



**Regular Meeting Agenda  
Thursday, July 22, 2021  
LEO Conference Center  
300 S. West Dr.  
Leander, TX 78641  
6:15 PM**

Doors will open to the public at 5:30 PM.

Members of the public may access this meeting via live stream at <https://youtu.be/K0gWxCMsp-g>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up between 4:30 and 6:00 PM on the day of the meeting. Individuals are encouraged to sign up online at <https://bit.ly/3hNQzCQ>; however, hardcopy sign up forms will be available between 5:30 and 6:00 PM at the meeting location.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on July 19, 2021, at 4:00 PM.

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

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
  - A. Pledge of Allegiance
  - B. Moment of Silence
- 3. RECOGNITION**
  - A. UIL/Texas Cup State Robotics: Vandegrift HS
- 4. COMMUNICATIONS / ANNOUNCEMENTS**
  - A. Superintendent Remarks
  - B. Board Member Remarks
    1. Committee Updates 3
- 5. CITIZEN COMMENTS**

*(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 6. PUBLIC HEARING**
  - A. Consider Approval of Optional Flexible School Day Program Re-application and Public Hearing 4
- 7. CLOSED SESSION**
  - A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter
  - B. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- 8. ACTION PURSUANT TO CLOSED SESSION**
  - A. Consider Approval of Settlement of Parent Complaint and Litigation Concerning Students
- 9. CONSENT AGENDA**
  - A. Consider Approval of Minutes of Regular and Called Board Meetings 26

B. Consider Approval of Expedited Waiver for Staff Development	37
C. Consider Approval of Williamson County Juvenile Justice Alternative Education Program Memorandum of Understanding	40
<b>10. SUPERINTENDENT'S REPORT</b>	<b>55</b>
<b>11. DISCUSSION / ACTION ITEMS</b>	
A. STUDENT EXPERIENCE	
1. Report on 2020-2021 School Quality Survey Results	88
2. Report on BrightBytes Survey Results	261
3. Report on STAAR Assessment Results	275
B. GOVERNANCE	
1. Legislative Update	289
2. Report on Community Bond Survey Results	297
3. Discussion of Citizens' Facility Advisory Committee Recommendations and Other Items Related to Possible Future Bond Election	322
4. Review and Consider Changes to Board Member Committee Assignments	356
5. Discuss Superintendent Performance Goals	357
6. Strategic Planning Discussion	371
C. OPERATIONS	
1. Report on 2021 Employee Engagement Survey Results	372
2. Consider Approval of Additional FTEs for 2021-2022	433
3. Business and Finance Monthly Reports	
a. 2020-2021 Budget Projections	434
b. Monthly Bond Status Report	437
c. Monthly Financial Report	439
d. Monthly Investment Report	446
e. Monthly Tax Collection Report	451
4. General Construction Update	467
<b>12. CLOSED SESSION</b>	
A. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
B. Texas Government Code 551.074: deliberation and consideration of employment of Rouse High School Principal	
C. Texas Government Code 551.074: deliberation and consideration of employment of Senior Director, Innovative Learning Programs - New Hope High School Principal	
<b>13. ACTION PURSUANT TO CLOSED SESSION</b>	
A. Consider Approval of Teacher and Administrator Contracts	
B. Consider Employment of Rouse High School Principal	
C. Consider Employment of Senior Director, Innovative Learning Programs - New Hope High School Principal	
<b>14. BOARD MEETING DEBRIEF</b>	
<b>15. ADJOURNMENT</b>	

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If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

## Board Member Representation on Committees & Boards

LISD administrative committees on which Board Members currently serve:

- Board Operating Procedures Review Committee: Jim MacKay and Anna Smith
- Community Based Accountability System Committee: Aaron Johnson, Jim MacKay and Anna Smith
- Community Curriculum Advisory Committee (CCAC): Gloria Gonzales-Dholakia and Elexis Grimes
- Equity and Diversity Advisory Committee: Gloria Gonzales-Dholakia and Christine Mauer
- Legislative Committee: Trish Bode, Elexis Grimes, Anna Smith
- Policy Review Committee: Aaron Johnson, Gloria Gonzales-Dholakia, Elexis Grimes
- School Health Advisory Committee (SHAC): Aaron Johnson
- School Safety and Security Committee (*Board President and one additional Board member required*): Board President Trish Bode and Elexis Grimes

Non-LISD committees/boards on which LISD Board members represent the District:

- City of Austin Regional Affordability Committee: Jim MacKay
- City of Cedar Park Key 6: LISD Board President
- City of Leander Key 6: LISD Board President
- LEEF Board Ex-Officio Director: Elexis Grimes

Although not a committee, the Board's liaison to the Internal Auditor is Jim MacKay and Anna Smith.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

<b>Agenda Item:</b>	Consider Approval of Optional Flexible School Day Program Re-application & Public Hearing
<b>Purpose (this meeting):</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Chrysta Carlin, Matt Bentz
<b>Attachments:</b>	<ul style="list-style-type: none"><li>• Optional Flexible School Day Re-Application and Public Hearing Presentation</li><li>• Optional Flexible School Day Application</li></ul>

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## **Background Information:**

The Optional Flexible School Day Program (OFSDP) allows districts to provide flexible hours and days of attendance for students in any grade who meet one of the following criteria according to Texas Education Code §29.0822:

- The student has dropped out of school or is at-risk of dropping out.
- The student attends a campus that is implementing an innovative redesign of the campus or an early college high school under a plan approved by the commissioner of education.
- The student will be denied credit for one or more classes in which the student has been enrolled as a result of attendance requirements under the Texas Education Code, §25.092.

The goal of the program is to improve graduation rates for students who are in danger of dropping out of school, have dropped out, or are behind in core subject courses. Leander ISD's alternative high school, New Hope High School, serves students at-risk who could benefit from options for flexible attendance.

If approved by the Board, the attached application will be submitted to the Texas Education Agency (TEA) to implement the Optional Flexible School Day Program in the 2021-2022 school year.

## **Administrative Recommendation:**

The Administration recommends that the Board approve the submission of re-application for the Optional Flexible School Day Program to be implemented at New Hope High School for the 2021-2022 school year

## **Sample Motion:**

I move that the Board approve the submission of the re-application for the Optional Flexible School Day Program to be implemented at New Hope High School for the 2021-2022 school year.



**OPTIONAL FLEXIBLE  
SCHOOL DAY PROGRAM  
RE-APPLICATION & PUBLIC HEARING**

July 22, 2021

## PURPOSE

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Provide an overview of the Optional Flexible School Day Program (OFSDP), hold a public hearing, and for the Board of Trustees to consider approval for re-application.

6

# PROGRAM DESIGN

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Supports students who:

- Are at-risk or have dropped out
- May be denied credit because of attendance

Flexible instructional arrangements include:

- Classes offered throughout the year
- Weekend, night, and extended day classes
- Credit recovery classes

# OFSDP IMPACT ON ATTENDANCE

## New Hope High School

	<b>2016-2017 Totals</b>	<b>2017-2018 Totals</b>	<b>2018-2019 Totals</b>
<b>Days Present</b>	<b>6223.50</b>	<b>11083.27</b>	<b>12496.15</b>
<b>Students Served</b>	<b>110</b>	<b>137</b>	<b>159</b>

8

\*2019-2020, 2020-2021 school years – TEA COVID-19 attendance structures

# ANNUAL APPLICATION REQUIREMENTS

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Implementation plan description



Staff plans

9



Schedules



Student attendance accounting security procedures  
and documentation



Listing of participating campuses

# QUESTIONS AND PUBLIC HEARING

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# Texas Education Agency



## APPLICATION

Updated May 2021

## Optional Flexible School Day Program (OFSDP)

\_\_\_\_\_ School Year

**ELIGIBLE APPLICANTS:** The Texas Education Agency (TEA) will make available to eligible school districts and open-enrollment charter schools an application form that must be completed and submitted annually to the TEA for approval.

## **Definition of Program Provisions**

### **Eligible Students**

A student is eligible to participate in an optional flexible school day program (OFSDP) authorized under the Texas Education Code [\(TEC\) §29.0822](#), if:

1. the student meets one of the following conditions:
  - the student is at risk of dropping out of school, as defined by the [TEC, §29.081](#); or
  - the student is attending a campus implementing an approved innovative campus plan; or
  - the student is attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#); or
  - the student is attending a campus with an approved early college high school program designation as defined by the [TEC, §29.908](#); or
  - the student, as a result of attendance requirements under the [TEC, §25.092](#), will be denied credit for one or more classes in which the student has been enrolled.

**and**

2. there is an agreement in writing to the student's participation
  - by the student, if the student is over 18 years of age; or
  - by the student and the student's parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

### **Assessment**

The student must take the required state assessments specified under the [TEC, §39.023](#), during the regularly scheduled assessment calendar.

### **Participation in University Interscholastic League (UIL)**

A student enrolled in an OFSDP under the [TEC, §29.0822](#), may participate in a competition or other activity sanctioned or conducted under the authority of the University Interscholastic League (UIL) only if he or she meets all UIL eligibility criteria.

### **Attendance Credit**

A student attending an OFSDP under the TEC, §29.0822, may be counted in average daily attendance (ADA) for purposes of funding under the TEC, Chapters 46, 48, and 49, only for the actual number of contact hours the student receives, not to exceed 720 hours or 43,200 minutes per 12-month period. **Students enrolled in the traditional program for part of the year and the OFSDP program for part of the year may not earn more than one ADA.**

### **Board Approval**

The board of trustees of a school district must include the OFSDP as an item on a regular agenda for a board meeting. Board of trustees of a school district must discuss the progress of the program before approving the program and applying to operate an OFSDP (see Appendix Two).

## **Continuation or Revocation of Program Authorization**

Applications are approved for a period of one (1) school year. Continuation of the approval for the OFSDP will be contingent on the demonstrated success of the program. Determination of success will include a review and analysis of data provided in the mandatory final progress report(s). The commissioner of education may revoke authorization for participation in the OFSDP after consideration of relevant factors, including performance of students participating in the program on assessment instruments required under the TEC, Chapter 39; the percentage of students participating in the program who graduate from high school; and other criteria agreed to in the application and adopted by the commissioner of education. A decision to revoke approval of the program by the commissioner of education is final and may not be appealed.

## **Reporting Requirements**

Following approval of the application, the applicant may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. When requested, reports will require applicants to disclose the overall progress of the students in the program, the number of students enrolled in the program (disaggregated by ethnicity, age, gender, and socioeconomic status), the number of students graduating from high school (disaggregated by ethnicity, age, gender, and socioeconomic status), and additional criteria selected by the applicant and agreed to by the commissioner. The TEA will provide notice to applicants and additional instructions for completion of reports at least 45 days before the date a report is due, or as soon as possible, in order to give school districts and charter schools adequate time to prepare and submit the reports to the TEA. The TEA may request additional reports as necessary to monitor and assess progress of students participating in the program.

## Provisions of Agreement

### **Article I – Parties to Agreement**

This agreement is entered into by and between the Texas Education Agency, an agency of the State of Texas, hereinafter referred to as the “TEA,” and

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(Legal Name of School District or Open-Enrollment Charter School)

located at

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(Physical Address)

hereinafter referred to as “district.”

