

Garland Independent School District

Board of Trustees

Regular Meeting

Tuesday, January 25, 2022

Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance
- III. Public Forum: Members of the public who wish to make comments may complete a Public Comment Participation Request in person at Harris Hill Administration Building prior to the start of the meeting indicated in the posting notice. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels, in accordance with the Texas Open Meetings Act and Board policy. For more information about public comment procedures, please review the Board Policy for Public Comment accessible at the following link: <https://pol.tasb.org/Policy/Code/364?filter=BED>.
- IV. Information Items
 - A. Evidence of Excellence
 - 1. Recognize American Legion Texas Boys State Program Acceptees - **Jason Wheeler** 4
 - B. Going the Extra Mile (GEMs)
 - 1. Recognize Going the Extra Mile (GEM) Recipient Dana Terry - **Sherese Nix-Lightfoot** 5
 - C. Introduction of District Administrators - **Dr. Gradyne Brown** 7
- V. Discussion Items
 - A. Trustees' Report 8
 - 1. Trustee attendance at recent district and community events
 - 2. Announcement of upcoming district and community events
 - 3. Recognition of outstanding performance by district staff and students
 - 4. Recognition of new programs and special activities
 - 5. Message from Board President
 - B. Superintendent's Report 15
 - C. Future Agenda Items 17
- VI. Consent Agenda - Consider approval of
 - A. Human Resources Report - **Dr. Gradyne Brown** 19
- VII. Action Item (Non Consent)
 - A. Consider Approval of Trustee Election Order - **Mechelle Hogan** 26

B. Consider Approval of a Resolution to Increase Substitute Pay Rates during Shortages Caused by the Pandemic - Dr. Gradyne Brown	27
C. Consider Approval of Board Resolution for a 4-Day Summer Work Schedule and Holiday Shutdown for 2022-2023 and 2023-2024 - Dr. Gradyne E. Brown	30
D. Consider Approval of Resolution to Renew District of Innovation Plan and Designate Local Innovation Committee - District Affairs Committee	33
E. Consider Approval of ICON Instruction and Attendance Plan - District Affairs Committee	63
F. Consider Approval of Budget Transfers and Amendments to the 2021-2022 General Fund – Finance Committee	79
G. New Bids	
1. Contract #23-21 – Consider Approval of Purchase of Fuel Servicing - Finance Committee	82
2. Contract #69-21 – Consider Approval of Purchase of Truancy and Dropout Prevention – Finance Committee	86
3. Contract #186-21 – Consider Purchase of Full Service Custodial and Related Services – Facilities/Finance Committee	89
4. Contract #134-22 – Consider Approval of Purchase of Wireless/LAN Equipment and Services – Finance Committee	95
5. Contract #337-21 – Consider Approval of Purchase of Chromebooks Equipment and Services – Finance Committee	99
6. Contract #397-22 – Consider Approval of Purchase of Online Intervention Reading Programs – Finance Committee	104
H. Increase to Awarded Bid	
1. Contract #211-21 – Consider Approval of Increase in Awarded Amount for Temporary Staffing-Human Resources – Finance Committee	108
VIII. Executive Session: Executive session will be held for purposes permitted by Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.	
A. Pursuant to Texas Government Code Section 551.071, private consultation with the Board’s attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) 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.	
B. Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.	
1. Consultation and deliberation regarding administrative recommendations including, Director - Elementary Integrated Math/Science Studies.	
IX. Reconvene from Executive Session for action relative to items considered during Executive Session	

- A. Consideration and possible action regarding administrative recommendations including, Director - Elementary Integrated Math/Science Studies.
- X. Adjournment



Garland Independent School District Board of Trustees

Date of Meeting: January 25, 2021

Agenda Item: Evidence of Excellence Award

Agenda Section: Information Items

Administrator Responsible: Jason Wheeler
Director of Communications

Board Goal Objective: Superintendent Goal #4 & #6

Superintendent Goal #4 – Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Summary/Background Information:

Two Rowlett High School students have been selected to attend one of the most respected and selective educational programs of government instruction for high school students.

Ryan Roberge and Hayden Shepherd were nominated by their campus to attend the American Legion Texas Boys State program, an opportunity just 1,100 young men receive each year. Over Winter Break, the juniors were notified that they were accepted into the program that aims to shape the leaders of tomorrow. Roberge and Shepherd will learn and grow through the hands-on, weeklong program this June at The University of Texas at Austin.

Congratulations to these outstanding Eagles for securing this life-changing opportunity!

Administrative Recommendations:

Provided for your information only.



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022
Agenda Item: Going the Extra Mile (GEM) Recognition
Agenda Section: Information Item
Administrator Responsible: Sherese Nix-Lightfoot, Executive Director of Communications and Public Relations

Board Goal Objective:

OBJECTIVE A: EARLY LITERACY (Reading)

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

OBJECTIVE B: EARLY LITERACY (Writing)

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

OBJECTIVE D: SCIENTIFIC UNDERSTANDING

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

OBJECTIVE E: MATHEMATICAL PROFICIENCY

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal:

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Summary/Background Information: The Going the Extra Mile (GEM) recognition is a district acknowledgement of those outstanding Garland ISD employees who display superior commitment, innovation, leadership, work ethic, accomplishments and/or initiative.

Garland ISD GEM (Going the Extra Mile) Recognition is open to any GISD employee, and anyone can nominate an employee as a GEM. Those selected are notified and recognized at a GISD Board of Trustees meeting once a month.

Dana Terry, a district intervention teacher, was nominated by her colleagues for going above every day to ensure the needs of students are met daily.

Administrative Recommendation:

Provided for your consideration.



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Introduction of District Administrators

Agenda Section: Information Item

Administrator Responsible: Dr. Gradyne E. Brown
Assistant Superintendent, Human Resources

Summary/Background Information:

The Human Resources Department will be introducing the following new Garland ISD administrators to the Board of Trustees and to the community.

Director Elementary Integrated Literacy Studies TCLAS Title II—Megan Frankenberg
Director Career Technical Education—Coleman Bruman

Administrative Recommendations:

Provided for your information.



Garland Independent School District Board of Trustees

Date of Meeting: January 25, 2022

Agenda Item: Trustees' Report

Agenda Section: Discussion Item

Administrator Responsible: Dr. Ricardo López
Superintendent

Board Goal Objective:

OBJECTIVE A: EARLY LITERACY (Reading)

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

OBJECTIVE B: EARLY LITERACY (Writing)

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

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OBJECTIVE E: MATHEMATICAL PROFICIENCY

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

OBJECTIVE H: STUDENT MANAGEMENT

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Superintendent Goal #2 – Fiscal Responsibility

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

Superintendent Goal #3 – Board Relations

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

Superintendent Goal #4 – Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Summary/Background Information:

Trustees report to other trustees, the administrative staff and the public of activities that impact the Board's governance of the District. Trustees may report on the following subjects:

1. Trustee attendance at recent district and community events.
2. Announcement of upcoming district and community events.
3. Recognition of outstanding performance by district staff and students.
4. Recognition of new programs and special activities.
5. Message from Board President.

Administrative Recommendations:

For discussion.

January 24, 2022 - January 30, 2022

January 2022							February 2022						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28					
30	31												

Monday, January 24

Tuesday, January 25

5:00pm - 7:00pm Board Meeting (Board Room) - Mechelle Hogan

Wednesday, January 26

Thursday, January 27

Friday, January 28

Saturday, January 29

Sunday, January 30

January 31, 2022 - February 6, 2022

January 2022							February 2022						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28					
30	31												

Monday, January 31

Tuesday, February 1

Wednesday, February 2

9:00am - 10:00am Council PTA Meeting (Virtual)

Thursday, February 3

Friday, February 4

Saturday, February 5

Sunday, February 6

February 7, 2022 - February 13, 2022

February 2022							March 2022						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5			1	2	3	4	5
6	7	8	9	10	11	12	6	7	8	9	10	11	12
13	14	15	16	17	18	19	13	14	15	16	17	18	19
20	21	22	23	24	25	26	20	21	22	23	24	25	26
27	28						27	28	29	30	31		

Monday, February 7

Tuesday, February 8

- 11:30am - 1:00pm Sachse Chamber Luncheon (Woodbridge Golf Club 7400 Country Club Drive Wylie, Texas)
- 1:00pm - 3:00pm Special Meeting (Boardroom)
- 3:00pm - 3:50pm Facilities Committee Meeting (Board Room) - Mechelle Hogan
- 4:00pm - 5:50pm Finance and Audit Committee Meeting (Board Room)
- 6:00pm - 7:50pm District Affairs Committee Meeting (Board Room)

Wednesday, February 9

- 11:30am - 1:00pm Rowlett Chamber Luncheon (Rowlett Community Centre 5300 Main St Rowlett, Texas 75088)

Thursday, February 10

Friday, February 11

Saturday, February 12

Sunday, February 13

February 14, 2022 - February 20, 2022

February 2022

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March 2022

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Monday, February 14

Valentine's Day (United States)

Tuesday, February 15

Wednesday, February 16

6:00pm - 8:00pm TASB Grassroots Meeting (Region 10)

Thursday, February 17

Friday, February 18

Saturday, February 19

Sunday, February 20

February 21, 2022 - February 27, 2022

February 2022

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					


March 2022

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Monday, February 21

Presidents' Day (United States)

Tuesday, February 22

5:00pm - 7:00pm Board Meeting (Board Room) - Mechelle Hogan 

Wednesday, February 23

Thursday, February 24

Friday, February 25

Saturday, February 26

Sunday, February 27



Garland Independent School District Board of Trustees

Date of Meeting:	January 25, 2022
Agenda Item:	Superintendent's Report
Agenda Section:	Discussion Item
Administrator Responsible:	Dr. Ricardo López Superintendent
Board Goal Objective:	

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Superintendent Goal #6 – Community Relations & Relationship Building

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Summary/Background Information:

Dr. López will provide an update on District and community events.

Administrative Recommendations:

Provided for your information and discussion.



Garland Independent School District Board of Trustees

Date of Meeting:	January 25, 2022
Agenda Item:	Future Agenda Items
Agenda Section:	Discussion Item
Administrator Responsible:	Dr. Ricardo López Superintendent
Board Goal Objective:	

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Summary/Background Information:

Trustees may submit items to be placed on future Board Meeting agendas.

Administrative Recommendations:

For discussion.



Garland Independent School District Board of Trustees

Date of Meeting: January 25, 2022
Agenda Item: Human Resources Report
Agenda Section: Consent Agenda
Administrator Responsible: Dr. Gradyne Brown
Assistant Superintendent Human Resources

Board Goal Objective:

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Please see attached recommendations for new personnel, terminations, leaves of absence, and resignations for the 2021-22 school year.

Administrative Recommendations:

Administration recommends approval.

Name	Exp	College	Degree	Job Title	School/Dept.	Effective Date
Beauregard, Jordann	0	UNT	BA	Teacher - ESL	Lakeview Cent. H.S.	1/19/2022
Blasingame, Margaret	0	UNT	BA	Teacher - English	Bussey M.S.	1/18/2022
Bristow, Lauren	12	Univ. of New Orleans	MA	Teacher - Social Studies	Sachse H.S.	1/7/2022
		Louisiana College	BA			
Calderon-Carmona, Brenda	4	UNT	BS	Teacher - Science	O'Banion M.S.	1/7/2022
Cao, Lisa	0	TX- Tech Univ.	BA	Teacher - 1st Grade	Park Crest Elem.	12/13/2021
Cates, Caleb	0	A&M - Commerce	BM	Teacher - Assistant Band Director	Bussey M.S.	1/7/2022
Climer, Lara	8	TX Tech Univ. Health Sciences Cnt.	MSN	Teacher - Health Care Science	North Garland H.S.	1/7/2022
		TX Tech Univ. Health Sciences Cnt.	BSN			
Coffman, James	0	East Tennessee St. Univ.	BA	Teacher - 5th Grade	Ethridge Elem.	1/7/2022
Cundiff, Allycia	1	TWU	BS	Nurse	Cooper Elem.	1/18/2022
Davis, Sherl	3	Lamar Univ.	BA	Teacher - Family Consumer Science	Naaman Forest H.S.	1/7/2022
Dorak, Doni	0	Western Governors Univ. (UT)	MEd	Teahcer - Math	Sachse H.S.	1/7/2022
		UT - Arlington	BS			
Farell, Christine	2	Amber Univ.	MA	Teacher - Science	AEC	1/7/2022
		Univ. of Maryland	BA			
Fox, Bridget	0	St. Edwards Univ. (TX)	BA	Teacher	Austin Academy	1/7/2022
Gebremedhim, Dawit	0	Ball St. Univ.	MA	Teacher - SPED BA	Ethridge Elem.	1/7/2022
		UT - Dallas	BA			
Horbacz, Jakob	0	Univ. of Houston	BA	Teacher - ESL	South Garland H.S.	
Howard, Ethan	0	DBU	BS	Teacher - Science	Garland H.S.	1/7/2022
Hughes, Adriana	0	A&M - College Station	BS	Teacher - 5th Grade	Rowlett Elem.	1/18/2022

