

Agenda of Workshop Meeting

The Board of Trustees Abilene Independent School District

A Workshop Meeting of the Board of Trustees of Abilene Independent School District will be held Thursday, June 6, 2024, beginning at 5:00 PM in the Boardroom, One AISD Center 241 Pine Street, Abilene, Texas 79601.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order
 - A. Oral Communication from the Public
 - B. Board/Superintendent Announcements/Information
- II. Board Workshop Items
 - A. Teacher Incentive Allotment Presentation
 - B. Budget Workshop
 - C. Compensation Presentation
 - D. Office of Innovation Update
 - E. Discipline and Behavior Supports
- III. Agenda for Regular Meeting June 10, 2024
 - A. Installation of Newly Elected Board Members
 - B. Consent Agenda Items for June 10, 2024
 - I. Finance: April Financials and Budget Amendments
 - II. Approval of Minutes
 - III. Annual Review and Approval of District Investment Policy CDA
 - IV. Required Professional Development Plan 2024-2025
 - V. Business Procedures Manual
 - C. Reports
 - I. Fine Arts Department
 - II. Athletics Department
 - D. Business Items Requiring Board Action
 - I. The Board will consider approval of Board Policy CV (LOCAL) Update.
 - II. The Board will consider approval of HVAC replacement at Hartford.
 - III. The Board will consider approval of the ranking of bidders for Proposal #018, 23-24 regarding Parking Improvements at Jefferson Technology Center.
 - IV. The Board will consider naming the Shotwell Annex after Coach John McCabe.

- IV. Closed Session: Consultation with Legal Counsel regarding Pending or Contemplated Litigation and/or Privileged Legal Advice (Section 551.071) including Hendrick v. Abilene ISD, et al. lawsuit.
- V. Reconvene from Closed Session
- VI. The Board may take action relevant to Items Covered During Closed Session.
- VII. Adjournment

Abilene Independent School District Board Document - Agenda Item II.A

Meeting Date: June 6, 2024

Meeting Type: Workshop

Item Type: Presentation

Future Action Required: No

If Yes, Month: -

Subject: Teacher Incentive Allotment 2024 Annual Update

Background Information:

This report summarizes the history and growth of the Abilene ISD Teacher Incentive Allotment program. Including our most recent additions, the district now celebrates 58 designees who generated allotments to the district totaling \$766,504. Participating campuses have grown from five in 2020-2021 to sixteen for 2024-2025.

Attached Supporting Documents:

Teacher Incentive Allotment 2023 Annual Update presentation slides

Fiscal Implications:

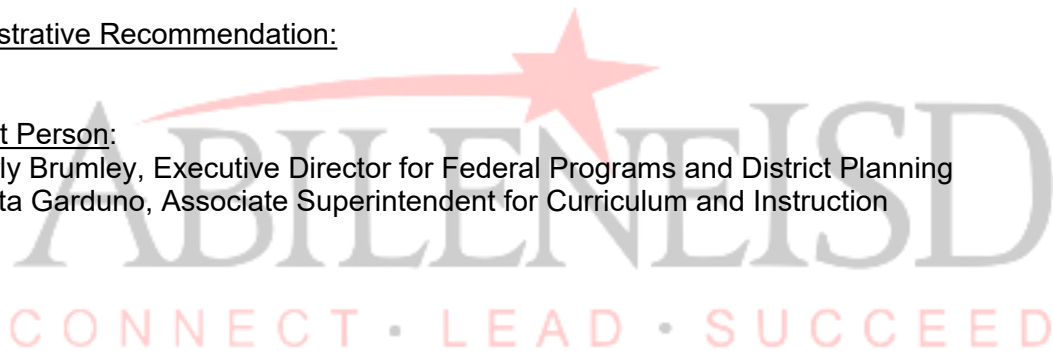
None

Administrative Recommendation:

None

Contact Person:

Kimberly Brumley, Executive Director for Federal Programs and District Planning
Dr. Ketta Garduno, Associate Superintendent for Curriculum and Instruction





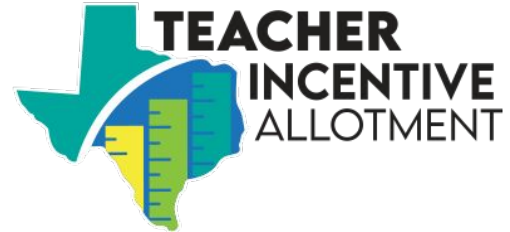
**Teacher Incentive
Allotment
2024 Annual Update**

*Kimberly Brumley
Executive Director - Federal
Programs and District Planning*

Rewarding Teacher Excellence

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to recognize effective teachers on three different levels: **Recognized, Exemplary, and Master.**

These teacher designations generate additional teacher-focused allotment funding so Texas schools can recruit, retain, and reward highly effective teachers.



Allotment Funding

- Based on
 - The teacher's designation level
 - "High needs" status of the campus
- Ranges from \$3,000 to \$32,000 annually per teacher
- [Abilene ISD](#)
 - Total award (May 2024) = **\$766,504**
 - 90% (less TRS payments, taxes, and individual deductions) is paid directly to the teacher
 - 10% is used by AISD for costs associated with implementation of the designation system

Two Qualification Routes

- Local teacher designation system
 - Years 1-2 Campuses (20-22): Alcorta, Bonham, Ortiz, Stafford, and former Reagan
 - Year 3 Additional Campuses (22-23): Clack, Craig, Bowie, and Thomas
 - Year 4 Additional Campuses (23-24): Austin, Bassetti, Madison, Mann
 - Year 5 Additional Campuses (24-25): Dyess, Purcell, Taylor, Ward
- National Board Certified Teacher program

TIA Success in AISD

Year	Total	New	Continue	Improved	NBCT	Leavers
21-22 (2)	18	17	<i>first year</i>	<i>first year</i>	1	5
22-23 (3)	31	17	11	3	0	4
23-24 (4)	58	29	21	7	1	TBD

- [58 teachers](#) serving at 13 campuses
- Aligned with state percentages
- 11 National Board Certification candidates
- Leaver reasons: role (1), retired (1), resigned (8, but 1 returned)

What's Next?

- Design the district TIA website
- Refine existing practices to increase validity
- Explore options for additional content areas
- Develop procedures for expansion



Questions?

Abilene Independent School District Board Document - Agenda Item II.B.

Meeting Date: June 6, 2024

Meeting Type: Workshop

Item Type: Presentation

Future Action Required: No

If Yes, Month: N/A

Subject: Budget Workshop - Overview

Background Information: The attached presentation is the third in a series of Board workshops aimed at informing the Board as the FY 25 budget and tax rates are being prepared. This presentation focuses on the overall revenue and expenditure picture, particularly the unique components of payroll, non-payroll, cuts that have been implemented already and challenges we are facing.

