

Garland Independent School District

Board of Trustees

Regular Meeting

Tuesday, January 21, 2025

Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance - **Olivia Beauchamp, Schrade Middle School**
- 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. Going the Extra Mile (GEMs)
 - 1. Recognize Going the Extra Mile (GEM) Recipient Brenda Deramee - **Jason Wheeler** 4
 - B. Receive Intruder Detection Audit Report - **Mark Quinn** 5
- V. Discussion Items
 - A. Trustees' Report 6
 - 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 13
 - C. Future Agenda Items 14
- VI. Consent Agenda - Consider approval of
 - A. Human Resources Report - **Dr. Gradyne Brown** 15
 - B. Consider Approval of a Resolution Allowing Compensation for Staff Members Due to Time Missed During Inclement Weather Days – **Dr. Gradyne Brown** 20
 - C. Consider Approval of Budget Transfers and Amendments to the 2024-25 General Fund – **Elisa Cordova-Long** 23

D. New Bids	
1. Contract#47-25 - Consider Approval of Purchase of Transportation GPS Tracking Software and Related Services – Mayte Martinez and Dr. Shelley Garrett	26
2. Contract#238-25 - Consider Approval of Purchase of Maintenance Supplies and Equipment – Mayte Martinez and Paul Gonzales	27
E. Renewal Bids	
1. Contract#215-21-01 - Consider Approval of Purchase of Overhead and Commercial Door Equipment and Services – Mayte Martinez and Paul Gonzales	28
F. Increase to Awarded Bids	
1. Contract#16-25 - Consider Approval of Increase in Awarded Amount for ERP Advisory and Program Management Services – Mayte Martinez and Matt Yeager	29
2. Contract#156-19 - Consider Approval of Increase in Awarded Amount for Time and Attendance Equipment and Services – Mayte Martinez and Matt Yeager	30
VII. Action Item (Non Consent)	
A. Discussion and Consideration of a Resolution Expressing Intent to Redeem the 2015A Bonds for Garland Independent School District - Arturo Valenzuela	31
B. Consider Approval of 2024 -2025 Targeted Improvement Plan for MD Williams Elementary - Ms. Cheryl Alexander, Dr. Charmaine Curtis	35
C. Consider Approval of May 2025 General Trustee Election Order - Mechelle Hogan	56
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 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.	
1. Discussion and deliberation regarding TEA's Intruder Detection Audits.	
B. 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.	
C. 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 the Superintendent's evaluation.	
2. Consultation and deliberation regarding the Superintendent's contract.	
IX. Reconvene from Executive Session for action relative to items considered during Executive Session	

- A. Consideration and possible action regarding the Superintendent's contract.
- X. Adjournment



BOARD OF TRUSTEES AGENDA

Date: 1/21/25

Presented By: Jason Wheeler, Exec. Dir. of Communications

Subject: Going the Extra Mile Recognition – January 21, 2025

Information Item

Executive Summary:

This month, we proudly recognize Brenda Deramee, Cafeteria Manager at Carver Elementary School, for her extraordinary dedication and impactful leadership in Garland ISD. Under her guidance, Carver Elementary was recognized with the 2024 Food Safety Excellence Award from the City of Garland. The Garland Health Department honored her cafeteria as one of the cleanest and safest food establishments in the City of Garland.

Her efforts have not only elevated the standards of our Student Nutrition program but have also enriched the lives of students by providing them with healthy food. Please join us in celebrating Ms. Brenda Deramee for going above and beyond in her commitment to excellence.

Administrative Recommendations:

Informational Item

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Quinn, Director of Security

Subject: Receive Intruder Detection Audit Report

Information Item

Executive Summary:

The top priority of Garland ISD and the State of Texas is keeping students and staff safe every day. The Texas School Safety Center recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked. The audit provides us with an opportunity to create a safer learning environment for our students and staff.

We are working closely with our district's School Safety & Security Committee to ensure that we are training all our staff and securing our doors for the protection of everyone at our campuses. The support from the state in conducting the Intruder Detection Audits is just one of the many actions we are taking to ensure our schools are safe. We know that this work does not end, and we appreciate the Board's support.

We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee. Garland ISD is committed to providing a safe and secure learning environment for our students and staff.

Administrative Recommendations:

Provided for your information.

Financial Impact and Funding Source:

N/A



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Trustees' Report

Discussion Item

Executive Summary:

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:

Provided for your information and discussion.

January 20, 2025 - January 26, 2025

January 2025							February 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	4						1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	

Monday, January 20

- Campus Closure**
- Martin Luther King Day** (United States)

Tuesday, January 21

- 5:00pm - 8:00pm Board Meeting** (Board Room)

Wednesday, January 22

Thursday, January 23

- 5:00pm - 7:00pm Multilingual Programs Vietnamese Lunar New Year Festival** (Hickman Elementary)

Friday, January 24

Saturday, January 25

Sunday, January 26

January 27, 2025 - February 2, 2025

January 2025							February 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	4						1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	

<p>Monday, January 27</p>	<p>Tuesday, January 28</p>
<p>Wednesday, January 29</p>	<p>Thursday, January 30</p> <p>4:00pm - 6:00pm Garland Chamber 93rd Annual Meeting (The Atrium at the Granville Arts Center)</p>
<p>Friday, January 31</p>	<p>Saturday, February 1</p> <p>9:00am - 12:00pm GAABSE Move Up Mindset (Virtual)</p> <p>9:45am - 11:30am Coyle MS Band Hall Renaming Ceremony (Ed Coyle Middle School (4500 Skyline Dr, Rowlett, TX 75088)) - Christi Davis</p> <hr/> <p>Sunday, February 2</p> <p><input type="checkbox"/> Groundhog Day (United States)</p>

February 3, 2025 - February 9, 2025

February 2025

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 2025

Su	Mo	Tu	We	Th	Fr	Sa
						1
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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 3

Tuesday, February 4

Wednesday, February 5

Thursday, February 6

Friday, February 7

Saturday, February 8

Sunday, February 9

February 10, 2025 - February 16, 2025

February 2025							March 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28		23	24	25	26	27	28	29
							30	31					

Monday, February 10

Tuesday, February 11

Sachse State of the City Address-SAVE THE DATE (Northplace Church 2800 Pleasant Valley Rd Sachse, TX 75048)

3:00pm - 5:00pm Finance, Facilities and Operations Committee Meeting (Board Room)

4:30pm - 6:00pm Board Bond Special Meeting (Boardroom) - GISD Board of Trustees

Wednesday, February 12

Thursday, February 13

11:30am - 1:00pm Rowlett Chamber of Commerce (Rowlett Community Center) - Ricardo Lopez

Friday, February 14

Saturday, February 15

Valentine's Day (United States)

7:00pm - 10:30pm NAACP 24th Annual Winter Ball (Hyatt Place Garland 5101 N. George Bush Hwy) - Mechelle Hogan

Sunday, February 16

February 17, 2025 - February 23, 2025

February 2025

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 2025

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 17

Presidents' Day (United States)

Tuesday, February 18

7:00am - 7:30pm TASA/TASB Legislative Conference (Austin, TX)

Wednesday, February 19

10:00am - 11:30am Council PTA Founder's Day and Mayors' Proclamations Meeting (Harris Hill Administration (Garland/Rowlett Room))

6:00pm - 8:00pm North Texas Area Association of School Boards (NTAASB) Meeting (Lewisville ISD)

Thursday, February 20

5:00pm - 8:00pm Garland ISD Black History Art Show and Reception (Granville Arts Center) - Mechelle Hogan

Friday, February 21

9:00am - 2:00pm Special Olympics - Basketball Competition (Naaman Forest High School (4843 Naaman Forest Blvd, Garland, TX 75040)) - Christi Davis

6:00pm - 8:00pm Rowlett Chamber Annual Gala (Rowlett Community Centre)

Saturday, February 22

11:00am - 2:00pm MS Cheer Classic Competition (Naaman Forest HS)

Sunday, February 23

February 24, 2025 - March 2, 2025

February 2025							March 2025						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	7	8
9	10	11	12	13	14	15	9	10	11	12	13	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	24	25	26	27	28		23	24	25	26	27	28	29
							30	31					

Monday, February 24

10:00am - 7:00pm PTA Rally Day (Texas Capitol Steps-Austin, Texas)

11:30am - 1:00pm Garland Chamber State of the City Luncheon
(Dallas College Garland Center (675 W Walnut St, Garland, TX 75040, United States)) - Ricardo Lopez

Tuesday, February 25

5:00pm - 8:00pm Board Meeting (Board Room) 

Wednesday, February 26

Thursday, February 27

Friday, February 28

Saturday, March 1

Sunday, March 2



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Superintendent's Report

Discussion Item

Executive Summary:

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

Administrative Recommendations:

Provided for your information and discussion.