### **Article II – Period of Agreement**

The period of the agreement, as detailed by participating campus in **Appendix 5**, is for a maximum of one (1) school year plus an additional thirty (30) school days if the district is applying for credit recovery. **Note that the agreement term is subject to annual renewal.**

### **Article III – Purpose of Agreement**

The district must perform all the functions and duties set out in the agreement, the authorizing program statute, and applicable regulations.

### **Article IV – Reporting Requirements**

The district may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. The TEA may request additional reports as necessary to monitor and assess progress of students participating in the program.

### **Article V – General and Special Provisions to the Agreement**

Attached hereto and made a part hereof by reference is each of the provisions indicated below with an “X” beside it:

- Appendix One, Assurances
- Appendix Two, Board Approval
- Appendix Three, Attendance and Compliance Procedures of Proposed Program (Attach PDF File)
- Appendix Four, Contact Sheet
- Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement (Attach Excel File)

## Article VI – Application Process

- For questions or assistance regarding this application, email [opfex@tea.texas.gov](mailto:opfex@tea.texas.gov) or call 512-463-9294.
- Applications should be submitted 30 days prior to the start of the program. Start date(s) on Appendix 5 should be at least thirty (30) days after the application is submitted.
- Applications submitted by July 15th should be approved by August 15th.
- Email the complete application and attachments to: [opfex@tea.texas.gov](mailto:opfex@tea.texas.gov).
- Email subject line should indicate: OFSDP Application - District Name, County District Number

## Article VII – Agreement

AGREED and accepted on behalf of the school district or open-enrollment charter school to be effective on the earliest date written above by a person authorized to bind the district.

Typed Name \_\_\_\_\_ Authorized Signature \_\_\_\_\_  
Typed Title \_\_\_\_\_

## Appendix One Assurances

The definition of terms of the application applies to this Appendix One, Assurances. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

**PAGE LIMIT: SUBMIT NO ADDITIONAL PAGES FOR APPENDIX ONE. ALL INFORMATION REQUESTED MUST BE INCLUDED WITH THIS FORM.**

The district agrees to enroll only eligible students to participate in an OFSDP authorized under this application. A student is eligible to participate in an OFSDP authorized under the TEC, §29.0822, if:

1. the student meets one of the following conditions:
  - the student is at risk of dropping out of school, as defined by the [TEC, §29.081](#); or
  - the student is attending a campus implementing an approved innovative campus plan; or
  - the student is attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#); or
  - the student is attending a campus with an approved early college high school program designation as defined by the [TEC, §29.908](#); or
  - the student, as a result of attendance requirements under the [TEC, §25.092](#), will be denied credit for one or more classes in which the student has been enrolled.

and

2. there is an agreement in writing to the student’s participation
  - by the student, if the student is over 18 years of age; or
  - by the student and the student’s parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

The district agrees:

1. to administer mandatory assessment instruments during the regular assessment cycle to students enrolled in OFSDPs;
2. to ensure all instructional materials and facilities are comparable or exceed the required standards for students in similar programs;
3. that the students participating in an OFSDP will not be isolated from other academic and vocational programs of the school district and that all students will have access to school counselors for pre- and post-entry counseling, academic or personal counseling, and career counseling;
4. to provide faculty and administrators with baccalaureate or advanced degrees, highly qualified staff, and certified teachers as required by 19 Texas Administrative Code §129.1027 for the program;
5. to adopt a policy that does not penalize students participating in an OFSDP in accordance with the 90% rule (TEC, §25.092[a]) or the 75% to 90% rule for class credit (TEC, §25.092[a-1]);
6. to adopt a policy to require students to attend regularly scheduled instruction for the OFSDP with penalties for nonattendance including filing truancy charges, if appropriate;
7. to track the number of minutes the student receives instruction each day and to comply with applicable sections of the [Student Attendance Accounting Handbook](#).

8. to comply with all reporting requirements established by the TEA;
9. not to discriminate based on disability, race, color, national origin, religion, or sex; and
10. to prohibit a student participating in an OFSDP from participating in a competition or other activity sanctioned or conducted under the authority of the UIL unless the student meets all UIL eligibility requirements.

**AGREED** and accepted terms and conditions of Appendix One on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

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Name, Title, and Telephone Number of School Board President

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Signature of SchoolBoard President

Date

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Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

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Signature of Person Authorized to Bind the District or Charter School

Date

**Appendix Two**  
**Board Approval**

The definition of terms of the application applies to this Appendix Two, Board Approval. The school district or open-enrollment charter school hereinafter called "district" does hereby certify and agree to the following conditions of the agreement.

**PAGE LIMIT: SUBMIT NO ADDITIONAL PAGES FOR APPENDIX ONE. ALL INFORMATION REQUESTED MUST BE INCLUDED WITH THIS FORM.**

1. The board of trustees of the school district or the governing board of the open-enrollment charter school **agrees to include the OFSDP as an item on the agenda** concerning the proposed application.
2. The board of trustees of the school district or the governing board of the open-enrollment charter school must discuss the progress of the program before applying to operate an OFSDP.

The proposed OFSDP application was on the agenda and discussed at the board meeting conducted on:

Month: \_\_\_\_\_

Day: \_\_\_\_\_

Year: \_\_\_\_\_

Time: \_\_\_\_\_

Location: \_\_\_\_\_

**AGREED** and accepted on behalf of the school district or open-enrollment charter school by persons authorized to bind the district.

\_\_\_\_\_  
Name, Title, and Telephone Number of School Board President

\_\_\_\_\_  
Signature of School Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

\_\_\_\_\_  
Signature of Person Authorized to Bind the District or Charter School

\_\_\_\_\_  
Date

## Appendix Three Attendance and Compliance Procedures of Proposed Program

The definition of terms of the application applies to this Appendix Three, Attendance Procedures of Proposed Program. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement.

**PAGE LIMIT: SUBMIT A SEPARATE PDF TO CONCISELY PROVIDE THE INFORMATION BELOW, LABELED WITH THE CORRESPONDING NUMBER, FOR APPENDIX THREE. ALL INFORMATION REQUESTED MUST BE INCLUDED WITH THIS FORM.**

1. Indicate the expected start date of the district’s OFSDP.
2. Indicate the estimated number of OFSDP students that will be served per teacher.
3. **If** the OFSDP program will offer special education, career and technology education, pregnancy related services or bilingual education, indicate how services will be provided, the teacher certification standards in each program area, and how services will comply with the [Student Attendance Accounting Handbook](#).
4. OFSDP requires a teacher of record to record the actual number of students’ instructional minutes on any given day. Explain the following:
  - a. How the classroom teacher will verify the number of instructional minutes a student receives each day.
  - b. How the district will make sure that minutes for students who did not attend a minimum of 45 minutes on a particular day are not reported for funding.
  - c. How the district will ensure that students transferring from the traditional program (ADA Codes 0-6) to OFSDP (ADA Codes 7-8) will not generate more than one ADA in total for the school year and that students will not receive more than 10,800 minutes per course. It is recommended that the district apply the following formula to determine the maximum OFSDP minutes a student is eligible = (Calendar School Days - Traditional Days Present x 240).
  - d. How the district will ensure that attendance practices and records comply with Sections 2.2.3 and 11.6 of the [Student Attendance Accounting Handbook](#).
  - e. How Student Detail Audit reports for the OFSDP track will be reviewed and certified each six-week attendance reporting period.

**NOTE: absences and days present do not exist in the OFSDP**

5. **If** students are attending a community-based dropout recovery education program offered online as defined by TEC, §29.081 (e-2), must include the following:
  - a. Describe the curriculum credentials, certifications, or other course offerings that relate directly to employment opportunities in the state.
  - b. Describe the individual learning plan or process used to monitor each student’s progress.
  - c. Indicate how students will be served by an academic coach and local advocate.
  - d. Indicate the date of the month that monthly student progress reports will be provided to the student’s school district.
  - e. Describe the educational software utilized and explain how the software will track and certify the number of instructional minutes each student receives each day.

## Appendix Four Contact(s) Sheet

The definition of terms of the application applies to this Appendix Four, Contact Sheet. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement:

**PAGE LIMIT: SUBMIT NO ADDITIONAL PAGES FOR APPENDIX FOUR, CONTACT SHEET. ALL INFORMATION REQUESTED MUST BE INCLUDED WITH THIS FORM.**

### District Contact(s) for the Application

<b>Contact Name:</b>	
<b>District Superintendent or Charter School Chief Operations Officer:</b>	
<b>Mailing Address:</b>	
<b>City, State, Zip Code:</b>	
<b>Telephone Number:</b>	
<b>Alternate Telephone Number:</b>	
<b>Fax Number:</b>	
<b>Email Address:</b>	

<b>Contact Name:</b>	
<b>Email Address:</b>	

<b>Contact Name:</b>	
<b>Email Address:</b>	

<b>Contact Name:</b>	
<b>Email Address:</b>	

***NOTE: Most of the contact for the approved OFSDP is done via email. A valid email address(es) must be submitted on this form. Provide the full name(s) of the person(s) who is (are) the email contact(s) to ensure that the TEA has accurate information.***

**Appendix Five**  
**Participating Campuses, Student Eligibility, and Period of Agreement**

The definition of terms of the application applies to this Appendix Five, Participating Campuses, Student Eligibility, and Period of Agreement. The school district or open-enrollment charter school hereinafter called “district” does hereby certify and agree to the following conditions of the agreement:

**PAGE LIMIT: SUBMIT NO ADDITIONAL PAGES FOR APPENDIX FIVE, PARTICIPATING CAMPUSES, STUDENT ELEGIBILITY, AND PERIOD OF AGREEMENT. ALL INFORMATION REQUESTED MUST BE INCLUDED ON THIS TEMPLATE AND SUBMITTED IN A SEPARATE EXCEL FILE.**

Download and complete Appendix 5, which can be found on the [OFSDP webpage](#) under the *Applications and Templates* section.

Once completed, email the following to [OPFLEX@tea.texas.gov](mailto:OPFLEX@tea.texas.gov):

1. The application (in PDF file format)
2. Appendix Three (in PDF file format)
3. Appendix Five (in MS Excel file format)

## Appendix Three

### Attendance and Compliance Procedures of Proposed Program

The OFSDP will serve students in our district’s alternative high school. LISD’s New Hope High School will serve as a safe haven for high school students who are at risk of dropping out of school as measured by state criteria. New Hope provides a supportive, solution-focused school environment to fulfill individual educational needs and focuses on serving the sobriety, mental health, well-being needs in conjunction with district and community partners. New Hope provides students the opportunity to regain and earn high school credits, graduate from high school, and offers opportunities to enroll in post-secondary learning after earning their high school diploma.

I. Expected start date of the district’s OFSDP: The school year for New Hop High School begins on August 12, 2021.

#### II. Program Goals and Objectives

- A. Provide students with a supportive learning environment that meets their individual academic needs in a non-traditional setting.
- B. Recover high school credits or attainment via an online curriculum.
- C. Develop educational skills needed to enroll in college or to enter the workforce.
- D. Provide a small classroom setting so as to provide individualized instruction.