Attached Supporting Documents: Presentation

Fiscal Implications: None

Administrative Recommendation: None

Contact Person: Dr. Joseph Waldron



*Dr. Joseph Waldron
Deputy Superintendent*



**FY 25 Budget Workshop
June 2024**

*Mrs. Jennifer Hinds
Executive Dir. of Finance*

AGENDA FOR TONIGHT

- ADA
- Taxable Value Update
- Revenue
 - ◆ Local, State, and Other Sources
- Expenditures
 - ◆ Inflation Factors
 - ◆ Personnel
- Current View of the FY 25 Budget
- Questions



ABILENE INDEPENDENT SCHOOL DISTRICT 2024-25 BUDGET CALENDAR



ACTIVITY	PERSON(S) RESPONSIBLE	COMPLETION DATE	COMPLETION STATUS
Ongoing assessment of 2024-2025 staffing needs	Assoc. Superintendent for the Development of Human Resources	February - June, 2024	Ongoing
Discuss budget calendar and other budget items	Cabinet	January 2024	Completed
Hold Budget Owner Collaborative Meetings to Review FY24 Budget to Actuals	Associate Supt for Operations, DFS	February 2024	Completed
Prepare budget workbooks with non-payroll allocations based on 2023-24 1st semester attendance	Associate Supt for Operations, DFS	March 2024	Completed
Discuss budget calendar with Board	Associate Supt for Operations	February 2024 (Workshop)	Completed
2024-25 budget workbooks will be accessible to budget managers electronically	Associate Supt for Operations, DFS	April 1, 2024	Completed
Discuss attendance projections, revenue forecasts, overall financial condition and other budget items	Cabinet/Executive Leadership Team	April 2024 Executive Team	Completed
Budget Collaboration Meetings with all Budget	Associate Supt for Operations, DFS,	April 17, 2024 - May 8, 2024	Completed
2024-25 Budget Overview and preliminary budget discussion with Board	Associate Supt for Operations	May 2, 2024 (Workshop)	Completed
Receive estimated 2024 tax rolls from Taylor and Jones county	Appraisal Districts	April 29, 2024	Completed

Discuss preliminary revenue estimates and special needs with Board	Associate Supt for Operations	June 2024 (Workshop)	June 2024 (Workshop)
Discuss preliminary expenditure projections with Board	Associate Supt for Operations	July 2024 (Workshop)	July 2024 (Workshop)
Receive certified 2024 tax rolls from Taylor and Jones county	Appraisal Districts	July 26, 2024	July 26, 2024
Calculation of rollback tax rate and other information for public notice	Associate Supt for Operations, DFS Taylor County Appraisal District	July 26, 2024	July 26, 2024
Approval of budget parameters to be used for budget workbook and set public meeting date to discuss budget and proposed tax rate (Recommendation: August 29, 2024)*	Board of Trustees	August 2024 (Workshop)	August 2024 (Workshop)
Final discussions of 2024-25 preliminary budget with Board	Associate Supt for Operations	August 2024 (Workshop)	August 2024 (Workshop)
Vote on proposed tax rate that will be published in the notice	Board of Trustees	August 2024 (Regular Meeting)	August 2024 (Regular Meeting)
Publish <i>NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE</i>	DFS	August 14, 2024*	August 14, 2024*
Post summary of proposed budget on district website	DFS	August 14, 2024*	August 14, 2024*
Conduct public hearing on 2024-25 proposed budget and tax rate, adopt budget, adopt tax rate	Board of Trustees	August 29, 2024 (Special Meeting)*	August 29, 2024 (Special Meeting)*

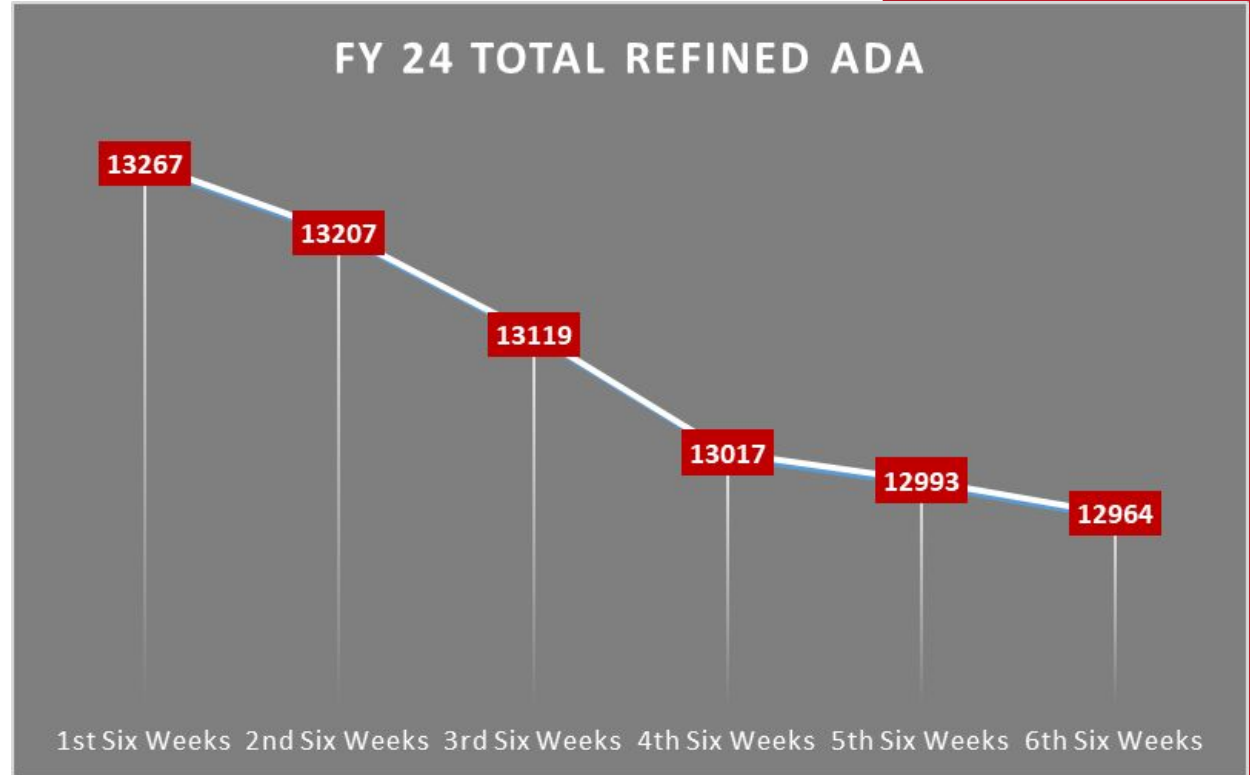
*Date Subject to Change

THIS CALENDAR COMPLIES WITH THE LAWS AND REQUIREMENTS FOR THE PREPARATION AND APPROVAL OF THE 2023-2024 BUDGET. IT ALSO COMPLIES WITH ALL TRUTH-IN-TAXATION LAWS.

Average Daily Attendance

FY 25 Revenue Planning Estimate ADA = 12,300

Total Refined ADA	
1st Six Weeks	13267
2nd Six Weeks	13207
3rd Six Weeks	13119
4th Six Weeks	13017
5th Six Weeks	12993
6th Six Weeks	12964
<hr/>	
<i>FY24 Average</i>	<i>13095</i>



*6th Six Weeks ADA is not final

Net Taxable Value Estimate



2024 ABILENE ISD - NET TAXABLE VALUE APPEAL ADJUSTMENTS

DESCRIPTION	Tax Year	Tax Year	Tax Year	Tax Year	Tax Year
	2023	2022	2021	2020	2019
Taylor / Jones Preliminary Value	\$6,888,262,986	\$6,384,698,098	\$5,655,470,098	\$5,288,447,114	\$5,053,752,807
Taylor / Jones Certified Value	\$5,997,167,838	\$6,031,744,147	\$5,585,833,040	\$5,211,781,725	\$4,998,546,544
Taylor / Jones Appeal Loss	\$891,095,148	\$352,953,951	\$69,637,058	\$76,665,389	\$55,206,263
Taylor / Jones % Change	12.94%	5.53%	1.23%	1.45%	1.09%
Mean	4.45%				
Median	1.45%				
2024 Taylor Preliminary Value	\$6,362,036,938				
2024 Jones Preliminary Value	\$70,324,008				
2024 Preliminary Estimate of Value	\$6,432,360,946				
2023 ARB Adjustment	4.45%				
ARB Appeal Loss	\$286,084,795				
2024 Estimate of Net Taxable	\$6,146,276,151				
Net Taxable % Change from 2023	2.49%				

Less Other Exemptions

The calculated estimate is EXTREMELY VOLATILE, IT IS NOT A CERTIFIED VALUE !!

