



# BISD BOARD BRIEF



#BISDcoffeebeans

Regular Meeting - December 14, 2020

## BISD TEAM -

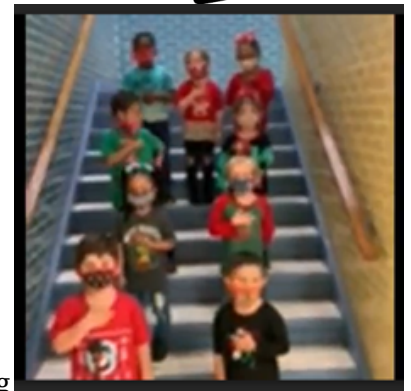
The BISD Board of Trustees held their regularly scheduled November 2020 meeting at T.W. Ogg Elementary School.



## INVOCATION

### PLEDGES OF ALLEGIANCE

Ney PreK students were absolutely adorable presenting the pledges in a prerecorded video!



## PUBLIC HEARINGS

- A Public Hearing led by Chief Financial Officer Rebecca Kelley was held to discuss BISD's rating in the state's [School FIRST](#) (Financial Integrity Rating System of Texas) accountability system. BISD again received a **SUPERIOR** rating - for the eighteenth consecutive year!
- A public hearing was held by the Board as the first step in the two-step approval process of the Brazos Success Academy's Comprehensive Improvement Targeted Improvement Plan. The hearing was led by Ron Redden and he shared that BSA was first identified as a Comprehensive Improvement and Support campus in 2018 due to the 2017 four-year federal graduation rate being below the allowable threshold. Since then, for the last three years, BSA has placed a relentless focus on ensuring that each student is ready to take and pass his or her required EOC exams, so that they can qualify to graduate when they earn all of their required credits. BSA has had an amazing turnaround due to the hard work of the campus that included:
  - Revisioning
  - Studying evidenced based dropout recovery best practices
  - Taking a systematic approach to improvement
  - Implementing improvement efforts with fidelity
  - Celebrating student successes



## CONSENT AGENDA

- Minutes from the previous Board Meetings, the Monthly Financial Statement and Quarterly Investment Report, Budget Amendments, Purchases Exceeding \$50,000 that included Lenovo Chromebooks & Licenses used as Calculation Devices, and Web Filtering were approved. The Board also approved the Brazos Success Academy's Comprehensive Improvement Targeted Improvement Plan that was presented during the public hearing.



## ACTION ITEMS

- The Board approved the audit report presented by Wade Whitlow, CPA, of Kennemer, Masters and Lunsford. Mr. Whitlow shared that BISD's Business Office is a model of excellence for other districts. [Brazosport Independent School District Annual Financial Report for the year Ending August 31, 2020](#)
- The Board accepted the Application of Freeport LNG (Train 4) for an Appraised Value Limitation on Qualified Property; authorized the Superintendent to review the Application for completeness and submit it to the Comptroller; and authorized the Superintendent to enter into any agreement to extend the deadline for Board action beyond 150 days, subject to Board ratification. Chief Financial Officer Rebecca Kelley presented the Freeport LNG application for the Board to review and approve.
- The Board of Trustees voted to retain Moak Casey & Associates and O'Hanlon, Demerath & Castillo to represent the District and authorize the Board President, Board Secretary and Superintendent to execute documents related to the application. The consultants will be paid for their services from the Application Fee. The consultants will review the Application to ensure that the Application documents and any other required reports include all information required by the Comptroller's rules. The consultants will also begin an analysis of the impact of the projects on District finances, any legal implications of the applications, develop an appropriate revenue protection agreement, and when the reports become available, review the studies from the Comptroller's Office and the TEA.
- The Board approved the Employee Retention and Appreciation Incentive of \$1,000 for eligible employees, as presented by Kristi Kirschner, Chief Human Resources Officer. To be eligible for the employee Retention & Appreciation Incentive payable on December 18, 2020, employees must meet the following requirements:
  - Eligible employees paid on the teacher pay matrix must have a current hire date on or before December 1, 2020, or
  - Regular full-time employees and auxiliary employees must have a current hire date on or before September 1, 2020, and
  - Employees must continue their employment through the remainder of the 2020-21 contract year.
- Superintendent Danny Massey presented and the Board approved the reduction of 15 minutes from the school day, originally from the 30 minutes that was added to each day in the first semester. Increasing the school day was done to:

**WOOHOO**



- Address learning gaps due to schools being closed from March 16 to May 22nd 2020 due to the COVID pandemic
- Enable the campus master schedule the flexibility to provide for intervention and enrichment embedded during the school day
- Assist and benefit every student at a minimal cost
- Support campuses' master schedules to allow for social distancing to add the number of lunch periods, passing periods, and dismissals
- Allow us to keep the same school calendar
- Make the most of each school day for students who are required to isolate or quarantine due to contracting COVID- 19 or exposed to a positive case
- Increases the number of student attendance minutes to 81,600, which would provide 14 extra days instead of the two built into the yearly calendar

This past summer, there were many unknowns of how the coronavirus would impact our schools. We believe that we have had an extremely successful first semester of school. When the 30 minutes were added, we stated that we would revisit after the first semester. Since BISD COVID-19 cases have been relatively low and only one campus has needed to close At School learning. Under new guidance (Nov. 19, 2020) from the Texas Education Agency, schools can be closed up to 14 days and still count attendance if offering remote learning.