III. Staff positions and resource personnel associated with the program, including the contact hours the position and resource will be obligated to the program

Position	# FTE’s	NHHS Contact Time
Teacher	5.5	5=Full time 1=Part time
Counselor	1	Full time
Sr. Dir. Alternative Learning, NHHS Principal	1	Full time
Registrar	1	Full time
Attendance Clerk	.6	Full time

Qualification standards established for each staff and resource position.

All personnel assigned to New Hope High School meet state certification standards and /or district certification requirements and are highly qualified in their respective content area.

IV OFSDP actual number of students’ instructional minutes are documented vial a virtual time clock

- Students sign in and out
- Tracking spreadsheets are kept by the Attendance Clerk at New Hope High School.

Proposed schedule offered to students participating in the OFSDP to be held Monday – Friday.

A. Full Day Schedule: breakfast and lunch available

1st Period:	8:40 am – 9:45 am
2nd Period:	9:45 am – 10:45 am
3rd Period:	10:45 am – 11:45 am
4th Period:	11:00 am – 11:45 am
Lunch/Activities:	11:45 am – 12:45 pm
Lunch/Activities:	12:15 pm – 12:45 pm
5th Period:	12:45 pm – 1:50 pm
6th Period:	1:50 pm – 2:35 pm
7th Period:	2:35 pm – 4:00 pm

B. Late Start: Full Day Schedule: lunch available

2nd Period:	9:30 am – 10:15 am
3rd Period:	10:15 am – 11:00 am
4th Period:	11:00 am – 11:45 am
Lunch/Activities:	11:45 am – 12:45 pm
5th Period:	12:45 pm – 1:40 pm
6th Period:	1:40 pm – 2:35 pm
7th Period:	2:35 pm – 3:30 pm

C. Early Release: Full Day Schedule: breakfast and lunch available

1st Period:	8:30 am – 9:30 am
2nd Period:	9:30 am – 10:15 am
3rd Period:	10:15 am – 11:00 am
4th Period:	11:00 am – 11:45 am
Lunch/Activities:	11:45 am – 12:45 pm
5th Period:	12:45 pm – 1:40 pm

The split shift schedules will help to accommodate students who must seek employment to support their families or who need to provide child care during traditional school hours.

Procedure the district will establish to ensure all students enrolled in the OFSDP are administered the required assessment instruments in the timeline established by TEA. All students enrolled in the OFSDP program will take their state assessments at New Hope High School or their home campus high school. The New Hope counselor and testing coordinator will be in direct contact and collaborate with the administrator in charge of assessments from each home campus to ensure students are tested in the areas where they have not met passing standards. The campus principal will ensure the security and integrity of each test administration as per TEA guidelines

V. Local procedures for identifying students, including how the school confirms and documents student eligibility.

1. High School Counselors identify and submit applications for potential students to the campus

registrar throughout the school year.

2. Full enrollment is projected at 60 students.
3. An interview process with potential students must be held with the campus principal/counselor.
4. Students must attend bi-weekly solution-focused academic coaching sessions.
5. Once enrolled at NHHS, students should remain through the end of the fall or spring semester.
6. The LISD high school student must be a junior or senior by cohort; have a minimum of 13+ state credits toward graduation; be 16 years of age; and at-risk of not graduating with their cohort group because of credit accrual.
7. The campus principal advises the student and parent that the student is accepted or not accepted into New Hope High School. If accepted, the student and parent visit the home campus and withdraw in order to enroll at New Hope High School.
8. The campus principal notifies the home campus counselor, assistant principal, and registrar when a student is accepted to New Hope High School.
9. A course needs list to ensure the correct course sequence on the student's graduation plan will be developed by the New Hope HS counselor in conjunction with the home campus counselor.

#### VI. Procedures for obtaining student and parental consent for participation in the OFSDP.

1. The OFSDP student/parent enrollment packet contains forms the student and parent must sign to give consent for the student to enroll in the program.
2. The student and parent will hold a parent conference with the New Hope High School principal to go over the enrollment packet to gain consent for enrollment in the program.

#### VII. Process that will be implemented to maintain records of student eligibility, consent, and attendance.

1. Records of student eligibility are contained in a student folder kept in the attendance office. These records will be reviewed, monitored, and updated accordingly by the attendance clerk and reviewed each six weeks by the campus principal.
2. Records of student consent are contained in a student folder kept in the attendance office. These records will be reviewed, monitored, and updated by the attendance clerk and reviewed each six weeks by the campus principal.
3. Daily, weekly, and six-week student attendance records will be recorded and submitted electronically to the Information Technology Department.
4. Attendance records will be reviewed and monitored for accuracy by the campus principal.
5. Records of student attendance are contained in a student folder kept in the attendance office.

#### VIII. Criteria selected to report the progress of students participating in the OFSDP.

1. Graduation
2. Student attendance
3. Number of credits earned
4. Community service hours

# Optional Flexible School Day Program (OFSDP)

## School Year **2021-2022**

District Number	246913	(Updated May 2021)															
		<b>ELIGIBILITY DESIGNATION</b> 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College HS 4 = TEC §39A Campus Turnaround Plan 5 = Credit Recovery 6 = TEC §29.081 (e-1) Campus Dropout Recovery 7 = TEC §29.081 (e-2) Online Dropout Recovery							<b>School Year Period of Agreement</b> (Reported in TSDS PEIMS Summer Collection 3)  Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4				<b>Credit Recovery - Designation 5 only</b> (Reported in TSDS PEIMS Extended Collection 4)  Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4  Summer period of agreement is not to exceed 30 days				
Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Total Students	Start Date	End Date	Proposed Days: SUMTWTWHS	Minutes Per Day	Start Date	End Date	Proposed Days: SUMTWTWHS	Minutes Per Day
000000000	New Hope High School	1	2			5			318	8/12/2021	5/26/2021	MTWTHF	430	6/6/2022	6/17/2022	MTWTHF	430
000000000																	
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# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Consider Approval of Minutes of Regular and Called Board Meetings  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing  
**Attachments:** 06/05/21 Training Meeting Minutes  
06/10/21 Regular Meeting Minutes  
06/17/21 Regular Meeting Minutes

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## **Background Information:**

Board meeting minutes are attached for your review.

## **Administrative Recommendation:**

Administration recommends approval of minutes as presented.

## **Sample Motion:**

I move the Board approve the minutes of June 5, June 10 and June 17, 2021, as presented.

## Minutes of Board Training Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Saturday, June 5, 2021, beginning at 9:00 AM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode, Gloria Gonzales-Dholakia, Elexis Grimes, Aaron Johnson, Jim MacKay, Christine Mauer and Anna Smith.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**

Six citizens addressed the Board of Trustees to provide citizen comments.

2. **BOARD TRAINING**

A. Diversity, Equity and Inclusion and Board Governance

3. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 12:18 PM

These minutes were read and approved by the Board of Trustees on the 22<sup>nd</sup> day of July 2021.

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President

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Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, June 10, 2021, beginning at 6:17 PM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode (via videoconference), Gloria Gonzales-Dholakia, Elexis Grimes, Aaron Johnson, Jim MacKay, Christine Mauer and Anna Smith.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **OPENING CEREMONY**
  - A. Pledge of Allegiance
  - B. Moment of Silence
3. **COMMUNICATIONS / ANNOUNCEMENTS**
  - A. Superintendent Remarks
  - B. Board Member Remarks
    1. Committee Updates
4. **CITIZEN COMMENTS**

*Seventeen citizens addressed the Board of Trustees.*
5. **PUBLIC HEARING**
  - A. Annual Review of End-of-Course Accelerated Instruction and Public Hearing

*One citizen addressed the Board of Trustees during the public hearing.*
  - B. Public Hearing on Technology and Instructional Materials Allotment: AP Human Geography and AP World History

*Three citizens addressed the Board of Trustees during the public hearing.*

    1. Consider Approval of Technology and Instructional Materials Allotment: AP Human Geography and AP World History

*I move that we table this item for further review at our next Board meeting. This motion, made by Aaron Johnson and seconded by Jim MacKay, passed, with six in favor and one opposed (Gloria Gonzales-Dholakia).*
  - C. Elementary and Secondary Schools Emergency Relief III Overview and Public Input

*One citizen addressed the Board of Trustees during the public hearing.*

**6. CONSENT AGENDA**

- A. Consider Approval of Remote Conferencing for Special Education Student Waiver

*I move the Consent Agenda items be approved as presented. This motion, made by Jim MacKay and seconded by Anna Smith, passed unanimously.*

**7. SUPERINTENDENT'S REPORT**

Agenda item taken out of order.

- 8.C.4. Debt Portfolio Update

**8. DISCUSSION / ACTION ITEMS**

**A. STUDENT EXPERIENCE**

1. Equity and Diversity Advisory Committee Update
2. Report on the 2020-2021 School Quality Survey Results

*This agenda item was skipped and will be moved to a future agenda.*

3. Report on BrightBytes Survey Results

*This agenda item was skipped and will be moved to a future agenda.*

4. Consider Approval of Human Sexuality Curriculum

*I move that the Board of Trustees approve the continued use of LifeGuard as the resource for the human sexuality curriculum used in grades 7, 8 and 9. This motion, made by Aaron Johnson and seconded by Jim MacKay, passed unanimously.*

**B. GOVERNANCE**

1. Legislative Update

*This agenda item was skipped and will be moved to a future agenda.*

2. Update on Superintendent Performance Goals

*This agenda item was skipped and will be moved to a future agenda.*

3. Strategic Planning Discussion

*This agenda item was skipped and will be moved to a future agenda.*

4. Discuss Appointment of Delegate and Alternate to the Texas Association of School Boards 2021 Delegate Assembly

**C. OPERATIONS**

1. Report on 2021 Employee Engagement Survey Results

*This agenda item was skipped and will be moved to a future agenda.*

2. Discussion of Loan Agreement with Child Nutrition Fund

3. Discussion of a Resolution Committing and Assigning Fund Balance

Agenda item taken out of order.

5. Consider Approval of Guaranteed Maximum Price #2 for Cedar Park MS HVAC Update

*I move that Board approve GMP #2, in the amount of \$657,649, for Cedar Park MS*

*HVAC Update. This motion, made by Anna Smith and seconded by Jim MacKay, passed unanimously.*

6. Review Guaranteed Maximum Price #2 for Elementary 29
7. Discuss Request for Qualifications (RFQ) for Architectural/Engineering Services for Elementary 31 and Middle School 10
8. Discuss Selection of Construction Delivery Method for Elementary 31 and Middle School 10
9. General Construction Update

**9. CLOSED SESSION**

The Board of Trustees went into Closed Session at 11:38 PM, after the Board Vice-President announced the right to do so under:

- C. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter
- D. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers
- E. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- F. Texas Government Code 551.074: deliberation and consideration of employment of Camacho Elementary School Principal
- G. Texas Government Code 551.076: deliberation regarding internal security audit and discussion with Chief Audit Executive
- H. Texas Government Code 551.074: Superintendent Formative Evaluation

The Board of Trustees returned to Open Session at 12:10 AM on Friday, June 11, 2021.