Taylor CAD ARB Review Update



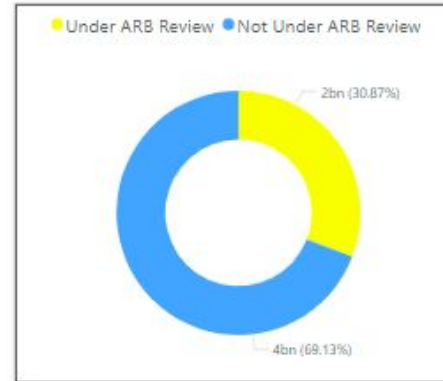
2024 PRELIMINARY TOTALS

Select Entity ABILENE ISD

	<u>Under ARB Review</u>	<u>Not Under ARB Review</u>	<u>Total</u>
Property Count	3222	46255	49477
Assessed Value	1,902,773,525	9,917,743,083	11,820,516,608
Total Exemptions Amount	- 85,439,139	- 5,339,076,107	- 5,404,515,246
Net Taxable	1,837,334,386	4,578,666,976	6,416,001,362
Freeze Taxable	- 16,267,310	- 498,237,774	- 514,505,084
Transfer Adjustment	- 222,232	- 2,766,120	- 2,988,352
Freeze Adjusted Taxable	1,820,844,844	4,077,663,082	5,898,507,926

30.87%

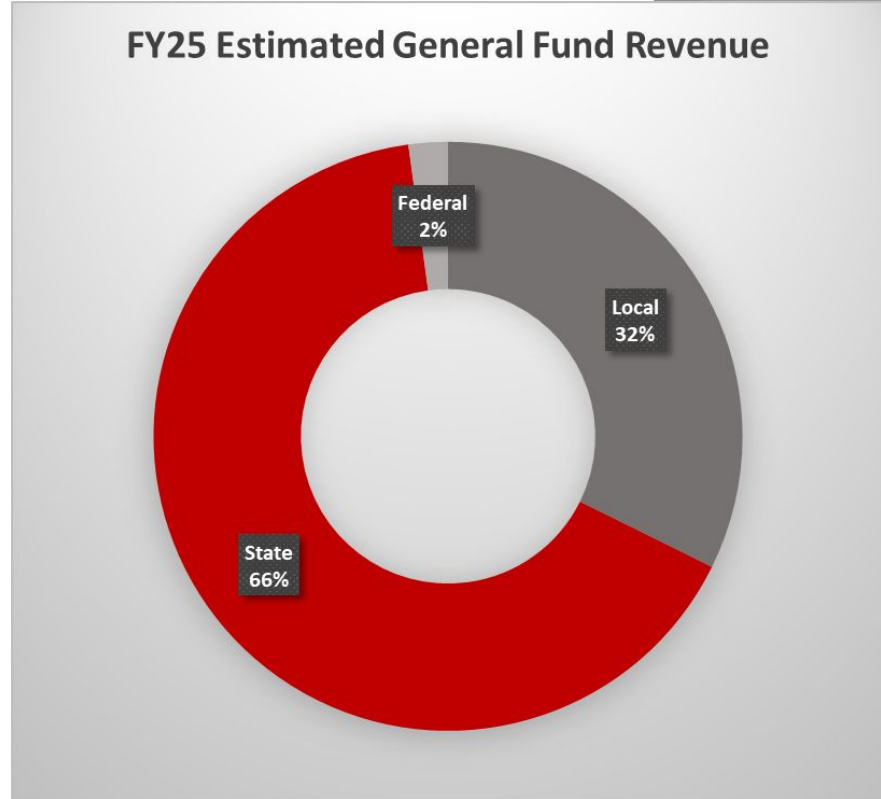
69.13%



PRELIMINARY VALUES WILL CHANGE THROUGH VALUE APPEALS. THE PRELIMINARY ESTIMATE DOES NOT REPRESENT THE REQUIRED CERTIFIED VALUE FOR THE DEVELOPMENT OF AN ENTITY BUDGET.

