results should be more reliable and trustworthy. Except for migrating to Teammate+, we hope that improving ourselves in the other areas will translate into more modern practices being implemented as we do our work. The natural byproduct that we hope for is enhanced audit results that will provide more importance and value for the district's leadership and management teams. As for when you will see demonstrated success, I'm hopeful that we see evidence at some point in the second half of the year and especially in the fourth quarter. For example, we will receive training on statistical sampling in December and I want our teams to begin implementing it in the third quarter. If all goes well, we should see results in the third or fourth quarter.

### ITEM K.3

**Which employee groups are consulted? It is plural, and I thought the board had voted a couple of years ago to only allow one group for consultation.**

HISD administration currently holds instructional consultation, administrative consultation, and non-instructional consultation. Board policy DGB(LOCAL) requires that instructional consultation and noninstructional consultation groups select the organizations to represent employees in their respective

# Agenda Items: October 14, 2021, Board Meeting

Q&A

areas through an election process. An election was held in 2020 resulting in the Houston Federation of Teachers (HFT) representing instructional consultation employees, and Houston Educational Support Personnel (HESP) representing noninstructional consultation employees. Administrative consultation does not require an election. Houston Area School Administrators (HASA), Houston Area Alliance of Black School Educators (HAABSE), and the Association of Hispanic School Administrators (AHSA) are invited to participate in the Administrative Consultation.

OCTOBER 2021

## Examining Equity in Access to Pre-Kindergarten in HISD: A Summary of Prior HERC Research

January 2021

Though economically disadvantaged students in the Houston Independent School District (HISD) have greater access to pre-kindergarten (pre-k) than their peers, English learner (EL) students do not. Equity in access to nearby pre-k would mean at-risk students, particularly those targeted for free public pre-k in Texas, would have *greater* access to nearby pre-k programs than their peers. Having access to a nearby pre-k program is important, as students who have a pre-k program in their elementary zone or within one mile of their homes are more likely to enroll.

Similarly, equity in access to high quality programs would mean groups targeted by pre-k policies, who may find greater benefit from enrollment in high quality programs, would be more likely to be enrolled in these programs. This study finds EL students are at a disadvantage compared to their peers, with lower likelihood of being enrolled in a high quality program despite being more likely to benefit from high quality pre-k than their non-EL peers.

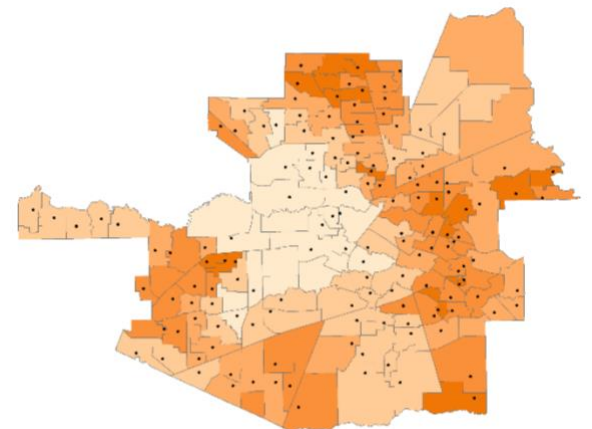
*This document summarizes prior HERC research examining pre-k access for students in HISD.*

### Key Findings

#### Pre-K Access and Utilization

- Economically disadvantaged students are *more likely* to live near a pre-k program than their non-economically disadvantaged peers. EL students are *not more likely* to live near a pre-k program than non-EL students. Ensuring every elementary zone had a pre-k program on an elementary campus or an Early Childhood Center (ECC) would decrease the distance to the nearest program.
- Geographic areas of higher pre-k need are *not more likely* to have a pre-k program. Areas of higher relative need were determined by examining the number of children under five, the percent of non-English speaking households, and the percent of households below the poverty line in each elementary zone.

Figure 1. Map of relative pre-k need in HISD



\* indicates HISD pre-k program on zoned elementary campus

**NOTE:** Darker color reflects greater relative need

#### Pre-K Quality in HISD

- EL students are *more likely* to benefit from being in a high quality pre-k program than their peers. EL students who are in higher quality programs experience a boost to CIRCLE scores at the end of pre-k. Non-EL students do not find the same benefit of being in a higher quality program. EL students who are also enrolled in bilingual programs find even greater benefit from program quality than non-EL students or EL students who are not enrolled in bilingual programs.
- English learner students are *less likely* to be enrolled in high quality programs. EL students are both *less likely* to be enrolled in the highest quality programs in the district and *more likely* to be enrolled in the lowest quality programs in the district.

The purpose of The Equity Project is to identify the mechanisms through which HISD and the broader Houston community can work to improve equity and ultimately eliminate gaps in achievement and attainment.

## Equity in access to pre-k programs in HISD

Economically disadvantaged students are *more likely* than their peers to live in a zone with a pre-k program or live within one mile of a program. However, EL students are *not more likely* to live in a zone with a pre-k program and are *less likely* to have a program within one mile than their peers. As English-language status is one of the ways in which students qualify for free pre-k in Texas, an equitable distribution of pre-k programs would result in EL students living in places with greater access to pre-k programs.

## Equity in access to high quality pre-k in HISD

Variation exists in which students are more likely to be enrolled in high quality pre-k programs with some racial/ethnic, economic, and language differences (see Table 1).

Important to note is though EL students are more likely to benefit from high quality programs than their non-EL peers, EL students are less likely to be enrolled in a high quality program than their non-EL peers. As a result, findings illustrate a mismatch between need and access for this student population.

**Table 1. Equity and pre-k program quality**

Who is <b>enrolled in higher quality</b> pre-k programs?	Who <b>benefits</b> from higher quality pre-k programs?
Asian students <i>less likely</i> than white students	Non-economically disadvantaged students
Hispanic or Asian students <i>less likely</i> than Black students	EL students
Economically disadvantaged students <i>more likely</i> than non-economically disadvantaged	
EL students <i>less likely</i> than non-EL students	

Source: Baumgartner, 2017a; Baumgartner, 2017b

## Recommendations

- **Improve quality of pre-k programs.** Consider ways to increase the quality of pre-k programs so all students are attending high quality programs. HISD should ensure teachers hired to teach pre-k students are highly trained in early childhood education as evident in their degree or certifications. Additionally, the district should focus on offering professional development opportunities for pre-k teachers and aides/teaching assistants.
- **Provide targeted outreach to families, particularly families of English learners.** Parents of English learners may need more information about program characteristics, availability, enrollment, and choice as it relates to pre-k options in HISD in their preferred language. HISD should consider areas within the district and communication strategies to conduct targeted outreach to these populations to provide information and assist with enrollment.
- **Consider location of pre-k programs to ensure populations targeted by state policy have greatest access.** It is not enough to add additional pre-k classrooms to existing buildings, but also important to consider whether they can better reach students by adding pre-k programs to existing elementary campuses where no programs currently exist or add standalone ECCs that are less reliant on existing campus locations.