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Dr. Ricardo López, Superintendent

Subject: Future Agenda Items

Discussion Item

Executive Summary:

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

Administrative Recommendations:

For discussion.



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Dr. Gradyne Brown, Assistant Superintendent Human Resources

Subject: Consider Approval of Human Resources Report

Consent Agenda

Executive Summary:

Please see attached recommendations for new personnel, terminations, leaves of absence, and resignations for the 2024-2025 school year.

Administrative Recommendations:

Administration recommends approval.

Financial Impact and Funding Source:

N/A

**January 2025
Administrative New Hires List**

Administrative New Hires to Date: 6							
Current: 2							
Total: 8							
Administrative New Hires							
School/Dept.	Last Name	First Name	Exp	College	Degree	Job Title	Effective Date
Rowlett Elementary School	Boyd	Vicki	36	University of North Texas	BS	Principal	1/6/25
				Texas A&M Commerce	M.ED		
Employee Relations	Parks	Joseph	31	Texas A&M College Station	BA	Director	1/13/25
				Southern Methodist University	Doctorate/Law		

**January 2025
Professional New Hires List**

New Hires to Date: 240							
Current: 11							
Total: 251							
School/Dept.	Last Name	First Name	Exp	College	Degree	Job Title	Effective Date
Abbett Elementary	Cauley	Olivia	0	Texas A & M Commerce	BS	Teacher	1/6/25
Beaver Technology Center	Tansil	Yun	26	University of Texas	BA	Diagnostician	12/19/24
				Southern Methodist University	MA		
Garland High School	Nguyen	Liman	0	Southwestern Assemblies of God University	BA	Teacher	1/6/25
Garland High School	Hazelton	Mark	6	University of North Texas	BA	Teacher	1/6/25
Memorial Pathway Academy	Strittmatter	Susan	0	University Southern Mississippi	BA	Teacher	1/6/25
				Texas Woman's University	MBA		
Naaman Forest High School	Alvarez	Christina	2	Texas A & M Commerce	BS	Teacher	1/6/25
				Texas A & M Commerce	MS		
Naaman Forest High School	Cabrera	Teri	4	Texas A & M Commerce	BS	Teacher	1/6/25
				University of Texas at Dallas	MA		
Sachse High School	Alves	John	0	Baylor University	BA	Teacher	1/13/25
Sellers Middle School	Lewis	Kary	15	Governors State University	BA	Teacher	1/6/25
				Ashford University	MA		
Sewell Elementary	Johnson	Katelyn	0	Dallas College	BS	Teacher	1/6/25
Southgate STEM Elementary	Loera	Brittany	2	University of North Texas	BS	Teacher	1/6/25

**January 2025
Resignation and Retirement List - Paraprofessionals**

Approved to Date: 105
Current: 15
Total: 120

<u>School/Dept.</u>	<u>Name</u>	<u>Job Title</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
B.H. Freeman at Golden Meadows Elementary	Aguinaga, Natalie	Aide/PE	0 years with GISD	Resignation/Personal	11/22/2024
B.H. Freeman at Golden Meadows Elementary	Rodriguez, Martha	Aide/Prekindergarten Bilingual	7 years/2 years with GISD	Resignation/Personal	1/28/2025
Back Elementary School	Rogers, Jill	Aide/SPED ABC	3 years with GISD	Resignation/Career Change	1/10/2025
Cisneros Prekindergarten School	Reyes, Santa	Aide/SPED ECSE Prekindergarten	0 years with GISD	Resignation/Relocation	1/21/2025
Club Hill STEM Elementary	Hernandez, Angelica	Data Clerk	1 year with GISD	Resignation/Moving out of State	1/6/2025
Club Hill STEM Elementary	Regan, Janet	Secretary Principal	16 years with GISD	Retirement/TRS	6/5/2025
Garland High School	Washington, Roija	Aide/Office	3 years/2 years with GISD	Resignation/Private School	1/10/2025
Harris Hill Building	Suarez Ovalle, Carmen	Aide/Newcomer Title III	5 years with GISD	Resignation/Personal	6/2/2025
Hudson Middle School	Hernandez, Esperanza	Data Clerk	26 years with GISD	Retirement/TRS	6/3/2025
Lister Elementary School	Fair, Nayara	Aide/SPED ABC	0 years with GISD	Resignation/Moving out of State	1/6/2025
Lister Elementary School	Vess, Megan	Aide/PE	0 years with GISD	Resignation/Moving out of State	12/20/2024
O'Banion Middle School	Benton, Lashae	Aide/Clinic	2 years with GISD	Resignation/Health Reasons	1/17/2025
Sachse High School	Fortune, Baylie	Aide/SPED FBE	0 years with GISD	Resignation/Professional Development	1/2/2025
Spring Creek Elementary School	Bermea, Ariana	Aide/Office	5 years/1 year with GISD	Resignation/Personal	12/20/2024
Tax Office	Martinez, Delia	Tax Clerk II	5 years with GISD	Resignation/Personal	1/3/2025

**January 2025
Resignation and Retirement List - Professionals**

Approved to Date: 142

Current: 17

Total: 159

School/Dept.	Name	Job Title	Experience	Reasons	Effective Date
Bussey Middle School	Tate, Chandler	Teacher/Reading 6th Gr. Coach	0 years with GISD	Resignation/Personal	12/20/2024
Bussey Middle School	Sigears, Courtney	Teacher/PE Coach	15 years with GISD	Resignation/Personal	3/14/2025
Ethridge Elementary School	Candelaria, Suzanne	Teacher/Instructional Support	19 years/8 years with GISD	Retirement/TRS	6/2/2025
Garland High School	Baratta, Elizabeth	Teacher/English	12 years/6 years with GISD	Resignation/Personal	12/20/2024
Harris Hill Building	Guerra, Evelyn	Assistant Director of Finance	20 years/5 years with GISD	Resignation/Other Texas School	1/10/2025
Harris Hill Building	Richardson, Diana	Responsive Services Counselor	1 year with GISD	Resignation/Career Change	1/10/2025
Harris Hill Building	Nash White, Janelle	Responsive Services Counselor	18 years/5 years with GISD	Resignation/Career Change	2/6/2025
Lakeview Centennial High School	Spriggs, Justus	Teacher/Science Coach	2 years/1 year with GISD	Resignation/Other	12/20/2024
Lister Elementary School	Korah, Sheba	Teacher/SPED ABC	0 years with GISD	Expiration of Employment Authorization	1/17/2025
Parsons Prekindergarten School	Hernandez Rojas, Anahi	Speech Language Pathologist Assistant SPED	9 years/7 years with GISD	Resignation/Other	1/10/2025
Pearson Elementary School	Austin, Cheryl	Teacher/2nd Gr.	12 years/2 years with GISD	Resignation/Health Reasons	1/2/2025
Schrade Middle School	Rodriguez, Jessica	Teacher/Art 6th Gr.	0 years with GISD	Resignation/Health Reasons	12/20/2024
Sellers Middle School	Hodgson, Julie	Teacher/Science 7th & 8th Gr.	4 years/0 years with GISD	Resignation/Other	1/17/2025
Southgate STEM Elementary	McCormick, Joy	Teacher/5th Gr.	15 years/14 years with GISD	Resignation/Personal	5/28/2025
Spring Creek Elementary School	Birge, Jessica	Teacher/4th Gr.	8 years/1 year with GISD	Resignation/Relocation	5/28/2025
Valle Student Services Center	Hylton, Meighan	Case Manager	6 years with GISD	Resignation/Professional Development	12/20/2024
Webb Middle School	Malone, Timothy	Teacher/Technology Education Coach	4 years/1 year with GISD	Resignation/Personal	5/30/2025



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Dr. Gradyne Brown, Assistant Superintendent Human Resources

Subject: Consider Approval of a Resolution Allowing Compensation for Staff Members Due to Time Missed During Inclement Weather January 9-10, 2025

Action Item

Executive Summary:

Safety precautions due to impassable roads and severe cold weather caused Garland ISD to close all campuses and support buildings on January 9-10, 2025. Although the District was closed, some categories of essential workers are required to report to work on site during District closure. This resolution requests full compensation for all employees and allows for premium pay, which is the rate of one and one-half times their regular rate of pay for any on-site work done by non-exempt employees who were required to work during the emergency closure, as defined by board policy DEA (Local).