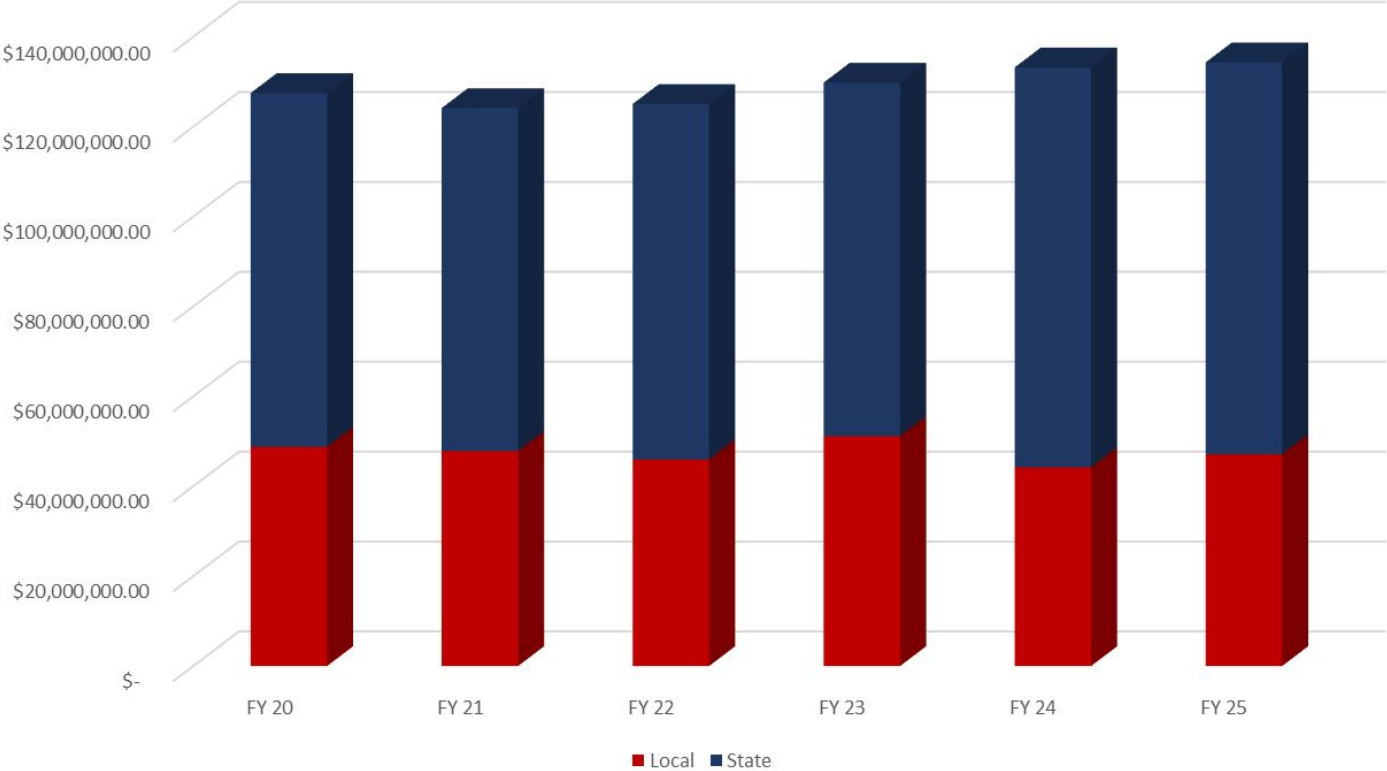
FY25 Estimated General Fund Revenue

		<u>2024-25</u>
		<u>GENERAL</u>
		<u>FUND</u>
Local Revenue		
5711	Property Taxes-Current	\$44,832,741
5712	Property Taxes-Delinquent	600,000
5719	Penalties, Interest, Others	400,000
5739	Tuition-Local	35,000
5742	Interest on Investments	200,000
5743	Rental of Facilities	15,000
5744	Gifts/Bequests	15,000
5749	Miscellaneous Local Revenue	325,000
5754	Print Shop	75,000
5752	Gate Receipts	600,000
Total Local Revenue		\$47,097,741
State Revenue		
5811/12	Per Capita/Foundation	87,206,656
5831	TRS On-Behalf	8,200,000
5819/29	State Rev-TEA (Tech/JJAEP)	70,000
Total State Revenue		\$95,476,656
Federal Revenue		
5929	Federal-TEA (Indirect/ROTC)	1,500,000
5931	SHARS	1,000,000
5941	Impact Aid	275,000
5949	Federal Revenue-Direct	85,000
5949	Federal Revenue-QSCB Interest	281,000
Total Federal Revenue		3,141,000
TOTAL ESTIMATED REVENUES		\$145,715,397



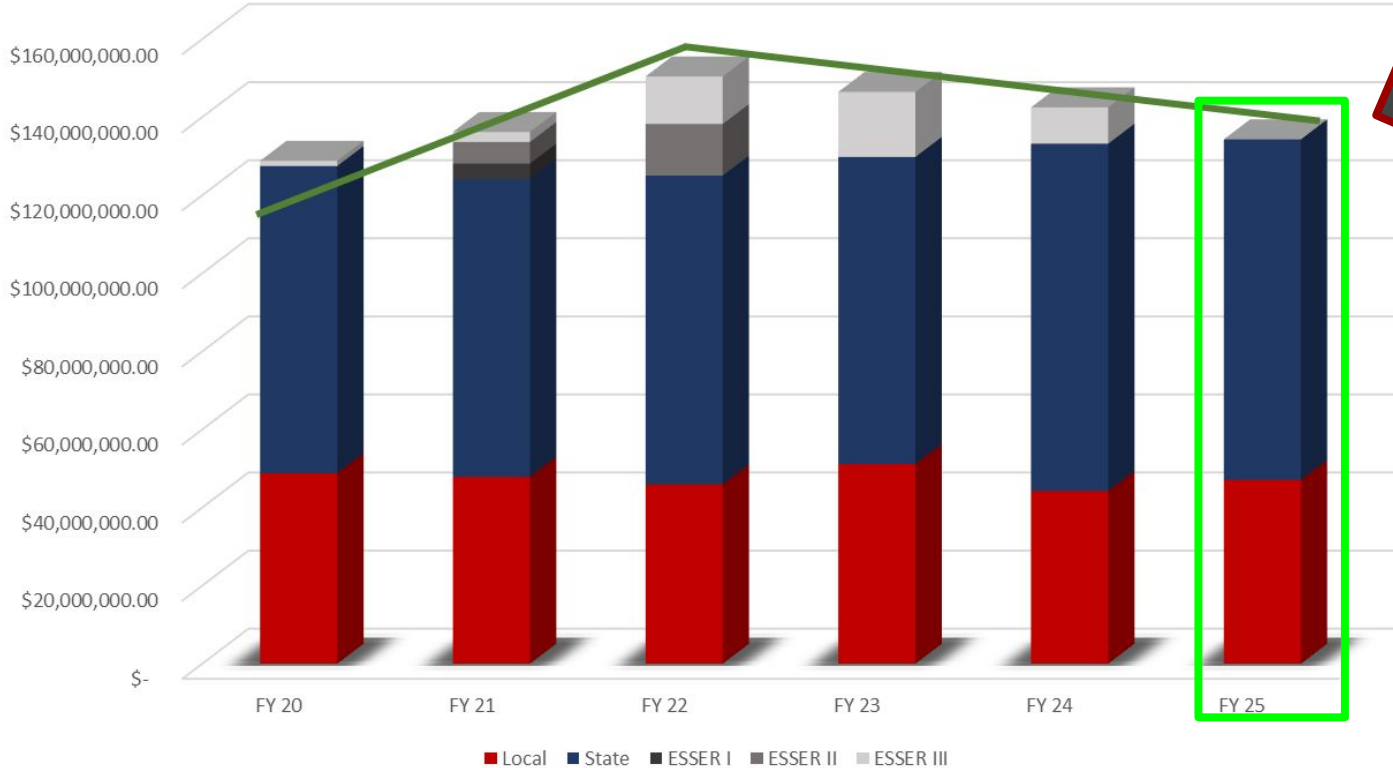
Revenue - State and Local Share

Revenue Estimates State & Local



Revenue - State and Local with ESSER

Revenue Estimates - State, Local & ESSER



**No ESSER in
FY 25**

Expected Expenditure Changes

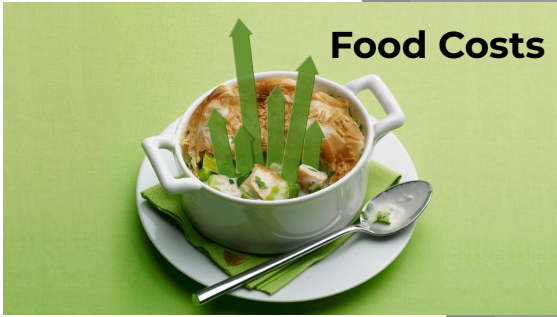
Buses



INSURANCE



Food Costs



Travel Costs

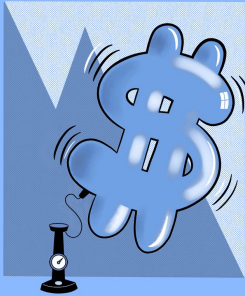


Security



Inflation

[in-'flā-shən]
A rise in prices, which can be translated as the decline of purchasing power over time.