Name	Exp	College	Degree	Job Title	School/Dept.	Effective Date
IrFan, Qandeel	0	Western Michigan Univ.	BA	Teacher - 3rd Grade Bilingual	Bullock Elem.	1/7/2022
Longfellow, Janis	5	SMU	BA	Teacher - SPED CBSE	Abbett Elem.	1/7/2022
Miller, Candace	0	Univ. of Phoenix	BS	Teacher - Chef Pastry	Gilbreath-Reed C.T.C.	1/7/2022
Morris, Brent	0	East TX Baptist	BS	Teacher - Science	Webb M.S.	1/7/2022
Myrick, Heather	0	Wichita State Univ.	BA	Teacher - Theater	Bussey M.S.	
Nipper, Gage	0	SFA	BS	Teacher - English	Rowlett H.S.	1/7/2022
Okuda, Kayci	0	Grand Canyon Univ.	Med	Teacher - 3rd Grade	Freeman Elem.	1/7/2022
		William Jessup Univ.	BA			
Rivera, Emily	0	TWU	BS	Teacher - 2nd Grade Bilingual	Watson MST	1/7/2022
Rivera-Arzola, Palmira	0	National Polytechic Inst. (Mexico)	MS	Teacher - Spanish	North Garland H.S.	1/13/2022
		National Polytechic Inst. (Mexico)	BS			
		UNT	BS			
Samaniego, Janette	0	TX- Tech Univ.	BS	Teacher - 2nd Grade	Armstrong Elem.	
Shu, Charles	4	UT - Dallas	BS	Teacher - Science	Lakeview Cent. H.S.	1/11/2022
Smith, Bobbie	0	Lamar Univ.	BS	Teacher - Reading	Webb M.S.	1/18/2022
Tamura, Lauren	0	Pepperdine Univ.	BA	Teacher - 3rd Grade	Kimberlin Academy	
Thomas, Angela	5	New Mexico State Univ.	BM	Nurse	Southgate Elem.	1/7/2022
Westbrook, LaShaunda	10	William Carey Univ.	Med	Teacher - English	Sellers M.S.	1/7/2022
		Univ. of Southern Mississippi	BS			
Wilson, Angela	27	LSU	BA	Teacher - 1st Grade	Caldwell Elem.	1/11/2022
Yabut, Alvin	0	UT - Dallas	BS	Teacher - Science	Rowlett H.S.	1/7/2022

Name	Exp	College	Degree	Job Title	School/Dept.	Effective Date
Administrative New Hires	EXP	College	Degree	Job TTitle	School/Dept.	Effective Date
Clack, Elsa	11	North Central Univ	MA	Assistant Principal	Cisneros Pre-Kindergarten	1/3/2022
		UT -Dallas	BA			
Hempel, Craig	7	TWU	MS	Assistant Director Nutrition Menu Op	Student Nutrition Services	1/10/2022
		Univ. of Oklahoma	BS			
McClure, Charla	16	Lamar Univ.	MS	Assistant Principal	Austin Academy	1/7/2022
		UT - Tyler	MS			
		Wiley College	BS			
Administrative Appointments/Transfers						
Name		Current Position		Recommended Position		Effective Date

<u>Name</u>	<u>Job Title</u>	<u>School/Dept.</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Aune, Janice	Teach/Reading	Schrade M.S.	37 years with GISD	Retirement	6/9/2021
Bradshaw, Tracy L.	Teach/Reading	Schrade M.S.	24 years with GISD	Retirement	6/9/2021
Castle, Dayna L.	Teach/English	Lakeview Cent. H.S.	31 years with GISD	Retirement	6/9/2021
Coffman, James B.	Teach/3rd Grade	Shorehaven Elem.	8 years/6 with GISD	Resignation Health Reasons	1/4/2021
Dona, Darla K.	Teach/KN	Dorsey Elem.	28 years with GISD	Retirement	6/9/2021
Dona, Don P.	Teach/PE	Schrade M.S.	33 years with GISD	Retirement	6/9/2021
Dyll, Annabelle J.	Teach/HSC	Garland H.S.	22 years/15 with GISD	Resignation/ Other	1/5/2021
Foreman, Sandra B.	Counselor	Austin Academy	17 years/15 with GISD	Retirement	6/15/2021
Garcia, Karla M.	Teach/3rd Grade	Kimberlin Academy	13 years/12 with GISD	Resignation/ Personal	1/4/2021
Garza, Deborah G.	Librarian	Bussey M.S.	34 years/27 with GISD	Retirement	6/9/2021
Gray, Mary Ann	Teach/3rd Grade	Hillside Academy	17 years/16 with GISD	Resignation/ Career Change	6/9/2021
Green, Diamond M.	Teach/1st Grade	Toler Elem.	5 years/0 with GISD	Resignation/ Career Change	12/18/2020
Loos, Lori L.	Teach/Art	Southgate Elem.	8 years/7 with GISD	Resignation/	6/9/2021
Manning, Morgan N.	Teach/English	South Garland H.S.	1 year with GISD	Resignation/ Personal	1/4/2021
McKee, Suzanne A.	Teach/HCS	North Garland H.S.	6 years/4 with GISD	Resignation/ Not Working	1/5/2021
Nabors, Dominique M.	Teach/Special Ed. CBSE Idea B	CC @ Vial Elem.	1 year with GISD	Resignation/	1/20/2021

				Personal	
Naghwai, Patricia	Teach/2nd Grade	CC @ Vial Elem.	14 years with GISD	Resignation/	1/11/2021
				Health Reasons	
Nguyen, Thuy T.	Teach/504 Testing Advisor	North Garland H.S.	11 years/0 with GISD	Resignation/	12/16/2020
				Personal	
Patel, Neal D.	Teach/Asst. Choir	Sachse H.S.	8 years/1 with GISD	Resignation/	6/11/2021
				Other TX School	
Powell, Ashley A.	Teach/3rd Grade	Shugart Elem.	17 years/0 with GISD	Resignation/	1/5/2021
				Health Reasons	
Ramirez, Sarah T.	Teach/ESL PreK	Cisneros PreK	6 years with GISD	Resignation/	1/8/2021
				Health Reasons	
Reinolds, JoAnn	Teach/Special Ed. Voc. Adj. Coord.	South Garland H.S.	41 years/15 with GISD	Retirement	1/29/2021
Rodriguez, Amanda	Teach/1st Grade	Shugart Elem.	5 years with GISD	Resignation/	1/22/2021
				Career Change	
Roha, Michael J.	Teach/Technology Applications	Sachse H.S.	9 years with GISD	Resignation/	1/29/2021
				Health Reasons	
Russell, Amber L.	Teach/Math	Lakeview Cent. H.S.	4 years/2 with GISD	Resignation/	1/15/2021
				Other TX School	
Russell, Barbara E.	Auto Claims Specialist	Risk Management	20 years with GISD	Retirement	2/5/2021
Serrano, Ana L.	Teach/3rd Grade Bilingual	Golden Meadows Elem.	21 years with GISD	Retirement	6/9/2021
Vigoa Garcia, Gladys	Teach/PreK BIL	Cisneros PreK	12 years with GISD	Resignation/	1/4/2021
				Health Reasons	
Professional Resignation/Retirements:		Approved to Date:	136		
		Current:	27		
B. Support Personnel					
<u>Name</u>	<u>Job Title</u>	<u>School/Dept.</u>	<u>Experience</u>	<u>Reasons</u>	

Abbett, Susan R.	Secretary	Risk Management	28 years with GISD	Retirement	3/31/2021
Steward, Graciela	Secretary	Naaman Forest H.S.	21 years with GISD	Resignation/ Personal	1/22/2021
ParaProfessional Resignation/Retirements:		Approved to Date:		9	
		Current:		2	
Other TX School - has informed us of taking a position at another Texas school district					
Personal - used at the discretion of the employee and no specific reason given or shared					
Career Change - has informed us of taking a position outside of education					



Garland Independent School District Board of Trustees

Date of Meeting:	January 25, 2022
Agenda Item:	Consider Approval of General Trustee Election Order
Agenda Section:	Action Item
Administrator Responsible:	Mechelle Hogan Board Services Manager

Summary/Background Information:

Saturday, May 7, 2022 is designated as the date for the 2022 Trustee Election. For the General Election: Place 1, currently held by Mr. Larry Glick; Place 2, currently held by Mr. Johnny Beach and Place 3, currently held by Mrs. Linda Griffin will be open for filing. The filing period for the General Election is from Wednesday, January 19, 2022 through 5:00 p.m., Friday, February 18, 2022.

Drawing for position on the General ballot will be held 9:00 a.m., Monday, February 21, 2022.

Administrative Recommendations:

Administration Recommends Approval.



Garland Independent School District Board of Trustees

Date of Meeting:	January 25, 2022
Agenda Item:	Consider Approval of a Resolution to Increase Substitute Pay Rates during Shortages Caused by the Pandemic
Agenda Section:	Action Item
Administrator Responsible:	Dr. Gradyne E. Brown Assistant Superintendent, Human Resources

Superintendent Goal #2 – Fiscal Responsibility

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

Superintendent Goal #3 – Board Relations

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Garland ISD is experiencing an increased number of teacher absences due to the pandemic. We are experiencing never before seen percentages of unfilled substitute positions. This resolution to increase substitute pay is presented in order to help reduce the number of unfilled substitute positions in GISD. Additionally, an increased rate of pay will allow GISD to remain competitive with neighboring districts. There is high demand competing for a more limited pool of workers across the economy. Schools are competing for talent, not just with the district down the road, but with other sectors as well, many of which can respond more nimbly to changing labor market dynamics. An increase of \$50.00 per day for all substitute categories is being requested to begin on January 26, 2022 and end on March 4, 2022. The 2021-2022 budget can be used to cover the costs without an increase to the budget.

Administrative Recommendations: Administration recommends approval.

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE GARLAND INDEPENDENT SCHOOL DISTRICT**

STATE OF TEXAS

§
§
§

COUNTY OF DALLAS

On the 25th day of January, 2022, the Board of Trustees of the Garland Independent School District (the "District") adopted by vote the following findings and resolution, and took the following action:

WHEREAS, the District is experiencing a significant shortage of teachers and substitutes due to the pandemic;

WHEREAS, substitutes provide a service to the District which is a vital part of providing educational services and opportunities to the students of the District and surrounding districts have increased their substitute pay to attract substitutes;

WHEREAS, the District desires to promote retention and a high level of morale and job satisfaction by increasing the base pay for campus substitutes for instructional staff;

WHEREAS, the campus substitutes are non-contract employees, and there is no gift of public funds if the District increases the substitute pay so long as a public purpose is served by the increase; and

WHEREAS, the Superintendent has determined that there are sufficient funds available to increase the day rate of campus substitutes by \$50.00 a day until March 4, 2022, to combat the surge of absences due to the pandemic and to attract substitutes at a competitive rate as surrounding districts.

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Trustees has determined that there is a benefit to the District, as well as a legitimate public purpose served, by increasing the campus substitute pay to encourage recruitment and remain competitive with surrounding districts;

That reasonable adequate controls are in place to ensure that such benefits will be received by the District, since the Superintendent will limit this increase to \$50.00 additional dollars a day to non-contract campus substitute pay to combat the surge of infections during the pandemic until March 4, 2022, and the District will evaluate whether this date should be extended based on the community spread of infection

data at that time;

That the Board has determined that the District will receive value by increasing the campus substitute pay as set forth herein, because ensuring sufficient campus instruction staff is for the benefit of students of the District; and

That it is hereby found, determined and declared that sufficient written notice of the date, time, place and subject of the meeting of the Board of Trustees of the District at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by law preceding this meeting, as required by chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The Board of Trustees further ratifies, approves and confirms such written notice and posting thereof.

APPROVED AND ADOPTED this 25th day of June, 2022.

Jamie Miller
President, Board of Trustees

Linda Griffin
Secretary, Board of Trustees



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Board Resolution for a 4-Day Summer Work Schedule and Holiday Shutdown for 2022-2023 and 2023-2024

Agenda Section: Action Item

Administrator Responsible: Dr. Gradyne E. Brown
Assistant Superintendent, Human Resources

Board Goal Objective:

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

The 4-Day summer work schedule for 2022-2023 will begin on June 13, 2022 and end July 14, 2022 and for 2023-2024, it will begin on June 5 and end on July 13. For 2022-23 entire district will be closed the week of July 4 – July 8, and in 2023-2024 offices will be closed July 3-7 to observe the Fourth of July holiday and for summer shut down. Employees will work extended hours Monday – Thursday and all facilities and departments (except maintenance) will be closed on Fridays during this time-period.