Administrative Recommendations:

Administration recommends approval of the Resolution Allowing Compensation for Staff Members Due to Time Missed During Inclement Weather on January 9 and January 10, 2025

Financial Impact and Funding Source:

N/A

**A RESOLUTION OF THE BOARD OF TRUSTEES OF
THE GARLAND INDEPENDENT SCHOOL DISTRICT,
HEREBY DECLARING A PUBLIC PURPOSE FOR THE
EXPENDITURE OF DISTRICT FUNDS DUE TO
INCLEMENT WEATHER**

WHEREAS, the District recognizes the value and benefit of encouraging its employees to be models for students in the District;

WHEREAS, the District maintains the safety of all students and staff as a top priority of the District;

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Garland Independent School District (“Garland ISD” or “District”) for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Board acknowledges that during an emergency closing due to inclement weather, most District employees are instructed not to report for work;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed; and

WHEREAS, the Board concludes that continuing wage payments to all designated employees, as identified by the Superintendent or designee —contractual and non-contractual, salaried and non-salaried—who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

WHEREAS, as to non-exempt employees who are called on to work on-site during an emergency closing, the Board further concludes that payment of these employees at premium rate, otherwise defined as premium pay, one and one-half times their regular rate of pay, as provided in this resolution and defined in Board policy DEA (Local), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff;

NOW, THEREFORE, BE IT RESOLVED:

1. That the findings and recitals in the preamble of this Resolution are hereby found to be true and correct and are hereby approved and adopted.
2. The Board of Trustees of Garland Independent School District authorizes continued wage payments to all designated employees, as identified by the Superintendent or designee —contractual and non-contractual, salaried and non-salaried—who are instructed not to report to work during an emergency closing.

3. The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate of time and a half to nonexempt employees who provide emergency-related services is effective for any emergency closure on January 9 and January 10, 2025, unless the Board takes action to authorize payment for a longer duration or modify the resolution at a later date.
4. That it is hereby found, determined and declared that a sufficient written notice of the date, time, place and subject of the meeting of the Garland ISD Board 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 Garland ISD Board further ratifies, approves and confirms such written notice and posting thereof.
5. This Resolution shall take effect immediately upon its passage and is retroactive to any dates Garland ISD was closed due to inclement weather on January 9 and January 10, 2025.

PASSED AND ADOPTED this 21st day of January 2025

By:

Robert Selders, Jr., President
Board of Trustees

ATTEST By:

Larry H. Glick, Secretary
Board of Trustees



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Elisa Cordova-Long, Executive Director of Budget

Subject: Consider Approval of Budget Transfers and Amendments to the 2024-25 General Fund

Consent Agenda

Executive Summary:

This report details the budget transfers and amendments proposed for approval and their respective impact on the General Fund. Section 44.006 of the Texas Education Code requires that the Board of Trustees authorize amendments to the General Operating Budget. This agenda item was reviewed during the Finance, Facilities and Operations Committee Meeting on January 14, 2025. Reviewed and approved by Elisa Cordova-Long, Executive Director of Budget, and Darrell Dodds, Chief Financial Officer.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to approve the budget transfers and amendments to the 2024-25 General Fund.

Financial Impact and Funding Source:

N/A



**BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2024-2025
January 21, 2025**

	Original Budget	Revised Budget	Current Transfers Requested	Current Amendments Requested	Proposed Amended Budget
REVENUES					
57 Local Revenue	\$ 203,109,814	\$ 203,109,814	\$ -	\$ 10,093	\$ 203,119,907
58 State Revenue	300,269,000	300,269,000			300,269,000
59 Federal Revenue	8,000,000	8,000,000			8,000,000
Total Revenues	\$ 511,378,814	\$ 511,378,814	\$ -	\$ 10,093	\$ 511,388,907
EXPENDITURES					
11 Instruction	\$ 330,753,160	\$ 330,448,889	\$ (1,862,304)	\$ -	\$ 328,586,585
12 Instructional Resources and Media Services	8,927,007	8,932,520			8,932,520
13 Curriculum Development and Instructional Staff Development	15,880,744	15,489,161	9,551		15,498,712
21 Instructional Leadership	8,796,003	9,859,334	(141,000)		9,718,334
23 School Leadership	43,019,345	43,128,941	(221,142)		42,907,799
31 Guidance, Counseling and Evaluation Services	30,449,846	28,681,864			28,681,864
32 Social Work Services	529,846	559,346			559,346
33 Health Services	9,382,205	9,315,205	(7,715)		9,307,490
34 Student Transportation	20,503,466	20,827,259	1,300,000	10,093	22,137,352
35 Food Services	300,000	303,644			303,644
36 Extracurricular Activities	13,825,742	14,151,994	(268,499)		13,883,495
41 General Administration	21,154,065	22,001,325	(110,000)		21,891,325
51 Facilities Maintenance and Operations	62,838,021	63,521,397	1,311,362		64,832,759
52 Security and Monitoring Services	13,615,980	13,778,480	12,395		13,790,875
53 Data Processing Services	16,516,283	16,675,921	3,000		16,678,921
61 Community Services	1,930,834	1,926,849	(25,648)		1,901,201
71 Debt Service - Principal on Long-Term Debt	751,097	1,496,114			1,496,114
72 Debt Service Interest on Long-Term Debt	-	-			-
73 Bond Issuance Cost and Fees	-	-			-
81 Facilities Acquisition and Construction	-	-			-
91 Chapter 41 Payment	-	-			-
95 Juvenile Justice Program	36,000	36,000			36,000
97 Payments to Tax Increment Fund	-	-			-
99 Other Intergovernmental Charges	1,080,067	1,080,067			1,080,067
Total Expenditures	\$ 600,289,711	\$ 602,214,310	\$ -	\$ 10,093	\$ 602,224,403
Excess(Deficiency) Revenues Over(Under) Expenditures	\$ (88,910,897)	\$ (90,835,496)	\$ -	\$ -	\$ (90,835,496)
Other Financing Sources	\$ -	\$ -	\$ -	\$ -	\$ -
Other Financing Uses	\$ -	\$ (3,077,377)	\$ -	\$ -	\$ (3,077,377)
Net Change in Fund Balance	\$ (88,910,897)	\$ (93,912,873)	\$ -	\$ -	\$ (93,912,873)



**DETAIL OF BUDGET TRANSFERS AND AMENDMENTS
FOR THE GENERAL FUND
FISCAL YEAR 2024-2025
January 21, 2025**

BUDGET TRANSFERS

EXPENDITURES

	Increase	Decrease	Net
11 Instruction	\$ 249,899	\$ 2,112,203	\$ (1,862,304)
13 Curriculum Development and Instructional Staff Development	21,151	11,600	9,551
21 Instructional Leadership		141,000	(141,000)
23 School Leadership	19,785	240,927	(221,142)
33 Health Services		7,715	(7,715)
34 Student Transportation	1,300,000		1,300,000
36 Extracurricular Activities	40,000	308,499	(268,499)
41 General Administration		110,000	(110,000)
51 Facilities Maintenance & Operations	1,312,262	900	1,311,362
52 Security and Monitoring Services	14,080	1,685	12,395
53 Data Processing Services	3,000		3,000
61 Community Services	2,352	28,000	(25,648)
Total Expenditures	\$ 2,962,529	\$ 2,962,529	\$ -

Notes: Cross-functional balance neutral transfers.

AMENDMENTS

REVENUES

	Increase	Decrease	Net
57 Local Revenue	\$ 10,093	\$ -	\$ 10,093
Total Revenues	\$ 10,093	\$ -	\$ 10,093

Notes: Local revenue increase due to insurance reimbursement of bus accident claim

AMENDMENTS

EXPENDITURES

	Increase	Decrease	Net
34 Student Transportation	\$ 10,093	\$ -	\$ 10,093
Total Expenditures	\$ 10,093	\$ -	\$ 10,093

Notes:

34 - Increase due to insurance reimbursement of bus accident claim



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Dr. Shelley Garrett, Assistant Superintendent of Safety Operations

Subject: Consider Approval of Purchase of Transportation GPS Tracking Software and Related Services (#47-25)

Consent Agenda

Executive Summary:

This contract provides GPS tracking for all school buses monitoring speeds and stops. Reviewed and approved by Shelley Garrett, Assistant Superintendent of Safety Operations, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on January 14, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Transportation GPS Tracking Software and Related Services from the company, Great South Texas Corporation., provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with two (2) annual renewal options

Recommended Motion for Action Items:

Move to approve contract#47-25 Transportation GPS Tracking Software and Related Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$150,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Paul Gonzales, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Purchase of Maintenance Supplies and Equipment (#238-25)

Consent Agenda

Executive Summary:

This new award will procure Maintenance, Repair, and Operations (MRO) supplies and equipment for district-wide facilities and grounds. The MRO supplies will provide the Facilities and Maintenance Department with the capability to address work order requests and to facilitate efficient management of our maintenance and upkeep activities. Reviewed and approved by Paul Gonzales, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on January 14, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Maintenance Supplies and Equipment from the company, W. W. Grainger, provides the best value to the Garland Independent School District.