Non-Payroll Budget Changes

Increased Costs

Insurance	490,190.00
ERP & SIS Software	75,000.00
School Resource Officers	75,000.00
Contracted Services - WTRC, TCJ, Communities In Schools, Aptegy, Care Solace	366,320.00
Appraisal & Collection Costs	50,000.00
SHARS Fees	50,000.00
	<hr/>
	1,106,510.00

Costs Savings

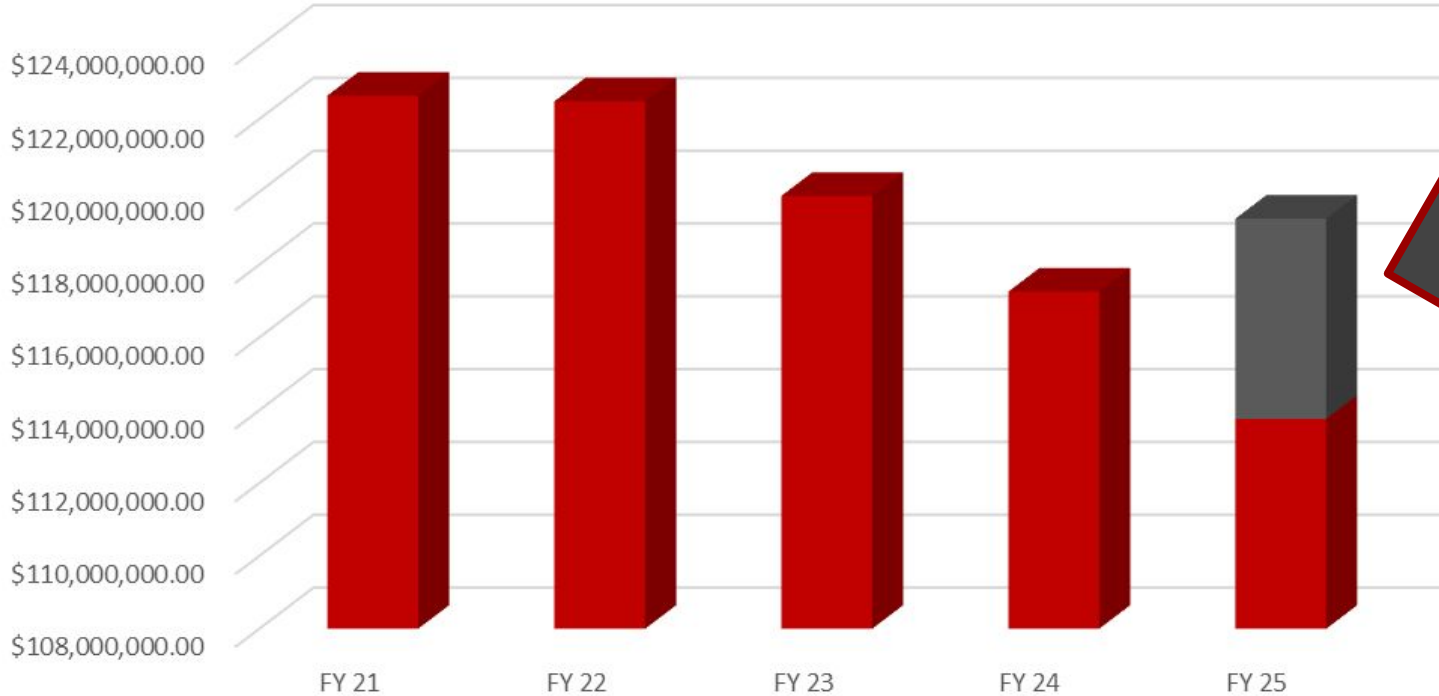
Discontinued Contract Services	(81,000.00)
Decreased Fees	(17,500.00)
Facility Rental	(43,300.00)
Reserved Funds Removed	(1,850,000.00)
5% Non-Payroll Budget Cut	(1,009,588.00)
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	(3,001,388.00)

Net Savings

(1,894,878.00)

FY 25 Payroll Projection - 199

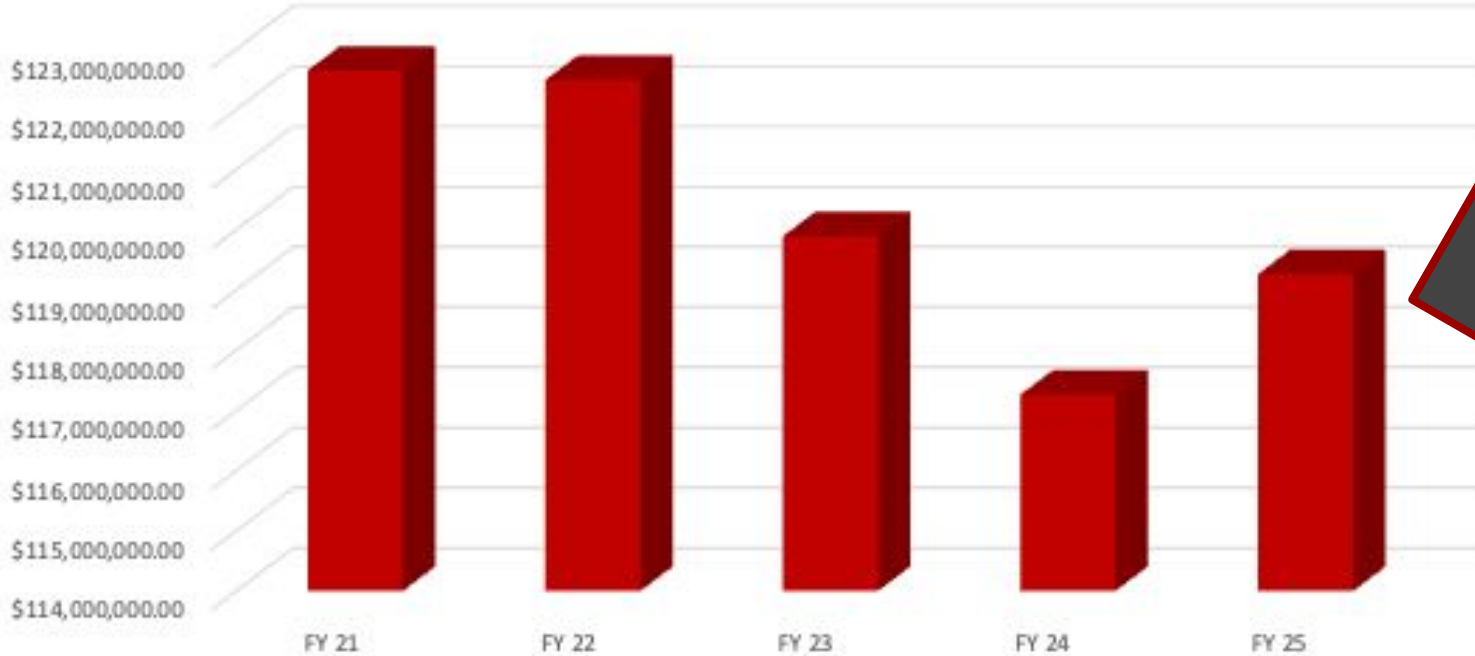
Payroll Budget



\$5.5M
absorbed into
General Fund

FY 25 Payroll Projection - 199

Payroll Budget



**Includes \$5.5M
absorbed into
General Fund**

FY 25 Budget Projection - Baseline

Revenues \$ 145,715,397.00

Expenditures

Current Payroll \$ 119,265,386.60

0% Proposed Pay Increase \$ -

Total Payroll \$ 119,265,386.60

Non Payroll Expenditures \$ 29,129,201.00

Total Expenditures \$ 148,394,587.60

Excess Revenue Over/(Under) \$ (2,679,190.60)