Administrative Recommendations:

Administration recommends approval

RESOLUTION REGARDING SUMMER WORK SCHEDULE

WHEREAS, the Garland Independent School District (“District”) operates on a four-day summer work week; and

WHEREAS, the four-day summer work week provides benefits to the District, including reduced utility costs, assistance to employee recruitment, and increased employee morale, performance, and retention; and

WHEREAS, the benefits of the four-day summer work week as outlined in Exhibit A serve a public school purpose;

THEREFORE BE IT RESOLVED by the Garland Independent School District Board of Trustees that the foregoing recitals are hereby found to be true and correct and are adopted and incorporated by reference;

BE IT FURTHER RESOLVED that the modified work schedule in Exhibit A is approved and adopted for implementation; and

BE IT FURTHER RESOLVED that no additional leave or salary deduction is required for District employees adhering to the work schedule in Exhibit A; and

BE IT FURTHER RESOLVED that the Superintendent of Schools or designee is authorized to take any such action required to implement the modified summer work schedule in Exhibit A.

PASSED AND ADOPTED this 25th day of January 2022.

GARLAND INDEPENDENT SCHOOL

DISTRICT BY: _____
Jamie Miller
President
Board of Trustees

ATTEST: _____
Linda Griffin
Secretary
Board of Trustees

EXHIBIT A

**Summer Work Schedule
2022-2023 and 2023-2024**

The following work schedule for the summers of 2022 and 2023 provides guidelines for 12-month employees who normally follow the school calendar and do not work during school holidays. Those employees who do not follow the school calendar for their work schedule (such as trades and other auxiliary departments) will follow the work schedule outlined by their department directors or supervisors.

Central offices will follow the summer work schedule below.

Summer 2022

- The four-day week begins on Monday, June 13, 2022, and ends on Thursday, July 14, 2022, the district will operate on a four-day workweek (34 hours = 4 days x 8.5 hours per day).
- Central offices will be closed from July 4, 2022 through July 8, 2022.

Summer 2023

- The four-day week begins on Monday, June 5, 2023, and ending Thursday, July 13, 2023, the district will operate on a four-day workweek (34 hours = 4 days x 8.5 hours per day)
- Central offices will be closed from July 3, 2023 through July 7, 2023.

	SUMMER 2022	SUMMER 2023
Begin 4-Day Week	June 13, 2022	June 5, 2023
Central Offices Closed	July 4 – 8, 2022	July 3 – 7, 2023
End 4-Day Week	July 14, 2022	July 13, 2023

Each summer the work schedule will be Monday through Thursday, 7:30 a.m. – 5:00 p.m. with one hour for lunch. All facilities and departments will be closed on Fridays (with the exception of maintenance).

All employees will report for the next school year in accordance with the published dates for their specific number of days worked.



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Resolution to Renew District of Innovation Plan and Designate Local Innovation Committee

Agenda Section: Action Item

Administrator Responsible: Mr. Michael Bland
Director of Innovation

Board Goal Objective:

Not Applicable.

Superintendent's Goal:

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Provided is information for the draft plan and presentation.

Administrative Recommendations:

Vote to approve: 1) the resolution to renew our District of Innovation Designation which expires on April 12, 2022, 2) the Local Innovation Committee which will consist of our current District Educational Improvement Committee.

Memo

To: GISD School Board Trustees

From: Michael Bland, Office of Innovation Director

CC:

Date: January 18, 2022

Subject: Approval to use DEIC for the District of Innovation Renewal Process

Since April 11, 2017, Garland ISD has been designated as a District of Innovation. As one of over 912 Texas school districts, the District took advantage of this designation, implementing a local innovation plan that addressed the following flexibilities or exemptions:

1. School start date: Garland ISD's calendar committee can decide to adjust our start date to balance our instructional days and hours. Traditional law would not allow us to start before the 4th Monday of August.
2. Teacher Certification flexibility for CTE Courses, high demand and dual credit courses: The District was granted the flexibility to hire community college instructors, university professors, and industry experts with a minimum of three years of experience or internal applicants seeking assignments outside of their traditional certification area, without having to apply for each exemption that required TEA approval.
3. Garland ISD was granted the flexibility to eliminate the value-added measure for teacher and administrator appraisals: The traditional T-TESS and T-PESS systems require test scores as the primary evaluation measure for teachers and administrators. However, this creates equity issues and challenges for teachers who teach non-core content, state-tested subjects.
4. Collaborative discipline among campus administrators: Traditionally, campuses would have to designate one campus behavior coordinator, who would be responsible for maintaining student discipline and the implementation of Chapter 37, sub. A. Our Innovation plan allows us to implement a more collaborative approach with multiple involved administrators.

Along with the four exemptions listed above, the District implemented two of the following exemptions that are obsolete due to changes in the law, policy, or procedures:

1. Flexibility to meet the instructional time requirement: The exemption allowed us to meet the required 75,600-minute requirement per year.
2. Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1570, insurance code is implemented.

The current local innovation plan expires on April 11, 2022. The term of the District's designation shall not exceed five calendar years; thus, the District will be expected to return to compliance with all specified areas of the Texas Education Code (s §102.1315 issued under the Texas Education Code, §§12A.001-12A.009) and nullify all current exemptions.

Garland ISD recognizes that it is imperative that we secure a District of Innovation plan renewal to ensure existing exemptions remain in place to meet the needs of our school communities best.

The District of Innovation renewal process requires a district-level committee (established under TEC §11.251) to hold a public meeting to consider the renewal of the proposed plan and approve it by a majority vote of the members. The District would like the DEIC Committee to serve in this capacity to meet on February 2, 2022:

1. Review the existing plan;
2. Review comments submitted by the public about the plan;
3. Hear public comments about the plan during a public meeting;
4. Vote to consider the plan renewal for Board approval.

Enclosed you will find the proposed Local Innovation Plan, Board Presentation, and TEA's District of Innovation Amendment & Renewal Overview.

Sincerely,

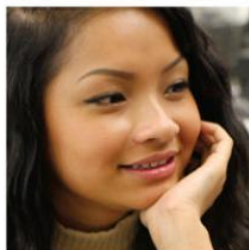
Michael Bland
Office of Innovation Director

Enclosures: Garland ISD District of Innovation Plan 2021, Garland ISD Local Innovation Plan Renewal Presentation, District of Innovation Amendment & Renewal Overview



GARLAND INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan



Call to Action

Reaching the future by driving excellence, one student at a time.

Board of Trustees

Jamie Miller, President – Place 5

Wes Johnson, Vice President – Place 7

Linda Griffin, Secretary – Place 3

Robert Selders, Jr., Assistant Secretary – Place 6

Larry H. Glick, Trustee – Place 1

Johnny Beach, Trustee – Place 2

Daphne Stanley, Trustee – Place 4

District Administration

Dr. Ricardo Lopez, Superintendent

Dr. Susana Russell, Chief Academics & Leadership Officer

Dr. Brent Ringo, Chief Financial Officer

Lesla Ray, General Counsel

Dr. Kim Caddell, Assistant Superintendent of Curriculum and Instruction

Dr. Gradyne Brown, Assistant Superintendent of Human Resources

Dr. Shelley Garrett, Assistant Superintendent of Safety & Operations

Matthew Yeager, Assistant Superintendent of Technology

Brandy Mayo, Executive Director of Budget

Sherese Lightfoot, Executive Director of Communications & Public Relations

Paul Gonzales, Executive Director of Facilities & Maintenance

Allison Davenport, Executive Director of Finance

Michael Bland, Director of Innovation

Dr. Bentley Parker, Interim Director of Special Education

Veronica Joyner, Director of Research, Assessment, & Accountability

Dr. Babetta Hemphill, Executive Director of Student Services

Dr. Jason Adams, Executive Director of Leadership – Elementary

Cheryl Alexander, Executive Director of Leadership – Elementary

Ray Merrill, Executive Director of Leadership – Secondary

Ida Perales, Executive Director of Leadership – Secondary

Dr. Kristin Wolfkill, Executive Director of Leadership - Elementary



Districtwide Educational Improvement Council

Local Innovation Committee Members

Add updated DEIC Committee members and roles



I. Introduction

The 84th Texas Legislature passed House Bill 1842 in 2015, providing public school districts the opportunity to become Districts of Innovation, giving public schools some of the flexibility that charter and open-enrollment schools in the state currently have. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Why would Garland ISD want to become a District of Innovation? The goal is to gain greater local control in decision-making to benefit our students and staff, to have increased autonomy from state mandates that govern educational programming, and to be empowered to innovate. Innovation does not necessarily mean ambitious new initiatives beyond the school district’s current strategic plan. Instead, this plan allows Garland ISD the privilege and the flexibility to exercise more creative local control over existing quality programs without some of the statutory constraints in place now. Districts are not exempt from statutes that address curriculum, assessment and graduation requirements nor are they exempt from academic and financial accountability.

This plan is specific to the exemptions as outlined. The district will follow the Texas Education Code in all other areas. For the past five years, Garland ISD has implemented six exemptions, two of which are no longer applicable and obsolete due to changes in law and or policies. The current local innovation plan expires on April 11, 2022. The term of the district’s designation shall not exceed five calendar years; thus the district would be expected to return to compliance with all specified areas of the Texas Education Code (s §102.1315 issued under the Texas Education Code, §§12A.001-12A.009) and nullify all current exemptions.

Garland ISD recognizes that an approved renewal term would last for an additional five years; however, it reserves the right to amend the local innovation plan as needed. If granted a renewal, the district would organize a dedicated Local Innovation Committee to explore the possibilities of implementing additional exemptions and amending the existing intervention plan.

II. Innovation Plan Timeline

Step	Date Completed
Board Consideration for Local Innovation Committee	Jan. 11: Discussion to use DEIC Committee for District of Innovation Renewal Process
Board resolution to approve Local	Jan. 25: Board of Trustees Meeting. Action required to approve Local Innovation Committee and Intent to pursue District of Innovation Plan

Innovation Committee and Intent to Renew District of Innovation plan	renewal process.
Local Innovation Committee (DEIC) Special Meeting	Feb. 02: meeting to review the existing plan and discuss the obsolete exemptions and public comments. Review public comments on the existing plan and vote to renew the plan.
Plan posted online for 30 days	Feb. 11: Final Plan Posted on District website till 3/12/22. Post notice in Dallas Morning News
Commissioner notified	Feb. 11: Notice of Intent to Renew sent to TEA.
Board vote	Mar. 22: $\frac{2}{3}$ or more vote to approve
Notice of Adoption sent to Commissioner	Mar. 23: Notice of Adoption Renewal sent to TEA.
Post Plan on District Website	Mar. 23: Post approved plan of District website. Send TEA a copy of the link posting.

III. Term of Plan

As outlined by the Texas Education Agency, the term of the Innovation Plan is five years. The plan will commence with the adoption at the 3/22/22 Board of Trustees Regular Meeting and conclude on 3/22/27 unless terminated or amended earlier by the Board of Trustees in accordance with the law. The District Educational Improvement Committee (DEIC), in conjunction with the district leadership, will monitor the effectiveness of the plan and recommend to the Board any suggested modifications, as needed.

IV. A Comprehensive Educational Program

An exceptional education has long been the focus of our district. Our top responsibility is to provide a rigorous, innovative educational experience that prepares all students for college and careers, along with developing meaningful relationships between schools, families and the community in a safe and secure environment.

With this in mind, the Garland ISD Board of Trustees and Superintendent Dr. López have created specific objectives to establish and define district academic targets.

The work of the board and the district will continue as departments and campuses collaborate to develop action plans and data reporting steps. As these efforts advance and data points are collected, updates will be provided and shared so that progress on key performance indicators can be monitored.

Goal and objectives through 2024-25

Goal statement: Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Ten objectives have been identified to achieve this goal. Expand each objective below for details or [download the Print Version-Student Achievement Quick Reference Scorecard \(PDF\)](#).

Objective A: Early Literacy (Reading)

Objective B: Early Literacy (Writing)

Objective C: English Language Acquisition

Objective D: Scientific Understanding

Objective E: Mathematical Proficiency

Objective F: Post-secondary Readiness (SAT Exams)

Objective G: Post-secondary Readiness (AP Exams)

Objective H: Student Management

[Objective I: Graduation Outcomes](#)



A. Mission Statement

The Garland Independent School District exists as a **DIVERSE COMMUNITY** with a **SHARED VISION** that serves to provide an **EXCEPTIONAL EDUCATION** to ALL of its students.

B. Vision Statement

Reaching the future by driving excellence, one student at a time.

C. Values

- We believe every student can learn.
- We know every student deserves our best.

- We value and celebrate all cultures.
- We respect all students, families, staff and communities.
- We demonstrate ethical behavior.

Education Transforms Lives

V. GISD Ready Outcomes

The GISD Ready initiative transforms teaching and learning to ensure we meet the needs of 21st-century learners and that graduates are prepared for success in a globally competitive workforce. The 21st-century learner is a critical thinker with technology and literacy skills who communicates, collaborates, adapts, and perseveres. In order to realize the vision of success outlined in the district Strategic Plan, the following profiles illustrate the necessary traits, characteristics, and skills for each group:

- The learner
- The teacher
- The leader

GISD READY LEARNER OUTCOMES



CRITICAL THINKING
Analyze, evaluate, synthesize information and arguments, interpret information, and draw conclusions.