BISD staff has worked extremely hard, shown great flexibility, and have a "whatever it takes" attitude toward implementing the many safety and health protocols while also teaching our students on 2 different learning platforms as At Home and At School learning under most unusual circumstances. Again, we consider our 1st semester a tremendous success because of the efforts of our staff. Reducing 15 minutes in the current school day will allow campuses to implement safety protocols and not have a major impact on campuses master schedules. This allows us to meet the minimum minutes requirement leaving 6 or 7 additional days, depending on the grade level, above the minimum requirement.

The new school times for the second semester are:

Grade Levels/Schools	School Day Time
*PreK-6th & Clute Intermediate	8:05am-3:50pm
7th-12th grade campuses	7:30am-3:15pm

\*Elementary schools will begin a staggered dismissal of students at 3:35

- Brittany Rosenbohm, Executive Director, Brazosport ISD Education Foundation and Director of Governmental Affairs & Alternative Funding presented and the Board approved BISD's Legislative Advocacy Priorities regarding Local Control & Governance, Education Funding, Assessment & Accountability, Privatization of Education, School Safety, Teacher Retirement System, Virtual Learning and Special Education. [BISD Legislative Advocacy Priorities](#)

## REPORTS

- Kristi Kirschner and Andrea Dickson, BISD's Talent Acquisition Coordinator, presented the report on BISD's new Talent Acquisition Strategy.
  - As part of the District's strategy to recruit highly effective staff, our talent acquisition strategy starts with establishing strategic relationships with university programs.

BISD currently has a new Memorandum of Understanding (MOU), established with Sam Houston State University, Stephen F. Austin State University, Texas State University, and an existing MOU with the University of Houston - Clear Lake. Having the MOUs established will allow students to select our district as their preferred location to complete their student teaching/internships. We are in the process of developing a MOU with Western Governors University as well as building recruitment awareness and presence with the University of Texas at Austin.

- This semester, BISD developed and implemented a Clinical/Student Teacher Initiative which includes a Paid Student Teaching Initiative that enables the district to pay student teachers on a paraprofessional scale, while allowing their job description and duties to remain that of a student teacher.
- Besides offering a paid internship, BISD has created a Development Model/Engagement. Student teachers will be developed and managed in a cohort model and supported on both the campus and district level.
- Clinical/Student Teacher Initiative took outstanding and cooperating teachers to work with student teachers in a cluster approach. This year, student teachers are partnered with educators at Griffith, Brannen, Roberts, Rasco, and Clute Intermediate.
- HR has also procured another outstanding opportunity with the management of East Bank At Richwood Village Apartments” Eligible employees will receive a waived Deposit (savings of \$500), waived administration fee (savings of \$50), waived Application fee (savings of \$75.00), a reduced monthly rent discounts ranging from \$130-\$200, and no minimum income requirements for clinical/student teachers.

HR has focused on the visual engagement side of recruiting and are in the process of restructuring the HR site to be more user friendly, comprehensive, and inviting for potential candidates. Along with the restructuring of the HR site, we have contracted with Frontier Creative Company to work on creative videos to assist with recruitment.

HR is also giving their FaceBook page a facelift and have created their own Twitter presence to connect with universities as well as other professional networks.

- Taylor Segouin, BondProject Manager, presented the report on the current progress of both the 2014 and 2019 Bonds.
  - 2014 Bond
    - \$175,000,000 allocated for new facilities and district wide improvements
    - December 10, 2020 - Total P.O.'s issued: \$145,365,911 or approx 83.07% completed or in progress
      - When bond planning for 2019, BISD planned to carry over about 24.3 million
      - That leaves about 3% of the 2014 dollars remaining to be used for major maintenance and capital related items
    - Current Projects:
      - New Roberts Elementary Replacement - finishing up details
      - New Brannen Elementary Replacement - finishing up details
  - 2019 Bond
    - \$267,000,000 allocated for new facilities and district wide improvements
    - December 10, 2020 - Total P.O.'s issued: \$150,931,046 or approx 56.53% completed or in progress
    - Current Projects:
      - New Brazoswood Multi-Sport Fieldhouse - opened
      - New Brazoswood CTE - in full swing and on schedule, opening August 2021
      - New Brazoswood HS Main Campus - scheduled to open August 2022
      - Bwood Athletics & District Wide Technology Bldg