FY 25 Budget Projection

Revenues \$ 145,715,397.00

Expenditures

Current Payroll \$ 119,265,386.60

2% Proposed Pay Increase \$ 3,470,525.00

Total Payroll \$ 122,735,911.60

Non Payroll Expenditures \$ 29,129,201.00

Total Expenditures \$ 151,865,112.60

Excess Revenue Over/(Under) \$ (6,149,715.60)



**Projected Cost for
2% GPI**

FY 25 Budget Projection

Revenues \$ 145,715,397.00

Expenditures

Current Payroll \$ 119,265,386.60

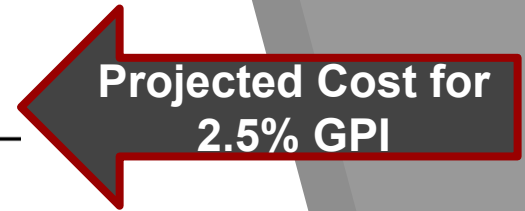
2.5% Proposed Pay Increase \$ 3,959,017.00

Total Payroll \$ 123,224,403.60

Non Payroll Expenditures \$ 29,129,201.00

Total Expenditures \$ 152,353,604.60

Excess Revenue Over/(Under) \$ (6,638,207.60)



FY 25 Budget Projection

Revenues \$ 145,715,397.00

Expenditures

Current Payroll \$ 119,265,386.60

3% Proposed Pay Increase \$ 4,449,233.00

Total Payroll \$ 123,714,619.60

Non Payroll Expenditures \$ 29,129,201.00

Total Expenditures \$ 152,843,820.60

Excess Revenue Over/(Under) \$ (7,128,423.60)



**Projected Cost for
3% GPI**

Still Thinking About:

- I. Maintaining the goal of a \$8M Personnel Attrition Plan
- II. 2024-2025 Compensation Discussion/Action
- III. Tax Rate Compression for 24-25 (August Adopt)
- IV. Appraisal Districts and Certified Values (April-July)
- V. Esser III depleted FY24; General Fund Absorbs
- VI. Sustainable budget plan moving forward
- VII. Replacement plans in various departments
- VIII. Shrinking Operational Footprint
- IX. Budget Year Start Date for Summer '25
- X. Several other things...



Coming in July

- **Expenditures by Major Category**
- **Updated Revenue Projection**
- **Updated Payroll Projection**

Coming in August

- ▶ **Final Property Values**
- ▶ **Complete Budget Book at August Regular Meeting**
- ▶ **Setting Budget and Tax Rate on August 29th**

**Thank You for Being a
Part of the Financial
Health of AISD!**

*Dr. Joseph Waldron
Deputy Superintendent*



**FY 25 Budget Workshop
June 2024**

*Mrs. Jennifer Hinds
Executive Dir. of Finance*

Abilene Independent School District Board Document - Agenda Item XX.XX

Meeting Date: June 6, 2024

Meeting Type: Board Workshop Meeting

Item Type: Information

Future Action Required: Yes

If Yes, Month: July

Subject: AISD Compensation

Background Information:

In May, Zach Hobbs from TASB presented information about our compensation plans to the board. This presentation will be a review of the bottom line costs of our proposed pay increases, a plan for additional stipends for hard to find and keep positions, plus information regarding our insurance plans.

Attached Supporting Documents:

- TASB Maintenance Report
- TASB Pay Maintenance Addendum
- TASB Revised AP Pay Plan Abilene ISD

Fiscal Implications:

None at this time

Administrative Recommendation:

None at this time.

Contact Person: Alison Sims





Board of Trustees Meeting

June 6, 2024



2024-2025 Compensation Plan

*Alison Sims
Associate Superintendent for
the Development of Human
Resources*

FY 25 Budget Projection

<u>Revenues</u>	\$ 145,715,397.00
 <u>Expenditures</u>	
Current Payroll	\$ 119,265,386.60
0% Proposed Pay Increase	\$ -
Total Payroll	<u>\$ 119,265,386.60</u>
 Non Payroll Expenditures	 <u>\$ 29,129,201.00</u>
Total Expenditures	\$ 148,394,587.60
 Excess Revenue Over/(Under)	 \$ (2,679,190.60)

FY 25 Budget Projection

Revenues \$ 145,715,397.00

Expenditures

Current Payroll \$ 119,265,386.60

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**Projected Cost for
2% GPI**

FY 25 Budget Projection

Revenues \$ 145,715,397.00

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Current Payroll \$ 119,265,386.60

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**Projected Cost for
2.5% GPI**

FY 25 Budget Projection

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Total Expenditures \$ 152,843,820.60

Excess Revenue Over/(Under) \$ (7,128,423.60)



**Projected Cost for
3% GPI**

Insurance Implications...

- ▶ AISD currently pays \$410.00 per month for each employee.
- ▶ Rates are increasing at 9.7% over last year
- ▶ For a teacher, a raise will be at these rates (for the year):
 - ▷ 2% - \$1,225
 - ▷ 2.5% - \$1,525
 - ▷ 3% - \$1,825

Much of the pay increase for teachers will go to insurance costs.

Implications for our EXEMPT staff - ALL of a pay increase will go to insurance costs.

Proposed Rates - cost per month

	HSA 3K		HMO 5K		Copay 1200	
	Current	Renewal	Current	Renewal	Current	Renewal
Employee Only	\$443.35	489.90	\$434.24	\$479.84	\$582.65	\$584.16
		+46.55		+63.60		+1.51
Employee + Spouse	\$894.61	\$988.54	\$876.12	\$986.11	\$1,067.77	\$1,179.89
Employee + Child(ren)	\$776.32	\$857.83	\$760.28	\$840.11	\$926.45	\$1,023.73
Family	\$1,297.67	\$1,433.93	\$1,270.78	\$1,404.21	\$1,549.31	\$1,711.99
Medicare Employee Only	\$443.35	\$489.90	\$434.24	\$479.84	\$528.65	\$584.16
Medicare Family	\$1,297.67	\$1,433.93	\$1,270.78	\$1,404.21	\$1,549.31	\$1,711.99

Compensation comparisons in other districts

District Name	Adopted Pay Increase
San Saba ISD	0%
Dripping Springs ISD	.5%
Mason ISD	.6%
Fort Worth ISD	2%
Dallas ISD	2%
San Marcos ISD	2.8%
Irving ISD	3%
Frisco ISD	3%
Hutto ISD	4%

Suggested Additional Stipends

- ▶ Resource/inclusion special education teachers receive \$2,000 yearly stipend
- ▶ PALS/ADAPT special education teachers receive a \$4,000 yearly stipend
- ▶ SAP special education teachers receive a \$6,000 yearly stipend
- ▶ Behavior transition teachers receive a \$4,000 yearly stipend
- ▶ Close review of all athletic and fine arts stipends to ensure we stay competitive with other districts

Fair Labor Standard Act Updates

U. S. Department of Labor updated salary threshold for exempt employees:

- ▶ Effective July 1, 2024, the salary threshold increases from \$684 to \$844 per week
- ▶ Effective January 1, 2025, the salary threshold increases from \$844 to \$1,128 per week

TASB has updated our Administrative Professional 1 pay grade to at least \$225.65 on a daily rate so we will be in compliance.

Questions?