New Award – Replacement

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with one (1) annual renewal option

Recommended Motion for Action Items:

Move to approve contract#238-25 Maintenance Supplies and Equipment as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: \$150,000

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Paul Gonzales, Executive Director of Facilities and Maintenance

Subject: Consider Approval of Purchase of Overhead and Commercial Door Equipment and Services (#215-21-01)

Consent Agenda

Executive Summary:

There has been a significant increase in work-order activity for overhead door repairs. To effectively maintain our infrastructure, additional funds will be required to support this initiative. Reviewed and approved by Paul Gonzales, Executive Director of Facilities and Maintenance, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on January 14, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Overhead and Commercial Door Equipment and Services from the companies, D.H. Pace Company Inc., and Door Industry Inc., provide the best value to the Garland Independent School District.

Renewal

Procurement Method: Request for Bid

Contract Term: Fourth (4) of five (5) annual renewal options

Recommended Motion for Action Items:

Move to approve renewal of contract#215-21-01 Overhead and Commercial Door Equipment and Service as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$74,999 Increase \$75,000 New Award \$149,999

199 - General Fund



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Matt Yeager, Assistant Superintendent Technology

Subject: Consider Approval of Increase in Awarded Amount for ERP Advisory and Program Management Services (#16-25)

Consent Agenda

Executive Summary:

The increase continues services from Phase 0 (planning and readiness) to Phase 1 (RFP). Technology-agnostic firm to provide Enterprise Resource Planning (ERP) Advisory and Program Management Services with a focus on large-scale K-12 industry requirements. Services include comprehensive program and project management, strategic planning, assessments, analysis, business process optimization, and enterprise architecture. Reviewed and approved by Matt Yeager, Assistant Superintendent Technology, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on January 14, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for ERP Advisory and Program Management Services from Plante Moran, PLLC, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchase Contract

Contract Term: One (1) year with one (1) annual renewal option

Recommended Motion for Action Items:

Move to approve increase of contract#16-25 ERP Advisory and Program Management Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$300,000 Increase \$300,000 New Award \$600,000

469 - E-Rate 30%

199 - General Fund 70%



GARLAND INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mark Booker, Executive Director of Purchasing
Matt Yeager, Assistant Superintendent of Technology

Subject: Consider Approval of Increase in Awarded Amount for Time and Attendance Equipment and Services (#156-19)

Consent Agenda

Executive Summary:

The increase will allow Quarter 1 of the 2025 service term for software, equipment, data collection, time, attendance, and absence management to be procured. Reviewed and approved by Matt Yeager, Assistant Superintendent of Technology, Mark Booker, Executive Director of Purchasing, and Darrell Dodds, Chief Financial Officer.

Presented to the Finance, Facilities and Operations Committee for review on January 14, 2025.

Administrative Recommendations:

It is the administration's recommendation that the offer(s) for Time and Attendance Equipment and Services from UKG Kronos Systems LLC, provides the best value to the Garland Independent School District.

Increase

Procurement Method: Cooperative Purchasing Contract

Contract Term: Final of four (4) annual renewal options

Recommended Motion for Action Items:

Move to approve increase to contract#156-19 Time and Attendance Equipment and Services as presented to the Board of Trustees.

Financial Impact and Funding Source:

Not to Exceed Amount: Original Award \$359,000 Increase \$15,000 New Award \$374,000

199 - General Fund



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Arturo Valenzuela, Executive Director of Finance

Subject: Discussion and Consideration of a Resolution Expressing Intent to Redeem the 2015A Bonds for Garland Independent School District

Action Item

Executive Summary:

Shown is a resolution providing for the redemption of certain outstanding Garland Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2015A; and resolving other matters incident and related to the redemption of such bonds.

The estimated future interest savings from this redemption is \$16,832,152. We believe that making this early debt payment will yield long-term benefits by strengthening the district's financial position.

Administrative Recommendations:

Provided for your consideration.

Recommended Motion for Action Items:

Move to adopt a resolution providing for the redemption of certain outstanding obligations designed as “Garland Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2015A”.

Financial Impact and Funding Source:

A payment of \$ 50,000,000 for the redemption of bonds to be paid out of the Interest and Sinking (I&S) Fund.

A RESOLUTION providing for the redemption of certain outstanding Garland Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2015A; and resolving other matters incident and related to the redemption of such bonds.

WHEREAS, pursuant to an order passed and adopted by the Board of Trustees of the Garland Independent School District (the "District") the following described bonds were duly authorized to be issued and are currently outstanding, to wit: "Garland Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2015A," dated May 15, 2015; and

WHEREAS, the Board of Trustees hereby finds and determines a portion of such bonds should be redeemed prior to their maturity in the manner hereinafter provided and in accordance with the requirements prescribed therefor and a notice of redemption of such bonds should be approved and authorized to be given at this time by the Board of Trustees; now, therefore,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE GARLAND INDEPENDENT SCHOOL DISTRICT:

SECTION 1: SECTION 1: A portion of the outstanding bonds of that series designated "Garland Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2015A," dated May 15, 2015, scheduled to mature on February 15 in the years 2031 through 2035, inclusive, as identified in the Notice of Redemption attached as Exhibit A hereto (the "Refunded Bonds"), and aggregating in principal amount of \$50,000,000 (the "Redemption Amount"), shall be redeemed and the same are hereby called for redemption on March 3, 2025, or any date thereafter, but no later than June 30, 2025 (the "Redemption Date"), at the price of par plus accrued interest to the date of redemption (the "Redemption Price"). The Board hereby authorizes the Superintendent of Schools and the Chief Financial Officer of the District to ultimately determine the Redemption Date.

The Secretary of the Board of Trustees is hereby authorized and directed to file a copy of this Resolution, together with a suggested form of notice of redemption to be sent to bondholders, with U.S. Bank Trust Company, National Association, the paying agent/registrars for such Refunded Bonds, or its successors or assigns, in accordance with the redemption provisions applicable to such Refunded Bonds; such suggested form of notice of redemption being attached hereto as **Exhibit A** and incorporated herein by reference as a part of this Resolution for all purposes.

SECTION 2: The Secretary of the Board of Trustees is hereby authorized and directed to make all arrangements necessary to notify the holders of such Refunded Bonds of the District's decision to redeem such Refunded Bonds on the date and in the manner herein provided and in accordance with the order authorizing the issuance thereof and the related pricing certificate and this Resolution.

SECTION 3: It is officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Texas Government Code, Chapter 551, as amended.

SECTION 4: This Resolution shall be in force and effect from and after its passage on the date shown below.

PASSED AND ADOPTED, this January 21, 2025.

GARLAND INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(District Seal)

EXHIBIT A

NOTICE OF REDEMPTION
GARLAND INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BONDS, SERIES 2015A
DATED MAY 15, 2015

NOTICE IS HEREBY GIVEN that a portion of the outstanding bonds of the above series maturing on February 15 in the year 2031 through 2035, and aggregating in principal amount of \$50,000,000, have been called for redemption on _____, 2025, at the redemption price of par and accrued interest to the date of redemption, such bonds being identified as follows:

<u>Year of Maturity</u>	<u>Principal Amount Outstanding</u>	<u>Principal Amount Being Redeemed</u>	<u>Principal Amount To Remain Outstanding</u>	<u>CUSIP Number</u>
2031	\$11,230,000	\$ 320,000	\$10,910,000	
2032	\$11,685,000	\$11,685,000	\$0	
2033	\$12,165,000	\$12,165,000	\$0	
2034	\$12,660,000	\$12,660,000	\$0	
2035	\$ 3,170,000	\$ 3,170,000	\$0	
2035	\$10,000,000	\$10,000,000	\$0	

A lot selection resulting in a pro rata selection among the outstanding maturities of the bonds has been made and your Bond has been selected for redemption. The above described bonds shall become due and payable on _____, 2025, and interest thereon shall cease to accrue from and after said redemption date. Payment of the redemption price of said bonds shall be paid to the registered owners of the bonds only upon presentation and surrender of such bonds to U.S. Bank Trust Company, National Association at its designated offices at the following address: U.S. Bank Trust Company, National Association at its designated offices at the following address: 111 Fillmore Avenue East, St. Paul, Minnesota 55107-1402, Attention: Bond Operations.