**10. ACTION PURSUANT TO CLOSED SESSION**

- C. Consider Approval of Teacher and Administrator Contracts

*I move that the Board of Trustees accept the recommendation(s) for administrator probationary employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Christine Mauer and seconded by Jim MacKay, passed unanimously.*

*I move that the Board of Trustees accept the recommendation(s) for teacher employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Christine Mauer and seconded by Anna Smith, passed unanimously.*

- D. Consider Employment of Camacho Elementary Principal

*I move that the Board of Trustees accept the recommendation(s) of Wendy Gonzaba for Principal for Camacho Elementary School 1 year probationary employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Christine Mauer and seconded by Jim MacKay, passed unanimously.*

**11. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 12:11AM on Friday, June 11, 2021.

These minutes were read and approved by the Board of Trustees on the 22<sup>nd</sup> day of July 2021.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, June 17, 2021, beginning at 6:15 PM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode, Gloria Gonzales-Dholakia, Elexis Grimes, Aaron Johnson, Jim MacKay, Christine Mauer and Anna Smith.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **OPENING CEREMONY**
  - A. Pledge of Allegiance
  - B. Moment of Silence
3. **RECOGNITION**
  - A. Vandegrift HS — Girls Golf-State Runners-Up
  - B. Vandegrift HS — Boys Golf-State Medalist
  - C. Rouse HS Baseball — State Medalists
  - D. Vista Ridge HS — Congressional Art Competition winners
  - E. 2021 Southern Region Planner of the Year — Association for Learning Environments
4. **COMMUNICATIONS / ANNOUNCEMENTS**
  - A. Superintendent Remarks
  - B. Board Member Remarks
5. **CITIZEN COMMENTS**

Twenty-three citizens addressed the Board of Trustees.
6. **PUBLIC HEARING**
  - A. Public Hearing on the 2021-2022 Budget and Proposed Tax Rate

Six citizens addressed the Board of Trustees during the public hearing.
7. **CONSENT AGENDA**
  - A. Consider Approval of Minutes of Regular and Called Board Meetings  
*I move the Board approve the minutes of May 6, May 13 and May 20, 2021, as presented.  
This motion, made by Jim MacKay and seconded by Christine Mauer, passed unanimously.*
8. **SUPERINTENDENT'S REPORT**

## 9. DISCUSSION / ACTION ITEMS

### A. STUDENT EXPERIENCE

1. Citizens' Facility Advisory Committee Update
2. Graduate Profile Design Team Update
3. Consider Approval of Technology and Instructional Materials Allotment: AP Human Geography and AP World History

*I move that the Board of Trustees adopt the text, Human Geography: A Spatial Perspective for the AP Human geography course and the text, Traditions and Encounters for AP 2020 for the AP world history course for purchase using the Leander Independent School District 2021 Technology and Instructional Materials Allocation. This motion, made by Gloria Gonzales-Dholakia and seconded by Anna Smith, passed with 6 in favor, 1 opposed (Aaron Johnson).*

4. Consider Approval of Remote Instruction Proposals for 2021-2022 School Year

*I move that the LISD board of trustees approve the proposal for remote learning and the accompanying waiver. This motion, made by Anna Smith and seconded by Gloria Gonzales-Dholakia, passed unanimously.*

### B. GOVERNANCE

1. Report on June Listening Leaders Sessions and Discussion of Future Community Conversation Options
2. Update on Superintendent Performance Goals

### C. OPERATIONS

1. Consider Approval of Loan Agreement with Child Nutrition Fund

*I move that the Board of Trustees approve the loan agreement with the child nutrition fund to provide for the repayment of any potential transfer of funds to cover losses exceeding available fund balance for the 2020-2021 fiscal year due to a decline in revenues resulting from the asynchronous educational delivery system caused by the COVID global pandemic. This motion, made by Christine Mauer and seconded by Anna Smith, passed with 6 in favor and 1 absent (Gloria Gonzales-Dholakia absent during the vote).*

2. Consider Approval of Resolution Committing and Assigning Fund Balance

*I move the Board of Trustees approve a Resolution committing \$2,850,000 of fund balance for capital equipment, and assigning \$14,194,814 of fund balance for additional instruction and technology materials, additional staff based on potential enrollment increases and declines in revenues due to the 87<sup>th</sup> legislative session, in accordance with GASB 54. This motion, made by Aaron Johnson and seconded by Anna Smith, passed 6 in favor, one opposed (Aaron Johnson).*

3. Consider Approval of the 2020-2021 Final Budget Amendment

*I move that the Board of Trustees approve the final budget amendment for the General Operating, Debt Service, and Child Nutrition funds for 2020-2021, as presented. This motion, made by Gloria Gonzales-Dholakia and seconded by Anna Smith, passed unanimously.*

4. Consider Approval of 2021-2022 Accelerated Instruction Budget
 

*I move that the Board of Trustees approve \$411,690 of the 2021-2022 proposed budget to be utilized for additional accelerated instruction in the 2021-2022 school year, to comply with the requirements of HB 5 from the 83rd legislative session. This motion, made by Anna Smith and seconded by Jim MacKay, passed unanimously.*
5. Consider Approval of the 2021-2022 Budget
 

*I move that the Board of Trustees adopt the 2021-2022 General Fund, Child Nutrition, and Debt Service Fund budgets, as presented. This motion, made by Gloria Gonzales-Dholakia and seconded by Anna Smith, passed with 6 in favor and one opposed (Aaron Johnson).*
6. Business and Finance Monthly Reports
  - a. 2020-2021 Budget Projections Report
  - b. Monthly Bond Status Report
  - c. Monthly Financial Report
  - d. Monthly Investment Report
  - e. Monthly Tax Collection Report
7. Consider Approval of Internal Audit Charter
 

*I move that the Internal Audit Charter be approved as presented. This motion, made by Gloria Gonzales-Dholakia and seconded by Anna Smith, passed unanimously.*
8. Consider Approval of Proposed FY 21-22 Internal Audit Plan
 

*I move that the Fiscal Year 2021-2022 Internal Audit Plan be approved as presented. This motion, made by Anna Smith and seconded by Jim MacKay, passed unanimously.*
9. General Internal Audit Update
10. Consider Approval of Guaranteed Maximum Price #2 for Elementary 29
 

*I move that the Board approve GMP #2 in the amount of \$24,311,981 for Elementary #29. This motion, made by Christine Mauer and seconded by Anna Smith, passed unanimously.*
11. Consider Approval of Request for Qualifications for Architectural/Engineering Services for Elementary 31 and Middle School 10
 

*I move that the Board authorize the administration to begin the RFQ process for the selection of architect(s)/engineers(s) for Elementary 31 and Middle School 10. This motion, made by Christine Mauer and seconded by Jim MacKay, passed unanimously.*
12. Consider Approval of Selection of Construction Delivery Method for Elementary 31 and Middle School 10
 

*I move that the Board approve the one-step Construction Manager at Risk (CMAR) method for the construction of Elementary 31 and Middle School 10. This motion, made by Christine Mauer and seconded by Anna Smith, passed unanimously.*

## 10. CLOSED SESSION

The Board of Trustees went into Closed Session at 12:15 AM on Friday, June 18, 2021, after the Board President announced the right to do so under:

- A. Texas Government Code 551.071: Consultation with attorney regarding pending or contemplated litigation, and/or attorney client privileged matter
- B. Texas Government Code 551.074: Personnel - deliberate the appointment, employment, evaluation, reassignment, duties of a public officer or employee
- C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- D. Texas Government Code 551.074: deliberation and consideration of employment of Faubion Elementary School Principal
- E. Texas Government Code 551.074: deliberation and consideration of employment of Area Superintendent
- F. Texas Government Code 551.074: personnel - reorganization of the Board of Trustees
- G. Texas Government Code 551.074: Superintendent Formative Evaluation

The Board of Trustees returned to Open Session at 1:02 AM on Friday, June 18, 2021.

## 11. ACTION PURSUANT TO CLOSED SESSION

- A. Consider Approval of Teacher and Administrator Contracts

*I move that the Board of Trustees accept the recommendation(s) for teacher employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Anna Smith and seconded by Elexis Grimes, passed unanimously.*

- B. Consider Employment of Faubion Elementary School Principal

*I move that the Board of Trustees accept the recommendation(s) of Staci Cordell for Principal for Faubion Elementary School 1 year probationary employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Anna Smith and seconded by Jim MacKay, passed unanimously.*

- C. Consider Employment of Area Superintendent

*I move that the Board of Trustees accept the recommendation(s) of Christine Simpson for School Improvement Area Superintendent 1 year probationary employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2021-22 school year. This motion, made by Anna Smith and seconded by Christine Mauer, passed with 6 in favor and 1 absent (Jim MacKay absent during the vote).*

- D. Consider Reorganization of the Board of Trustees

*I move to recognize Trish Bode as president, Gloria Gonzales-Dholakia as vice-president and Elexis Grimes as secretary of the Leander ISD Board of Trustees for the upcoming year. This motion, made by Jim MacKay and seconded by Anna Smith, passed with 6 in favor and one opposed (Aaron Johnson).*

**12. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 1:04 AM on Friday, June 18, 2021.

These minutes were read and approved by the Board of Trustees on the 22<sup>nd</sup> day of July 2021.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Consider Approval of Expedited Waiver for Staff Development  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Matt Bentz  
**Attachments:** LISD 2021-2022 District Calendar

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## **Background Information:**

Texas Education Code (TEC) §25.081 allows the district to train staff on various education strategies designed to improve student performance in lieu of a maximum of 2,100 minutes of student instruction. There have been no changes in the waiver application for staff development minutes for the 2021- 2022 school year.

Each district may choose how to apply their approved Staff Development Minutes Waiver. For instance, schools may choose to offer early release, late start, all day staff development, or a combination. However, the total waiver minutes for staff development shall not exceed 2,100 minutes per year.

This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development is provided instead of student instruction during the school year. Districts should continually seek to provide high-quality staff development that will impact student outcomes. LISD has built in staff development for the 2021-2022 calendar.

## **Administrative Recommendation:**

The Administration recommends that the Board approve the waiver request for staff development that provides for a maximum of 2,100 minutes of professional development for the 2021-2022 district calendar.

## **Sample Motion:**

I move that the Board approve the waiver request for staff development that provides for a maximum of 2,100 minutes for professional development for the 2021-2022 district academic calendar.

