

AGENDA

for the

Board Workshop Meeting

of the

Board of Trustees

**Jim Plyler Instructional Complex, Dr. Jack L. Davidson Conference
Center, 807 W. Glenwood, Tyler, TX**

**May 7, 2020
11:00 AM**

**NOTICE OF BOARD WORKSHOP MEETING OF THE
TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Notice is hereby given that on Thursday, May 7, 2020, the Board of Trustees of the Tyler Independent School District will hold a Board Workshop meeting at 11:00 AM at the Jim Plyler Instructional Complex, Dr. Jack L. Davidson Conference Center, 807 W. Glenwood, Tyler, TX. The subjects to be discussed are listed on the agenda which is attached to and made a part of this Notice.

Individuals with disabilities are entitled to have access to and participate in public meetings. An individual requiring an accommodation for access to the meeting must notify the Tyler Independent School District by informing the district's ADA coordinator, in writing 24 hours prior to the scheduled meeting of the necessity of an accommodation. Upon receipt of this request, the district will furnish appropriate auxiliary aides and services when necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of the board meeting as nonhandicapped individuals enjoy.

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act.

Texas Government Code Section:

551.071	Private consultation with the board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.076	Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
551.084	Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES BOARD WORKSHOP MEETING**

Thursday, May 7, 2020 11:00 AM

Jim Plyler Instructional Complex, Dr. Jack L. Davidson Conference Center, 807 W. Glenwood, Tyler, TX

AGENDA

- I. Call to Order
- II. First Order of Business -- Announcement by the Chairman as to the presence of a quorum, that the meeting has been duly called and that notice of the meeting has been posted in the time and manner required.
- III. Public Participation
- IV. Action Items:
 - A. Consideration and action on Results for the May General Trustee Election 5
 - B. Oath of Office for School Trustees 7
 - C. Reorganization of the Board of Trustees 8
 - D. Teacher Incentive Allotment Plan Application 9
- V. Continuous Improvement/Student Outcomes
 - A. Consider approval of Head Start Annual Program Self-Assessment 2019-2020 and 2020-2021 Improvement Plan 10
- VI. Executive Session will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act.
 - A. Texas Government Code Section 551.071 For the purpose of a private consultation with the board's attorney on all subjects or matter authorized by law.
 - I. When the governmental body seeks the advice of its attorney about pending or contemplated litigation or a settlement offer or
 - II. On a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
 - III. Consider legal advice regarding personnel and related action items.
 - B. Texas Government Code Section 551.072 For the purpose of discussing purchase, exchange, lease, or value of real property.
 - I. Discussing purchase, exchange, lease, or value of real property
 - C. Texas Government Code Section 551.074 For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee.
 - I. Consider hiring of professional personnel.
 - II. Consider renewals, non-renewals and terminations of contracts for professional personnel, including possible action to propose non-renewal of the employment contract of K. Dickerson. (To deliberate the appointment, employment, evaluation,

reassignment, duties, and contracts of employees.)

VII. Reconvene from Executive Session

VIII. Consider action on items discussed in Executive Session

A. Consider board approval of hiring of professional personnel included but not limited to.

B. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel, including possible action to propose non-renewal of the employment contract of K. Dickerson. 13

IX. Adjournment

Subject: Results for the May General Trustee Election

BACKGROUND INFORMATION

Due to COVID-19, the May 2, 2020 General Trustee Election has been postponed; however, Single Member District 2 and Single Member District 4 was filled following Certification of Unopposed Candidate on March 5, 2020. Artis Newsome will be the trustee for Single Member District 2 and Patricia A. Nation will be the trustee for Single Member District 4.

ADMINISTRATIVE RECOMMENDATION

The administration recommends that the board approve the results for the May General Trustee Election proclaiming Artis Newsome as trustee for Single Member District 2 and Patricia A. Nation as trustee for Single Member District 4 for a term of three years.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Marty Crawford, Ed. D.