THIS NOTICE is issued and given pursuant to the terms and conditions prescribed for the redemption of said bonds and pursuant to an order by the Board of Trustees of the Garland Independent School District.

U.S. BANK TRUST COMPANY, NATIONAL ASSOCIATION
8 Greenway Plaza, Suite 1100
Houston, Texas 77046



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Ms. Cheryl Alexander (Executive Director of Leadership) &
Dr. Charmaine Curtis (District Coordinator for School Improvement)

Subject: 2024 -2025 Targeted Improvement Plan for MD Williams Elementary

Action Item

Executive Summary:

To align identification of schools for improvement under the Every Student Succeeds Act (ESSA) with the state's accountability system, TEA utilizes the Closing the Gaps domain performance to identify schools. TEA annually rank orders the domain 3 Closing the Gaps scaled score for all Title 1 campuses. Title 1 campuses that rank in the bottom five percent are identified for Comprehensive Support and Improvement Identification (CSI).

Per Texas Education Code (TEC) 39A.055, identified campuses must submit targeted improvement plans to the board of trustees of the district for approval and present the plan in a public hearing.

Based on 2024 accountability results and recent campus consolidations, GISD has one elementary campus MD Williams (formerly Park Crest) that was identified as Comprehensive School Improvement (CSI). The school received a Closing the Gaps domain 3 scaled score of 56 triggering an automatic two-year identification. As a result, MD Williams will participate in the Effective Schools Framework (ESF) process this year. This framework represents a statewide vision of best practices designed to guide district and campus leaders to enhancing system effectiveness and improving student outcomes. The focus of the agenda item will be to seek board approval of the Targeted Improvement Plan (TIP) for MD Williams Elementary School.

Administrative Recommendations:

Administration recommends approval of the 2024 -2025 Targeted Improvement Plan for MD Williams Elementary.

Recommended Motion for Action Items:

Move to approve the 2024-25 Targeted Improvement Plan for MD Williams Elementary as presented to the Board of Trustees.

Financial Impact and Funding Source:

N/A



2024-25 Targeted Improvement Plan

MD Williams Elementary

Presentation to the
Garland ISD Board of Trustees
Academic and District Affairs Committee
Tuesday, January 14, 2025

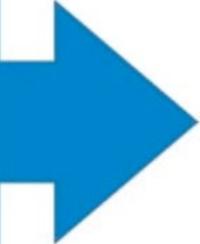
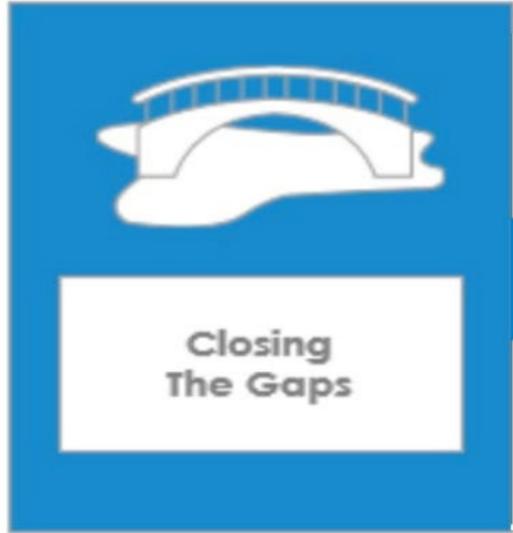
Connecting Federal & State Accountability

Federal-Level Accountability

- The Every Student Succeeds Act (ESSA) requires state education agencies to determine low-performing schools.

State-Level Accountability

- To align identification of schools for improvement with the state's accountability system, TEA utilizes domain 3, *Closing the Gaps*.



All Students



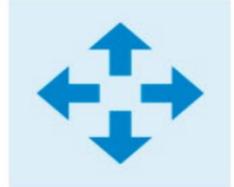
Race/Ethnicity



Special Education



Continuously Enrolled and Mobile



English Learners (ELs)



Economically Disadvantaged



Comprehensive Support and Improvement Identification

1. TEA annually rank orders the Domain 3 “Closing the Gaps” scaled score for all Title 1 campuses.
1. Title I campuses that rank in their school type’s bottom five percent are identified for *Comprehensive Support and Improvement Identification (CSI)*.
- 1. The 2024 Closing the Gaps scaled score cut point for CSI elementary was 56.**
 - According to Texas Education Code, any campus designated in school improvement must create and implement a *Targeted Improvement Plan* that is approved by the district’s school board.

2024-2025 School Consolidation



Following consolidations, the only campus identified as CSI is formerly Park Crest and now MD Williams.

2023 -2024 School Year	Domain 1: Student Achievement	Domain 2: Student Progress		Domain 3: Closing the Gaps	Overall Rating
	58	56 (Part A)	62 (Part B)	56	59

Domain 3 Interim Targets for MD Williams Elementary (formerly Park Crest)

Academic Achievement (3rd- 5th Grades)					
Academic Achievement	SPRING STAAR 2023-24	TEA Interim Target 2023-27		Spring STAAR 2023-24	TEA Interim Target 2023-27
Student Groups	<u>Percent at RLA (Meets Level or Higher)</u>			<u>Percent at Math (Meets Level or Higher)</u>	
All Students	36%	46%		34%	49%
Hispanic	34%	39%		32%	44%
EB/EL	34%	37%		38%	45%
EcoDis	35%	35%		34%	40%
SPED	24%	26%		21%	29%
Continuously Enrolled	41%	47%		36%	51%

Domain 3 Interim Targets for MD Williams Elementary (formerly Park Crest)

Academic Growth (4th & 5th Grades)

Student Growth Targets	Spring STAAR 2023-24	TEA Interim Target 2023-27		Spring STAAR 2023-24	TEA Interim Target 2023-27
Student Groups	<u>Reading (Academic Growth)</u>			<u>Math (Academic Growth)</u>	
All Students	54%	64%		45%	69%
Hispanic	53%	62%		44%	68%
Emergent Bilingual	56%	62%		50%	69%
EcoDis	55%	60%		46%	65%
SPED	37%	50%		38%	58%
Continuously Enrolled	62%	65%		49%	70%

CSI Exit Criteria

August 2024

Comprehensive Identified

(Based on 2023-24 data)

August 2025

Comprehensive Progress

(Based on 2024-25 data)

Exit Criteria:

- Do not rank in bottom 5% of school type.