**Houston Education Research Consortium**  
**A program of the Kinder Institute for Urban Research**  
**Rice University | 713-348-2532**  
**herc@rice.edu | Find us online: herc.rice.edu**

### Referenced studies:

- Baumgartner, E. 2017a. Equality of Pre-Kindergarten Educational Opportunities: Examining Student Differences in Access to High Quality Pre-Kindergarten (Part 1)
- Baumgartner, E. 2017b. Equality of Pre-Kindergarten Educational Opportunities: The Relationship between Pre-K Quality and Student Outcomes (Part 2)
- Baumgartner, E. & Thrash, C. 2020. Strategies for Increasing Access to HISD Pre-K Programs (Part 2).
- Baumgartner, E., Thrash, C., & Sanchez, L. 2019. Availability of and Equity in Access to HISD Pre-K Programs (Part 1).



ID	Start time	Completion time	Email	Name	Schools Office	Does your campus have an electronic marquee?	Does your electronic marquee function properly?	Campus Name	Trustee
175	10/8/21 15:12:13	10/8/21 15:12:40	KVASQUEZ@houstonisd.org	Kylene Vasquez	A180	Yes	No	Ashford ES	Holly Maria Flynn Vilaseca
151	10/8/21 12:44:56	10/8/21 12:45:10	SWYLLIE@houstonisd.org	Shani Wyllie	A180	Yes	No	Attucks MS	Patricia K. Allen
301	10/11/21 10:51:28	10/11/21 10:58:16	ASALAS2@houstonisd.org	Andres Salas	A180	Yes	Yes	Bruce ES	Kathy Blueford-Daniels
302	10/11/21 10:58:19	10/11/21 10:58:34	ASALAS2@houstonisd.org	Andres Salas	A180	Yes	No	Cullen MS	Patricia K. Allen
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247	10/8/21 19:10:24	10/11/21 6:50:19	P00119448@houstonisd.org	Rim Mohamed	A180	Yes	Yes	Dogan ES	Kathy Blueford-Daniels
13	10/8/21 9:27:29	10/8/21 9:28:07	YBRUCE@houstonisd.org	Yolanda Bruce	A180	Yes	No	Fleming MS	Kathy Blueford-Daniels
215	10/10/21 8:35:47	10/10/21 8:35:56	LWOODAR5@houstonisd.org	Latreia Woodard	A180	Yes	No	Gregory-Lincoln PK-8	Judith Cruz
25	10/8/21 9:29:23	10/8/21 9:29:56	P00049782@houstonisd.org	Erica Tran	A180	Yes	Yes	Henry MS	Kathy Blueford-Daniels
47	10/8/21 9:35:22	10/8/21 9:35:50	P00040602@houstonisd.org	John Flowers	A180	Yes	No	High School Ahead Acad MS	Kathy Blueford-Daniels
137	10/8/21 11:44:01	10/8/21 11:46:20	DSEGOVIA@houstonisd.org	Dinora Segovia	A180	Yes	No	Highland Heights ES	Kathy Blueford-Daniels
216	10/10/21 8:47:12	10/10/21 8:48:03	EKIMBLE@houstonisd.org	Erika Kimble	A180	Yes	No	Hilliard ES	Kathy Blueford-Daniels
63	10/8/21 9:28:33	10/8/21 9:43:23	BDICKERS@houstonisd.org	Brandon Dickerson	A180	Yes	No	Kashmere HS	Kathy Blueford-Daniels
97	10/8/21 10:17:55	10/8/21 10:18:15	ECARTER3@houstonisd.org	Erika Carter	A180	Yes	No	Key MS	Kathy Blueford-Daniels
143	10/8/21 12:04:46	10/8/21 12:05:32	CBROWN9@houstonisd.org	Carlotta Brown	A180	Yes	Yes	Madison HS	Myrna Guidry
52	10/8/21 9:36:33	10/8/21 9:36:48	LPRICE4@houstonisd.org	Lauren Price	A180	Yes	Yes	Marshall ES	Judith Cruz
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142	10/8/21 12:02:13	10/8/21 12:02:32	MGARCIAO@houstonisd.org	Mayte Garcia-Olivo	A180	Yes	Yes	Seguin ES	Daniela Hernandez
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68	10/8/21 9:44:26	10/8/21 9:44:46	APEREZ16@houstonisd.org	Angelica Perez	A180	Yes	Yes	Thomas MS	Patricia K. Allen
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299	10/11/21 10:50:36	10/11/21 10:50:50	ASALAS2@houstonisd.org	Andres Salas	A180	Yes	Yes	Wheatley HS	Kathy Blueford-Daniels
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74	10/8/21 9:51:47	10/8/21 9:52:08	P00125744@houstonisd.org	Crystal Broussard	A180	Yes	No	Whidby ES	Patricia K. Allen
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281	10/11/21 9:15:08	10/11/21 9:37:52	ASALAS2@houstonisd.org	Andres Salas	A180	Yes	Yes	Worthing HS	Myrna Guidry
154	10/8/21 12:58:53	10/8/21 12:59:43	TGUILLO1@houstonisd.org	Tiffany Guillory	A180	Yes	Yes	Yates HS	Patricia K. Allen
134	10/8/21 11:43:14	10/8/21 11:43:38	SSMITH42@houstonisd.org	Shanica Smith	A180	Yes	No	Young ES	Patricia K. Allen
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289	10/11/21 10:21:37	10/11/21 10:21:44	CWEHDE@houstonisd.org	Christinia Wehde-Roddige	ESO1	Yes	No	Anderson ES	Myrna Guidry
50	10/8/21 9:35:54	10/8/21 9:36:07	ECUMBY@houstonisd.org	Ebony Cumby	ESO1	Yes	Yes	Askew ES	Holly Maria Flynn Vilaseca
125	10/8/21 11:22:58	10/8/21 11:23:41	KTHOMASL@houstonisd.org	Kizzy Thomas-Luke	ESO1	Yes	Yes	Bell ES	Holly Maria Flynn Vilaseca
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181	10/8/21 15:40:08	10/8/21 15:40:36	MVILLA1@houstonisd.org	Magdalena Villa	ESO1	No		Bonham ES	Holly Maria Flynn Vilaseca
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29	10/8/21 9:30:34	10/8/21 9:31:05	TROSE@houstonisd.org	Theresa Rose	ESO1	Yes	Yes	Bush ES	Holly Maria Flynn Vilaseca
183	10/8/21 16:05:22	10/8/21 16:05:43	JKIMBLE1@houstonisd.org	John Kimble	ESO1	Yes	Yes	Codwell ES	Patricia K. Allen
104	10/8/21 10:23:48	10/8/21 10:29:02	DGREENBE@houstonisd.org	Daniel Greenberg	ESO1	Yes	Yes	Condit ES	Susan Deigaard
186	10/8/21 16:24:38	10/8/21 16:25:00	KHARRI15@houstonisd.org	Karen Harris	ESO1	No		Cunningham ES	Susan Deigaard
140	10/8/21 11:51:00	10/8/21 11:51:29	CTIET@houstonisd.org	Cindy Tiet	ESO1	Yes	Yes	Daily ES	Holly Maria Flynn Vilaseca
160	10/8/21 13:27:17	10/8/21 13:27:43	MHUTCHI1@houstonisd.org	Michael Hutchins	ESO1	Yes	Yes	Elrod ES	Susan Deigaard