05-07-20

Tyler Independent School District

General Trustee Election

Single Member District 2:

Artis Newsome Elected as unopposed candidate 0 votes cast*

*On March 5, 2020, the Board of Trustees approved the Certification of Unopposed Candidates for Single Member District 2 and approved an order declaring cancellation of Trustee Election and Election of Unopposed Candidate.

Single Member District 4:

Patricia A. Nation Elected as unopposed candidate 0 votes cast*

*On March 5, 2020, the Board of Trustees approved the Certification of Unopposed Candidates for Single Member District 4 and approved an order declaring cancellation of Trustee Election and Election of Unopposed Candidate.

Subject: Oath of Office for School Trustees

BACKGROUND INFORMATION

During the board meeting on March 5, 2020, trustees approved an Order Declaring Cancellation of Trustee Election and Election of Unopposed Candidate for Artis Newsome, Single Member District 2 and for Patricia A. Nation, Single Member District 4.

At the April 20, 2020 board meeting, the Board voted to appoint Yvonne Atkins to fill the vacant seat and represent Single Member District 3 until the results of the May 1, 2021 general election are canvassed.

ACTION REQUIRED

Gina Orr, Notary Public, will administer the Oath of Office to Artis Newsome, Patricia A. Nation and Yvonne Atkins.

05-07-20

Subject: Reorganization of Board of Trustees

BACKGROUND INFORMATION

Policy BDAA requires the Board to reorganize at the first meeting after each election and qualification of trustees. This policy dictates that the Board select by a plurality vote:

1. A President who shall be a member of the Board.
2. A Vice President who shall be a member of the Board.
3. A Secretary who may or may not be a member of the Board.

ADMINISTRATIVE CONSIDERATION

In conformity with approved Board Policy, the Board of Trustees shall elect officers for the 2020-2021 school year.

ADMINISTRATIVE RECOMMENDATION

The administration recommends that the members of the Board of Trustees elect and approve officers as prescribed in policy.

CONTACT PERSON

Marty Crawford, Ed. D.

05-07-20

Subject: Teacher Incentive Allotment Plan Application

BACKGROUND INFORMATION

The Teacher Incentive Allotment (TIA) is a key part of House Bill 3, dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high needs and rural schools. Districts that choose to participate are charged with developing local teacher designation systems that measure teacher effectiveness based, at a minimum, on both teacher observation and student growth data. These systems must be submitted to the Texas Education Agency (TEA) for approval and undergo a data validation process, which will be conducted by Texas Tech University.

ADMINISTRATIVE CONSIDERATION

Tyler ISD is in the process of becoming a Cohort C district for the Teacher Incentive Allotment program through TEA and House Bill 3. In addition to helping attract and keep effective educators in the classroom, implementing this system will permit Tyler ISD to identify the more effective educators and provide incentives for them to teach at the most challenging campuses, increasing the equitable distribution of effective educators.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the Tyler ISD Teacher Incentive Allotment plan application for submission to TEA for ratification.

ACTION REQUIRED

Board approval

CONTACT PERSONS

Ronald K. Jones
Laura Cano

05-07-20

Subject: 2019-2020 Head Start Annual Program Self-Assessment and 2020-2021 Improvement Plan

BACKGROUND INFORMATION

According to the Head Start Reauthorization Act of 2007 [642(c)(1)(E)(iv)(III)] and Head Start Performance Standards, the Tyler ISD Board of Trustees that serves as the governing body of the Tyler ISD Head Start program must be actively involved in program decision-making, oversight and monitoring of the program.

ADMINISTRATIVE CONSIDERATION

The self-assessment is an annual program self-evaluation process to ensure compliance with all federal laws, regulations and guidelines. In compliance with the Head Start Performance Standards, the Board of Trustees shall review and approve the results of the 2019-2020 Annual Program Self-Assessment and the Improvement Plan for 2020-2021.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Head Start Annual Program Self-Assessment for 2019-2020 and the Improvement Plan for 2020-2021.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Christy Hanson, Ed. D.
Vernora Jones

05-07-20

**Tyler Independent School District Head Start
2019-2020 Program Self-Assessment Results and 2020-2021 Improvement Plan**

The following is a summary of the Tyler ISD Head Start Self-Assessment performed January 27, 2020 to February 7, 2020. The Self-Assessment Team included the following participants: policy council members, district staff and community members.