August 2026

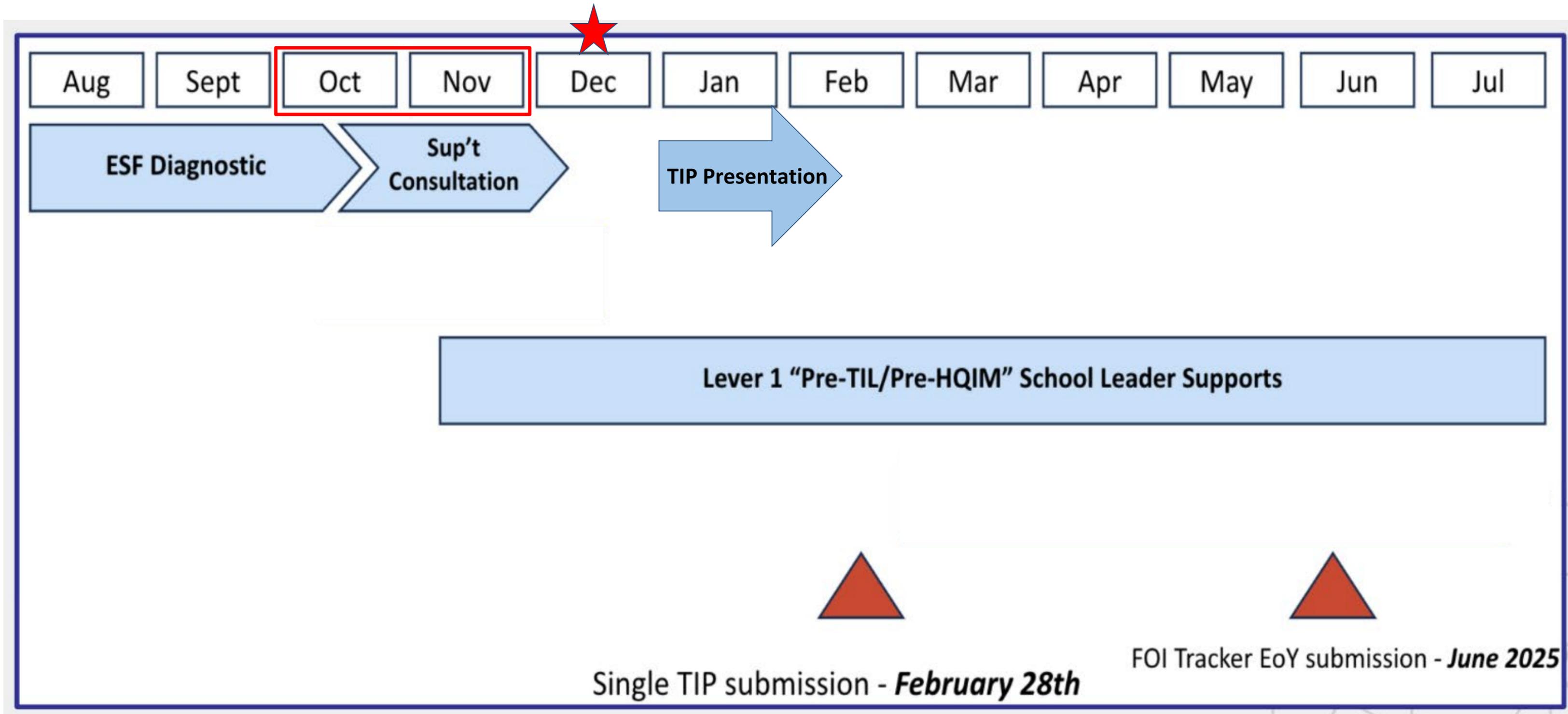
Comprehensive Exit

(Based on 2025 & 2026 data)

Exit Criteria:

- Do not rank in bottom 5% of school type.
AND
- Domain 3 score must be higher than when originally identified.

CSI Year 1 at a Glance (2024-2025)



Effective Schools Framework

Statewide Vision of Best Practices



Level 1: Strong School Leadership and Planning

- Develop campus instructional leaders (principal, assistant principal, counselors, teacher leaders) with clear roles and responsibilities
- Compelling and aligned vision, mission, goals, values focused on a safe environment, high expectations, and rigorous instruction
- Focused plan development and regular monitoring of implementation and outcome

Level 2: Strategic Staffing

- Recruit, select, assign, induct, and retain a full staff of highly qualified educators

Level 3: Positive School Culture

- Explicit school-wide behavioral expectations and culture routines
- Proactive and responsive student support services
- Involving families and community

Level 4: High-Quality Instructional Materials and Assessments

- Daily use of high-quality instructional materials

Level 5: Effective Instruction

- Professional development for effective classroom instruction
- Build teacher capacity through observation and feedback cycles
- Data-driven instruction
- MTSS for students with learning gaps

Effective Schools Diagnostic Process

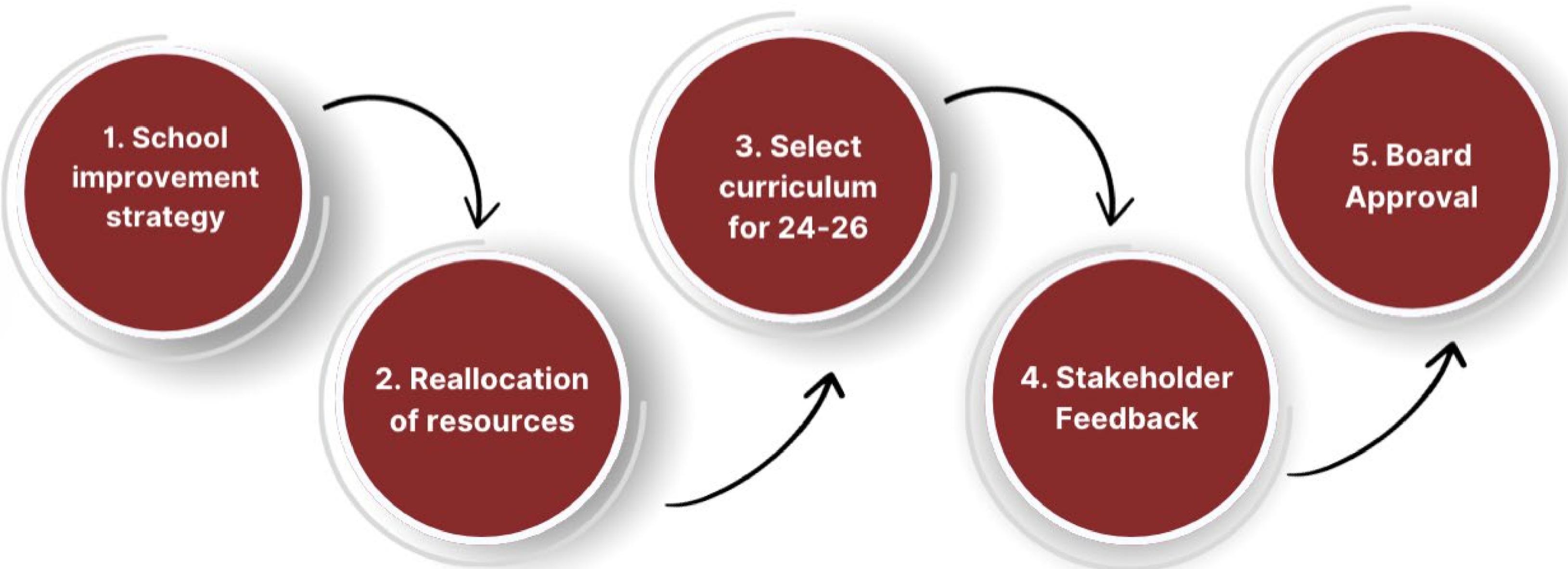


ESF Timeline (October 2024)

- ❑ Prework Collection
- ❑ Academic Review
- ❑ Pre-Visit Conference
- ❑ Principal Artifact Submission
- ❑ ESF Diagnostic Visit (Full Day 10/8/24)
- ❑ Post Visit Conference
- ❑ Prioritize Focus Areas
- ❑ Lever 1 Trainings (November-June)

24-25 Targeted Improvement Plan Requirements

New Vision: Less time writing, more time building capacity and shifting to multi-year thinking.



MD Williams Targeted Improvement Plan

School Improvement Strategy

Prioritized Focus Areas from ESF Diagnostics

ESF Lever	Campus Actions	District Actions
<p>Lever 1: Strong Leadership</p> <p>1.3 Focused plan development and regular monitoring of implementation and outcomes</p>	<p>Regular Monitoring of the Plan: Campus leaders consistently oversee the implementation of the plan to ensure fidelity and alignment with goals.</p> <p>Data Driven Progress Tracking: Leaders use data and other evidence to measure progress toward intended outcomes. Benchmarks are established and tracked to evaluate effectiveness.</p> <p>Data Systems for Intervention: Systems are in place to track interventions and monitor student progress over time. These systems allow for the consistent review of data to identify trends and make informed decisions.</p>	<p>Leadership Development and Training: Developing campus leaders to guide teachers in implementing a systematic process for collaboratively planning and delivering lessons that meet high levels of rigor, align with district goals and state standards, and support student success outcomes.</p> <p>Resource Alignment: Ensure instructional materials, pacing guides, and assessments are aligned with the rigor of state standards and district goals. Develop and distribute templates and exemplars for rigorous lesson planning.</p> <p>Coaching and Support Systems: EDL and EPC work closely with principal on implementing PLC processes. Leadership and T&L departments provide targeted support for teachers struggling with planning or delivering rigorous lessons.</p>

MD Williams Targeted Improvement Plan

School Improvement Strategy

Prioritized Focus Areas from ESF Diagnostics

ESF Lever	Campus Actions	District Actions
<p>Lever 5: Effective Instruction</p> <p>5.2 Build teacher capacity through observation and feedback cycles</p>	<p>Structured Observation and Feedback Cycles: Building teacher confidence and capacity through a structured cycle of coaching, reflection and implementation. Campus instructional leaders ensure that observation follow-up includes actionable next steps, clear modeling of strategies, and opportunities for teachers to practice and refine their skills. This hands-on approach strengthens instructional practices.</p> <p>Prioritizing Instructional Leadership: Campus instructional leaders create individual calendars with the goal of dedicating 70% of their time to instruction-related activities.</p>	<p>Strategic Deployment of Support Staff: Based on data analysis, the district strategically assigns support staff to implement a co-teach model with 3rd-5th grade teachers. They work in classrooms 2-3 days per week, providing targeted support to enhance instructional effectiveness, student outcomes and ultimately supporting teacher growth and development.</p> <p>Collaborative Walkthroughs with Principals: EDL, EPC and other district leaders join principal in classroom walkthroughs and strengthen principal's coaching capacity and support them in developing campus instructional leaders. This collaborative approach ensures that all members of the campus leadership team are equipped to provide high quality, actionable feedback to teachers.</p> <p>Increased Instructional Planning Time: The district has increased instructional planning time to provide teachers with more opportunities for professional growth, focused development, and enhanced support, ultimately strengthening their instructional capacity.</p>