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185	10/8/21 16:18:48	10/8/21 16:19:04	ECONTRER2@houstonisd.org	Edgar Contreras	ESO1	Yes	Yes	Fondren ES	Myrna Guidry
59	10/8/21 9:40:37	10/8/21 9:41:09	CSTARKS@houstonisd.org	Cedric Starks	ESO1	Yes	Yes	Frost ES	Myrna Guidry
202	10/8/21 18:01:44	10/8/21 18:02:50	JPETTIT@houstonisd.org	Jennifer Pettit	ESO1	Yes	Yes	Gregg ES	Daniela Hernandez
9	10/8/21 9:27:29	10/8/21 9:27:44	P00136282@houstonisd.org	Bryan Quintanilla	ESO1	Yes	No	Grissom ES	Myrna Guidry
60	10/8/21 9:41:02	10/8/21 9:41:18	LALANIZ@houstonisd.org	Laura Alaniz	ESO1	Yes	No	Harvard ES	Elizabeth Santos
55	10/8/21 9:36:01	10/8/21 9:38:17	P00121345@houstonisd.org	Miriam Montemayor	ESO1	Yes	Yes	Helms ES	Elizabeth Santos
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65	10/8/21 9:40:52	10/8/21 9:43:55	MMENDEZ4@houstonisd.org	Monica Mendez	ESO1	Yes	Yes	Horn ES	Susan Deigaard
207	10/8/21 19:21:04	10/8/21 19:21:25	SWALKER6@houstonisd.org	Shanda Walker	ESO1	No		Kelso ES	Patricia K. Allen
217	10/10/21 9:09:37	10/10/21 9:09:58	JDICKINS@houstonisd.org	Julianne Dickinson	ESO1	Yes	Yes	Kolter ES	Susan Deigaard
251	10/11/21 8:03:35	10/11/21 8:03:50	DESTES1@houstonisd.org	Derrick Estes	ESO1	No		Law ES	Myrna Guidry
15	10/8/21 9:27:38	10/8/21 9:28:14	KKEAFER@houstonisd.org	Katherine Keafer	ESO1	Yes	Yes	Longfellow ES	Susan Deigaard
293	10/11/21 10:28:55	10/11/21 10:29:09	EBASS2@houstonisd.org	Eden Bass	ESO1	Yes	Yes	Love ES	Elizabeth Santos
179	10/8/21 15:27:40	10/8/21 15:28:02	DTHOMP11@houstonisd.org	Dawn Thompson	ESO1	Yes	No	Lovett ES	Susan Deigaard
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163	10/8/21 14:31:34	10/8/21 14:31:53	BJOHNS25@houstonisd.org	Bronchelle Johnson	ESO1	Yes	No	Milne ES	Myrna Guidry
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21	10/8/21 9:28:21	10/8/21 9:28:37	P00051085@houstonisd.org	Dawn Buie	ESO1	Yes	Yes	Petersen ES	Myrna Guidry
51	10/8/21 9:34:29	10/8/21 9:36:35	KBAILEY@houstonisd.org	Kendal Bailey	ESO1	Yes	No	Piney Point ES	Holly Maria Flynn Vilaseca
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173	10/8/21 15:04:47	10/8/21 15:05:15	MSAMUEL1@houstonisd.org	Mark Samuel	ESO1	Yes	Yes	Shadowbriar ES	Holly Maria Flynn Vilaseca
286	10/11/21 10:06:25	10/11/21 10:06:40	APOERSCH@houstonisd.org	Amy Poerschke	ESO1	Yes	No	Shearn ES	Patricia K. Allen
49	10/8/21 9:35:48	10/8/21 9:36:00	LMASHBUR@houstonisd.org	Lee Mashburn	ESO1	No		Sinclair ES	Anne Sung
100	10/8/21 10:15:59	10/8/21 10:21:00	BAKALA@houstonisd.org	Beatrice Akala	ESO1	Yes	No	Sutton ES	Susan Deigaard
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292	10/11/21 10:25:38	10/11/21 10:26:07	LHERNA15@houstonisd.org	Lisa Hernandez	ESO1	Yes	Yes	White M ES	Anne Sung
69	10/8/21 9:44:57	10/8/21 9:45:13	P00010753@houstonisd.org	Gina Wilkins	ESO1	No		Woodson	Myrna Guidry
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43	10/8/21 9:34:05	10/8/21 9:34:44	YGARRIDO@houstonisd.org	Yolanda Garrido	ESO2	Yes	No	Barrick ES	Elizabeth Santos
39	10/8/21 9:32:52	10/8/21 9:33:36	DDARDEN@houstonisd.org	Dana Darden	ESO2	Yes	No	Benbrook ES	Elizabeth Santos
27	10/8/21 9:30:07	10/8/21 9:30:32	AMONTELO@houstonisd.org	Alvaro Montelongo	ESO2	Yes	Yes	Berry ES	Kathy Blueford-Daniels
262	10/11/21 8:52:28	10/11/21 8:52:52	FSTEWAR2@houstonisd.org	Marguerite Stewart	ESO2	Yes	Yes	Briargrove ES	Anne Sung
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77	10/8/21 9:57:37	10/8/21 9:57:54	NMITCHEL@houstonisd.org	Nicole Mitchell	ESO2	Yes	No	Burrus ES	Kathy Blueford-Daniels
45	10/8/21 9:34:44	10/8/21 9:35:18	SHARRISM@houstonisd.org	Shundra Harris-Mosley	ESO2	Yes	Yes	Cook ES	Kathy Blueford-Daniels
75	10/8/21 9:51:55	10/8/21 9:53:03	LSABILLO@houstonisd.org	Luis Sabillon	ESO2	Yes	No	Coop ES	Kathy Blueford-Daniels
127	10/8/21 11:25:21	10/8/21 11:25:34	P00082572@houstonisd.org	Alexis Clark	ESO2	Yes	Yes	Crockett ES	Judith Cruz
277	10/11/21 9:18:12	10/11/21 9:18:29	ESILERIO@houstonisd.org	Enedith Silerio	ESO2	Yes	Yes	De Chaumes ES	Elizabeth Santos
146	10/8/21 12:14:40	10/8/21 12:14:58	CFLORES2@houstonisd.org	Carrie Flores	ESO2	Yes	Yes	Durham ES	Elizabeth Santos
103	10/8/21 10:28:20	10/8/21 10:28:52	MGNZA87@houstonisd.org	Maria Gonzalez	ESO2	Yes	Yes	Durkee ES	Elizabeth Santos
246	10/11/21 6:27:37	10/11/21 6:27:57	MSCHWER@houstonisd.org	Matthew Schwer	ESO2	Yes	No	Eliot ES	Judith Cruz
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194	10/8/21 17:13:48	10/8/21 17:14:11	STATE@houstonisd.org	Sue Tate	ESO2	No		Field ES	Elizabeth Santos
234	10/10/21 21:12:49	10/10/21 21:13:41	LBELLAR1@houstonisd.org	Linda Bellard	ESO2	No		Garcia ES	Kathy Blueford-Daniels
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211	10/9/21 16:03:35	10/9/21 16:03:57	MBAZAN1@houstonisd.org	Myrna Bazan	ESO2	Yes	Yes	Janowski ES	Elizabeth Santos
159	10/8/21 13:20:16	10/8/21 13:20:40	JGUZMAN3@houstonisd.org	Johnatan Guzman	ESO2	Yes	Yes	Jefferson ES	Elizabeth Santos
96	10/8/21 10:16:04	10/8/21 10:18:13	MCOLLINS@houstonisd.org	Marques Collins	ESO2	No		Kashmere Gardens ES	Kathy Blueford-Daniels
30	10/8/21 9:29:39	10/8/21 9:31:35	P00124498@houstonisd.org	Haydee Cavazos	ESO2	Yes	No	Kennedy ES	Kathy Blueford-Daniels
109	10/8/21 10:40:15	10/8/21 10:40:43	CAGUIRR1@houstonisd.org	Christina Aguirre-Oliva	ESO2	Yes	No	Ketelsen ES	Elizabeth Santos
31	10/8/21 9:31:22	10/8/21 9:31:46	AMONTAL1@houstonisd.org	Anna Montalvo	ESO2	No		Looscan ES	Elizabeth Santos