# 2021-2022

## DISTRICT CALENDAR

### Calendar Key

- Holiday
- Staff Development
- New to District
- First/Last Day of School
- Bad Weather Makeup Day\*
- Early Release Days
- Proposed Testing Days
- ER** Early Release All

### Important Dates

- First Day of School.....Aug. 12
- Labor Day.....Sept. 6
- Veterans Day.....Nov. 11
- Thanksgiving Break.....Nov. 22-26
- Winter Break.....Dec. 20-31
- MLK Day.....Jan. 17
- Presidents Day.....Feb. 21
- Spring Break\*.....Mar. 14-18
- Bad Weather Day.....Apr. 18
- Last Day of School.....May 26

### • JULY •

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### • AUGUST •

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### • SEPTEMBER •

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### • OCTOBER •

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### • NOVEMBER •

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### • JANUARY •

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### • FEBRUARY •

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### • MARCH •

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### • APRIL •

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### • MAY •

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**ELEMENTARY SCHOOLS**

Akin Elem.....	3261 Barley Rd., Leander, TX 78641.....	512-570-8000
Bagdad Elem. ....	800 Deercreek Ln., Leander, TX 78641.....	512-570-5900
Block House Creek Elem. ....	401 Creek Run Dr., Leander, TX 78641.....	512-570-7600
Camacho Elem.....	501 Municipal, Leander, TX 78641.....	512-570-7800
Cox Elem.....	1001 Brushy Creek Rd., Cedar Park, TX 78613.....	512-570-6000
Cypress Elem. ....	2900 El Salido Pkwy., Cedar Park, TX 78613.....	512-570-5400
Deer Creek Elem.....	2420 Zeppelin Dr., Cedar Park, TX 78613.....	512-570-6300
Faubion Elem.....	1209 Cypress Creek Rd., Cedar Park, TX 78613.....	512-570-7500
Giddens Elem.....	1500 Timberwood Dr., Cedar Park, TX 78613.....	512-570-5600
Grandview Hills Elem. ....	12024 Vista Parke Dr., Austin, TX 78726.....	512-570-6800
Knowles Elem.....	2101 Cougar Country Dr., Cedar Park, TX 78613.....	512-570-6200
Larkspur Elem.....	424 Rusk Bluff Ave., Leander, TX 78641.....	512-570-8100
Laura Welch Bush Elem.....	12600 Country Trails Ln., Austin, TX 78732.....	512-570-6100
Mason Elem.....	1501 N. Lakeline Blvd., Cedar Park, TX 78613.....	512-570-5500
Naumann Elem. ....	1201 Brighton Bend, Cedar Park, TX 78613.....	512-570-5800
Parkside Elem.....	301 Garner Park Dr., Georgetown, TX 78628.....	512-570-7100
Plain Elem.....	501 South Brook Dr., Leander, TX 78641.....	512-570-6600
Pleasant Hill Elem.....	1800 Horizon Park Blvd., Leander, TX 78641.....	512-570-6400
Reagan Elem.....	1700 E. Park St., Cedar Park, TX 78613.....	512-570-7200
Reed Elem.....	1515 Little Elm Tr., Cedar Park, TX 78613.....	512-570-7700
River Place Elem.....	6500 Sitio Del Rio Blvd., Austin, TX 78730.....	512-570-6900
River Ridge Elem.....	12900 Tierra Grande Tr., Austin, TX 78732.....	512-570-7300
Rutledge Elem.....	11501 Staked Plains Dr., Austin, TX 78717.....	512-570-6500
Steiner Ranch Elem. ....	4001 N. Quinlan Park Rd., Austin, TX 78732.....	512-570-5700
Tarvin Elem.....	1280 Logan Del Way, Leander, TX 78641.....	512-570-0000
Westside Elem. ....	300 Ryan Jordan Ln., Cedar Park, TX 78613.....	512-570-7000
Whitestone Elem.....	2000 Crystal Falls Pkwy., Leander, TX 78641.....	512-570-7400
Winkley Elem.....	2100 Pow Wow, Leander, TX 78641.....	512-570-6700

**MIDDLE SCHOOLS**

Canyon Ridge MS.....	12601 Country Trails, Austin, TX 78732.....	512-570-3500
Cedar Park MS.....	2100 Sun Chase Blvd, Cedar Park, TX 78613.....	512-570-3100
Danielson MS.....	1061 Collaborative Way, Leander, TX 78641.....	512-570-3900
Four Points MS.....	9700 McNeil Dr., Austin, TX 78750.....	512-570-3700
Henry MS.....	100 N. Vista Ridge Blvd., Cedar Park, TX 78613.....	512-570-3400
Leander MS.....	410 S. West Dr., Leander, TX 78641.....	512-570-3200
Running Brushy MS.....	2303 N. Lakeline Blvd., Cedar Park, TX 78613.....	512-570-3300
Stiles MS.....	3250 Barley Rd., Leander, TX 78641.....	512-570-3800
Wiley Middle MS.....	1526 Raider Way, Leander, TX 78641.....	512-570-3600

**HIGH SCHOOLS**

Cedar Park HS.....	2150 Cypress Creek Rd., Cedar Park, TX 78613.....	512-570-1200
Glenn HS.....	1320 Collaborative Way, Leander, TX 78641.....	512-570-1400
Leander HS.....	3301 S. Bagdad Rd., Leander, TX 78641.....	512-570-1000
Rouse HS.....	1222 Raider Way, Leander, TX 78641.....	512-570-2000
Vandegrift HS.....	9500 McNeil Dr., Austin, TX 78750.....	512-570-2300
Vista Ridge HS.....	200 S. Vista Ridge Blvd., Cedar Park, TX 78613.....	512-570-1800
L.E.O. Center.....	300 S. West Dr., Leander, TX 78641.....	512-570-2230
New Hope HS.....	401 S. West Drive, Leander, TX 78641.....	512-570-2200

**SCHOOL MEALS**

A breakfast and lunch program is offered at all LISD campuses on a self-supporting, nonprofit basis. LISD offers a program of free, and reduced, lunch prices based on a student's financial need. Information is available at each campus or by calling Child Nutrition Services at **512-570-0670**.

**TRANSPORTATION**

Bus transportation is provided for eligible students residing within LISD. School bus drivers are responsible for the safe operation of their buses and have the authority to enforce rules and procedures to ensure safety. Transportation questions should be directed to LISD's Transportation Department at **512-570-0700**.

**AFTER-SCHOOL CARE**

The YMCA of Greater Williamson County provides after-school child care on-site at all Leander ISD elementary campuses. The YMCA program serves children PreK-5th grade with care available from the end of the school day through 6:30 p.m. on regular school days. Financial assistance is available to families who qualify. Further information is available at **512-246-9622** or [www.ymcagwc.org](http://www.ymcagwc.org).

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Consider Approval of Williamson County Juvenile Justice Alternative Education Program Memorandum of Understanding  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** John Graham, Bryan Miller  
**Attachments:** WilCo STEP JJAEP MOU 2021-2022

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## **Background Information:**

Attached is the 2021-2022 Memorandum of Understanding (MOU) with Williamson County Juvenile Justice Alternative Education Program (JJAEP). During the 2020-2021 school year, the total number of students expelled to Williamson County Core/JJAEP was 10, down from 17 during the 2019-2020 school year. For the same time period, the total number of students placed in Williamson County Juvenile Detention Center was 35, down from 52 during the 2019-2020.

LISD pays a percentage of the total cost shared by participating districts based on the number of billable placement days used each year. LISD had a decrease from 1361 days used in 2019-2020 to 768 days used in 2020-2021. The decrease in days used reduced LISD's 2021-2022 contribution from \$243,397 to \$236,899.

The MOU for 2021-2022 was reformatted which did not allow for a highlighted change document to be provided. There were no changes to the policy or procedures in the newly reformatted document.

## **Administrative Recommendation:**

The administration recommends that the Board of Trustees adopt the 2021-2022 Memorandum of Understanding with the Williamson County Juvenile Justice Alternative Education Program.

## **Sample Motion:**

I move that the Board adopt the 2021-2022 Memorandum of Understanding between the Williamson County Juvenile Justice Alternative Education Program and the District.



**SUCCESSFUL TRANSITION EDUCATION PROGRAM  
WILLIAMSON COUNTY JUVENILE SERVICES  
MEMORANDUM OF UNDERSTANDING 2021-2022**



**PURPOSE**

As Williamson County, Texas, has a population greater than 125,000, the Williamson County Juvenile Board and the Williamson County Independent School Districts’ (ISDs’) Board of Trustees (hereinafter “Parties”) adopt this memorandum of understanding to operate a Juvenile Justice Alternative Education Program in compliance with the Texas Education Code (TEC Section 37.011). Successful Transition Education Program (S.T.E.P.) educates the Williamson County J.J.A.E.P., C.O.R.E., and Detention students from all ISDs in Williamson County and is for residents of Williamson County only.

S.T.E.P. is an alternative education campus which allows continued education for students who have committed expellable offenses, Mandatory or Discretionary, in accordance with Texas Education Code Chapter 37 (*Appendix A*). The Parties agree that S.T.E.P. is a cooperative effort between the educational community and Juvenile Services with the primary goals being education, progress toward grade-level performance, rehabilitation, personal accountability, and character development. Students are removed from their home campus and attend school in a facility where behavior is closely monitored, students engage in counseling sessions, and staff works to teach reintegration skills in addition to their academic endeavors.

**PARTICIPATING PARTIES**

Bartlett ISD	Granger ISD	Liberty Hill ISD
Coupland ISD	Hutto ISD	Round Rock ISD
Florence ISD	Jarrell ISD	Taylor ISD
Georgetown ISD	Leander ISD	Thrall ISD

**ADMINISTRATION OF THE PROGRAM**

In consideration of mutual covenants, the Parties agree as follows:

- I. S.T.E.P. will serve:
  - A. Juveniles as defined by Title 3 of the Family Code and
  - B. All students who qualify under State compulsory attendance law.
- II. S.T.E.P. will operate in a facility owned by Williamson County, Texas, and all costs for furniture, maintenance, and operation of the facility is at the sole cost and expense of the County as approved by the Juvenile Board and Commissioner’s Court.

- III. The development and daily administration of S.T.E.P. will be conducted by Georgetown ISD in compliance with the Texas Education Code and in cooperation with Williamson County Juvenile Services as it exists or may be amended.
- IV. Georgetown ISD will operate S.T.E.P. for the benefit of all participating Parties. A handling fee of \$25,000 shall be credited to Georgetown ISD as part of the budget for provision of the services listed below. All ancillary costs associated with administration of S.T.E.P. over and above the handling fee will be outlined in the budget and be the combined financial obligation of all districts other than Georgetown ISD. The handling fee covers:
  - A. All fiscal requirements.
  - B. Selection, training, supervision, and evaluation for all personnel in the educational portion of S.T.E.P.
  - C. Acquisition of educational materials and instructional technology in accordance with Georgetown ISD standards.
  - D. Instructional and administrative computers (laptop hardware and printers) in accordance with Georgetown ISD technology standards.
    - i. Laptops are the property of Georgetown ISD and are managed in that inventory. Replacement of old hardware is in accordance with Georgetown ISD technology life-cycle timelines.
      - 1. Purchasing and warranty agreements are made by Georgetown ISD.
      - 2. Williamson County staff will image and support the hardware and software according to the standards required for operation on their network. Georgetown ISD will support the hardware only when the repairs qualify for warranty service.
    - ii. Printer services are subject to the contract agreements. Georgetown ISD has in place contracted service providers.
      - 1. Williamson County is responsible for purchase of print supplies and for scheduling repairs and maintenance with the contracted service provider.
      - 2. Printers will be replaced in accordance with Georgetown ISD life-cycle timelines.
  - E. Supervision and assessment of the educational program to include plans to address Special Education, Section 504, and ESL services.
    - i. Each ISD shall retain the responsibility for their students served through Special Education, Section 504, and ESL with assistance from S.T.E.P. staff, including providing special services, in accordance with IDEA which guarantees the provision of a Free Appropriate Public Education (FAPE).
    - ii. S.T.E.P. will assist the home campus in developing, reviewing, and revising an individualized education plan (IEP) or individualized accommodation plan (IAP) for each student with a disability to ensure he/she receives all accommodations, modifications, and related services as designated by the IEP or IAP.
    - iii. Special education services will be provided in the least restrictive environment appropriate to meet the student's educational needs.
    - iv. A continuum of placement options is available to meet the unique needs of each eligible student.