MD Williams Targeted Improvement Plan

School Improvement Strategy

Research-Based Instructional Strategies (RBIS)

District Initiative	Focus
Sheltered Approach for Improved Literacy (SAIL)	SAIL is a unique Garland ISD program designed to address the linguistic challenges faced by students, particularly those from economically disadvantaged backgrounds. In households where exposure to academic language is limited, literacy deficits can impede educational advancement. Our program implements a tailored sheltered instruction approach to build background knowledge and narrow these gaps
Parent Engagement for Academic Knowledge (PEAK)	Equip parents with the tools, strategies, and knowledge to actively support their child's educational journey at home. This initiative aims to strengthen the connection between school and home, ensuring that parents play an active and informed role in fostering a positive learning environment. Through workshops, resources, and guidance, parents will learn how to create a supportive space for learning, reinforce classroom lessons, and help build essential skills, contributing to their child's academic success and overall well-being.

MD Williams Targeted Improvement Plan

Resource Allocation

Staffing

- Effective campus principal in highest need school (ESF Lever 1)
- Allocation of two assistant principals
- Strong Instructional Support Teachers (3)
- Substitute teachers to free up teachers for professional development
- Executive Principal Coach supporting campus as District Campus Improvement Coordinator

Professional Development

- Targeted training for teachers and campus leaders
- Region 10 school improvement training

Planning Time

- Implemented additional time for PLCs

District Initiatives

- SAIL
- PEAK

Curriculum Programs

No changes are recommended for curriculum except of addition to magnetic readers for K-2 phonics.

Stakeholder Feedback

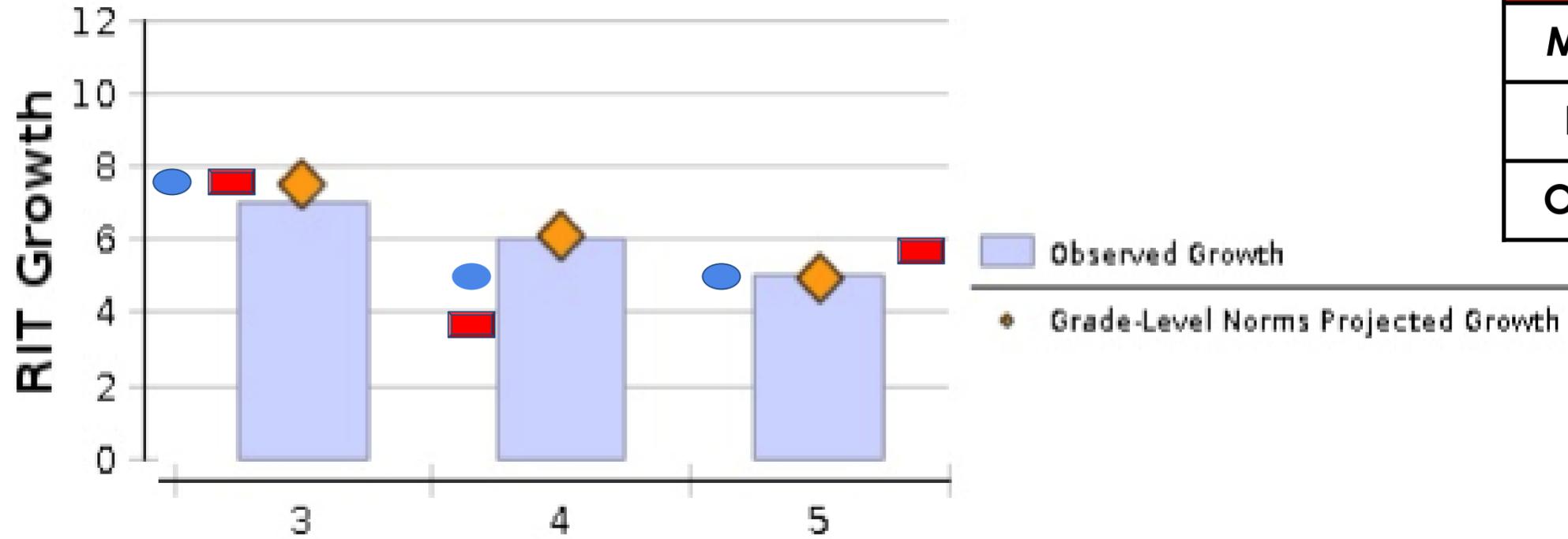
Parent Meetings

Middle of the Year Update

- Grade Level Growth vs. Typical Growth
- Winter 2023 to 2024 Achievement by Student Group

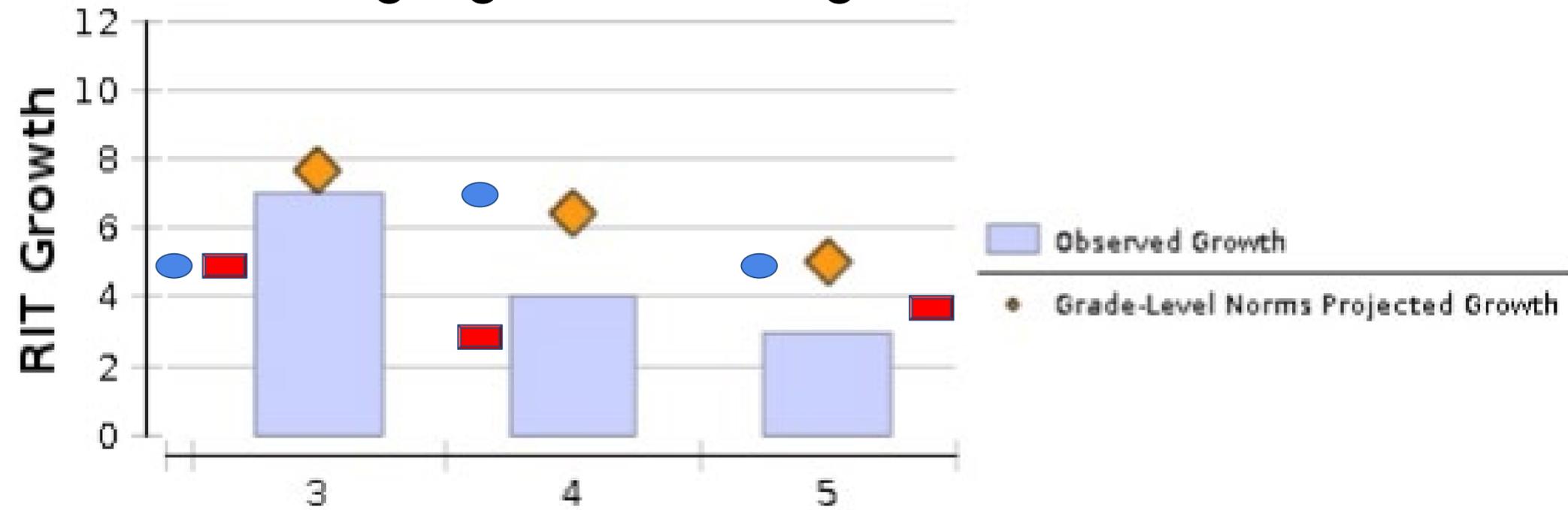
3rd - 5th MAP (Fall to Winter Growth)

Mathematics



Legend	
MD Williams	
Park Crest	
Old Williams	

Language Arts: Reading



3rd - 5th MAP (Achievement Winter 2023 to Winter 2024)

Mathematics

<u>Hispanic</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	35th	49th
4th Grade	38th	41st
5th Grade	42nd	34th

<u>Economically Disadvantaged</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	35th	48th
4th Grade	38th	41st
5th Grade	45th	39th

<u>Special Education</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	25th	27th
4th Grade	12th	22nd
5th Grade	17th	13th

<u>Emergent Bilingual/ESL</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	34th	49th
4th Grade	35th	41st
5th Grade	25th	32nd

Reading Language Arts

<u>Hispanic</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	44th	42th
4th Grade	40th	35th
5th Grade	44th	42nd

<u>Economically Disadvantaged</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	34th	54th
4th Grade	38th	28th
5th Grade	46th	42nd

<u>Special Education</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	8th	16th
4th Grade	10th	13th
5th Grade	10th	11th

<u>Emergent Bilingual/ESL</u>	<u>Winter 2023 Achievement</u>	<u>Winter 2024 Achievement</u>
3rd Grade	47th	54th
4th Grade	25th	19th
5th Grade	12th	30th

Summary

- Targeted Improvement Plans for Review and Approval
(One Comprehensive Support & Improvement Campus)
- Connections between Federal & State Accountability Systems, Interim Performance Targets, Effective Schools Framework and the Targeted Improvement Plan

Questions?