8	10/8/21 9:27:23	10/8/21 9:27:43	OCASARES@houstonisd.org	Olivia Casares	ESO2	Yes	No	Lyons ES	Elizabeth Santos
166	10/8/21 9:29:58	10/8/21 14:40:30	TGARRET4@houstonisd.org	Tara Garrett	ESO2	Yes	Yes	MacGregor ES	Patricia K. Allen
182	10/8/21 15:15:37	10/8/21 15:52:36	IHOLGUIN@houstonisd.org	Ignacia Holguin	ESO2	Yes	No	McGowen ES	Kathy Blueford-Daniels
122	10/8/21 11:16:52	10/8/21 11:17:16	ACASTRO1@houstonisd.org	Adriana Abarca-Castro	ESO2	Yes	Yes	Moreno ES	Elizabeth Santos
119	10/8/21 11:11:32	10/8/21 11:11:55	P00070772@houstonisd.org	Mario Sandoval	ESO2	No		Northline ES	Elizabeth Santos
84	10/8/21 10:00:47	10/8/21 10:02:37	ACASLER@houstonisd.org	Andrew Casler	ESO2	Yes	Yes	Oak Forest ES	Kathy Blueford-Daniels
14	10/8/21 9:27:40	10/8/21 9:28:11	P00026104@houstonisd.org	Sandee Davis	ESO2	Yes	Yes	Osborne ES	Kathy Blueford-Daniels
260	10/11/21 8:42:30	10/11/21 8:43:21	MPRADO2@houstonisd.org	Martha Prado	ESO2	Yes	Yes	Paige ES	Kathy Blueford-Daniels
193	10/8/21 17:12:01	10/8/21 17:12:25	JAMERSON@houstonisd.org	Jeff Amerson	ESO2	Yes	Yes	Poe ES	Susan Deigaard
105	10/8/21 10:28:56	10/8/21 10:29:12	KFOVARGU@houstonisd.org	Keri Fovargue	ESO2	No		River Oaks ES	Anne Sung
35	10/8/21 9:32:37	10/8/21 9:32:54	TEPPS@houstonisd.org	Trealla Epps	ESO2	Yes	No	Roberts ES	Susan Deigaard
44	10/8/21 9:30:26	10/8/21 9:34:53	P00151968@houstonisd.org	Gaylon Davenport	ESO2	Yes	No	Roosevelt ES	Elizabeth Santos
83	10/8/21 10:01:41	10/8/21 10:02:16	TWEST2@houstonisd.org	Treasure West	ESO2	Yes	No	Ross ES	Kathy Blueford-Daniels
22	10/8/21 9:28:52	10/8/21 9:29:18	MMEDINA3@houstonisd.org	Miriam Medina	ESO2	Yes	Yes	Scarborough ES	Kathy Blueford-Daniels
197	10/8/21 17:34:19	10/8/21 17:34:36	DBALDER1@houstonisd.org	Dianna Balderas	ESO2	No		Scroggins ES	Judith Cruz
76	10/8/21 9:53:34	10/8/21 9:53:54	LCASEY@houstonisd.org	LaPorsha Casey	ESO2	Yes	No	Shadydale ES	Kathy Blueford-Daniels
205	10/8/21 18:28:11	10/8/21 18:28:28	RROSEN1@houstonisd.org	Racquel Rosenbalm	ESO2	Yes	Yes	Sherman ES	Judith Cruz
199	10/8/21 17:36:43	10/8/21 17:43:55	MDAUGHER@houstonisd.org	Melinda Daugherty	ESO2	Yes	No	Smith ES	Kathy Blueford-Daniels
198	10/8/21 17:29:27	10/8/21 17:34:46	ETRENT2@houstonisd.org	Erin Trent	ESO2	Yes	Yes	Stevens ES	Kathy Blueford-Daniels
191	10/8/21 17:04:14	10/8/21 17:05:28	DCHURCH@houstonisd.org	David Church	ESO2	Yes	No	Travis ES	Elizabeth Santos
192	10/8/21 17:08:16	10/8/21 17:08:36	MCOLEMON@houstonisd.org	Marcie Coleman	ESO2	Yes	Yes	Wainwright ES	Elizabeth Santos
235	10/10/21 21:29:08	10/10/21 21:29:21	MCOLEMON@houstonisd.org	Marcie Coleman	ESO2	Yes	Yes	Wainwright ES	Elizabeth Santos
204	10/8/21 9:53:05	10/8/21 18:19:03	SDISCH@houstonisd.org	Scott Disch	ESO2	Yes	No	West University ES	Susan Deigaard
112	10/8/21 10:48:13	10/8/21 10:49:22	MSALGAD4@houstonisd.org	Maribel Salgado	ESO3	Yes	Yes	Alcott ES	Patricia K. Allen
123	10/8/21 11:19:50	10/8/21 11:20:20	P00110588@houstonisd.org	Jesseye Brown	ESO3	Yes	Yes	Bastian ES	Patricia K. Allen
266	10/11/21 9:05:58	10/11/21 9:06:18	P00110588@houstonisd.org	Jesseye Brown	ESO3	Yes	Yes	Bellfort ECC	Daniela Hernandez
184	10/8/21 16:14:33	10/8/21 16:15:00	P00016458@houstonisd.org	Alicia GobertLewis	ESO3	Yes	Yes	Blackshear ES	Patricia K. Allen
132	10/8/21 11:30:17	10/8/21 11:36:55	PPESQUER@houstonisd.org	Pedro Pesquera	ESO3	Yes	No	Bonner ES	Daniela Hernandez