Constant quality improvement is a key component to Head Start. A yearly program wide self-assessment guarantees our agency is meeting Performance Standards and moving toward program excellence for serving children and families in Tyler ISD. Based upon our areas of improvement, below are listed the action/improvement plan for 2020-2021.

IMPROVEMENT PLAN 2020-2021

Area of Improvement	Action Plan	Anticipated Completion Date	Evidence of Completion
Education			
Provision of rich back and forth exchanges between teachers and students	Provide training on Quality of Feedback and Language Modeling using TeachStone platform	2020-2021 School Year	Teach Stone completion document
Provide targeted support to new Head Start Teachers with varied years of experience	Develop a mentor system to provide a teacher new to teaching Head Start an opportunity to connect with seasoned teachers to provide support the 1 st year	2020-2021 School Year	Mentor Policy and Procedure document Mentor Agreement Teacher documentation of activities and time spent mentoring
Program Governance/Fiscal			
Continuous In-Kind Training for Staff	Provide a training to all staff at the beginning of the year on In-Kind process with videoing or voice over PowerPoint	Fall 2020	Increase in In-Kind per campus
Appropriate safeguards established to safeguard federal funds	Update training on campus budgets and expenditures for campus principals and administrative assistants	Fall 2020	Budget reports that indicated efficient, timely use of allotted funds
ERSEA/ Family Engagement			
Innovative approaches that address prevalent needs of families across the program that may leverage community partnerships	Update procedures and area plans to address the change in structure of program and program areas	September 2020	Updated/amended procedure manuals and area plans

**Tyler Independent School District Head Start
2019-2020 Program Self-Assessment Results and 2020-2021 Improvement Plan**

Area of Improvement Mental Health	Action Plan	Anticipated Completion Date	Evidence of Completion
Enhance teacher knowledge and skills regarding classroom management and positive classroom climate	Provide Professional Development Support during the school year related to behavior management and social-emotional learning	June 1, 2020- June 1, 2021 (on-going)	Improvement in CLASS scores in Emotional Support and Classroom Organization Domain
Area of Improvement Health and Safety	Action Plan	Anticipated Completion Date	Evidence of Completion
Scanning physical exams and dental exams into Child Plus with all components of the exams dated and signed. Be able to identify what is a correct physical and dental exam.	Completing a handbook that will have examples of what is needed and training of the Social Services staff	Handbook completed September 2020. Training of Social Services staff will be ongoing.	Review of documentation in Child Plus is complete and accurate
Referrals and all communication with parents in regard to any health related issue is documented in Child Plus under the Health Tab	Completing a handbook that will have examples of what is needed and training of the Social Services staff	Handbook completed September 2020. Training of Social Services staff will be ongoing.	Review of documentation in Child Plus is complete and accurate.

Subject: Personnel Actions

BACKGROUND INFORMATION

Personnel actions are as indicated.

ADMINISTRATIVE CONSIDERATIONS

Personnel appointments recommended for confirmation have met the employment prerequisites of the Tyler Independent School District. The candidates either hold valid certificates or such alternatives as specified by the Board. Proposed contract renewals for one-year term contracts and one year non-certified contracts for administrators are also considered.

Recommendations for new appointments are based on interviews, references, adequacy of preparation, performance records and the Superintendent's approval.

The appointments, resignations, retirements, and non-renewals are subject to the approval of the Board of Trustees.

ADMINISTRATIVE RECOMMENDATION

The confirmation of personnel actions as indicated.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Ronald K. Jones

05-07-20

- I. The Administration recommends for Board approval to propose nonrenewal of the following term contract for failure to fulfill duties or responsibilities for the 2019-2020 school year:

Kristen Dickerson

Moore Middle School

05-07-20