Abilene Independent School District Board Document - Agenda Item II.D

Meeting Date: June 6, 2024

Meeting Type: Board Workshop

Item Type: Presentation

Future Action Required: No

If Yes, Month:

Subject: Office of Innovation Update

Background Information:

Abilene ISD has been an innovative district for several years as evidenced by the development of the Academy for Technology, Engineering, Math, and Science; Holland Medical; the Center for Innovation at McMurry; the LIFT Center; and most recently Stafford Elementary.

The Office of Innovation is dedicated to supporting campuses with innovative ideas and providing time and resources to help with those innovations. With the opportunity to join the System of Great Schools, we are continuing to be an innovative district.

Abilene ISD was awarded two grants through the LASO grant program. The first grant was the Strong Foundations Planning Grant and the School Action Fund Redesign-STEM Planning Grant. Both grants are planning grants for the 2024-2025 school year with the option of applying for implementation grants in the 2025-2026 school year. In addition, AISD is exploring the possibility of partnering with Hardin-Simmons University to support Ortiz Elementary.

This presentation will provide an update of the progress we are making in these areas.

Attached Supporting Documents:

Office of Innovation Update (google slides)

Fiscal Implications:

None

Administrative Recommendation:

None at this time.

Contact Person:

Dr. Karen Munoz, Executive Director for Innovation and Program Development

Dr. Ketta Garduno, Associate Superintendent for Academics and Student Supports



**Office of Innovation
Abilene ISD**

Dr. Karen Munoz

*Executive Director for
Innovation and Program
Development*

Office of Innovation



STRONG FOUNDATIONS
Planning

K-12 RLA Instructional Framework



Redesign-STEM



Center for Innovation @ McMurry



the **LIFT** | Leadership & Innovation
in Future Technologies





System of Great Schools

Abilene ISD North Star Goal

By the end of the 2028-2029 school year,
75% of students in Abilene ISD will be in
A or B seats.

Abilene ISD Theory of Action

If Abilene ISD rigorously reviews our current **systems** to determine what is working and what needs improvement,

and

creates a plan to improve our **student experience** through high-quality, engaging instruction

by

effective teachers at school with great leaders,

then

more A/B seats are available to our students so that we will **equip AISD learners** to make a positive impact in their world and **student outcomes** will improve.





HARDIN-SIMMONS
UNIVERSITY

Hardin Simmons University

Potential Collaboration with AISD Campus (Ortiz)

- **Scholarly Attributes**
- **Strengths Finder 2.0**

Dr. Renee Collins
Associate Dean, Irvin SOE, HSU



**Mann Middle School
Redesign-STEM**

Redesign-STEM (Mann MS)

<p>Completed</p>	<p>Gate 0 deliverables have been submitted to TEA for review</p> <ul style="list-style-type: none"> • Stakeholder Communication Plan • Design Team composition of campus and District stakeholder
<p>In Progress</p>	<p>Gate 1</p> <ul style="list-style-type: none"> • Preparing to launch with a Stakeholder Engagement Summit, tentatively in late August • STEM Research • Scope of activities for planning and stakeholder communication
<p>Upcoming</p>	<p>Gate 1</p> <ul style="list-style-type: none"> • Mann MS Distributed Leadership training (June 11th)
<p>Goal</p>	<p>Gate 4</p> <ul style="list-style-type: none"> • Submit an exemplar Mann MS STEM Plan on May 2, 2025 for approval to be eligible for the Implementation stage in 2025-2027

QUESTIONS?

Abilene Independent School District Board Document - Agenda Item

Meeting Date: June 6, 2024

Meeting Type: Board Workshop

Item Type: Presentation

Future Action Required: No

If Yes, Month:

Subject: Discipline and Behavior Supports Working Committee Summary

Background Information:

The District Behavior Supports Committee recently evaluated the current behavioral support framework within our schools, identifying both effective strategies and areas for improvement.

Composed of teachers and administrators from each campus, the committee was formed to review AISD's discipline and behavior supports and provide feedback on what is working, what is not working, and what is needed. Each district campus was represented by members nominated by their respective principals. Over two weeks, the committee met for three sessions, each lasting one and a half hours, to review district disciplinary and behavior support programs and processes. They compiled lists of strengths, weaknesses, and requirements for improvement.

The committee was organized into groups by grade bands (Pre-K through 2nd grade, 3rd-5th grade, Middle School, High School) to provide feedback tailored to the specific needs of each grade level. Additionally, members were encouraged to consult with their colleagues on campus to gather any additional feedback that might have been overlooked. Participants worked diligently and productively within their groups to identify common themes. This presentation includes a summary of their feedback.

Attached Supporting Documents:

Campus Discipline Working Committee Members Spring 2024
Discipline and Behavior Supports Committee Summary Presentation

Fiscal Implications:

None at this time

Administrative Recommendation:

None at this time.

Contact Person:

Dr. Gustavo Villanueva, Associate Superintendent for Student Services

	Campus	Teacher Representative	Grade	Subject
x	Alcorta Elementary	Abby Cummins	KG	All Subjects
x	OAISD	Alison Camp		
-	OAISD	Amanda Young		
-	Abilene High School	Amelia Siburt		
-	Mann MS	Amy Dudley	AP	
x	OAISD	Arin Spence-Salas		
x	Austin Elementary	Christin McClain	3rd grade	RLA
x	Dyess Elementary	Courtney Rasco	1st grade, Kinde	All Subjects
-	Purcell Elementary	Crystal Meneses	Meneses AP/Kir	All Subjects
x	Bowie Elementary	Darla Bartlett		
x	Alcorta Elementary	David Ahlschwede		4 Math
x	Purcell Elementary	Deana Kirtley		
x	Craig MS	Debra Stewart	Principal	
x	WCE	Erin Palmer	9-12	Edgenuity
x	OAISD	Gustavo Villanueva		
x	Taylor Elementary	Halley Hancock	Kindergarten	All Subjects
x	Martinez Elementary	Herminia Cano		
x	Dyess Elementary	Hillary Hernandez	AP	
x	Abilene High School	James Reese		
x	Cooper High School	Jamie Mollett	9-12	Social Studies
x	Stafford Elementary	Jana Walker	4th grade	Math/science
x	Cooper High School	Jessica Susaita	9-12	Science
x	Bassetti Elementary	Jill Reed	K/1 Transition	All subjects
x	OAISD	John Kuhn		
x	Madison MS	Josh Newton	Principal	
x	Ortiz Elementary	Karen James	Behavior Liasior	All subjects
x	OAISD	Karen Munoz		
x	Mann MS	Katy Roberts		
x	OAISD	Keri Thornburg		
x	Bonham Elementary	Kevin Wellborn	Principal	
x	Bonham Elementary	Kevin Wright	3rd grade	RLA/SocStu
x	Craig MS	KJ Jones	6th-8th	TIP Teacher
x	Craig MS	Krista Conner	Teachers	6th Social Studies
x	Abilene High School	Kristin Summerlin	9th	Alg I/Honors Geometry
x	Madison MS	Kylee Zonker	7th	Math
x	Long ELC	Lindsey Cromwell	Head Start	Allow
-	Bonham Elementary	Melissa Bell	4th grade	RLA/SocStu
x	Dyess Elementary	Melissa Hendricks		
x	Alcorta Elementary	Michelle Josselet	Principal	
x	Ward Elementary	Morgan Alvarenga	4th	RLA/SS
x	Bonham Elementary	Nate Sharits	3rd-5th SAP	All Subjects
x	Clack MS	Nick Gonzales	6-8	Athletics/PE