117	10/8/21 11:10:22	10/8/21 11:10:45	DHERNAN3@houstonisd.org	Daniel Hernandez	ESO3	No		Briscoe ES	Daniela Hernandez
268	10/11/21 9:01:12	10/11/21 9:08:56	RNAGIR@houstonisd.org	Rick Nagir	ESO3	Yes	Yes	Brookline ES	Daniela Hernandez
91	10/8/21 10:10:45	10/8/21 10:11:05	OORTIZ@houstonisd.org	Olga Ortiz	ESO3	Yes	Yes	Burnet ES	Judith Cruz
40	10/8/21 9:33:36	10/8/21 9:34:02	LRODRIG5@houstonisd.org	Lisa Rodriguez	ESO3	Yes	Yes	Cage ES	Judith Cruz
190	10/8/21 16:58:24	10/8/21 16:58:38	KLOPEZ3@houstonisd.org	Karina Lopez	ESO3	Yes	Yes	Carrillo ES	Judith Cruz
42	10/8/21 9:34:05	10/8/21 9:34:21	LRODRIG5@houstonisd.org	Lisa Rodriguez	ESO3	Yes	Yes	Chrysalis MS	Judith Cruz
95	10/8/21 9:27:15	10/8/21 10:18:04	P00051119@houstonisd.org	Zaira Gomez	ESO3	Yes	Yes	Cornelius ES	Daniela Hernandez
249	10/11/21 7:23:55	10/11/21 7:24:53	JTAMEZ1@houstonisd.org	Jessica Tamez	ESO3	Yes	Yes	Crespo ES	Daniela Hernandez
88	10/8/21 10:07:32	10/8/21 10:08:59	P00130966@houstonisd.org	Nancy Contreras	ESO3	Yes	Yes	Davila ES	Daniela Hernandez
131	10/8/21 11:11:52	10/8/21 11:35:55	P00073206@houstonisd.org	Justin Ritsema	ESO3	Yes	No	DeAnda ES	Daniela Hernandez
283	10/11/21 9:57:54	10/11/21 9:58:32	VOROZCOM@houstonisd.org	Victoria Orozco-Martinez	ESO3	Yes	No	DeZavala ES	Daniela Hernandez
141	10/8/21 11:58:26	10/8/21 11:58:49	P00003410@houstonisd.org	Maria Solis	ESO3	Yes	Yes	Farias ECC	Elizabeth Santos
304	10/11/21 11:10:13	10/11/21 11:10:44	SBURKHAL@houstonisd.org	Shanendra Burkhalter	ESO3	Yes	Yes	Fonwood ECC	Kathy Blueford-Daniels
195	10/8/21 17:15:17	10/8/21 17:17:45	TLIGHTFO@houstonisd.org	Traci Lightfoot	ESO3	Yes	No	Foster ES	Patricia K. Allen
155	10/8/21 13:05:13	10/8/21 13:06:13	P00078298@houstonisd.org	Luis AlarconOchoa	ESO3	Yes	No	Franklin ES	Daniela Hernandez
272	10/11/21 9:11:43	10/11/21 9:12:23	P00023977@houstonisd.org	Norma Gonzalez	ESO3	Yes	Yes	Gallegos ES	Daniela Hernandez
12	10/8/21 9:27:38	10/8/21 9:27:58	KTHOMPS5@houstonisd.org	Kimberly Thompson	ESO3	Yes	Yes	Garden Villas ES	Daniela Hernandez
62	10/8/21 9:40:17	10/8/21 9:43:07	P00088216@houstonisd.org	MiguelAngel LopezBlanco	ESO3	Yes	No	Golfcrest ES	Daniela Hernandez
34	10/8/21 9:31:34	10/8/21 9:32:22	THARTJAC@houstonisd.org	Tracie Hart-Jackson	ESO3	Yes	No	Gross ES	Myrna Guidry
93	10/8/21 10:14:27	10/8/21 10:14:52	CLATHAN@houstonisd.org	Constance Lathan	ESO3	Yes	Yes	Halpin ECC	Myrna Guidry
303	10/11/21 11:03:14	10/11/21 11:03:26	P00129628@houstonisd.org	Jessica Rivero	ESO3	Yes	No	Harris JR ES	Daniela Hernandez
6	10/8/21 9:27:16	10/8/21 9:27:26	EAVIE@houstonisd.org	Erica Avie	ESO3	No		Harris RP ES	Judith Cruz
147	10/8/21 12:23:50	10/8/21 12:24:27	TJOHNS18@houstonisd.org	Travis Johnson	ESO3	Yes	Yes	Hartsfield ES	Patricia K. Allen
133	10/8/21 11:34:16	10/8/21 11:37:11	P00057164@houstonisd.org	Maria Guerra	ESO3	Yes	No	Henderson JP ES	Judith Cruz
153	10/8/21 12:58:40	10/8/21 12:59:12	MSTRICKL@houstonisd.org	Magdalena Strickland	ESO3	Yes	No	Lantrip ES	Judith Cruz
276	10/11/21 9:17:44	10/11/21 9:17:51	JBENAVI1@houstonisd.org	Janet Benavidez	ESO3	Yes	Yes	Laurenzo ECC	Judith Cruz
265	10/11/21 9:01:08	10/11/21 9:01:24	JRODR120@houstonisd.org	Jorge Rodriguez	ESO3	Yes	Yes	Lewis ES	Daniela Hernandez
64	10/8/21 9:43:22	10/8/21 9:43:48	P00139733@houstonisd.org	Cameshia Emerson	ESO3	Yes	No	Lockhart ES	Patricia K. Allen
305	10/11/21 11:13:16	10/11/21 11:13:43	TDUDLEY@houstonisd.org	Tabitha Dudley	ESO3	Yes	No	Mading ES	Patricia K. Allen