- v. Special Education instruction is provided by appropriately certified staff within an instructional day commensurate with that of students without disabilities.
  - F. Report cards at the conclusion of grading periods (3 per semester) to each student's home campus and the parent/guardian. Grades will be calculated accordingly using all grades provided by the home campus, interim placement(s), and grades earned at S.T.E.P.
- V. Williamson County Juvenile Services will provide:
  - A. Supervision in the form of Juvenile Supervision Officers at a rate no less than 1 officer per 8 students.
    - i. The ratio may temporarily increase to 1:12 for no more than 30 school days if the Juvenile Services Chief, S.T.E.P. Principal/Director of Education, and Facilities Director agree.
    - ii. Teachers may provide individual education supervision if they are trained in CPI, given a facility radio, and are comfortable without a Juvenile Supervision Officer present.
  - B. The required school uniform consisting of two pair of pants and S.T.E.P. polo-style shirts. The parent/guardian is responsible for providing undergarments, socks, and shoes.
- VI. As part of the consideration of this Agreement, and until modification of the Parties, the Parties agree to provide funding for the 2021-2022 school year per the budget as listed in the Agreement (*Appendix B & C*).
  - A. All funds paid to Georgetown ISD to be expended on S.T.E.P. counselor, support staff, nurse, case managers, and fringe benefits for these positions will be transferred to Williamson County for disbursement.
- VII. Application for all state and federal funding relating to education for delinquent youth (Title I, Part D, Subpart 2) will be the responsibility of Georgetown ISD. All funds received shall be expended on reasonable and applicable budget requests outlined in the annual Campus Improvement Plan. A portion of Title I funds will be allocated to continue funding of:
  - A. Two Transition Specialists serving all districts. Up to \$50,000 will be requested to cover the cost of these services. In the event the Title I fund request is not approved at the federal level, or the funds awarded do not cover the cost for the Transition Specialists, the cost for the services may be included in the general budget to be shared by all Parties. (Note: Title I funds decreased again in 2020-2021; therefore, it was necessary to include \$25,000 in the MOU budget to be covered by all Parties for transition services.
  - B. Character Education Teacher during the school year and summer school (up to \$45,500).
  - C. The Edgenuity program, which allows students more options in coursework as well as credit recovery options. \$10,000 of the cost will be shared by all Parties and the remaining cost will be covered by Title I funds.

## **EXPULSION CRITERIA**

- I. Expellable Offenses
  - A. For a list of mandatory and discretionary offenses, see *Appendix A*.

- B. Students may be placed at the J.J.A.E.P. through order of the Court, conditions of release from a detention facility, or a Deferred Prosecution Agreement.
  - C. In the event the Juvenile Prosecutor declines to prosecute the case, the case is dismissed by the Court, or adjudication determines the charge to be "not true," the sending district shall be notified and the responsibility for educational services shall be returned to the sending district in most cases, relative to TEC Chapter 37.
- II. Expulsion Length
- A. A student who commits a mandatory offense, preferably verified by a report generated by local law enforcement, MUST be expelled to S.T.E.P. for up to 1 school year at the sending district's discretion, consistent with their Student Code of Conduct.
  - B. A student who commits a Title 5 Felony offense off campus, preferably verified by a report generated by local law enforcement, MAY be expelled to S.T.E.P. for up to 1 school year at the sending district's discretion, consistent with their Student Code of Conduct.
  - C. A student who commits an offense other than a mandatory offense or a Title 5 Felony offense MAY be expelled to S.T.E.P. for up to 120 school days at the sending district's discretion, consistent with their Student Code of Conduct.
  - D. If the district decides to include summer school in the expulsion, it must be stated in the Placement Order and the expulsion may not extend beyond the summer program of the current school year unless the student fails to complete the summer program as ordered.
  - E. Expelled students may earn an extension of up to 25 days for unacceptable conduct in accordance with the J.J.A.E.P. Student Code of Conduct.
  - F. Expelled students may earn time off their expulsion for outstanding conduct in accordance with the J.J.A.E.P. Student Code of Conduct.
  - G. The length of placement for students Court-ordered to the J.J.A.E.P. is subject to judicial discretion. Students placed through Deferred Prosecution Agreements shall not exceed 6 months.
- III. Release from the J.J.A.E.P.
- A. Court-Ordered J.J.A.E.P. students must abide by the Court's decision, but behavior and Observation Log reports shall be made available to the Court by request. These students shall not be released until designated by the Court.
  - B. Students expelled by their school district must earn an average of at least 10 points per day to be released on time.
    - i. Students can reduce their placement time by earning more than 10 points per day on average. The maximum amount of earned early release time corresponds to the original expulsion length.
      - 1. 30-day expulsion = max 5 days early release
      - 2. 45-day expulsion = max 10 days early release
      - 3. 60-day expulsion = max 15 days early release
      - 4. 90 to 100-day expulsion = max 20 days early release
      - 5. Expulsions 120 days plus = max 25 days early release
    - ii. Students can extend their placement time by earning less than 10 points per day on average (maximum 25-day extension).
    - iii. Point totals are cumulative and calculated on a weekly basis on the Observation Log.

- iv. Students who reach their last day must attend the full day regardless of the number of points needed, unless given specific permission by the J.J.A.E.P. Administration.
- v. Home districts have discretion to waive extensions earned and allow a student to return to their home campus upon completion of the original expulsion days regardless of the student's conduct at S.T.E.P.

## ADMISSION PROCEDURES

- I. School District Responsibilities
  - a. Contact the J.J.A.E.P. Transition Specialist upon notification of the alleged expellable offense in order to schedule a date/time for an expulsion hearing (a Juvenile Services representative MUST be present at the hearing):

**Sabrina Simpson**  
 512-943-3286  
 ssimpson@wilco.org

**Thomas Denius**  
 512-260-4234  
 thomas.denius@wilco.org

- b. Provide required paperwork to the Transition Specialist at least 48 hours in advance of the hearing, to include:
      - i. Notice of Expulsion Letter
      - ii. Waiver or Rights Letter (if applicable)
      - iii. Birth Certificate
      - iv. Social Security card
      - v. Health/Immunization Records
      - vi. Disciplinary Record
      - vii. Attendance Record
      - viii. Cumulative Report Card (current year)
      - ix. Student Schedule with Withdrawal Grades
      - x. Transcript & Graduation Plan (if HS credits have been earned)
      - xi. STAAR/STAAR EOC Records
      - xii. Special Programs Records
        - 1. ESL/ELL/LEP – LPAC & TELPAS
        - 2. Section 504 – current IAP including BIP if applicable
        - 3. Special Education – current IEP including BIP, FIE, and/or psychological evaluation if applicable
    - c. Invite the S.T.E.P. Special Programs Coordinator to participate in the Manifestation Determination Review (MDR) proceedings regarding the potential expulsion (NOTE: MDR meetings should occur PRIOR to the expulsion hearing so the Coordinator can address available services at S.T.E.P.):

**Shelly Stehling**  
 512-943-3272  
 sstehling@wilco.org

- d. At the conclusion of the expulsion hearing, email a copy of the Expulsion Order to the J.J.A.E.P. Transition Specialist.

- e. If attempts to contact the designated Juvenile Services/S.T.E.P. representative are unsuccessful, please contact one of the following:

**Sarah Miller**

J.J.A.E.P. Supervisor  
512-943-3289  
semiller@wilco.org

**Kay Moore**

Facilities Administrator  
512-943-1941  
kay.moore@wilco.org

**Tara Stewart**

Principal/Director of Education  
512-943-3268  
tara.stewart@wilco.org

**Ryan McDowell**

Director of Facilities  
512-943-3273  
rmcdowell@wilco.org

- II. Juvenile Services Responsibilities
  - a. Upon notification of an expulsion hearing, the Department will assign a representative to be present at the hearing.
  - b. If the student is expelled, the representative will inform the student and parent/guardian of action to be taken by the Department.
  - c. An intake meeting will be scheduled as soon as possible following the expulsion hearing, preferably immediately following the hearing but within 24 hours or on the next school day. Intake includes a review of all J.J.A.E.P./S.T.E.P. requirements and expectations, a tour of open facilities, and an opportunity for questions to be answered.
  - d. If the student is already under court supervision, the Juvenile Court will decide whether to amend the conditions of probation to incorporate J.J.A.E.P. placement.
  - e. If the student is not under prior court supervision, the Court Officer may refer the case to the Juvenile Prosecutor who will give prompt notice of the deferred prosecution, or file a petition alleging the student is in need of supervision or has engaged in delinquent conduct. If a petition is filed, the Juvenile Prosecutor may include J.J.A.E.P. placement in the disposition order.
  - f. If a student fails to complete their term of expulsion, his/her case may be referred to the Juvenile Prosecutor for court action.

## TRANSPORTATION

- I. The sending school district is responsible for transportation to and from S.T.E.P. each day in regular session.
- II. If a student's behaviors are disruptive to the extent that his/her school district transportation is suspended, the parent/guardian will assume responsibility for transportation. Ineligibility will be coordinated through the designated Juvenile Services representative and the sending school district.
- III. If the sending school district includes the summer school session in the Expulsion Order, transportation arrangements shall be made according to the specific ISD policy.
- IV. Students whose release date has been extended past the end of the school year will be provided the opportunity to earn points/days towards release during

summer school. In these cases, parents/guardians will be responsible for transportation.

- V. Transportation should deliver students to S.T.E.P. no later than 8:00am and shall pick up students no later than 3:50pm. Problems with transportation will be reported to the school district by S.T.E.P. staff.

## **TRANSITION FROM S.T.E.P.**

- I. Every student assigned to the J.J.A.E.P. is assigned a Transition Specialist and a S.T.E.P. mentor teacher who will assist the student as they return to their home campus. A Case Manager or Juvenile Probation Officer may also be assigned to assist with the transition.
- II. The Transition Specialist and/or Probation Officer and S.T.E.P. PEIMS Clerk are responsible for notifying the home school district of the student's progress at the J.J.A.E.P. In anticipation of the student's return to their home campus, information will be forwarded including:
  - a. Attendance Record
  - b. Behavioral Reports
  - c. Grades
  - d. Special Programs Documentation (if applicable)
- III. All districts are encouraged to contact S.T.E.P. at 512-943-3255 to inquire about student progress while assigned to the J.J.A.E.P. To ensure a continuity of services and support, the Transition Specialist will coordinate a transition meeting with the home campus prior to the student's release.

