

Northside Educational Improvement Council

Members Present: Mary Adams, Diane Aguilar, Susan Allain, Anne Best, Robbie Bland, Sue Casey, Isabel Fears, Nancy Fox, Matt Foxhall, Lisa Holmes, Robert LeBlanc, Janis Lappeus, Belinda Lerma, Beverly McCarthy, Jill Palmer, Dori Peterson, Ché White

Staff Present: Dr. John Folks, Dr. Linda Mora, George Torres, Dr. Sara McAndrew, Lynda Reyes, Linda Zarakas, Lisa Armstrong

I. General Meeting Called to Order

The meeting was called to order by President Jim Palmer at 6:13 p.m.
Dr. Mora introduced guests and thanked the committee for their continued hard work.

II. Approval of Minutes from May 5, 2009

Dori Peterson motioned to accept the minutes from May 5, 2009 and Robbie Bland seconded the motion. The minutes were approved as written.

III. Update on DATE

Lisa Moczygamba Armstrong gave a presentation on the DATE grant for a vote to be taken at the end of the discussion.

Last year was the first year of the grant which will award \$5.5 million to teachers as incentive pay. 22 campuses (15 elementary, 4 middle, and 3 high schools) voted to participate in the grant. It is anticipated that some funds will not get paid out, so they will be redistributed amongst eligible teachers. The maximum amount eligible Part I TAKS teachers can receive is \$5,439. Part II funds will pay a maximum of \$730 to TAKS support teachers. Checks will be generated on October 9, and campus administrators will set a date/time to disseminate them to staff. Any unused Part II funds can be used for staff development and must be spent by February 28, 2010.

In year 2, there is approximately \$6.2 million available. A district committee met during the summer comprised of staff from the Grants and Recognitions Department, Testing and Evaluation Department, Dr. Mora, Jill Palmer the President of NEIC, and three campus administrators, to decide how to continue refinement of the grant. It was decided to award administrators using Part II funds in the second year. In addition, 11 new campuses will be invited to participate including the 7 former TEEG campuses, as the TEEG grant will no longer be funded

Each TAKS test will have a specific pass rate expected for that test that must be met to earn an award. The TAKS pass rates for year 2 range from 70% to 90%. Part I TAKS teachers are eligible for a \$3,000 base award. This total award amount is based on the results of each TAKS test they are measured against. If their students don't meet the set pass rate, the teachers are given the opportunity to show some improvement or growth and still earn anywhere from 60% to 100% of the award amount. A bonus award of \$600 is also available if there is a decrease in the performance gap between the economically disadvantaged sub-population and all students. Part II teachers are eligible for a \$1500 award. Administrators can earn anywhere from \$750 to \$1,125 at a maximum.

Elementary TAKS teachers in Part I include 3rd, 4th, 5th grade teachers and core content area specialists who earn a portion of their total award based on the results of each TAKS test they support. Part II elementary TAKS support teachers will earn a portion of their total award based on the results of each of the 8 TAKS tests administered at the campus. Middle school TAKS teachers in Part I include core content teachers. These teachers earn a portion of their total award based on the results of each TAKS test they support. Part II middle school TAKS support teachers will earn a portion of their total award based on the results of each of the 9 TAKS tests administered at the campus. Part I High School TAKS teachers are defined by what courses are taught in 9th, 10th, and 11th grade math/social studies/science/ELA. These teachers earn a portion of their total award based on the results of each TAKS test given in their content area, regardless of what grade level they primarily teach. Part II high school TAKS support teachers will earn a portion of their total award based on the results of each of the 10 TAKS tests administered at the campus.

All criterion will be reevaluated for year 3.

Dr. Mora discussed that last year's TAKS passing rate was 75% for all tests, and it was decided to adjust the pass rates to more realistic numbers. This grant has come a long way with many revisions and is much better. The eligibility rules and retention piece in the plan requires participants to return the next fall to the same campus. Of course, there are some special circumstances and exceptions to this retention rule. These retention rules do not apply to administrators. Participants who resign, are non-renewed or terminated are not eligible. Metrics will be gathered to determine the effectiveness of the retention rule

A vote was called for by a show of hands. 18 were in favor with one abstention.

IV. Board – Superintendent Goals 2009-2010

Dr. Folks thanked Lisa Moczygamba Armstrong for giving her presentation. He went on to say that grants such as the DATE grant can be controversial. During the next round of stimulus funds, Race to the Top funds involves a move toward national standards. Texas is one of three states which have not signed on to it.

The district continues to grow and is now at 91,212 and it's projected the district will reach 91,500 or 91,600 on base day.