287	10/11/21 10:05:47	10/11/21 10:07:59	ISELEDON@houstonisd.org	Isela Seledon	ESO3	Yes	Yes	Martinez R ES	Judith Cruz
102	10/8/21 10:24:05	10/8/21 10:24:34	EREYES@houstonisd.org	Elisa Reyes	ESO3	Yes	No	Mistral ECC	Susan Deigaard
19	10/8/21 9:27:38	10/8/21 9:28:24	MTHOMAS5@houstonisd.org	Michelle Thomas	ESO3	Yes	Yes	MLK ECC	Myrna Guidry
18	10/8/21 9:27:32	10/8/21 9:28:20	P00065786@houstonisd.org	Holley Mays	ESO3	Yes	Yes	Neff ECC	Holly Maria Flynn Vilaseca
92	10/8/21 10:10:52	10/8/21 10:11:11	MMELCHO1@houstonisd.org	Melissa Melchor	ESO3	No		Oates ES	Judith Cruz
145	10/8/21 12:12:48	10/8/21 12:13:17	NTHOMAS3@houstonisd.org	Nimmi Thomas	ESO3	Yes	Yes	Park Place ES	Daniela Hernandez
282	10/11/21 9:45:12	10/11/21 9:45:34	CMITCHE7@houstonisd.org	Chavis Mitchell	ESO3	Yes	No	Parker ES	Myrna Guidry
66	10/8/21 9:43:37	10/8/21 9:44:07	LSAENZ@houstonisd.org	Luis Saenz	ESO3	Yes	Yes	Patterson ES	Daniela Hernandez
148	10/8/21 12:31:27	10/8/21 12:33:36	P00032369@houstonisd.org	Myra Bell	ESO3	Yes	Yes	Peck ES	Patricia K. Allen
129	10/8/21 11:31:35	10/8/21 11:32:41	SROGERS@houstonisd.org	Samyra Rogers	ESO3	Yes	No	Pleasantville ES	Kathy Blueford-Daniels
70	10/8/21 9:41:58	10/8/21 9:45:32	VGARCIA7@houstonisd.org	Victor Garcia	ESO3	Yes	Yes	Port Houston ES	Judith Cruz
38	10/8/21 9:33:19	10/8/21 9:33:36	EGIL@houstonisd.org	Erica Gil	ESO3	Yes	No	Pugh ES	Judith Cruz
164	10/8/21 14:36:58	10/8/21 14:37:35	OTREVINO@houstonisd.org	Octaviano Trevino	ESO3	Yes	No	Red ES	Patricia K. Allen
121	10/8/21 11:14:54	10/8/21 11:15:33	P00059962@houstonisd.org	Ana Aguilar	ESO3	Yes	No	Robinson ES	Judith Cruz
48	10/8/21 9:35:44	10/8/21 9:36:00	P00068054@houstonisd.org	Eileen Puente	ESO3	Yes	Yes	Rucker ES	Daniela Hernandez
174	10/8/21 15:06:54	10/8/21 15:07:45	RMENA@houstonisd.org	Ricardo Mena	ESO3	Yes	No	Sanchez ES	Daniela Hernandez
267	10/11/21 9:07:10	10/11/21 9:07:29	SCISNER1@houstonisd.org	Sandra Cisneros	ESO3	No		Southmayd ES	Daniela Hernandez
291	10/11/21 10:25:04	10/11/21 10:25:17	SBRAZIEL@houstonisd.org	Samuel Braziel	ESO3	Yes	No	Thompson ES	Patricia K. Allen
258	10/11/21 8:33:39	10/11/21 8:34:40	RESCAM12@houstonisd.org	Raquel Escamilla	ESO3	No		Tijerina ES	Judith Cruz
110	10/8/21 10:41:31	10/8/21 10:42:03	YMELCHOR@houstonisd.org	Yamel Melchor	ESO3	Yes	No	Whittier ES	Judith Cruz
152	10/8/21 12:47:12	10/8/21 12:48:07	MCOLLIER@houstonisd.org	Marsha Collier	ESO3	Yes	Yes	Windsor Village ES	Myrna Guidry
244	10/11/21 6:20:06	10/11/21 6:20:25	OREYNA2@houstonisd.org	Orlando Reyna	HSO	Yes	Yes	Austin HS	Judith Cruz
264	10/11/21 8:53:31	10/11/21 8:53:49	MMCDONOU@houstonisd.org	Michael McDonough	HSO	No		Bellaire HS	Susan Deigaard
23	10/8/21 9:28:29	10/8/21 9:29:33	RMOSS@houstonisd.org	Ramon Moss	HSO	Yes	Yes	Carnegie HS	Judith Cruz
255	10/11/21 8:23:48	10/11/21 8:24:06	TMILLER@houstonisd.org	Tonya Miller	HSO	No		Challenge EC HS	Susan Deigaard
269	10/11/21 9:09:12	10/11/21 9:09:29	BOCHOA@houstonisd.org	Berzayda Ochoa	HSO	Yes	Yes	Chavez HS	Daniela Hernandez
224	10/10/21 20:37:49	10/10/21 20:37:57	CWILLI15@houstonisd.org	Cicely Williams	HSO	No		Community Services	N/A
278	10/11/21 9:24:28	10/11/21 9:24:43	KBRANTL1@houstonisd.org	Kenneth Brantley II	HSO	No		DAEP EL	Judith Cruz
99	10/8/21 10:20:17	10/8/21 10:20:37	APERRY1@houstonisd.org	Agnes Perry	HSO	No		DeBakey HS	Susan Deigaard