- Design Development Phase
- Board Approval for Contract-Anticipated March 2021
- Anticipated Completion-Fall/Winter 2022
- SFA STEM Academy
  - Design Development Phase-Complete
  - Board Approval for Contract- Anticipated Feb. 2021
  - Opening August 2022
- Freeport IS Athletic Improvements
  - Contractor Board Approved- Oct. 2020
  - Design Development
  - Completion: Anticipated August 2022
- Brazosport Projects:
  - Brazosport Multi Sport Field House
  - Brazosport CTE Building
  - Brazosport High School Priority 1 Improvements
  - Hopper Field Improvements
  - Contractor Board Approved- Oct. 2020
  - Completion timeline being developed for phases, all complete by August 2023

**Brazoswood CTE**



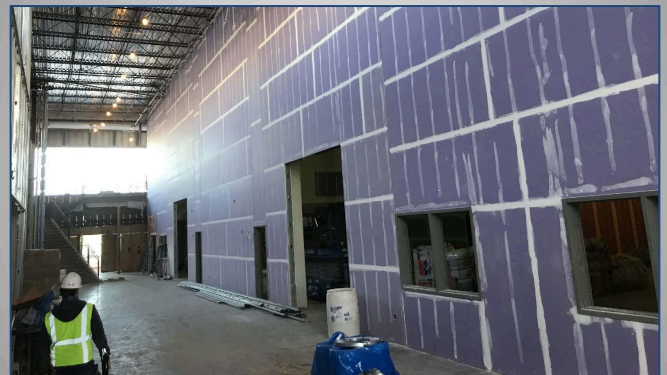
**Brazoswood CTE**



**Brazoswood CTE**



**Brazoswood CTE**



**Brazoswood Phase 4 Athletic Improvements**



**Brazoswood Main Campus**



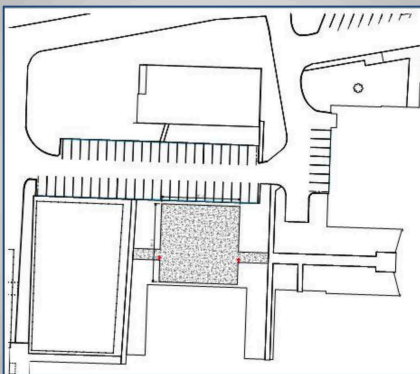
**Brazoswood Phase 4 Athletic Improvements**



**Brazoswood Phase 4 Athletic Improvements**



**Brazoswood Phase 4 ROTC Practice Pad**



**Brazoswood Phase 4 Technology Center Conversion**



- Assistant Superintendent of Compliance and Data Quality Ron Redden presented a report on the 2020-2021 District Improvement Plan (DIP) First Quarter Review. The DIP, required under Chapter 11 of the Texas Education Code, is a comprehensive plan to improve the district in each of the five areas covered by our district goals. The process of writing the annual DIP begins in the spring when the District Educational Improvement Council (DEIC) partners with district departments to conduct a comprehensive needs assessment (CNA). Using the needs identified by the CNA, departments set performance objectives, annual measures and create strategies to aid the district in addressing identified needs.

The 2020-21 first quarter progress:

- 11% of strategies were accomplished during the first quarter; while
- 43% had considerable progress;



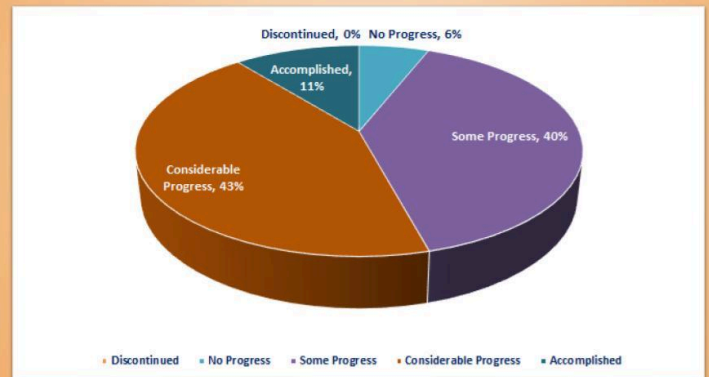


- 40% had some progress; and
- 6% had no progress made.
- No strategies were discontinued.