COMMUNICATION
Interact, collaborate and publish with peers, experts and others to produce original work and solve real world problems.



ADAPTABILITY
Construct, investigate and embrace new ideas.



TECHNOLOGY SKILLS
Utilize technology to assess, interpret and understand complex information.



PERSEVERANCE
Show resilience in maintaining and meeting established goals.



LITERACY SKILLS
Use language to stimulate the imagination, enhance thinking, to communicate, and to construct meaning.



COLLABORATION
Interact productively in personal, work and community contexts.

GISD READY TEACHER OUTCOMES



COMMUNICATOR

Communicates clear, relevant class expectations, procedures and timely information regarding student growth.



INSTRUCTIONAL DESIGNER

Engages students in relevant, meaningful and rigorous learning experiences that include their interests, abilities, aptitudes and goals.



OPTIMIZER

Leads and supports students' use of digital learning assets and ethics to research, create and disseminate learning beyond the classroom walls.



COLLABORATOR

Establishes and maintains effective relationships with and between colleagues and students for the purpose of co-construction of products and sharing of ideas.



LEARNER

Goes beyond the district requirements for professional learning, exhibiting an inherent desire to be a life-long learner.



RELATER

Builds relationships with students to ensure a safe, supportive learning environment.



CULTURE DEVELOPER

Creates an environment where students actively participate and are free to take risks in learning. Cultivates and celebrates a strong awareness of and a sensitivity to cultural differences.

GISD READY LEADER OUTCOMES



VISIONARY

Establishes a collective vision that garners support and commitment from all stakeholders.



CULTURE DEVELOPER

Creates and enhances a collaborative environment conducive to teaching and learning.



CAPACITY BUILDER

Assesses the organization's abilities and plans activities aimed at increasing personnel potential.



INSTRUCTIONAL LEADER

Assesses current instructional needs and provides professional development to support academic achievement.



STUDENT ADVOCATE

Uses district and community resources to ensure student, social, emotional and academic needs are met.



COMMUNICATOR

Communicates specific, timely feedback to all stakeholders through a variety of media.



COMMUNITY LIAISON

Engages stakeholders in the decision-making process of the campus and actively participates in school/community events.

In order to realize the full potential of our GISD Ready Outcomes, the Board's Vision, the District Mission, and the Strategic Plan Goals, alignment of local practices and operations require flexibility in local control

VI. Innovations

Certain requirements of the Texas Education Code inhibit the District's ability to fully meet our local needs. Therefore, GISD seeks exemption from the following permissible provisions of the Texas Education Code (TEC) as allowed in the statute:

- o School Start Date
- o Teacher Certification
- o Teacher Appraisal System
- o Campus Behavior Coordinator Provisions

School Start Date (TEC §25.0811a) (EB LEGAL)

Current Statute:

The Texas Education Code states a school district may not begin student instruction before the fourth Monday of August. For many years this was the rule; however, districts had the option of applying for a waiver to begin earlier, even as early as the second Monday in August. The start-date waiver was eventually removed when the legislature determined school districts should begin the first semester no earlier than the fourth Monday of August, with no exceptions. The current process allows no flexibility in the design and balancing of instructional semesters to meet the needs of students or the wishes of the local Board of Trustees, who represent community interests.

Proposed Local Innovation/Flexibility:

Garland ISD will determine the local starting date of the first semester in its annual calendar creation process. The annual calendar will be submitted to the Board of Trustees – in accordance with district policy, procedure and practice.

Teacher Certification (TEC §21.003) (TEC §21.0031) (TEC §21.051) (TEC §21.053)(DBA and DK LEGAL)

Current Statute:

In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must submit a request to the Texas Education Agency. TEA then approves or denies this request. Parents must be notified in writing whenever a teacher does not have required certification.

Proposed Local Innovation/Flexibility:

With a new Career and Technical Center and innovative courses, local decisions about teacher certification would provide a better opportunity to offer innovation in course selections for CTE courses high-demand dual credit courses. By obtaining exemption from existing teacher certification requirements, the district will have the flexibility to hire community college instructors, university professors, industry experts with a minimum of three years experience, or internal applicants seeking assignments outside of their traditional certification area. This will enrich applicant pools in specific content areas and afford more students the opportunity to take courses that align with their career paths.

Teacher and Administrator Appraisals (TEC §21.352) (TEC§21.3541) (19 TAC 150.1001) (DNA LEGAL)

Current Statute:

The Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS), have been implemented since _____. While these systems are designed to meet the needs of the entire state, these systems also require state standardized test scores be used as the primary evaluation measure for both teachers and administrators. This will prove challenging and possibly inequitable when determining what measure will be used for teachers who do not teach core content, state-tested subjects.

Proposed Local Innovation/Flexibility:

The district has invested time and training into using the T-TESS and T-PESS appraisal system. We propose that we continue to utilize T-TESS and T-PESS, without the value-added measure, as it is currently being used. This change would improve equity and team building, in addition to teacher retention.

Campus Behavior Coordinator Provisions (TEC §37.0012) (FO LEGAL & LOCAL)

Current Statute:

Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Proposed Local Innovation/Flexibility:

Our approach to discipline is more collaborative, with multiple administrators providing emotional and social support to students. Exemption from this requirement increases the opportunity for campus collaboration in regards to student discipline, as outlined in the GISD Student Code of Conduct and campus discipline plans.

Adoption of Plan

Garland ISD has met all of the process requirements outlined by the TEA and the Commissioner of Education to renew the designation as a District of Innovation. The local Innovation Plan was developed and approved by the Committee.

In addition, public comment was collected ... (procedure to be added) and shared with the Local Innovation Committee.

The plan was then posted on the District's website for the required 30 days followed by approval by the Board of Trustees.

Approved by the Committee on the second day of February 2022. Approved by the Garland ISD Board of Trustees on the twenty-second day of March 2022.





District of Innovation

Local Innovation Plan Proposed Renewal
January 25, 2022
Garland Independent School District

What does it mean to be designated as a District of Innovation?

- **TEC §12A.001** was written to give public schools flexibility that charter and open enrollment schools in the state currently have.
- This flexibility provides **greater local control, decision making, creativity,** and **flexibility** without some of the statutory constraints placed on non-innovation designated school districts.



Board of Trustees Goals Addressed

- **OBJECTIVE A: EARLY LITERACY (Reading)**
Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.
- **OBJECTIVE B: EARLY LITERACY (Writing)**
Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.
- **OBJECTIVE D: SCIENTIFIC UNDERSTANDING**
Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.
- **OBJECTIVE E: MATHEMATICAL PROFICIENCY**
Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.
- **OBJECTIVE I: GRADUATION OUTCOMES**
Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.



Superintendent's Goals Addressed

- **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

- **Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

- **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.



Why is District of Innovation status important for ISDs?

- “Charter” like flexibility- First time Texas legislature provided this to public school districts
- Use it or lose it- We want more flexibility and if we do not take advantage of the process, we will lose this important privilege.



What DOI exemptions have we implemented?

- **School start date** - The Texas Education Code states a school district may not begin student instruction before the fourth Monday of August.
(see [TEC §25.0811](#), [EB LEGAL](#))
- **Teacher Certification flexibility** for CTE courses, high demand and dual credit courses
(see [TEC §21.003](#), [TEC §21.0031](#), [TEC §21.051](#), [TEC §21.053](#), [DBA LEGAL](#), [DK LEGAL](#))
- Flexibility to **eliminate the value-added measure** for teacher and administrator appraisals
(see [TEC §21.352](#), [TEC §21.3541](#), [19 TAC 150.1001](#), [DNA LEGAL](#))
- **Collaborative discipline** among campus administrators
(see [TEC §37.0012](#), [FO LEGAL](#))



What exemptions are obsolete?

- Flexibility to meet instructional time requirement (75,600 minutes)
(see [TEC §25.081](#), [TEC §25.0821](#), [EB LEGAL](#), [EC LOCAL](#))
- Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented (TEC §22.004(i))



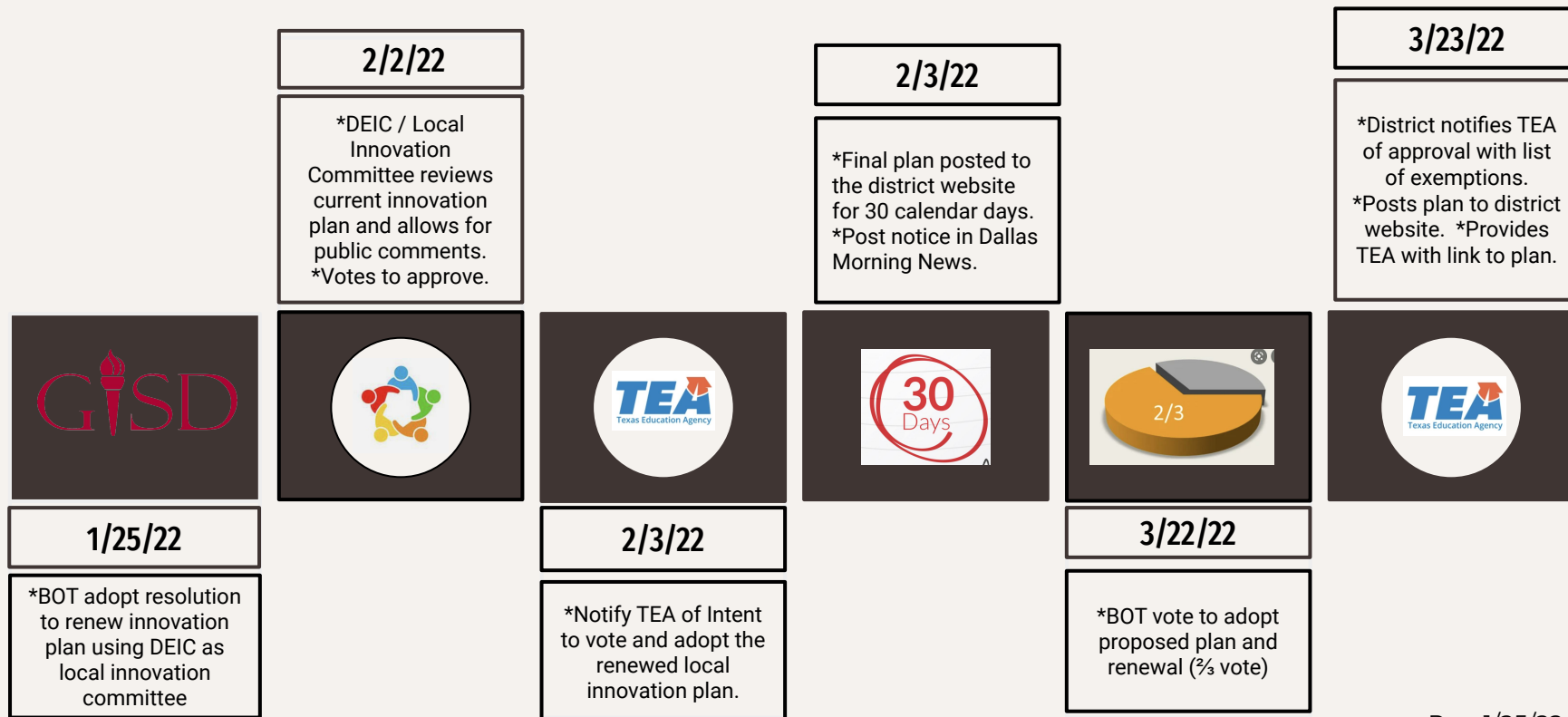
Renewal Expiration Timeline

- Original plan approved: **April 11, 2017**
- 5 year period - expiration date: **April 11, 2022**
- Following the expiration date, Garland ISD's DOI exemptions would expire, unless extended by the Board of Trustees via the DOI Amendment



DOI Renewal Requirement Timeline

19 TAC §102.1313(a) (3) Renewal. During renewal, all sections of the plan and exemptions shall be reviewed and the district must follow all components outlined in §102.1307 of this title (relating to Adoption of Local Innovation Plan).



Questions?



DISTRICTS OF INNOVATION AMENDMENT & RENEWAL

Texas Education Agency

OVERVIEW

<p>TEC §12A.007</p>	<p>AMENDMENT OR RENEWAL OF LOCAL INNOVATION PLAN. A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251, or a comparable committee if the district is exempt from that section, and the board of trustees in the same manner as required for initial adoption of a local innovation plan under Section 12A.005.</p>
<p>19 TAC §102.1313</p>	<p>(a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC), §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees. (b) The district shall notify the commissioner of education of any actions taken pursuant to subsection (a) of this section along with the associated TEC exemptions and local approval dates.</p>

A designated District of Innovation may choose to amend or renew its plan at any time pursuant to applicable sections of Texas Education Code (TEC) and Texas Administrative Code (TAC). The processes for amending and renewing a plan are different, however. Please see the information below.