## **INTER-AGENCY SHARING OF EDUCATIONAL RECORDS**

- I. A school district superintendent or designee shall disclose information contained in a student's educational record to a juvenile service provider as required by section 58.0051 of the Texas Family Code. Educational Records include information related to the student's:
  - a. Identity
  - b. Special needs
  - c. Educational accommodations
  - d. Assessment or diagnostic test results
  - e. Attendance records
  - f. Disciplinary records
  - g. Medical records
  - h. Psychological diagnoses
- II. A juvenile service provider that receives confidential information under this section shall:
  - a. Certify in writing that the juvenile service provider receiving the confidential information has agreed not to disclose it to a third party, other than another juvenile service provider, and
  - b. Verify the identity of a student involved in the juvenile justice system, and
  - c. Provide delinquency prevention or treatment to the student.

- III. Per Section 58.106 of the Texas Family Code (HB 1106), information contained in the juvenile justice information system is confidential for the use of the department and may not be disseminated by the department except:
  - a. With the permission of the juvenile offender to military personnel of the state or the United States.
  - b. To a person or entity to which the department may grant access to adult criminal history records as provided by Section 411.083, Government Code.
  - c. To a juvenile justice agency.
  - d. To the Texas Juvenile Justice Department (T.J.J.D.) for analytical purposes.
  - e. To the office of the Independent Ombudsman of the T.J.J.D.
  - f. To a county justice or municipal court exercising jurisdiction over a juvenile.

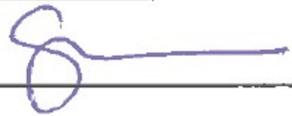
## TERMS OF THE AGREEMENT

- I. Each participating ISD will adopt a Student Code of Conduct in accordance with the Texas Education Code's definition of serious and what constitutes the same.
- II. The Parties agree that the prescribed order of agreement to participate in the J.J.A.E.P. shall be incorporated into each student's case prior to admission and no student shall be exempted from any requirement in those documents. The J.J.A.E.P. Student Handbook outlines staff expectations of students and proper disciplinary actions for violations.
- III. Each student placed at the J.J.A.E.P. must participate in the J.J.A.E.P. program for the full period ordered by the Juvenile Court or the Deferred Prosecution Agreement, unless the student's home district agrees to accept the student before that date. Any request for continued placement at the J.J.A.E.P. following successful completion of a Juvenile Court Order or Deferred Prosecution Agreement shall be handled on an individual basis.
- IV. S.T.E.P. will operate at least 7 hours per day and no less than 180 days per school year unless a waiver is obtained through TJJD to shorten the number of instructional days/hours. The school personnel and students will adhere to the S.T.E.P. school calendar. Students with disabilities will be provided a commensurate day with that of students without disabilities in Georgetown ISD.
- V. The average daily attendance for Detention residents, C.O.R.E. residents, and J.J.A.E.P. students shall remain with the ISD in which the student is enrolled, excluding the mandatory expulsions which shall be retained by the County (*Appendix C*).
- VI. Georgetown ISD and Juvenile Services shall develop, adopt, and enforce written operation policies for the operation of the J.J.A.E.P. which will conform to T.J.J.D.'s standards for J.J.A.E.P.s.
- VII. This Agreement contains the entire agreement of the Parties with respect to the matters contained herein and may not be modified except by the mutual written agreement of the Parties hereto.
- VIII. This Agreement shall remain in effect for the duration of the 2021-2022 school year.
- IX. This Agreement will be reviewed and updated if necessary at the conclusion of the 2021 fall semester and 2022 spring semester.
- X. The Parties agree to meet annually to discuss the progress of the program and revise this agreement to address any additional needs.

- XI. This Agreement shall be construed in accordance with the laws of the State of Texas and all obligations created hereunder shall be performable in Williamson County, Texas.
- XII. Any notice provided for under the terms of this Agreement by either Party to the other shall be in writing, may be by registered or certified mail, return receipt requested, properly addressed to the entity. Any Party may change the address to which notice may be sent to that Party by giving notice of such change to the other Parties in accordance with the provisions of this Agreement.
- XIII. This Agreement shall refer to and be binding upon the herein listed entities and their successors and assigns. All participants in expulsion hearings are required to follow the guidelines established in this Agreement.
- XIV. The individuals executing the Agreement on behalf of the respective Parties represented to each other and to others that all appropriate and necessary action has been taken to authorize the individual executing the Agreement to do so on behalf of the Party for which his or her signature appears, that there are no other parties or entities required to execute this Agreement in order for the same to be an authorized and binding agreement on the Party, and that each individual affixing his or her signature hereto is authorized to do so and such authorization is valid and effective on the date hereof.
- XV. This Agreement may be executed in a number of identical counterparts, each of which shall be deemed as original for all purposes.

**CONFIRMATION OF AGREEMENT**

Approved by the Williamson County Juvenile Board on the 26<sup>TH</sup> day of MAY, 2021.

 Chairperson, Juvenile Board

Approved by the \_\_\_\_\_ ISD Board of Trustees on the \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_ Chairperson, District Board of Trustees

Appendix A

WEAPONS OFFENSES	Location	Mandatory	Discretionary	Notes
Using, exhibiting, or possessing a firearm [TPC 46.01(3)]; TEC 37.007 (a)(1)(A), 37.007 (e) This includes intentionally, knowingly, or recklessly carrying a personal handgun [TPC 46.01(5)]	On campus or at a school-related activity	M		<i>Exception: if at an approved off-campus target range facility while participating in or preparing for a shooting sports competition / activity sponsored by the district or affiliated with TPWD [TEC 37.007(k)]</i>
Uses, exhibits, or possesses a location restricted knife (Penal Code 46.01(6); TEC 37.007(b)(3)(i),		M		<i>Knife with a blade of over five and one-half inches in length. [TPC 46.01(6)]</i>
Intentionally, knowingly, or recklessly carrying, possessing, manufacturing, transporting, repairing, or selling prohibited weapon [TPC 46.05] or carrying a club [TPC 46.01(1)]		M		<i>E.g.- blackjack, nightstick, mace, tomahawk, explosive weapon, machine gun, switchblade, knuckles...TPC 46.05</i>
All 4 of Above Offenses TEC 37.007 (b)(3)(i)	Within 300 feet of campus or while on the property or at a school-related activity of another Texas district		D	
VIOLENT OFFENSES (Title 5 Felonies)	Location	Mandatory	Discretionary	Notes
Murder or attempt to commit murder [TPC 19.02(b), 19.03(a) & 15.01(a)], TEC 37.007(a)(2)(C)	On campus or at a school-related activity	M		<i>Title 5 Felony</i>
Aggravated assault [TPC 22.02(a)], TEC 37.007(a)(2)(A)		M		<i>Title 5 Felony</i>
Aggravated kidnapping [TPC 20.04(a)], TEC 37.007(a)(2)(E)		M		<i>Title 5 Felony</i>
Aggravated robbery [TPC 29.03], TEC 37.007(a)(2)(F)		M		<i>Title 5 Felony</i>
Manslaughter [TPC 19.04], TEC 37.007(a)(2)(G)		M		<i>Title 5 Felony</i>
Criminally negligent homicide [TPC 19.05], TEC 37.007(a)(2)(H)		M		<i>Title 5 Felony</i>
All 6 Above Offenses TEC 37.007(b)(3)(i)	Within 300 feet of campus or while on the property or at a school-related activity of another Texas district		D	<i>Title 5 Felony</i>
<i>Aggravated robbery plus charges, referral to juvenile court for delinquent conduct, probation, deferred adjudication, arrest, or conviction for violent felony (Title 5 or aggravated robbery), with special findings by board or designee, regardless of location or time or whether the student was enrolled at the time or completed court requirements.</i> TEC 37.007(b)(4); 37.0081 (TPC 19,20,20A,21,22)	Off Campus (Title 5 Felonies)		D	<i>TEC Ch.37.081</i>
SEXUAL MISCONDUCT (Title 5 Felonies)	Location	Mandatory	Discretionary	Notes
Sexual assault [TPC 22.011(a)], aggravated sexual assault [TPC 22.021(a)], or continuous sexual abuse of young child or children [TPC 21.02], TEC 37.007(a)(2)(A)	On campus or at a school-related activity	M		<i>Title 5 Felony</i>
Indecency with a child [TPC 21.11(a)], TEC 37.007(a)(2)(D)		M		<i>Title 5 Felony</i>

Both Above Offenses TEC 37.007(b)(3)(i)	Within 300 feet of campus or while on the property or at a school-related activity of another Texas district		D	Title 5 Felony
<ul style="list-style-type: none"> <li>Aggravated sexual assault,</li> <li>sexual assault, indecency with a child,</li> <li>improper photography or visual recording, or</li> <li>sexual assault against another student (on or off school property)</li> </ul> TEC 37.007(b)(4); (TPC 19,20,20A,21,22)	Off Campus (Title 5 Felonies)		D	Sexual assault against another student (on or off school property) All others are "Off Campus"  Title 5 Felonies
<b>DRUG OFFENSES</b>	<b>Location</b>	<b>Mandatory</b>	<b>Discretionary</b>	<b>Notes</b>
Felony drug or alcohol offense [TEC 37.006(a)(2)(C) & (D)]	On campus or at a school-related activity	M		
Same Above Offense TEC 37.007(b)(3)(i)	Within 300 feet of campus or while on the property or at a school-related activity of another Texas district		D	
Selling, giving, delivering, possessing, using, or being under the influence of marijuana, a controlled substance, or a dangerous drug TEC 37.007(b)(2)(A)	On or within 300 feet of campus or at a school-related activity.		D	Refer to Chapters 481 & 483 of the Health and Safety Code; and Section 1.04 of the Alcoholic Beverage Code for definitions.
Selling, giving, delivering, possessing, using, being under the influence of, or committing an offense while under the influence of alcohol. TEC 37.007(b)(2)(A)			D	Refer to Section 1.04 of the Alcoholic Beverage Code.
Abusing a volatile chemical. [Health & Safety Code Ch. 485.031 – 485.034]; TEC 37.007(b)(2)(B)			D	
<b>RETALIATION OFFENSES (Title 5 Felonies)</b>	<b>Location</b>	<b>Mandatory</b>	<b>Discretionary</b>	<b>Notes</b>
Retaliation through a violent offense against a school employee or volunteer. TEC 37.007(a) & (d)	On or Off Campus	M		Violent Offense refers to felony Title 5 offenses against a person.
Retaliatory assault with bodily injury on a school employee or volunteer TEC 37.007(d)			D	Title 5 Felony
Assault with bodily injury against a school employee or volunteer. [TPC 22.01(A)(1)] TEC 37.007(b)(2)(C)			D	Title 5 Felony
<b>OTHER MISCONDUCT</b>	<b>Location</b>	<b>Mandatory</b>	<b>Discretionary</b>	<b>Notes</b>
Arson [TPC 28.02(a)] TEC 37.007(a)(2)(B)	On campus or at a school-related activity	M		
Same Offense As Above TEC 37.007(b)(3)(i)	Within 300 feet of campus or while on the property or at a school-related activity of another Texas district		D	
Bullying [TEC37.0832(a)] that encourages a student to commit or attempt to commit suicide	On campus or at a school-related activity		D	TEC 37.0052
Inciting violence against a student through group bullying [TEC 32.0832(a)]			D	
Releasing or threatening to release intimate visual material of a minor or an adult student without student's consent. [TPC 21.16]				D