President Obama's speech also has been very controversial. He mentioned that if U.S. Department of Education would have sent out information to districts, it may not have been so controversial. Dr. Folks felt that he was not going to let the speech disrupt a school campus, and believed that the best place for the speech was the district's website and to put the decision in hands of parents. Although he did not personally agree with the decision, he respects parent rights and did not want to let principals or teachers take the heat from showing the speech. Dr. Folks commented on the state of decisiveness.

The committee was provided a copy of Board-Superintendent Goals which is a working document. Every year senior staff creates goals for the district which continue to focus on support to schools. The goals are as attached.

V. Executive Summary of Strategic Plan for 2008-09

Dr. Mora shared the Year 1 of 5 Strategic Plan executive summary highlights of 2008-09.

In the area of Curriculum & Instruction, it was noted the district's first time to remain Recognized two years in a row since the inception of the TAKS test. The district also completed its 4th year of the plan for differentiated instruction. There continues to be development and refinement of CMS as a data tool. The allotment goals for high school were met. Lastly, the district prepared to open the Construction Careers Academy at Warren High School with 120 students.

The Safe & Secure program allowed schools in the district to receive funding for visitor identification with the Raptor system. Security at all NISD middle schools was completed with the installation of security cameras. It was also planned to have all NISD staff with photo ID by fall of 2009.

Under Human Resources, the department was recognized for keeping employee wellness at top of its agenda. Fingerprinting continued with 100% of all employees in district fingerprinted. The department created a benefit blog site for employees along with conducting its first ever pre-annual enrollment informational seminars. It also conducted a longitudinal study to ascertain how employees approach healthcare considerations.

The Technology department completed the lifecycle deployment at 22 campuses and made the district totally wireless. It also completed ceiling mounted projector installation at 52 campuses. The department implemented R-Time, a new electronic process to submit and process a "Request for Technology and Instructional materials Evaluation."

The district's Communications area redesigned a more effective Intranet, and a new employment and monthly HR employee newsletter.

Graduations were web streamed and School Central Communication System was successfully piloted. The district now uses Twitter to send instant messages. The department also increased communications to Spanish speaking media.

School Business Community Family Partnerships added a second Parent Consultation Center in partnership with UTSA. NEF's ability to grant funds to teachers increased by sponsoring golf tournaments and 5k run/walks. It also held its 1st ever Dual Language conference.

The Facilities department opened five new schools along with completing designs for additions at eight schools. It also completed designs and continued construction for air conditioning at middle and high school gymnasiums. The department also received an award for solar panel installation at the Northside Aquatics Center.

The Budget & Finance department continued to address financial priorities with NCN, PTA, and neighborhood associations. It developed 2009-10 Compensation Plan. It maximized state funding and maintained financial stability. Lastly, it expanded online payment system for Child Nutrition Services to include 92 campuses.

VI. Discussion of Graduation Plans for 2009-2010

Dr. McAndrew delivered a report on the House Bill 3 graduation mandates. A new fine arts requirement has been added to the minimum graduation program beginning with the incoming freshmen class for 2010-2011. The law removed the requirement for health, technology applications (BCIS), reduced the P.E. requirement by ½ credit, and removed the speech requirement. The reason for these changes is to give students more choices within the 4x4 requirements. There were no changes to the distinguished program. The State Board of Education is considering moving some of these courses to the middle school level. On September 16, there will be State Board hearings on these changes.

Dr. Folks mentioned the Board has to decide by November how to incorporate these changes. He believes that speech and health are very important subjects. The ½ unit of P.E. & BCIS may be the areas to achieve flexibility.

VII. Report of High School Allotment

Dr. McAndrew delivered a report of the high school allotment program. House Bill 1 (HB1) designates \$275 per high school student. Northside provides \$200 per student to the individual high schools. The goals of the allotment are to increase completion rate, to increase advanced courses, increase the number of students graduating under the Recommended and Distinguished Programs, and to increase the number of students scoring 2200 on the Exit ELA and Math TAKS. NISD uses a cycle for continuous improvement to frame, plan, monitor, and evaluate progress. There are common campus initiatives which involve expanded tutoring and with guided study halls.

In the Central Office Initiatives, \$75 per student is allocated to provide services and serve high-needs campuses and implement district initiatives that would serve all secondary-schools. Successful AVID programs are expanded to all middle schools and some elementary schools. The initiatives also pay for a subscription for Questia to help students conduct research. Provisions are being made for extensive professional development for instruction leaders of NISD secondary schools and math and science teachers.

Goal #1 strategies are to increase the completion rate for economically-disadvantaged population. Students who did not advance to another grade level decreased by 6.4%; the 2007-08 freshmen not-advanced rate is at 5 year low, under 11%.