Amendment

<p>19 TAC §102.1313(a)</p>	<p>(1) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed.</p>
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- An amendment may be made to a DOI plan at any time during the term of the plan.
- An amendment to a DOI plan does not require the district to repeat the adoption process in its entirety (see “Process Requirements” chart on page 2).
- An amendment to a DOI plan does not change the date of the term of the plan; the original adopted term must remain the same.

Renewal

<p>19 TAC §102.1313(a)</p>	<p>(3) Renewal. During renewal, all sections of the plan and exemptions shall be reviewed and the district must follow all components outlined in §102.1307 of this title (relating to Adoption of Local Innovation Plan).</p>
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- A DOI plan may be renewed at any time during the term of the plan.
- A district may only have one innovation plan at any given time (19 TAC §102.1311). As such, a renewed plan takes effect only after the term of the district’s current innovation plan expires. In the instance that the district intends for the term of a renewed plan to begin prior to the expiration of its current plan, the renewed plan supersedes the district’s current plan at that time and the current plan is considered void.
- The district must repeat the adoption process outlined in 19 TAC §102.1207, however 2 specific steps are not required to be repeated (see “Process Requirements” chart on page 2).
- The term of the DOI plan may be extended for up to an additional 5 years during renewal.

Process Requirements

PROCESS REQUIREMENT	AMENDMENT	RENEWAL
Board Resolution/Petition signed by majority of District Advisory Committee	NO	NO
Public Hearing by School Board on whether to develop a plan (TEC §12A.002)	NO	NO
Final version of the proposed plan has been available on the district's website for at least 30 days	NO	YES
The board of trustees has notified the commissioner of education of the board's intention to vote on adoption of the proposed plan (see applicable "Notification" section below)	NO	YES
The district-level committee established under the Texas Education Code (TEC), §11.251, has held a public* meeting to consider the final version of the proposed plan and has approved the plan by a majority vote of the committee member (*meeting must be public for renewal)	YES	YES
The board of trustees adopts a proposed local innovation plan by an affirmative vote of two-thirds of the membership of the board	YES	YES
The district notifies the commissioner of approval of the plan along with a list of approved TEC exemptions by completing the agency form provided in the figure in this subsection (see applicable "Notification" section below)	YES	YES
The district shall ensure that a copy of the local innovation plan is posted on the district's website in accordance with the TEC, §12A.0071, for the term of the designation as an innovation district.	YES	YES
Not later than the 15th day after the date on which the board of trustees finalizes a local innovation plan either through adoption, amendment, or renewal, the district shall provide a copy of [link to] the current local innovation plan to the Texas Education Agency for posting on the agency website	YES	YES

Notification: Amendment

When notifying the commissioner of the board's actions as they relate to **amending** a DOI plan, please refer to the following chart (NOTE: notification is required only upon the adoption of an amendment):

Item	Description
Email or Letter (choose either or both)	<p>Email:</p> <p>To: Commissioner@tea.texas.gov cc: Accred@tea.texas.gov</p> <p>Letter:</p> <p>Texas Education Agency Attn: Accreditation 1701 N Congress Avenue Austin, Texas 78701</p>
Body	<p>Notify the commissioner that the board has approved an amendment to the plan and include the following:</p> <ul style="list-style-type: none"> Adoption date (date of board meeting) Amendments made (TEC sections added or removed from plan) Link to amended plan on district's website (landing page)
Attachments	<p>Updated checklist of exemptions reflecting <i>all</i> sections of code from which the district is exempt (both newly and previously adopted) [Figure: 19 TAC §102.1307(d)]</p>

Notification: Renewal

When notifying the commissioner of the board's actions as they relate to **renewing** a DOI plan, please refer to the following charts (NOTE: notification is required *both before and after* adoption of a renewed DOI plan):

NOTICE OF INTENT TO RENEW (1 st required notification)	
Item	Description
Email or Letter (choose either or both)	<p>Email:</p> <p>To: Commissioner@tea.texas.gov cc: Accred@tea.texas.gov</p> <p>Letter:</p> <p>Texas Education Agency Attn: Accreditation 1701 N Congress Avenue Austin, Texas 78701</p>
Body	<p>Notify the commissioner that the board <i>intends to renew</i> the DOI plan (before adoption):</p> <ul style="list-style-type: none"> • Intended adoption date (date of future board meeting) • Link to final proposed renewed plan on district's website

NOTICE OF ADOPTION OF RENEWAL (2 ND required notification)	
Item	Description
Email or Letter (choose either or both)	<p>Email:</p> <p>To: Commissioner@tea.texas.gov cc: Accred@tea.texas.gov</p> <p>Letter:</p> <p>Texas Education Agency Attn: Accreditation 1701 N Congress Avenue Austin, Texas 78701</p>
Body	<p>Notify the commissioner that the board <i>adopted</i> the renewed plan (after adoption):</p> <ul style="list-style-type: none"> • Adoption date (date of board meeting) • Link to final adopted/renewed plan on district's website (landing page)
Attachments	<p>Updated checklist of exemptions reflecting <i>all</i> sections of code from which the district is exempt (both newly and previously adopted) [Figure: 19 TAC §102.1307(d)]</p>

Resources

- TEA Districts of Innovation Webpage: <https://tea.texas.gov/texas-schools/district-initiatives/districts-of-innovation>
- Texas Education Code, Chapter 12A, Districts of Innovation: <https://statutes.capitol.texas.gov/Docs/ED/htm/ED.12A.htm>
- Adopted Commissioner's Rules - 19 TAC Chapter 102, Subchapter JJ, Innovation District: <https://tea.texas.gov/sites/default/files/ch102jj.pdf>



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: ICON Instruction and Attendance Plan

Agenda Section: Action Items

Administrator Responsible: Dr. Babetta Hemphill
Executive Director of Student Services

Board Goal Objective: OBJECTIVE A: EARLY LITERACY (Reading)
Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

OBJECTIVE B: EARLY LITERACY (Writing)
Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

Superintendent's Goal:

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Superintendent Goal #2 – Fiscal Responsibility

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

On September 9, 2021, SB 15 was passed into law. In order to receive funding under the bill, the district must seek board approval of the learning plan, the instruction methods, and attendance-taking measures, in alignment with the proposed Student Attendance Accounting Handbook language.

Garland ISD has opted to implement an asynchronous model of instruction delivered by a third-party vendor, Stride K-12. Board policy must be approved to implement asynchronous instruction. An asynchronous instructional plan has been created and will be publicly posted on the Garland ISD's website upon approval.

Memo

To: GISD School Board Trustees

From: Dr. Babetta Hemphill, Executive Director of Student Services and School Choice
Mr. Michael Bland, Director of Innovation
Mrs. Christi Allen, Assistant Director of Innovation
Mrs. Angela Daniels

CC: Dr. Ricardo López, GISD Superintendent
Dr. Susanna Russell, Chief Leadership and Academic Officer

Date: January 11, 2022

On September 9, 2021, SB 15 was passed into law. In order to receive funding under the bill, the district must seek board approval of the learning plan, the instruction methods, and attendance-taking measures, in alignment with the proposed Student Attendance Accounting Handbook language.

Garland ISD has opted to implement an asynchronous model of instruction delivered by a third-party vendor, Stride K-12. Board policy must be approved to implement asynchronous instruction. An asynchronous instructional plan has been created and will be publicly posted on the Garland ISD's website upon approval.

All instruction will address the required curriculum per TEC, §28.002, and meet the needs of students in special population/intervention groups.

Daily attendance will be recorded using two of the 3 approved measurement options:

- Daily progress in the learning management system (LMS) that confirms students accessed instruction, as defined by the LEA; and
- Daily check-in via teacher-student interactions that confirms students accessed instruction, as defined by the LEA.

A student will be considered absent if the student does not have documented engagement with the LMS or daily contact with the teacher within the 24 hour day. An Icon clerk will input the student's daily asynchronous attendance into the Skyward Student Information System (SIS). Attendance credit will be awarded based on students completing one of the above three methods. Students will be marked Remote Asynchronous Present.

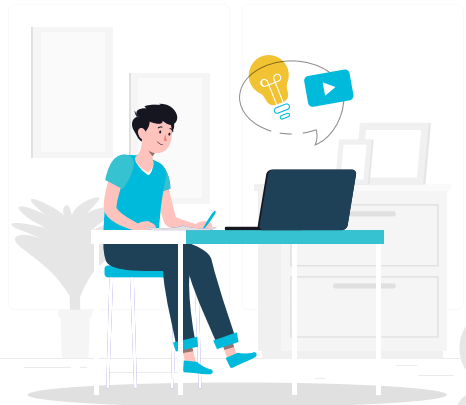
The asynchronous instructional plan presented for approval includes the following:

- the instructional schedule,
- description of how students engage in instructional materials asynchronously (or through a combination of synchronous and asynchronous instruction) that demonstrates 240 instructional minutes are being provided,
- expectations for progress monitoring, and
- expectations for support students will receive from a teacher.
- Note: The above would likely vary by grade level and subject.



Virtual School

K-6 Virtual Learning Experience



Presentation to Garland Independent School District
Board of Trustees



VIRTUAL SCHOOL

INNOVATING CURRICULUM ONLINE

K-6th Grade



Number of Students - Beginning November 29, 2021

200

Number of Students - Beginning January 10

80

Total ICON Students

280

Live Instruction Schedule

Grade Level	Mon.	Tue.	Wed.	Thu.
Kinder- Second Grade	History/ Science	Math	Lang Arts	Phonics
Third- Fifth Grade	Math		English/ Lang Arts	
Sixth Grade			Social Studies	English/ Math/ Science

Grade Level	Kinder	First	Second	Third	Fourth	Fifth
Time	12:30 PM	1:00 PM	1:30 PM	11:00 AM	12:00 PM	1:00 PM

Content Support Schedule

Grade Level	History	Lang Arts	Math	Science
Kinder-Fifth Grade (Monday-Thursday)	11:00 AM	12:00 PM	1:00 PM	3:00 PM
Sixth Grade (Wednesday-Thursday)	2:00 PM	3:00 PM	11:00 PM	12:00 PM

Expectations

To be considered Remote Asynchronous Present, daily progress in the Learner Management System (LMS) must occur between 12:00 AM and 11:59 PM every school day that GISD schools are in session. The students daily engagement measurement options for attendance include:



Synchronous Learning

Participate in one of the live instructional activities

and/ or



Activities

Engage in 30 minutes or more of online, LMS confirmed, assignments or activities

Requirements for Attendance

	Required	Used for Attendance	Synchronous
Homeroom Check In (Friday Only)	✓	✓	✓
Learn Live Opportunity	✓	✓	✓
Course Support Session	✗	✓	✓
Scheduled Small Group	✓	✓	✓
Online Learning Activities	✓	✓	✗
Parent Led Activities	✓	✗	✗

Student Support and Grading

Teacher of Record

Progress Monitoring
 Assigning Grades in K12 System
 Provide Intervention
 Academic Escalation Process to the district

Learning Coach

Progress Monitoring
 Reviewing Student Grades
 Report concerns to teacher

K12

24/7 Academic Support through
 chat or phone call

Instruction

Course Design

The courses engage students in the active and self-directed learning through its engaging activities and check for understanding.

Additional Support

Students who are struggling with concepts will be invited to a live small group session for support

Instruction

As the student is asynchronous working through the course, feedback is provided consistently by the platform or through quality teacher feedback.

Special Populations

Stride teachers are able to implement many common accommodations within the virtual setting such as reducing assignments, providing extended due dates, use of a calculator and exemptions from being called on in class during live instruction.

Questions?

ASYNCHRONOUS PLANNING DOCUMENT

Open Responses

Key Requirement Instructional Schedule: Describe (or attach a description of) the structure of your asynchronous schedule highlighting any differences by grade level and/or content area.