	Campus	Teacher Representative	Grade	Subject
x	Bonham Elementary	Nicole Chastang	5th grade	Science
x	Bassetti Elementary	Pat McRoy	5th grade	RLA
x	OAISD	Ramon Zamora		
x	WCE	Rebekah Sellers		
x	Alcorta Elementary	Richard Green		4 RLA
x	OAISD	Rosemary Hollingsworth		
-	Alcorta Elementary	Sarah Hendrix		5 RLA
x	Bowie Elementary	Shannon Ochoa	PALS & 2nd gr.	Sp. Ed./ All subjects
x	Thomas Elementary	Sharon Snyder	Kindergarten	All Subjects
-	Cooper High School	Shelby Meier	9-12	Art
x	OAISD	Sierra Greenwood		
x	OAISD	Stevanie Jackson		
x	OAISD	Susan Piersall		
x	Stafford Elementary	Sydney Beverage	3rd grade	Math/science
x	Taylor Elementary	Tabitha Lopez	Behavior Liaison	
x	OAISD	Teryl Reece		
x	Bassetti Elementary	Thonie Williams	4th grade	Science/Math
x	Holland Medical	Tina Fleet-McGuire		
x	Martinez Elementary	Todd Nix	Nix 1-5/ Cano K	All Subjects
x	ATEMS High School	Tracy Long		
x	Cooper HS	Tyler Edwards	Associate Principal	
x	Mann MS	Vanessa Campo	6-8	Tennis
x	Bonham Elementary	Veronica Hajri	3rd grade	Math/Science
x	OAISD	Wendy Moreland		
x	Ward Elementary	Whitney Morales	K-5	BL
x	Abilene HS	Zachary Sneed	AP	
-	Not present			
x	Present			



Discipline and Behavior Supports Committee Feedback Summary

This summary presents feedback on AISD's discipline and behavior support systems. A committee of teachers and administrators from each campus met to discuss the effectiveness of these supports, identifying strengths, weaknesses, and areas for improvement.

What is working?

- **CHAMPS**
 - Clear Expectations & Classroom Procedures
 - Identifying preventative, proactive, and instructional practices for teachers to use in their classrooms
- **Foundations**
 - Clear Expectations & Procedures for common areas
 - Multiple Bell Schedules (MS)
 - Behavior Matrix
 - Faculty run with faculty buy in

What is working?

- **Capturing Kids' Hearts**
 - Relationship building procedures
 - Supports the positive interaction piece from CHAMPS
 - Creates routines and boundaries with student input to develop classroom climate
- **Behavior Liaisons**
 - Provide extra support for Tier 2 students
 - Use strategies that transfer to positive behavior in the classroom
- **Extensive Elective Selections**
 - Provides motivation
 - Connects students to their interests
 - Leads to opportunities beyond the classroom

What is working?

- **Support**
 - Campus Administrators
 - Behavior Coordinators
 - CHAMPs Coaches
 - Campus Care Teams
 - Communities in Schools
- **Alternative Programs**
 - SAP (Student Achievement Program)
 - STEPS (7 & 8 grade behavior improvement)
 - DAEP
 - Woodson Center for Excellence alternative graduation plan
 - K-1 transition
 - TIP
 - PALS

What is not working?

- **Large kindergarten classes**
 - Dealing with classroom behaviors is more challenging when Kindergarten classes are large.
 - Instructional Aide support, if available, is often pulled to cover classes with no substitute.
- **Professional Development for Teachers**
 - New to the profession teacher training Tier 1
 - Alternative certification teachers come into the profession with little to no classroom experience and need targeted support.
 - Lack of resources or unidentified process for support to better meet behavior concerns.
 - Year 1 or 2 teachers need professional development to structure their classroom, manage tier 1 & 2 students and design instruction to meet student learning styles.
 - Leveled, ongoing and embedded training for all teachers for tier 1 & 2 behaviors

What is not working?

- **Communication**
 - Writing referrals and consequences given
 - Campus level communication when students re-enter the classroom, what happened, consequences given and/or background context
 - Processes, timeline and transition for specialized programs (K-1, TIP, SAP...)
 - Explanation of each program offered and the timeline from documentation to entry into the program is unclear
 - Transition from program back to campus. What does this process look like and how is success measured in each program for a student to be transitioned?
 - Campus to campus expectations
 - How do we create better continuity between campuses due to students transferring or mobility rate?

What is not working?

- **Cell phone policy**
 - HS feels that the cell phone policy is ineffective.
 - Inconsistent expectations/standards about cell phones create a problem with usage during instructional time.
- **Lack of consequences/intervention strategy options**
 - Teachers and admin want more creative ways to address tier 2 behaviors at the classroom and campus level.
 - Limited Consequences
- **TIP (Elementary & HS)**
 - TIP K-5 is not meeting the behavior needs in its current structure. K-5 feels it would best serve campuses to continue K-1 Transition Class and add 2-5 transition classrooms.
 - Both high schools want a behavior liaisons.

What is not working?

- **SAP & Behavior Program Teacher Retention**
 - Difficult position to fill and retain staff. These teachers are dealing with the most challenging student population and volatile behaviors.
- **Disciplinary Settings (ISS & DAEP)**
 - Works to give teachers temporary relief, but is not always deterrent in changing student behavior.
 - ISS is inconsistent or ineffective structure from campus to campus.
- **Inconsistent implementation of behavior liaisons**
 - Behavior liaisons are used differently or ineffectively from campus to campus.
- **Mentoring program**
 - Tied to ongoing and embedded training, but lacks the structure and intentionality for new teachers to feel supported
 - Lacks the process to be an avenue for teachers to seek needed support in various areas concerning instruction, behavior and meeting student emotional needs
 - Lack of tools to deal with the stress of the profession to reduce the number of teachers leaving the profession
 - Needs to be more intentional and Stratified

What's Needed

- **Professional development and mentoring**
 - Need for ongoing, embedded training for teachers
 - Targeted and differentiated support for new teachers (new to the profession, new to the district and alternative certified teachers)
 - Structured development programs for managing classroom behavior
 - Training for mentor teachers
 - Training on de escalation, teacher regulation, trauma-informed strategies
- **Instructional Support**
 - More instructional aides to manage large class sizes specifically in Kindergarten and 1st grade
 - Consistent substitute coverage to avoid reassignment to cover absences
 - More training on engaging instructional strategies

What's Needed

- **Behavioral Interventions**
 - Creative strategies for addressing tier 2 behaviors especially the more challenging
 - Improved mentoring programs for new teachers
 - Effective and consistent use of behavior liaisons across campuses
 - The assignment of behavior liaisons should involve consideration of the campus size
 - Creative and effective disciplinary consequences
 - Resources and tools for teachers to address behavioral issues
- **Communication and processes**
 - Clear communication regarding referrals and consequences
 - Communication of district wide behavior supports
 - Defined processes and timelines for program transitions
 - Consistent expectations across campuses for mobile students
- **Reconsider cell phone policy in high school**
 - Improves engagement
 - Reduce student/teacher conflict

Next Steps

- **This committee will serve as the districts discipline and behavior supports committee and will convene twice a semester.**
- **Review feedback and create an action plan to address most critical to least critical concerns**
- **The committee will monitor progress and recommend adjustments**