107	10/8/21 10:33:52	10/8/21 10:34:04	SSQUARE@houstonisd.org	Stephanie Square	HSO	Yes	No	East EC HS	Judith Cruz
284	10/11/21 10:04:44	10/11/21 10:04:59	BURIA2@houstonisd.org	Brandi Lira	HSO	Yes	Yes	Eastwood Acad HS	Judith Cruz
240	10/11/21 1:27:33	10/11/21 1:28:04	LBULLOCK@houstonisd.org	Lois Bullock	HSO	No		Energized ECC	Susan Deigaard
227	10/10/21 20:41:12	10/10/21 20:44:08	AKHO@houstonisd.org	Arlene Kho	HSO	Yes	Yes	Energized ES	Susan Deigaard
56	10/8/21 9:39:27	10/8/21 9:39:37	SCLARK7@houstonisd.org	Shavon Clark	HSO	No		ENERGIZED FOR STEM ACADEMY HS	Susan Deigaard
225	10/10/21 20:41:04	10/10/21 20:41:28	RWHITE15@houstonisd.org	Robert White	HSO	No		ENERGIZED FOR STEM ACADEMY MS	Susan Deigaard
228	10/10/21 20:44:21	10/10/21 20:44:58	AKHO@houstonisd.org	Arlene Kho	HSO	Yes	Yes	Energized MS	Susan Deigaard
252	10/11/21 8:02:59	10/11/21 8:04:04	LLAMBROP@houstonisd.org	Lori Lambropoulos	HSO	Yes	Yes	Energy Inst HS	Patricia K. Allen
275	10/11/21 9:16:47	10/11/21 9:17:11	BOCHOA@houstonisd.org	Berzayda Ochoa	HSO	Yes	Yes	Furr HS	Judith Cruz
178	10/8/21 15:15:49	10/8/21 15:16:22	MJACOB51@houstonisd.org	Melissa Jacobs	HSO	Yes	No	HAIS HS	Patricia K. Allen
250	10/11/21 7:34:28	10/11/21 7:36:17	RGLASS@houstonisd.org	Raymond Glass	HSO	Yes	Yes	Harper DAEP	Elizabeth Santos
253	10/11/21 8:09:27	10/11/21 8:11:30	AWHITE15@houstonisd.org	Anthony White	HSO	Yes	Yes	Heights HS	Elizabeth Santos
256	10/11/21 8:23:13	10/11/21 8:26:44	BOCHOA@houstonisd.org	Berzayda Ochoa	HSO	Yes	Yes	Houston MSTC HS	Elizabeth Santos
5	10/8/21 9:27:06	10/8/21 9:27:19	SGARCI14@houstonisd.org	Stacy Garcia	HSO	Yes	Yes	HSLJ	Judith Cruz
257	10/11/21 8:27:06	10/11/21 8:27:22	JTRINH@houstonisd.org	Jonathan Trinh	HSO	No		JJAEP	Patricia K. Allen
150	10/8/21 12:42:05	10/8/21 12:42:30	NLIM@houstonisd.org	Nirmol Lim	HSO	Yes	No	Jones HS	Patricia K. Allen
53	10/8/21 9:36:33	10/8/21 9:36:58	JMCALPIN@houstonisd.org	John McAlpine	HSO	Yes	Yes	Jordan CC	NA
168	10/8/21 14:55:13	10/8/21 14:55:38	PRIVAS@houstonisd.org	Priscilla Rivas	HSO	Yes	Yes	Kinder HSPVA	Judith Cruz
261	10/11/21 8:47:44	10/11/21 8:48:18	RGRAVES1@houstonisd.org	Rita Graves	HSO	No		Lamar HS	Anne Sung
214	10/9/21 17:08:59	10/9/21 17:09:16	MMORENO@houstonisd.org	Maria Moreno	HSO	No		Las Americas MS	Susan Deigaard
7	10/8/21 9:27:12	10/8/21 9:27:30	DCROOK@houstonisd.org	Dameion Crook	HSO	Yes	Yes	Leland YMCPA	Kathy Blueford-Daniels
138	10/8/21 11:45:46	10/8/21 11:46:23	MRIVAS@houstonisd.org	Monico Rivas	HSO	No		Liberty HS	Anne Sung
213	10/9/21 17:08:35	10/9/21 17:08:57	MMORENO@houstonisd.org	Maria Moreno	HSO	Yes	Yes	Long Acad	Susan Deigaard
273	10/11/21 9:12:16	10/11/21 9:12:48	P00163144@houstonisd.org	Joseph Chandler	HSO	No		Middle College HS - Fraga	Judith Cruz
67	10/8/21 9:43:50	10/8/21 9:44:20	HGIBSON@houstonisd.org	Holly Gibson	HSO	No		Middle College HS - Gulfon	Anne Sung
222	10/10/21 20:18:43	10/10/21 20:22:00	KGARCIA@houstonisd.org	Karla Garcia	HSO	Yes	Yes	Milby HS	Daniela Hernandez
230	10/10/21 20:53:43	10/10/21 20:56:30	ABONNER@houstonisd.org	Andrea Bonner	HSO	No		Mount Carmel Acad HS	Daniela Hernandez
115	10/8/21 10:51:30	10/8/21 10:53:35	SBROOKS3@houstonisd.org	Samantha Brooks	HSO	No		North Houston EC HS	Elizabeth Santos