General Schedule:

Times	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 am	ELA	ELA	ELA	ELA	ELA
9:45 am	Math	Math	Math	Math	Math
11:00 am	Science	Science	Science	Science	Science
11:30 am	Lunch/Break	Lunch/Break	Lunch/Break	Lunch/Break	Lunch/Break
12:00 pm	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous
12:30 pm	Social Studies	Social Studies	Social Studies	Social Studies	Social Studies
1:30 pm	Electives	Electives	Electives	Electives	Electives
3:00 pm	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous	Content Support Synchronous

ASYNCHRONOUS PLANNING DOCUMENT

Sample daily schedules for students by grade band-

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
Kindergarten					
Kindergarten Language Arts	12:00PM-CS	12:00PM-CS	12:00PM-CS 12:30 PM	12:00PM-CS	Homeroom Check-In
Kindergarten Phonics				12:30PM	
Kindergarten Math	1:00 PM- CS	12:30PM 1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	
Kindergarten HST/SCI	11AM- CS HST 12:30 EST 3:00PM-CS SCI	11AM- CS HST 3:00PM-CS SCI	11AM- CS 3:00PM-CS SCI	11AM- CS 3:00PM-CS SCI	
First Grade					
First Grade Literature	12:00PM-CS	12:00PM-CS	12:00PM-CS 1:00 PM	12:00PM-CS	Homeroom Check-In
First Grade Phonics				1:00PM	
First Grade Math	1:00 PM- CS	1:00 PM- CS 1:00 PM	1:00 PM- CS	1:00 PM- CS	
First Grade HST/SCI	11AM- CS HST 1:00 PM 3:00PM-CS SCI	11AM- CS HST 3:00PM-CS SCI	11AM- CS HST 3:00PM-CS SCI	11AM- CS HST 3:00PM-CS SCI	

ASYNCHRONOUS PLANNING DOCUMENT

Second Grade					
Second Grade Literature	12:00AM-CS	12:00AM-CS	12:00AM-CS 1:30PM	12:00AM-CS	Homeroom Check-In
Second Grade Writing Skills				1:30PM	
Second Grade Math	1:00 PM- CS	1:00 PM- CS 1:30 PM	1:00 PM- CS	1:00 PM- CS	
Second Grade HST/SCI	1:30 EST 3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	
Third Grade					
Third Grade ELA	12:00AM-CS	12:00AM-CS	11:00AM 12:00AM-CS	12:00AM-CS	Homeroom Check-In
Third Grade Math	11:00 EST 1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	
Third Grade HST	11AM- CS	11AM- CS	11AM- CS	11AM- CS	
Third Grade SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	
Fourth Grade					
Fourth Grade ELA	12:00AM-CS	12:00AM-CS	12:00AM-CS 12:00PM	12:00AM-CS	Homeroom Check-In
Fourth Grade Math	12:00 EST 1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	

ASYNCHRONOUS PLANNING DOCUMENT

Fourth Grade HST	11AM- CS	11AM- CS	11AM- CS	11AM- CS	
Fourth Grade SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	
Fifth Grade					
Fifth Grade ELA	12:00AM-CS	12:00AM-CS	12:00AM-CS 1:00PM		Homeroom Check-In
Fifth Grade Math	1:00 EST 1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	1:00 PM- CS	
Fifth Grade HST	11AM- CS	11AM- CS	11AM- CS	11AM- CS	
Fifth Grade Sci	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	3:00PM-CS SCI	
Sixth Grade					
English 6	3PM CS	3PM CS	3PM CS	3PM CS 2:00PM	Homeroom Check-In
Math 6	11:00AM CS	11:00AM CS	11:00AM CS	11:00AM CS 12:00PM	
Science 6	12:00PM CS	12:00PM CS	12:00PM CS	12:00PM CS 1:00PM	
Social Studies 6	2:00PM CS	2:00PM CS	2:00PM CS 1:00PM	2:00PM CS	

ASYNCHRONOUS PLANNING DOCUMENT

Summarize how your instructional schedules meet the criteria:

Component	Explanation
<p>What are the expectations for daily student interaction with academic content?</p>	<p>Students will earn daily attendance credit through a combination of asynchronous and synchronous instruction. Asynchronous activities that occur both online through the LMS and offline are emphasized in the curriculum. Only Online Asynchronous activities will count toward the measure for attendance credit.</p> <p>Students are expected to engage in the scheduled content asynchronously between 255 minutes and 465 minutes per day based on their grade level. Student schedules are determined by an estimated time duration and frequency per subject. During the day, students will have access to all activities and complete self-paced assignments independently. Teachers can track student login time and assignment completions via online LMS, and can tailor pacing and content for students based on their individual progress and/or areas where students may require additional practice or support.</p> <p>A Synchronous opportunity with Learn Live content, small group instruction, or teacher office hours is required daily:</p> <ul style="list-style-type: none"> ● Required Scheduled Small group instruction are determined on as-needed basis by teachers based on student progress in LMS (not all students, only when invited) ● Required Learn Live opportunities are scheduled Monday through Thursday and cover skills present in the courses ● Optional Office hours attendance is based on student choice ● Required Course Support sessions are required sessions held Monday through Thursday ● Weekly Required Friday homeroom sessions are scheduled for the teacher to connect with the students and for students to have an opportunity for interaction <p>Daily Reports from the LMS will indicate the number of minutes students participated in online activities.</p> <p>To be considered Remote Asynchronous Present, daily progress in the LMS must occur between 12:00 AM and 11:59 PM every school day that GISD schools are in session. Students engagement daily measurement options for attendance include:</p> <p style="margin-left: 40px;">(a) participate in a synchronous learning opportunity that school day and/or (b) engage in 30 minutes of online, LMS confirmed activity</p> <p>Engagement Expectation: Students that have 10 or more unexcused absences in a six-month period in the current school year while enrolled in remote instruction will be withdrawn after parent notification.</p>

ASYNCHRONOUS PLANNING DOCUMENT

How will you ensure all student groups and grade levels will have the opportunity to engage in approx. a full day of academic content every day?

In addition to the synchronous sessions scheduled daily with a certified teacher, students will access their content through an online platform. Lessons are approximately 45 to 60 minutes, where students will complete synchronous and asynchronous course activities. Through the student dashboard, a schedule/plan outlines the lesson activities in each course that are required to be completed within the learning day. Teachers and administrators are able to progress monitor closely to ensure students are completing their daily academic plan.

What are the expectations for teacher/student interactions?

Students will be expected to connect with a teacher on a daily basis. This interaction can vary throughout the week. It is expected for students to actively participate in the session through asking questions, responding in the chat, etc..

Below are the opportunities for interaction:

- LearnLiveNow- Live national synchronous sessions are supported by the Instructional Service Team (IST). The IST is a group of certified teachers, not the course teacher, who focus on skills covered in the courses. The sessions are designed to support student performance in their course. To encourage community, student from across the nation are invited to engage in these sessions
- 6-12 Weekly Class Connects- Instructors are available online for one hour per week for content mini-lessons, individual or small group instruction, and to answer student questions through conversation.
- K5 Student Connects- Instructors meet 1-1 with students and learning coaches at least monthly. Teachers schedule these sessions directly with families. In these sessions, teachers review academic topics to ensure mastery. Additional sessions are scheduled for students needing further academic support.
- Homeroom Weekly Connect- Course teachers will connect live with students on Fridays. The sessions are designed to create a positive classroom culture and allow peer to peer interactions.
- Course Support Sessions: Sessions held Monday through Thursday with certified instructors by grade clusters (K5; 6-12). The sessions include discussion, Q&A, and subject specific support.

Beyond the synchronous interactions, teachers interact and connect with students through assignment feedback, connection calls, and engagement correspondence.

ASYNCHRONOUS PLANNING DOCUMENT

How will teacher/student interactions be differentiated for students with additional learning needs?

Stride/K12 requires the teachers to participate in ongoing professional development, such as using Sheltered Instruction Observation Protocol, SIOP. SIOP a research-based method of instruction targeted toward meeting the academic needs of English language learners (ELLs). The model is used to ensure ELLs have their content and language needs met when attending synchronous sessions with the course teacher.

In addition, teachers will use the platform features to effectively provide appropriate feedback to students with additional learning needs. For instance, using the video feedback feature instead of providing written feedback.

ASYNCHRONOUS PLANNING DOCUMENT

Provide additional explanations of how your instructional materials meet the criteria if needed:

Component	Explanation
<p>How will materials be designed or will be adapted for asynchronous instruction, ensuring coherence and retention on knowledge</p>	<p>Courses are designed based on the Blooms Taxonomy and Depth of Knowledge (DOK). The DOK focuses on the thinking process and allows students to turn their learning into actual application. Stride curriculum is research -based and brings together many learning standards that help different learners develop and demonstrate mastery of content. The courses engage students in the active and self-directed learning through its engaging activities and check for understanding.</p> <p>The courses address the many ways students learn, including the varied capabilities offered by the online medium and supported by instructor-student and facilitated student-student interaction. The curriculum provides for multiple levels of mastery, and ongoing assessments verify students’ progress and readiness for advancement. As the student is asynchronous working through the course, feedback is provided consistently by the platform or through quality teacher feedback.</p> <p>There are also various supports available to assist the student to reach mastery and retention of the knowledge learned. There is a reading and translation toolbar embedded into the platform to assist students with comprehension of the content. Teachers host office hours on a weekly basis for students to attend to have their questions answers or to receive the additional support they might in within the course. In addition, the subject support team offers course support sessions Monday – Thursday where students can join a synchronous session and receive content specific assistance. Lastly, the student can receive course support 24/7 though our Academic Support channels-chat, phone, or submit a ticket. Students can speak to a certified subject-area teacher and receive assistance on assignments, course practice problems, etc.</p>
<p>What additional supports (in addition to resources listed above) will be provided for students with disabilities and ELs?</p>	<p>Stride teachers are able to implement many common accommodations within the virtual setting such as reducing assignments, providing extended due dates, use of a calculator and exemptions from being called on in class during live instruction. Stride partners with District support staff including Special Education Teachers to help with more intensive accommodations.</p>



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Budget Transfers and Amendments to the 2021-2022 General Fund

Agenda Section: Action Item

Administrator Responsible: Mrs. Brandy Mayo
Executive Director of Budget

Board Goal Objective:

Not Applicable.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Shown are the transfers and amendments proposed for approval and their respective impacts on the general fund.

This agenda item was reviewed during the Finance Committee Meeting on January 11, 2022.

Administrative Recommendations:

Provided for your consideration.



**BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2021-22
January 25, 2022**

REVENUES:

	Original Budget	Revised Budget	Current Transfers Requested	Current Amendments Requested	Proposed Amended Budget
57 Local Revenue	\$ 220,814,473	\$ 221,742,174	\$ -	\$ -	\$ 221,742,174
58 State Revenue	283,757,343	264,187,343			264,187,343
59 Federal Revenue	9,000,000	16,400,000			16,400,000
Total Revenues	\$ 513,571,816	\$ 502,329,517	\$ -	\$ -	\$ 502,329,517

EXPENDITURES:

11 Instruction	\$ 319,755,544	\$ 327,343,327	\$ (32,303)	\$ (8,473,202)	\$ 318,837,822
12 Instructional Resources and Media Services	7,826,046	8,132,341			8,132,341
13 Curriculum Development and Instructional Staff Development	15,596,228	16,604,917	(32,927)		16,571,990
21 Instructional Leadership	8,470,547	7,530,538	50,500		7,581,038
23 School Leadership	33,580,856	34,008,578	12,230		34,020,808
31 Guidance, Counseling and Evaluation	26,600,828	26,583,846			26,583,846
32 Social Work Services	491,210	491,210			491,210
33 Health Services	8,417,693	8,711,681			8,711,681
34 Student Transportation	16,234,639	16,315,216			16,315,216
35 Food Service	379,779	379,779			379,779
36 Extracurricular Activities	12,822,417	12,991,184	2,500		12,993,684
41 General Administration	18,475,461	18,757,253			18,757,253
51 Facilities Maintenance & Operations	48,599,006	47,203,609			47,203,609
52 Security and Monitoring Services	7,282,629	7,464,925			7,464,925
53 Data Processing Services	15,259,057	16,003,492			16,003,492
61 Community Services	1,792,660	1,797,404			1,797,404
71 Debt Service - Principal on Long-Term Debt	482,517	482,517			482,517
72 Debt Service Interest on Long-Term Debt	-	-			-
73 Bond Issuance Cost and Fees	-	-			-
81 Facilities Acquisition and Construction		13,727			13,727
95 Juvenile Justice Program	36,000	36,000			36,000
99 Other Intergovernmental Charges	897,947	897,947			897,947
Total Expenditures	\$ 543,001,064	\$ 551,749,491	\$ -	\$ (8,473,202)	\$ 543,276,289

Excess(Deficiency) Revenues Over(Under) Expenditures \$ (29,429,248) \$ (49,419,974) \$ - \$ 8,473,202 \$ (40,946,772)

Other Resources \$ - \$ - \$ - \$ - \$ -

Other Financing Sources (Uses) \$ - \$ - \$ - \$ - \$ -

Net Change in Fund Balance \$ (29,429,248) \$ (49,419,974) \$ - \$ 8,473,202 \$ (40,946,772)



**DETAIL OF BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2021-22
January 25, 2022**

Budget Transfers

Expenditures

	Increase	Decrease	Net
11 Instruction	\$ -	\$ 32,303	\$ (32,303)
13 Curriculum Development and Instructional Staff Development	7,073	40,000	(32,927)
21 Instructional Leadership	50,500		50,500
23 School Leadership	12,230		12,230
36 Extracurricular Activities	2,500		2,500
Total Expenditures	\$ 72,303	\$ 72,303	\$ -

Budget neutral transfers to realign expenditures

Expenditures

	Increase	Decrease	Net
11 Instruction	\$ -	\$ 8,473,202	\$ (8,473,202)
Total Expenditures	\$ -	\$ 8,473,202	\$ (8,473,202)

Decreasing function 11 due to lower than expected costs for ICON virtual school.