BOARD OF TRUSTEES AGENDA

Date: January 21, 2025

Presented By: Mechelle Hogan, Board Services Manager

Subject: Consider Approval of General Trustee Election Order

Action Item

Executive Summary:

Saturday, May 3, 2025 is designated as the date for the 2025 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 are open for filing. The filing period for the General Election is from Wednesday, January 15, 2025 through 5:00 p.m., Friday, February 14, 2025.

Drawing for position on the General ballot will be held 10:00 a.m., Monday, February 24, 2025.

Administrative Recommendations:

Administration recommends approval of the May 2025 Election Order.

Recommended Motion for Action Items:

I move to approve the May 2025 General Trustee Election Order.

Financial Impact and Funding Source:

199 - General Funds

ELECTION ORDER

THE STATE OF TEXAS §
 § GARLAND INDEPENDENT
 § SCHOOL DISTRICT
COUNTY OF DALLAS §

On this the 21st day of January, 2025, the Board of Trustees of the GARLAND INDEPENDENT SCHOOL DISTRICT convened in regular session with the following members present, to-wit:

- Robert Selders Jr, President
- Johnny Beach, Vice President
- Larry Glick, Secretary
- Wesley Johnson, Assistant Secretary
- Linda L. Griffin, Member
- Daphne Stanley, Member
- James Miller, Member

constituting a quorum, and among other proceedings had by said Board of Trustees were the following:

WHEREAS, the terms of the office of Larry Glick, Place 1; Johnny Beach, Place 2 and Linda Griffin, Place 3 members of the Board of Trustees of this School District will expire on May 3, 2025, or when their successors are duly elected and qualified; and

WHEREAS, on the 3rd day of May 2025, a Trustee Election will be held in said School District; and

WHEREAS, it is necessary for this Board to pass an order establishing the procedure for filing for and conducting said Trustee Election;

NOW, THEREFORE, BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE GARLAND INDEPENDENT SCHOOL DISTRICT:

1. That an election be held in said School District on May 3, 2025, for the purpose of electing three members to the Board of Trustees of said School District, one member in Place 1, one member in Place 2 and one member in Place 3.
2. That all requests by candidates to have their names placed upon the ballot for the above mentioned Trustee election for Places 1, 2 and 3 shall be timely made in accordance with the law and shall be in writing, shall state the number of the position

(place) for which such person is filing as a candidate, shall be signed by the candidate and filed with the Board Service Manager, Harris Hill Administration Building, 501 S. Jupiter Road, Garland, Texas 75042, not earlier than January 15, 2025 (108th day before Election Day) and not later than 5:00 p.m. on February 14, 2025 (78th day before Election Day). The deadline for write-in candidates is 5:00 p.m. on Tuesday, February 18, 2025.

All candidates shall file with said application the loyalty affidavit required by Section 141.031(a)(4)(K) of the Election Code.

The Secretary of the Board of Trustees shall post on the District website <https://garlandisd.net/about/board-trustees-elections> and in the building where the Board of Trustees meets, the names of all candidates that have filed their applications in accordance with the terms and provisions of this Order.

3. That all annual applications ballot by mail (ABBM) for voters that are voting by mail due to being over the age of 65 due to disability will still be valid for the May 3, 2025.

4. That the voter registration deadline for the May 3, 2025 election is April 3, 2025, the deadline to submit an ABBM is April 22, 2025, and the dates for early voting are Tuesday, April 22, 2025 through Tuesday, April 29, 2025.

5. The Election Judges will be appointed by the Dallas County Elections Department and the vote centers may be combined for some precincts, pursuant to decisions by the Dallas County Elections Department.

6. The polls at the above designated polling places shall on Election Day be open from 7:00 a.m. to 7:00 p.m.

7. Heider Garcia is hereby appointed Early Voting Clerk. The early voting for the above designated election shall be at Vietnamese Community Center 3221 Beltline Rd. Garland, Texas 75044; Dallas College-Garland Center Conference Room A/B 675 W. Walnut St. Garland, Texas 75040; Rowlett Community Centre 5300 Main Street Rowlett, Texas 75088; Sachse City Hall 3815-B Sachse Road Sachse, Texas 75048; South Garland Branch Library-Program Room 4845 Broadway Boulevard Garland, Texas 75043 and other early voting locations as designated by the Dallas County Elections Department. Said places of early voting shall remain open from 8:00 a.m. to 5:00 p.m. Tuesday, April 22, 2025 to Friday, April 2, 2025; Saturday, April 26, 2025, from 7:00 a.m. to 7:00 p.m.; Sunday, April 27, 2025, from 12:00 p.m. to 6:00 p.m.; Monday, April 28, 2025 and Tuesday, April 29, 2025, from 7:00 a.m. to 7:00 p.m. The Early Voting Clerk's mailing address to which ballot applications shall be sent and where

persons voting by mail shall deliver their voted ballots is Heider Garcia, Early Voting Clerk, Dallas County Elections Department, 1520 Round Table Drive, Dallas, Texas 75247. Emailed applications for Ballots may also be sent to the Early Voting Clerk at evapplications@dallascounty.org; or DCECommunications@dallascounty.org with a copy sent to heider.garcia@dallascounty.org. Applications must be scanned and contain the voter's original signature.

This election is being conducted as a joint election with the Dallas County Elections Department and other participating entities. The early voting locations are subject to change, based on participating entities.

8. Dr. Ricardo López, Superintendent, is authorized to contract with the County of Dallas and the Commissioners Court, or any other agency, on behalf of the School District for the carrying out of this election by the office of the Dallas County Elections Administrator in a joint election with other Dallas County government entities.

9. This Board of Trustees has determined that ES&S ExpressVote Universal Voting System (Ballot Marking Device), EVS 6.0.2.0, Firmware 2.4.0.0; the ES&S DS200 Digital Precinct Scanner, EVS 6.0.2.0, Firmware 2.17.0.0.; and ES&S' Model DS850 High-Speed Scanner and Tabulator, Version 1, EVS 6.0.2.0., to use in all Dallas County polling places, and to mark and tabulate in-person ballots, absentee ballots, and provisional ballots for Early Voting and on Election Day for all elections, including but not limited to any Special Called Election and any related subsequent runoff elections and hereby adopts this system for use in this election.

10. The manner of holding said election shall be governed, as nearly as may be, by the Election Code of this State, and the office of the Dallas County Elections Administrator shall furnish all necessary ballots and other election supplies requisite to said election.

11. The early voting ballots shall be processed by the Joint Election Early Voting Ballot Board appointed by Dallas County.

12. The Board of Trustees shall give notice of said election. The Board President, as the presiding officer of the Board of Trustees, is hereby authorized to execute the notice of election. The Secretary of the Board of Trustees is hereby authorized and instructed to post or cause to be posted said notice on the bulletin board used for posting notices of the meetings of the Board of Trustees. Said posting shall be made at least 22 days (Friday, April 11, 2025) before the date of said election.

The Secretary shall also cause a copy of the election notice to be published one time in a newspaper of general circulation in the County where the School District is

located. Said publication shall be not more than 30 days (Thursday, April 3, 2025), nor less than 10 days (Wednesday, April 23, 2025) before the date of said election.

It is further found and determined that written notice of the date, place and subject of this meeting was posted on the bulletin board located in the central administrative office in this School District, in a place convenient and readily accessible to the general public, and said notice, having been so posted, remained posted for the time required by law to precede the scheduled time of said meeting.

The above order being read, it was moved and seconded that the same does pass. Thereupon, the question being called for, the following members of the Board voted "AYE": Larry Glick, Johnny Beach, Linda L. Griffin, Daphne Stanley, James Miller, Robert Selders, Jr., and Wesley Johnson with no persons voting "NO."

ROBER SELDERS JR, PRESIDENT
BOARD OF TRUSTEES
GARLAND INDEPENDENT SCHOOL DISTRICT

ATTEST:

LARRY GLICK, SECRETARY
BOARD OF TRUSTEES
GARLAND INDEPENDENT SCHOOL DISTRICT