54	10/8/21 9:36:51	10/8/21 9:37:14	CGONZAL1@houstonisd.org	Cecilia Gonzales	HSO	Yes	Yes	Northside HS	Elizabeth Santos
80	10/8/21 9:35:44	10/8/21 10:00:31	DROMERO2@houstonisd.org	Denise Romero	HSO	Yes	Yes	Scarborough HS	Elizabeth Santos
233	10/10/21 21:10:07	10/10/21 21:10:42	DBARRAGA@houstonisd.org	David Barragato	HSO	Yes	No	Secondary DAEP	Kathy Blueford-Daniels
81	10/8/21 10:00:30	10/8/21 10:01:01	DDELEON@houstonisd.org	Daniel De Leon	HSO	Yes	Yes	Sharpstown HS	Holly Maria Flynn Vilaseca
20	10/8/21 9:27:23	10/8/21 9:28:34	BBORDELO@houstonisd.org	Bryan Bordelon	HSO	Yes	No	Sharpstown Intl	Holly Maria Flynn Vilaseca
89	10/8/21 10:08:49	10/8/21 10:09:13	SGOURRIE@houstonisd.org	Steven Gourrier	HSO	No		South EC HS	Myrna Guidry
82	10/8/21 10:01:00	10/8/21 10:01:16	TDAVIS26@houstonisd.org	Tabitha Davis	HSO	Yes	Yes	Sterling HS	Patricia K. Allen
126	10/8/21 11:23:20	10/8/21 11:23:48	BLINDSEY@houstonisd.org	Brita Lindsey	HSO	No		TCAH	Judith Cruz
229	10/10/21 20:44:29	10/10/21 20:45:05	MNIGGLI@houstonisd.org	Michael Niggli	HSO	Yes	Yes	Waltrip HS	Elizabeth Santos
17	10/8/21 9:27:57	10/8/21 9:28:18	JNIXON@houstonisd.org	Jerri Nixon	HSO	Yes	Yes	Westbury HS	Myrna Guidry
33	10/8/21 9:31:39	10/8/21 9:32:20	KWITTPEN@houstonisd.org	Keri Wittpenn	HSO	Yes	Yes	Westside HS	Holly Maria Flynn Vilaseca
220	10/10/21 17:38:55	10/10/21 17:39:41	MWAGNER@houstonisd.org	Michelle Wagner	HSO	Yes	No	Wisdom HS	Anne Sung
16	10/8/21 9:27:49	10/8/21 9:28:14	AWILLIAM@houstonisd.org	April Williams	HSO	Yes	Yes	YWCPA	Patricia K. Allen
201	10/8/21 17:53:35	10/8/21 17:53:50	SSYKESSA@houstonisd.org	Shameika Sykes Salvador	MSO	Yes	Yes	Baker Montessori	Anne Sung
128	10/8/21 11:29:50	10/8/21 11:30:02	TEDWARD4@houstonisd.org	Tanya Edwards	MSO	Yes	No	Baylor College MS	Patricia K. Allen
180	10/8/21 15:33:17	10/8/21 15:34:01	P00023548@houstonisd.org	Jesus Herrera	MSO	Yes	Yes	BCM Biotech Acad at Rusk	Judith Cruz
101	10/8/21 10:23:39	10/8/21 10:23:54	RHONORE@houstonisd.org	Rhonda Honore	MSO	Yes	Yes	Black MS	Kathy Blueford-Daniels
139	10/8/21 11:46:13	10/8/21 11:48:15	BSUTTON@houstonisd.org	Brishaun Sutton	MSO	Yes	No	Briar Meadow	Anne Sung
221	10/10/21 19:49:50	10/10/21 19:50:08	DKNITTLE@houstonisd.org	David Knittle	MSO	Yes	No	Burbank MS	Elizabeth Santos
208	10/8/21 19:24:18	10/8/21 19:25:19	DPEREJON@houstonisd.org	Dolores Perejon-Lasheras	MSO	Yes	No	Clifton MS	Elizabeth Santos
219	10/10/21 15:24:46	10/10/21 15:25:08	AOLAIZOL@houstonisd.org	Alesander Olaizola Fernan	MSO	Yes	No	Edison MS	Judith Cruz
167	10/8/21 14:44:00	10/8/21 14:49:05	P00143945@houstonisd.org	Jenerral Woodson	MSO	Yes	Yes	Fondren MS	Susan Deigaard
203	10/8/21 18:07:39	10/8/21 18:07:55	MEDWARD4@houstonisd.org	Meagan Edwards	MSO	Yes	Yes	Fondren MS	Susan Deigaard
169	10/8/21 14:57:58	10/8/21 14:58:15	ISANDATE@houstonisd.org	Irma Sandate	MSO	No		Fonville MS	Elizabeth Santos
98	10/8/21 10:17:51	10/8/21 10:20:20	PWINFRO@houstonisd.org	Phelecia Winfro	MSO	Yes	Yes	Forest Brook MS	Kathy Blueford-Daniels
90	10/8/21 9:59:56	10/8/21 10:09:58	RHEBERT@houstonisd.org	Richard Hebert	MSO	Yes	Yes	Garden Oaks	Elizabeth Santos
158	10/8/21 13:11:10	10/8/21 13:11:23	RMICHAEL@houstonisd.org	Robert Michaels-Johnson	MSO	Yes	No	Hamilton MS	Elizabeth Santos
118	10/8/21 9:59:54	10/8/21 11:11:15	VSALDANA@houstonisd.org	Vanessa Saldana	MSO	Yes	No	Hogg MS	Elizabeth Santos
113	10/8/21 10:36:38	10/8/21 10:51:10	IPEREZ6@houstonisd.org	Ismelda Perez	MSO	Yes	Yes	Holland MS	Kathy Blueford-Daniels
236	10/10/21 22:36:02	10/10/21 22:36:48	DWHEAT@houstonisd.org	Dave Wheat	MSO	Yes	No	Lanier MS	Patricia K. Allen
11	10/8/21 9:27:26	10/8/21 9:27:53	P00122411@houstonisd.org	Keosha Dunn	MSO	Yes	Yes	Lawson MS	Myrna Guidry
114	10/8/21 10:52:24	10/8/21 10:53:11	P00051304@houstonisd.org	Chung Ying	MSO	Yes	No	Mandarin Immersion Magnet	Anne Sung
28	10/8/21 9:30:10	10/8/21 9:30:43	QMILLER@houstonisd.org	Queinnise Miller	MSO	Yes	No	Marshall MS	Elizabeth Santos
106	10/8/21 10:31:28	10/8/21 10:31:48	JGIRON@houstonisd.org	Jasmine Giron	MSO	Yes	Yes	McReynolds MS	Judith Cruz
187	10/8/21 16:27:43	10/8/21 16:28:13	JSARABIA@houstonisd.org	Jose Sarabia	MSO	Yes	No	Meyerland MS	Susan Deigaard
116	10/8/21 11:01:30	10/8/21 11:01:51	ECRUZ6@houstonisd.org	Emeterio Cruz	MSO	Yes	No	Navarro MS	Judith Cruz
218	10/10/21 13:38:37	10/10/21 13:39:06	MMARTI62@houstonisd.org	Marlen Martinez	MSO	No		Ortiz MS	Daniela Hernandez
78	10/8/21 9:57:44	10/8/21 9:57:58	SSHETZER@houstonisd.org	Steven Shetzer	MSO	Yes	Yes	Pershing MS	Susan Deigaard
58	10/8/21 9:40:41	10/8/21 9:41:02	DCASTIL2@houstonisd.org	Diana Castillo	MSO	Yes	Yes	Pilgrim Acad	Anne Sung
200	10/8/21 17:45:21	10/8/21 17:46:18	P00131016@houstonisd.org	Lindsey Vela	MSO	No		Pin Oak MS	Susan Deigaard
85	10/8/21 10:02:43	10/8/21 10:02:56	LMAILHIO@houstonisd.org	Lauren Mailhiot	MSO	Yes	Yes	Reagan Ed Ctr PK-8	Myrna Guidry
73	10/8/21 9:50:47	10/8/21 9:51:07	MKATIAL@houstonisd.org	Monijit Katial	MSO	Yes	Yes	Revere MS	Holly Maria Flynn Vilaseca
165	10/8/21 14:37:18	10/8/21 14:37:50	KHOBBS@houstonisd.org	Kimberly Hobbs	MSO	Yes	Yes	Rice School PK-8	Susan Deigaard
206	10/8/21 18:53:06	10/8/21 18:54:14	tchenier@houstonisd.org	Tiffany Chenier	MSO	Yes	No	Rogers T H	Anne Sung
111	10/8/21 10:48:13	10/8/21 10:48:30	CMCCLOSK@houstonisd.org	Christyn McCloskey	MSO	Yes	Yes	Stevenson MS	Daniela Hernandez
46	10/8/21 9:35:06	10/8/21 9:35:28	GKASPER@houstonisd.org	Gretchen Kasper	MSO	Yes	Yes	Tanglewood MS	Anne Sung
37	10/8/21 9:33:21	10/8/21 9:33:34	RHERNAN1@houstonisd.org	Rosa Hernandez	MSO	Yes	No	Welch MS	Myrna Guidry
232	10/10/21 21:08:59	10/10/21 21:09:18	P00136611@houstonisd.org	Lea Mishlan	MSO	Yes	Yes	West Briar MS	Holly Maria Flynn Vilaseca
210	10/8/21 20:43:13	10/8/21 20:43:33	JDAY@houstonisd.org	Jennifer Day	MSO	Yes	Yes	Wharton K-8	Judith Cruz
212	10/9/21 16:32:33	10/9/21 16:32:56	WCHAMBER@houstonisd.org	Winston Chambers	Special Ed or Other Program	No		HCC Lifeskills	Patricia K. Allen