The 2020-2021 plan has a total of 13 Performance Objectives and 84 strategies to support the district's five goals. The board adopted House Bill 3 goals for early childhood literacy and math, along with College, Career and Military Readiness. BISD will remain focused on ensuring that the district will meet these outcome goals and constraints targets:

- Improved Reading Performance
- Improved Math Performance
- Improved CCMR Performance
- Address Curriculum Audit Findings
- And other performance objectives and strategies that are important to the district's continuous improvement process

## 20-21 DIP 1<sup>st</sup> Quarter Progress



### Improved Reading Performance

- Provide needed training and resources to early childhood teachers to fully implement the Early Childhood Reading and Writing Curriculum;
- Provide reading material to the community;
- Continue to implement Balanced Literacy;
- Implement components of the HB 3 Reading Academy;
- Provide levelled online readers in English and Spanish 6to Bilingual teachers in grades PK-4; and
- Use Imagine Learning to accelerate language and literacy skills for K-4 ESL students.



*BISD Book Bus*

### Improved CCMR Performance



*A Rated Again!*



*Goddard Launch 2019*

- Identify and make available to students additional opportunities to earn Industry-Based Certifications;
- Collaborate with Brazosport College to provide and explore meaningful on- and off-campus dual credit opportunities;
- Fund the PSAT for 8th, 10th and 11th grade students, the SAT for 11th grade students, and AP exams for students taking the AP course;
- Provide CTE students with real-world learning opportunities through internships, clinicals, and practicums; and
- Partner with Brazosport College to assist families who need to complete the FAFSA.

### Addressing Curriculum Audit Findings

- Update board policy and administrative regulations related to the written curriculum;
- Provide additional training in curriculum and assessment design and development to Content Coordinators;
- Revise the district and campus improvement planning processes; and
- Create a Program Evaluation Plan that aligns with the recommendations of the audit.



### Additional Areas of Focus



*Essential Educator Spotlight*



- Implement strategies that ensure the health and safety of students and staff;
- Implement strategies that support the social and emotional learning needs of students;
- Implement a Campus Influencer Program;
- Implement activities that will improve the technology infrastructure and support BISD initiatives;
- Conduct an employee staffing review to identify alternative staffing models;
- Build awareness and presence within colleges of education to ensure that ten or more student teachers are assigned to the district, with an 80% retention of those teachers in certified teaching roles; and
- Ensure that teachers are receiving high quality professional development.

- Assistant Superintendent Redden also presented the findings from the 2020-20 Beginning of the Year Parent Survey. Each year, the district and each campus conducts a survey of parents to gather information about beginning of the year (BOY) activities. The survey window this year ran from November 9 through November 30. In past years, the survey was launched during the first six weeks of school. This year, however, we waited until the end of the twelfth week to allow students and families to settle into their at home virtual or at school face-to-face learning environments. The BOY Parent Survey asked respondents to evaluate one question from each of the following five areas:

- Overall school experience;
- Quality of instruction;
- Enrollment/Registration;
- Customer Service/Meet the Teacher; and
- Campus communication.



This year, we had slightly more respondents to each question than last year. Survey results were:

#### 2020-21 Parent Survey Results

#### Extremely Satisfied/Satisfied

Overall school experience	92.6%
Quality of instruction	94.8%
Enrollment/Registration	98.1%
Customer Service/Meet the Teacher	90.6%
Campus communication	90.8%

Survey results such as these should never be taken for granted. These are extremely high results from a parent survey and they provide us with a glimpse at just how positively parents are feeling about the district, especially given the disruptions caused by COVID-19.

- Brian Cole, Assistant Superintendent of Curriculum and Instruction, presented an update on BISD's College, Career, & Military Readiness. Earlier this school year the student outcomes goal for Brazosport ISD was set for college, career and military ready graduates that stated that CCMR will increase from 60% to 67% by August 2024. The target for this school year's graduates is 61%.

BISD has a process and procedures in place to work with campuses quarterly to review progress and help provide any needed resources/support from the district. Campuses are tracking students individually to identify the best avenue for students to obtain CCMR statues.

We are seeing great gains through increased access to dual credit through free tuition and One-Stop Registrations. In fact nearly 4 dozen new dual credit students showed up at the One-Stop registration night at Brazosport High School on November 12.

Our campuses and CTE department are working to identify students that may have previously missed industry based certifications opportunities to assist them in completing their testing.

In addition, our current seniors are also in courses that will result in Industry Certifications by the end of the year. Students are taking dual credit courses that can lead to CCMR status.





- Board Committee Reports

#### WORK SESSION DISCUSSION

- Regular Board Meeting - January 11, 2020 - 6:00 p.m.

#### EXECUTIVE SESSION

#### ACTION ITEM

- The Board returned and unanimously voted to name BISD Andrea Ham as the next principal at Madge Griffith Elementary School, Ms. Ham has been the assistant principal at Beutel Elementary for the last 3 years.

#### ADJOURNMENT



**MERRY CHRISTMAS  
AND  
HAPPY HOLIDAYS  
TO YOU AND YOURS!**

**#FromHereAnythingIsPossible**

**#HappyHolidaysBISD**

**#BISDcoffeebeans**