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Purchase of Fuel Servicing
One (1) Year with Two (2) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Mr. Jack Youngkin
Director of Transportation

Board Goal Objective:

Not Applicable.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Shown is the recommendation of the bids for fuel servicing for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

SB Fleet Lube LLC

The estimated total amount of the bid is not to exceed \$1,950,000. Potential funding is indicated below.

General Fund (199)

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Fuel Servicing** from the company or companies listed below provides the best value to the Garland Independent School District.

SB Fleet Lube LLC

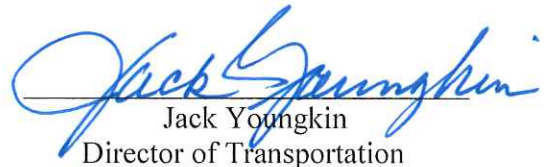
NOT TO EXCEED AMOUNT:

\$ 1,950,000

Procurement Method:	Request for Proposal
Contract Number:	23-21
Contract Term:	One (1) year with two (2) annual renewal options.
Potential Funding Source:	(199 General Fund)



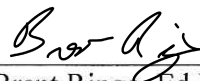
Mark A. Booker
Executive Director of Purchasing



Jack Youngkin
Director of Transportation

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.
Chief Financial Officer



Garland Independent School District

Date: November 3, 2021

To: Mark A. Booker, Executive Director of Purchasing

From: James Rowe, Assistant Director of Fleet

RE: Recommendation to Award RFP 23-21 Fuel Servicing

Action Required

New Award

Material/Service

Fuel servicing to GISD bus lot, fill bus tanks at parked space, and provide daily fuel management billing/support. The formula below shows calculated cost estimates.

Estimated Fuel Cost	\$ 1,554,150
Fuel Service Fee @ \$.358/gallon:	\$ 346,500
Diesel Exhaust Fluid @ \$3.29/gallon	<u>\$ 49,350</u>
	\$ 1,950,000

Purpose

Provide fuel servicing for bus fleet.

Board Goal Objective

Not Applicable

Superintendent’s Goal

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Recommended Amount

\$1,950,000– 199 General Fund

RFP 23-21
FUEL SERVICING

Ln #	Item Description	Quantity	UOM	Supplier	Price	Extended Price
1	Service fee per gallon to transport fuel to GISD bus lot, fill bus tanks at parked space, and provide daily fuel management billing/support. This fee should include the total fueling and transportation fees per gallon serviced. NOTE: FUEL, FUEL ADDITIVE AND TAXES SHOULD NOT BE INCLUDED IN THIS PRICING - SERVICING FEE ONLY	900000	GL	SB FLEET LUBE LLC	0.385	346,500.00
				SC FUELS	2.00	1,800,000.00
2	DISCOUNT per gallon for bus fleet bulk drop - this per gallon discount reduces the cost per gallon proposed in line 1 if vendor is permitted daily to drop unused bus fuel purchased at the OPIS rack pricing in GISD underground storage tanks (UST)	1	GL	SB FLEET LUBE LLC	0.01	0.01
				SC FUELS	2.01	2.01
3	Cost per gallon to transport Diesel Exhaust Fluid (DEF) to GISD bus lot, fill bus DEF tanks at parked space, and provide DEF transaction/billing information as required.	15000	GL	SB FLEET LUBE LLC	3.29	49,350.00
				SC FUELS	500.00	7,500,000.00
4	Initial data conversion and vehicle identification set up fee to meet GISD Transportation fuel management data system requirements. Note: for the life of the contract, should the Garland ISD fuel management data system change requiring a new data conversion process by the vendor, GISD will be responsible for those new costs.	1	EA	SB FLEET LUBE LLC	1.00	1.00
				SC FUELS	500.00	500.00

The District solicited 86 suppliers and received 2 responses.



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Purchase of Truancy and Dropout Prevention
One (1) Year with Four (4) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Dr. Babetta Hemphill
Executive Director of Student Services and School Choice

Board Goal Objective:

Not Applicable

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal:

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Summary/Background Information:

Shown is the recommendation of the bids for truancy and dropout prevention for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

RaaWee K12 Solutions

The estimated total amount of the bid is not to exceed \$108,016. Potential funding is indicated below.

General Fund (199)

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Truancy and Dropout Prevention** from the company or companies listed below provides the best value to the Garland Independent School District.

RaaWee K12 Solutions

NOT TO EXCEED AMOUNT:

\$ 108,016

Procurement Method:	Cooperative Purchase Contract EPCNT
Contract Number:	69-21
Contract Term:	One (1) year with four (4) annual renewal options.
Potential Funding Source:	(199 General Fund)




Mark A. Booker
Executive Director of Purchasing



Babetta Hemphill, Ed.D.
Executive Director of
Student Services and School Choice

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.
Chief Financial Officer



Garland Independent School District

Date: November 10, 2021

To: Maria Cobar, Buyer

From: Angela Daniels, M.ED., At-Risk Coordinator

RE: Recommendation to Award Contract 69-21 Truancy and Dropout Prevention

Action Required

New Award

Material/Service

Raa-Wee K-12 Truancy Dropout Prevention

Purpose

The Raa Wee web-based attendance tracking and interventions management system will be used to monitor student absences to prevent truancy and drop out.

Board Goal Objective

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Recommended Amount

\$108,016- 199 General Fund



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022
Agenda Item: Consider Purchase of Full Service Custodial and Related Services
One (1) Year with Four (4) Annual Renewal Options
Agenda Section: Action Item
Administrator Responsible: Mr. Paul Gonzales
Executive Director of Facilities and Maintenance

Board Goal Objective:

Not Applicable.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Shown is the recommendation of the bid for RFP #186-21 Full Service Custodial and Related Services. It is staff's recommendation that the bid be awarded as indicated below.

*AHI Facility Services, Inc.

The estimated total amount of the bid is not to exceed \$6,760,000 which includes campus and administrative building cleaning, additional funds for campus events, and activities at the Curtis Culwell Center. Potential funding is indicated below.

General Fund (199) - 94%
Curtis Culwell Center (757) - 6%

This agenda item was presented to the Facilities Committee and the Finance Committee for review on January 11, 2022.

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Full Service Custodial and Related Services** from the company or companies listed below provides the best value to the Garland Independent School District.

***AHI Facility Services, Inc.**

NOT TO EXCEED AMOUNT:

\$6,760,000

Procurement Method:	Request for Proposal
Contract Number:	186-21
Contract Term:	One (1) Year with Four (4) Annual Renewal Options
Potential Funding Source:	(199 General Fund) 94% (757 Curtis Culwell Center) 6%



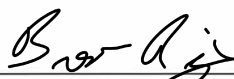
Mark A. Booker
Executive Director of Purchasing



Paul Gonzales
Executive Director of
Facilities and Maintenance

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.
Chief Financial Officer

Garland Independent School District

RFP# 186-21
FULL CUSTODIAL SERVICES AND RELATED SERVICES

Date - 12/9/2021

RFP Evaluation Overall Scoring and Ranking Summary

OVERALL RANK >>>

Base Bid

	3	7	1	2	5	6	4	8		
	\$41,986,244	\$42,778,879	\$29,239,381	\$31,429,664	\$26,242,634	\$42,387,564	\$31,547,939	\$48,982,814		
	Proposer# 1	Proposer# 2	Proposer# 3	Proposer# 4	Proposer# 5	Proposer# 6	Proposer# 7	Proposer# 8		
	Soji Services dba Metroclean Commercial	3H Services Systems Inc	AHI Facility Services, Inc.	WFF Facility Services LLC dba HES Facilities Management	Contagion Control Solutions	ABM Industry Groups	Eagle Maintenance Company	Members Building Maintenance LLC		
CRITERIA#	CRITERIA DESCRIPTION	MAXIMUM POINTS	POINTS SCORED	POINTS SCORED	POINTS SCORED	POINTS SCORED	POINTS SCORED	POINTS SCORED		
1	Purchase Price	40.00	12.20	10.92	32.78	29.25	37.62	11.55	29.06	0.90
2	Quality and Reputation of Contractor	58.00	54.73	37.27	55.23	55.27	13.35	38.95	34.25	32.40
3	Meet the district's needs.	30.00	29.00	18.75	29.50	29.00	5.25	20.50	16.25	17.50
4	Financial Strength	2.00	N/A	N/A	1.00	1.00	N/A	N/A	N/A	N/A
TOTAL SCORE for All Criterias =		100.00	66.93	48.19	89.02	85.51	50.97	50.50	63.31	33.30

AHI Facility Services, Inc.	WFF Facility Services LLC dba HES Facilities Management
1	2

RANKING AFTER INTERVIEWS WITH TOP 2 RANKED

The District solicited 391 suppliers and received 8 responses to this competitive solicitation.



MEMORANDUM

DATE: December 10, 2021
TO: Mark Booker, Executive Director of Purchasing
FROM: Paul Gonzales, Executive Director of Facilities and Maintenance
RE: RFP #186-21 Full Service Custodial and Related Services

After reviewing RFP #186-21 Full Service Custodial and Related Services, it is staff's recommendation that the contract be awarded to:

AHI Facility Services, Inc.

The first year of this five year contract shall be a total of \$6,760,000 of which \$5,630,534 is the custodial contract for secondary school campuses, estimated additional services for campus events of \$657,359, custodial services for the PDC of \$37,471, and the Curtis Culwell Center custodial services of \$74,636 with additional services for events estimated not to exceed \$360,000, see attached breakout.

Potential funding is indicated below.

General Fund (199) - 94%
Curtis Culwell Center (757) - 6%

cc: Lynn Daniel
Nancy Nunez

RFP #186-21 Full Service Custodial and Related Services

LOCATION	SQ FEET	YEAR 1 - RATE PER SQ FT	FUND	%	ANNUAL ESTIMATED NOT TO EXCEED
School Campus locations (Middle and High Schools)	4080097	1.38	199	83%	\$5,630,534
Administrative Buildings (PDC)	37531	0.9984	199	1%	\$37,471
Add services (EVENTS, OVERTIME, ETC.)	AS NEEDED/LOCATION/EVENT	Hourly rates provided	199	10%	\$657,359
			199	94%	
CCC - Event Center - Curtis Culwell Center STANDARD RATE	202596	0.3684	757	1%	\$74,636
CCC -Event Center - Curtis Culwell Center EVENT RATE	202596	0.0111	757	5%	\$360,000
			757	6%	
			FIRST YEAR ESTIMATED NOT TO EXCEED		\$6,760,000



Department of Purchasing

MEMORANDUM

DATE: December 9, 2021

TO: Mr. Paul Gonzales

RE: RFP #186-21 Full Service Custodial and Related Services

The process of the evaluation committee was followed:

1. The evaluation committee of 5 members met to complete Non-disclosure Agreements and Conflict of Interest statements. The proposals were issued to each member on December 1, 2021.
2. Eight (8) proposals were received. One (1) Alternate provided for lawn care, but not required for award.
3. Each member evaluated the proposals independently using the evaluation criteria provided in the solicitation front end document and rubrics information.
4. Each member's evaluation was assigned an Evaluator number to remain anonymous.
5. Evaluations were consolidated with the approved rubrics for pricing and financial data. The Director of Risk Management reviewed the sections regarding Safety. Purchasing completed the reference checks, pricing, and financial information portions based on responses from references and the rubrics. This solicitation pricing is based on rates per square foot and hourly rates for additional services.
6. The firms' proposals were evaluated and the report from DNBi was entered using the financial rubric for the two (2) top ranked submittals. All other proposals were more than two (2) point's difference.
7. Note, the eighth (8th) ranked firm has conflicting rates on their price sheet and sample proposal. The rates were used on the sample proposal since clarification requests were not answered.
8. No records were found for the firms on the debarred listing for Federal contracts in the System for Award Management (SAM) which consolidates CCR/FedReg, ORCA, and EPLS.
9. The top two (2) ranked companies were interviewed on December 9, 2021 by the GISD panel.
10. The results of the committee members' reviews and ranking by total points with points for pricing using the sample proposal for the first year costs and future costs up to five (5) years are:

1	AHI Facility Services, Inc.	89.02	\$29,239,381
2	WFF Facility Services LLC		
	dba HES Facilities Management	85.51	\$31,429,664
3	Soji Services dba Metroclean Commercial	66.93	\$41,986,244
4	Eagle Maintenance Company	63.31	\$31,547,939
5	Contagion Control Solutions	50.97	\$26,242,634
6	ABM Industry Groups	50.50	\$42,387,564
7	3H Services Systems Inc	48.19	\$42,778,879
8	Members Building Maintenance LLC	33.30	\$48,982,814

11. After the evaluations and interviews, the top ranked firm is the lowest offer, see attached Bid Tabulation.

Recommend Board Approval to award to AHI Facility Services, Inc. for a not to exceed amount of \$6,760,000 for the first year with up to four (4) annual renewals. Transition to begin upon Board approval for the effective start date of services on June 1, 2022.