Goal #2 strategies to increase the number of students enrolled in advanced courses. The Advanced Placement (AP) tests have a portion funded by the district. Last year there were 7,800 tests administered, with an increase of 3+ scores by 5%. Dr. Folks mentioned that the more students you have take the tests, the more the scores go down. However, it is a goal to have every student taking AP classes, take the AP test associated with that course. Dr. McAndrew informed the committee that dual credit enrollment continues to increase.

Goal #3 strategies to increase student graduation in the Recommended and Distinguished high school programs. College ready indicators show that we continue to grow to 92% of all students graduating; doing so with one of these programs.

Goal #4 strategies to expand AVID, provide professional development in ELA leadership, and enhance the ELA curriculum.

Goal #5 strategies to increase the number of students scoring 2200 or above on the Exit Level TAKS Math TAKS. Last year, this grew from 67% to 68% and the district needs to continue to work on this.

Credit retrieval continues to increase along with expanding the AVID program. The course failure rate continues to be too high. Course failure decreased in every area except Algebra II and chemistry. Teachers are working really hard to decrease these numbers. They fell in 17 areas but increased in 2 areas. 2009 SAT results in Reading was a 490 median which outscored the state for the 1st time in 5 years. 2009 SAT Math was a 512 median which outscored the state by 6 points. 2009 SAT Writing was 474. The ACT results increased number of tests and improved across the board. The results outscored the state.

VIII. Accountability Ratings

Dr. Mora reported that the district kept the Recognized rating for the 2nd year in a row. Every single one of our elementary schools was recognized or exemplary.

IX. Discussion of Waivers for Submission to TEA:

- Modified Schedule/TAKS Testing Days 2010-2011
- Special Early Release for O'Connor H.S. on 1-29-2010
- Special Early Release for John Jay H.S. on 3-26-2010

Dr. Mora reported that the first waiver is for a modified TAKS schedule and is an annual requirement. The second waiver is for O'Connor to host the regional academic decathlon. The third waiver is for Jay to host the district's UIL competition. The three waivers were voted on and approved by the committee.

X. Other business

Dr. Mora also mentioned that the NEIC election taking place right now due to some terms expiring.

XI. Adjourn

Mary Adams motioned to adjourn and Diane Aguilar seconded the motion. The meeting adjourned at 8:25 p.m.

The Northside Educational Improvement Council (NEIC) is the district decision-making committee established in accordance with Texas Education Code Sec. 11.251, and 11.252. NEIC has 39 members, including staff, parents, business, and community members. The purpose of NEIC is to involve professional staff, parents, and community members in establishing and reviewing the district's and campuses' educational plans, goals, performance objectives, and major classroom instructional programs. Staff are elected for a two-year term by their staff peers; parents, business, and community members are appointed by the Board for a two-year term. NEIC meets at 6:00 p.m. on the 1st Tuesday of each month, in the Northside Board Room at 5900 Evers Road, unless otherwise posted. Meetings are open to the public. Items to be considered for the agenda may be submitted to either Jill Palmer, NEIC President, at Helotes Elementary School, (397-3800) or Linda Mora, Deputy Superintendent for Curriculum & Instruction, at Central Office, 5900 Evers Road, 78238 (397-8635). Agendas of all meetings are posted at Central Office and at each school; minutes of all meetings are posted at each school.

NEIC MEMBERS:

STAFF REPRESENTATIVES:

Primary: Mary Adams, Carson Elem.; Belinda Lerma, Krueger Elem. Intermediate: Jill Palmer, Helotes Elem.; Sue Casey, Scarborough Elem. Elementary Specialist: Diana Aguilar, Ed Cody Elementary. Middle School (Academic Core): Lisa Holmes, Jordan M.S., Anne Best, Jefferson M.S. (Other): Monica Pohovich, Jordan M.S. High School (Academic Core): Beverly McCarthy, Health Careers; Dori Peterson, Stevens H.S. (Business): Miranda Snider, Brandeis H.S. High School (Other): Vacancy. Special Campuses: Abby Kested, N.S. Vocational. Counselors: Kathryn Nicholson, Comm. Arts. Librarian: Janis Lappeus, Stinson M.S. Nurse: Nancy Fox, Leon Valley Elementary. Elementary Administration: Sunday Nelson, Ward Elem. Secondary Administration: Susan M. Allain, Connally M.S. District-Level Prof. Staff : Rosemary Perez, Dir., Compensatory. Paraprofessionals: Robbie Bland, Holmgreen Center.

PARENT REPRESENTATIVES: Debbie Byrnes, Robert J. LeBlanc, Lis Krimbill, Ché White

PTA COUNCIL REPRESENTATIVES: Tesilia Soliz

COMMUNITY REPRESENTATIVES: Christi Evans, Dave Gannon, Isabel Fears, Nancy Medrano

BUSINESS REPRESENTATIVES: Matt Foxhall

President – Jill Palmer; Vice President – Beverly McCarthy; Secretary – Sue Casey