Respectfully,

Nancy R. Nunez
Garland ISD - Purchasing
Construction Bond Specialist
 (972) 487-4132 office/NRNunez@garlandisd.net



Garland Independent School District Board of Trustees

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Purchase of Wireless/LAN Equipment and Services
One (1) Year with Four (4) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Mr. Matt Yeager
Assistant Superintendent of Technology

Board Goal Objective:

Not Applicable

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Superintendent Goal #6- Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Summary/Background Information:

Shown is the recommendation of the bids for wireless/LAN equipment and services for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

DISYS Solutions Inc.

The estimated total amount of the bid is not to exceed \$7,000,000. Potential funding is indicated below.

ESSER III of ARP 2021 (282) - 95%
General Fund (199) - 5%

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Wireless/LAN Equipment and Services** from the company or companies listed below provides the best value to the Garland Independent School District.

DISYS Solutions Inc.

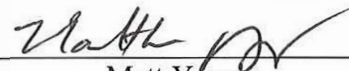
NOT TO EXCEED AMOUNT:

\$ 7,000,000

Procurement Method:	Request for Proposal	
Contract Number:	134-22	
Contract Term:	One (1) year with four (4) annual renewal options.	
Potential Funding Source:	(282 ESSER III of ARP 2021) (199 General Fund)	95% 5%



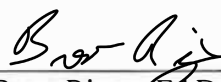
Mark A. Booker
Executive Director of Purchasing



Matt Yeager
Assistant Superintendent of
Technology

Attest:

I have examined the information provided by staff in recommending the award above.


Brent Ringo, Ed.D.
Chief Financial Officer



Garland Independent School District

Date: November 18, 2021

To: Mark A. Booker, Executive Director of Purchasing

From: Matt Yeager, Assistant Superintendent of Technology

RE: Recommendation to Award RFP 134-22 Wireless/LAN Equipment and Services

Action Required

New Award

Material/Service

Meraki Wireless and Cisco Network Equipment and Services

Purpose

This contract provides a new district-wide wireless solution, upgrades to network equipment where needed to support the new wireless solution, and additional purchases of like equipment, as needed, in support of the new wireless solution.

Board Goal Objective

Not Applicable

Superintendent's Goal

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Recommended Amount

\$7,000,000 – 282 ESSER III of ARP 2021 95% and 199 General Fund 5%

RFP 134-22
WIRELESS/LAN EQUIPMENT AND SERVICES

		FIRM	FIRM	FIRM	FIRM	FIRM
		DISYS Solutions Inc.	DISYS Solutions Inc.	Netsync Network Solutions	Infinavate Consultancy Services, LLC	Layer 3 Communications, LLC
Parameters:	Max Points	Meraki	Cisco	Meraki	Meraki	Aruba-A Aruba-B
PROPOSED PRICING:		\$6,512,163	\$7,114,214	\$8,028,727	\$16,653,722	Not As Specified
Proposed - Equipment/Legacy Services	45	45.00	41.192	36.500	17.597	
The reputation of the vendor and the vendor's goods or services	10	5.939	5.814	7.833	3.708	
The quality of the vendor's goods or services	3	2.667	2.667	2.667	0.833	
The extent to which the goods or services meet the district's needs	37	37.0	35.875	32.792	3.458	
The vendor's past relationship with the district	5	4	4	3	0	
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses (HUB); (must be 0 points)	0	0	0	0	0	
Total Points	100	94.606	89.548	82.792	25.597	



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Purchase of Chromebooks Equipment and Services
One (1) Year with Four (4) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Mr. Matt Yeager
Assistant Superintendent of Technology

Board Goal Objective:

Not Applicable.

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Summary/Background Information:

Shown is the recommendation of the bids for chromebooks equipment and services for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Lenovo United States, Inc.

The estimated total amount of the bid is not to exceed \$4,500,000. Potential funding is indicated below.

ESSER III of ARP 2021 (282) - 80%
General Fund (199) - 20%

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Chromebooks Equipment and Services** from the company or companies listed below provides the best value to the Garland Independent School District.

Lenovo United States, Inc.

NOT TO EXCEED AMOUNT:

\$ 4,500,000

Procurement Method:	Request for Proposal
Contract Number:	337-21
Contract Term:	One (1) year with four (4) annual renewal options.
Potential Funding Source:	(282 ESSER III of ARP 2021) 80% (199 General Fund) 20%



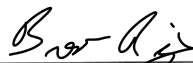
Mark A. Booker
Executive Director of Purchasing



Matt Yeager
Assistant Superintendent of
Technology

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.
Chief Financial Officer



Garland Independent School District

Date: November 17, 2021

To: Mark A. Booker, Executive Director of Purchasing

From: Matt Yeager, Assistant Superintendent of Technology

RE: Recommendation to Award RFP 337-21 Chromebooks Equipment and Services

Action Required

New Award

Material/Service

New equipment purchase and configuration services

Purpose

This contract provides new Chromebooks for annual High School and Middle School student 1:1 refresh and additional purchases of like equipment for campuses and departments as needed. Following are estimated quantities.

Program	Estimated Quantities	Amount
ESSER III, 1:1 HS,MS Refresh	10,000 Chromebooks	\$3,578,000
Local 199, additional purchases	2,450 Chromebooks, 35 Carts	\$922,000

Board Goal Objective

Not Applicable

Superintendent’s Goal

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Superintendent Goal #6 – Community Relations & Relationship Building

The superintendent maintains a positive and productive working relationship with District employees and the community.

Recommended Amount

\$4,500,000 – 282 ESSER III of ARP 2021 80%, 199 General Fund 20%

RFP 337-21
CHROMEBOOKS EQUIPMENT AND SERVICES

		FIRM	FIRM	FIRM	FIRM	FIRM	FIRM	FIRM
		Lenovo United States, Inc.	AREY JONES Educational Solutions	Prime Systems	Riverside Technologies Inc.	Malor & Company Inc.	Troxell Communications Inc.	vPrime Tech Inc.
Parameters:	Max Points							
PROPOSED PRICING:		\$3,462,331	\$3,768,100	Did not provide at least two of the five requested models to test and score		Did not provide required sample equipment		
Proposed - Equipment/Legacy Services	40	40.00	36.75					
The reputation of the vendor and the vendor's goods or services	10	9.939	8.053					
The quality of the vendor's goods or services	15	15	13.5					
The extent to which the goods or services meet the district's needs	33	32.5	29.8					
The vendor's past relationship with the district	2	1	1					
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses (HUB); (must be 0 points)	0	0	0					
Total Points	100	98.439	89.107					



Garland Independent School District Board of Trustees

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Purchase of Online Intervention Reading Programs
One (1) Year with Three (3) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Dr. Kim Caddell
Assistant Superintendent of Curriculum and Instruction

Board Goal Objective:

OBJECTIVE A: EARLY LITERACY (Reading)

Percent of student in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

OBJECTIVE B: EARLY LITERACY (Writing)

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing

OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System TELPAS.

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal:

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Superintendent Goal #4 – Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

Summary/Background Information:

Shown is the recommendation of the bids for online intervention reading programs for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Lexia Learning Systems LLC

The estimated total amount of the bid is not to exceed \$500,000. Potential funding is indicated below.

General Fund (199) - 50%

ESEA Title I Part A – Improving Basic Programs (211) - 50%

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

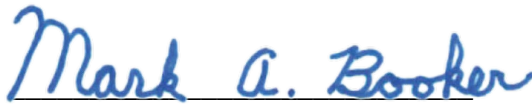
It is the administration's recommendation that the offer(s) for **Online Intervention Reading Programs** from the company or companies listed below provides the best value to the Garland Independent School District.

Lexia Learning Systems LLC

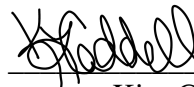
NOT TO EXCEED AMOUNT:

\$ 500,000

Procurement Method:	Cooperative Purchase Contract Buyboard
Contract Number:	397-22
Contract Term:	One (1) year with three (3) annual renewal options.
Potential Funding Source:	(199 General Fund) 50% (211 ESEA Title I Part A - Improving Basic Programs) 50%



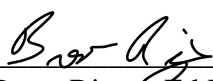
Mark A. Booker
Executive Director of Purchasing



Kim Caddell, Ed. D.
Assistant Superintendent of
Curriculum and Instruction

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.
Chief Financial Officer



Garland Independent School District

Date: November 2, 2021

To: Maria Cobar, Buyer

From: Christie Creel, Assistant Director of MTSS

RE: Recommendation to Award Contract 397-22 Online Intervention Reading Programs

Action Required

New Award

Material/Service

Lexia Learning provides a blended approach for students to develop fundamental reading skills and receive student-driven and teacher-directed personalized instruction. The program targets oral language, reading, spelling, and writing skills for struggling students. Lexia provides a rigorous pedagogy by attacking phonemic awareness, phonics, fluency, vocabulary, and comprehension to close skill deficiencies and develop strong readers.

Lexia provides an individual learning path for students based on their on-going assessment, teacher resources to be delivered in small group, and independent practice for students to show mastery.

Purpose

This program will be utilized in grades 3-5, and grades 6-8 for students reading at or below grade level. Lexia provides a 3-step personalized learning model where students are motivated by their own success and have their own personalized learning paths. Teachers receive real time performance data, and are provided with resources to provide face-to-face instruction through small groups to address individual learning needs.

Lexia programs are research-proven to improve learning outcomes required by federal mandates under Every Student Succeeds Act. This program provides evidence-based materials for students and educators to provide students with individual learning plans to close skill deficits, and provide support to build strong independent readers.

Board Goal Objective

OBJECTIVE A: EARLY LITERACY (Reading)

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

OBJECTIVE B: EARLY LITERACY (Writing)

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System TELPAS.

OBJECTIVE I: GRADUATION OUTCOMES

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

Superintendent's Goal

Superintendent Goal #1 – Student Results

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

Superintendent Goal #4 – Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

Recommended Amount

\$500,000- 199 General Fund 50% and 211 ESEA Title I Part A- Improving Basic Programs 50%



**Garland Independent School District
Board of Trustees**

Date of Meeting: January 25, 2022

Agenda Item: Consider Approval of Increase in Awarded Amount for Temporary Staffing-Human Resources One (1) Year with Three (3) Annual Renewal Options

Agenda Section: Action Item

Administrator Responsible: Dr. Gradyne Brown
Assistant Superintendent of Human Resources

Board Goal Objective:

Not Applicable

Superintendent's Goal:

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Summary/Background Information:

Shown is the recommendation of the increase in awarded amount for temporary staffing – human resources for the District, discussed in the January 11, 2022 Finance Committee Meeting. It is staff's recommendation that the bid be increased as indicated below.

Support Staff on Demand

Original Amount: (April 1, 2021)	\$ 74,999
Increase Amount:	\$ 127,400

The estimated total amount of the bid is not to exceed \$202,399. Potential funding is indicated below.

General Fund (199)

Administrative Recommendations:

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION
FOR BOARD OF TRUSTEES APPROVAL**

RECOMMENDATION:

It is the administration's recommendation that the offer(s) for **Temporary Staffing – Human Resources** from the company or companies listed below provides the best value to the Garland Independent School District.

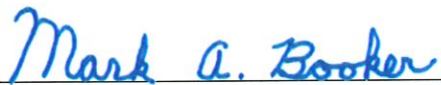
Support Staff on Demand

ORIGINAL AMOUNT: **\$ 74,999**
(April 1, 2021)

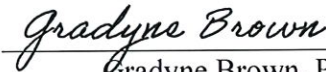
INCREASE AMOUNT: **\$ 127,400**

NOT TO EXCEED AMOUNT: **\$ 202,399**

Procurement Method:	Interlocal Contract
Contract Number:	211-21
Contract Term:	One (1) year with three (3) annual renewal options.
Potential Funding Source:	(199 General Fund)




Mark A. Booker
Executive Director of Purchasing



Gradyne Brown, Ph.D.
Assistant Superintendent of
Human Resources

Attest:

I have examined the information provided by staff in recommending the award above.


Brent Ringo, Ed.D.
Chief Financial Officer



Date: November 11, 2021

To: Mark A. Booker, Executive Director of Purchasing

From: Dr. Gradyne Brown, Assistant Superintendent of Human Resources

RE: Recommendation to Increase RFP 211-21 Temporary Staffing- Human Resources

Action Required

Increase Award

Material/Service

Support Staff On Demand (SSOD) provides additional instructional staffing supports including special education monitors, special education aides, substitute teachers, bilingual substitutes, and a pipeline for SSOD Talents to become Texas certified teachers.

Purpose

SSOD will assist the Human Resources Department and Substitute Office in providing a customized pool of quality SSOD Talents to serve in a variety of vacancies. They will recruit, pay, and train all SSOD Talent to be ready for our schools when needed. SSOD offers a low budget-friendly cost to fill the absences we select. They also offer concierge services with a free platform for requesting SSOD Talents on days needed most.

Board Goal Objective

Not Applicable

Superintendent's Goal

Superintendent Goal #5 – District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

Recommended Amount

\$127,400 – 199 General Fund