Terroristic Threat [TPC 22.07(a)] or False Alarm [TPC 420.6(a)] involving a public school	On or within 300 feet of campus or at a school-related activity		D	Title 5 Felony
Deadly conduct [TPC 22.05] TEC 37.007(b)(2)(D)			D	
Felony Criminal Mischief [TPC 28.03(a)], TEC 37.007(f)	On or Off Campus		D	
Breach of computer security if a student accesses a district's computers, computer system, or computer network and knowingly alters, damages, or deletes district property or information [TPC 33.02] TEC 37.007(b)			D	
<b>Documented Serious Misbehavior While Placed in DAEP [TEC 37.007(c)]:</b>	<b>On DAEP Campus (All)</b>	<b>Discretionary ALL</b>		<b>Notes</b>
Deliberate violent behavior that poses a direct threat to the health or safety of others.		All Offenses Listed in this section are Discretionary Expulsions		<i>All offenses listed here must occur on the DAEP campus to be considered expellable.</i>
Extortion, meaning the gaining of money or other property by force or threat				
Conduct that constitutes coercion [TPC Sect 1.07] or;				
Public Lewdness [TPC Sect 21.07]				
Indecent Exposure [TPC Sect 21.08]				
Criminal Mischief [TPC Sect 28.03]				
Personal Hazing [TEC 37.152]				
Harassment of a Student or District Employee [TPC 42.07(a)(1)]				

<b>S.T.E.P. STAFF</b>	<b>#####</b>	<b>NOTES</b>
Principal / Director of Education (230)	\$94,496	(# contract days)
Administrative Assistant (215) + WC Registrar Stipend	\$41,311	Education staff salaries include an approximate 2% raise approved by the Georgetown ISD School Board on 5/24/21.
PEIMS Clerk (197)	\$41,501	Character Education Teacher salary covered by Title I funds
Instructional Asst / GED Coordinator (192)	\$28,546	WC Registrar Stipend = \$5,000
Art / ESL / Social Studies (187)*	\$59,253	Lead Teacher Stipend = \$2,500
Bilingual / ESL / Generalist / Math / Spanish (187)*	\$61,853	Special Programs Coordinator Stipend = \$5,500
Character Education	\$0	Testing Coordinator Stipend = \$1,000
CTE Criminal Justice / Electives (187)*	\$52,000	* indicates \$1,700 stipend for extra duties/training required in residential facilities
ELA / ESL / Social Studies / Special Education (187)* + Special Programs Coordi	\$61,053	**indicates \$850 stipend for extra duties/training required in residential facilities
ELA / ESL / Social Studies / Tech Apps (187)*	\$61,353	
ELA / ESL / Special Education / Speech (187)*	\$66,753	
ELA / Generalist / Math / Special Education (187)* + Testing Coordinator	\$60,253	
ESL / Generalist / Math (187)* + Lead Teacher	\$58,028	
Generalist / Science / Special Education (187)*	\$61,853	
Generalist / Social Studies / Special Education / Tech Apps (187)*	\$65,393	
Health / Science (187)*	\$60,753	
Math / Science (187)*	\$64,483	
PE / Service Learning (187)*	\$61,553	
PE / Service Learning / Special Education (Part Time / 187)**	\$27,139	
<b>ADDITIONAL COSTS</b>	<b>\$363,239</b>	
Case Manager / Transition Specialists (2)	\$76,343	No changes were made from the 2020-2021 Additional Costs budget, with the exception of ***Fringe Benefits for Education Staff (increase of \$4,000).
Fringe Benefits: Education Staff***	\$104,000	
J.J.A.E.P. Counselor	\$49,318	
J.J.A.E.P. LVN	\$42,426	
J.J.A.E.P. Receptionist	\$33,052	
Substitutes	\$800	
Sudden Link (T-1 Line / Students)	\$3,000	
Summer GED Coordinator Extra Duty	\$800	
Summer School (3 Teachers): 100 hours @ \$25/hr	\$7,500	
Supplies/Materials (includes copier expenses)	\$10,000	
Technology (Edgenuity)	\$10,000	
Training	\$1,000	
Transition Services	\$25,000	
<b>GEORGETOWN ISD HANDLING FEE</b>	<b>\$25,000</b>	
		<b>TOTAL ESTIMATED BUDGET FOR 2021-2022: \$1,415,813</b>

# WILLIAMSON COUNTY JUVENILE SERVICES BUDGET

## PLACEMENTS APRIL 2020 - MARCH 2021

	J.J.A.E.P.				C.O.R.E.				DETENTION					
	Mandatory		Discretionary		SPED		General		SPED		General		SPED	
	#	Days	#	Days	#	Days	#	Days	#	Days	#	Days	#	Days
BARTLETT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COUPLAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FLORENCE	0	0	1	8	0	0	0	0	0	0	0	0	1	1
GEORGETOWN	17	370	10	215	5	143	6	422	5	353	28	371	9	129
GRANGER	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HUTTO	2	86	1	24	2	65	0	0	0	0	6	22	3	28
JARRELL	0	0	3	29	0	0	0	7	0	0	3	40	3	18
LEANDER	1	26	0	0	0	0	6	353	3	125	20	154	15	136
LIBERTY HILL	2	43	2	3	2	63	0	0	2	95	6	41	4	29
ROUND ROCK	2	54	3	48	10	13	16	871	4	233	32	393	8	116
TAYLOR	0	0	0	0	0	0	0	0	0	0	5	59	3	17
THRALL	0	0	0	0	0	0	0	0	0	0	1	10	0	0
<b>TOTALS</b>	<b>24</b>	<b>579</b>	<b>20</b>	<b>327</b>	<b>19</b>	<b>284</b>	<b>28</b>	<b>1653</b>	<b>14</b>	<b>806</b>	<b>101</b>	<b>1090</b>	<b>46</b>	<b>474</b>

BILLABLE DAYS
0
0
9
1633
0
139
94
768
231
1674
76
10
<b>4634</b>

### FISCAL RESPONSIBILITY

BILLABLE DAYS	% OF TOTAL PLACEMENT DAYS	SUBTOTAL (COST OF DAYS)	% OF INDIRECT COST	SUBTOTAL (HANDLING FEE)
0	0.00%	\$0	0.00%	\$0
0	0.00%	\$0	0.00%	\$0
9	0.19%	\$2,701	0.30%	\$75
1633	35.24%	\$490,116	0.00%	\$0
0	0.00%	\$0	0.00%	\$0
139	3.00%	\$41,718	4.63%	\$1,158
94	2.03%	\$28,212	3.13%	\$783
768	16.57%	\$230,502	25.59%	\$6,398
231	4.98%	\$69,331	7.70%	\$1,924
1674	36.12%	\$502,421	55.78%	\$13,945
76	1.64%	\$22,810	2.53%	\$633
10	0.22%	\$3,001	0.33%	\$83
<b>4634</b>	<b>100%</b>	<b>\$1,390,813</b>	<b>100%</b>	<b>\$25,000</b>

TOTAL RESPONSIBILITY
\$0
\$0
\$2,776
\$490,116
\$0
\$42,876
\$28,996
<b>\$236,899</b>
\$71,255
\$516,367
\$23,443
\$3,085
<b>\$1,415,813</b>

$\% \text{ SUBTOTAL DAYS (excluding GISD days)} \times \$25,000 \text{ (GISD Handling Fee)} +$   
 $\% \text{ TOTAL DAYS (including GISD days)} \times \$1,390,813 \text{ (remaining budget)}$   
 $= \text{TOTAL RESPONSIBILITY}$



# 2021-22 Enrollment

Registration opened for all new and returning students.

	2021-22			
Pre-Kindergarten*	865			
Kindergarten	2,272 (+194)			
First Grade	2,838 (+90)	2020-21	Budget	PASA
District	42,135 (+878)	40,736 (103%)	41,749 (101%)	43,951 (96%) 56

Green/Red numbers indicate the growth/decline of the data point since the last Superintendent's Report on June 17. The percentages show how current enrollment compares to the corresponding data point.

**Updated:** July 22, 2021

\*As we enter the school year, we will start using the total qualified and registered enrollment for Pre-K. Previously, we had been including the number of Pre-K students who applied, but had not been processed.

# COVID Update

APH, WCCHD elevate concern regarding community viral spread

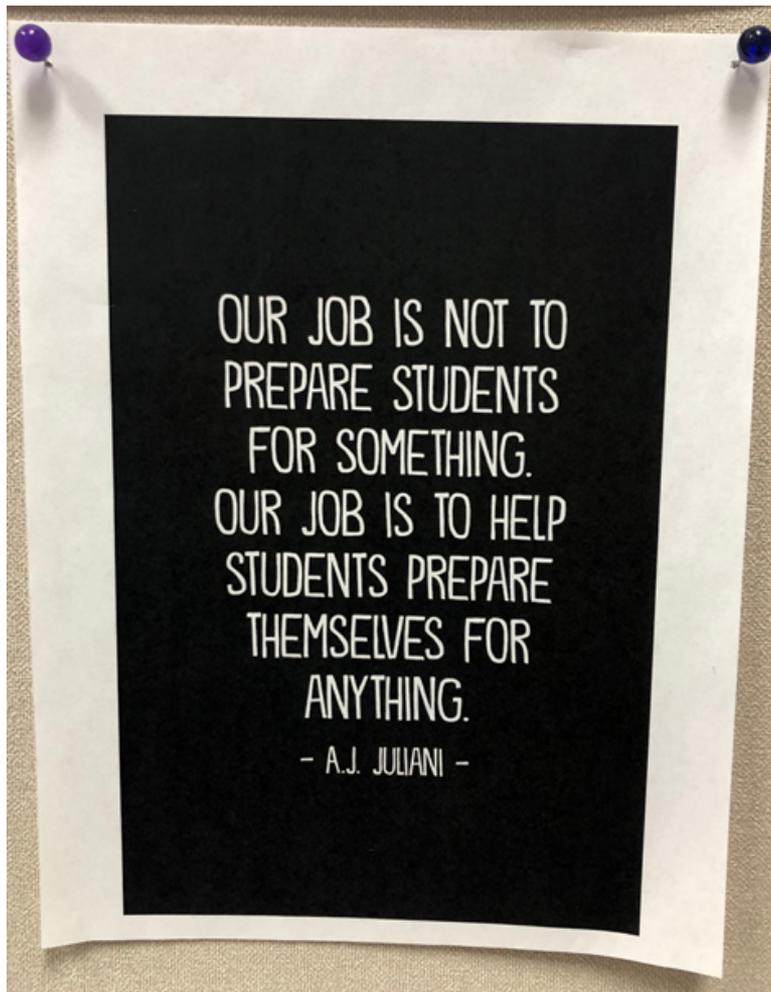
Due to rising cases, public health officials are recommending:

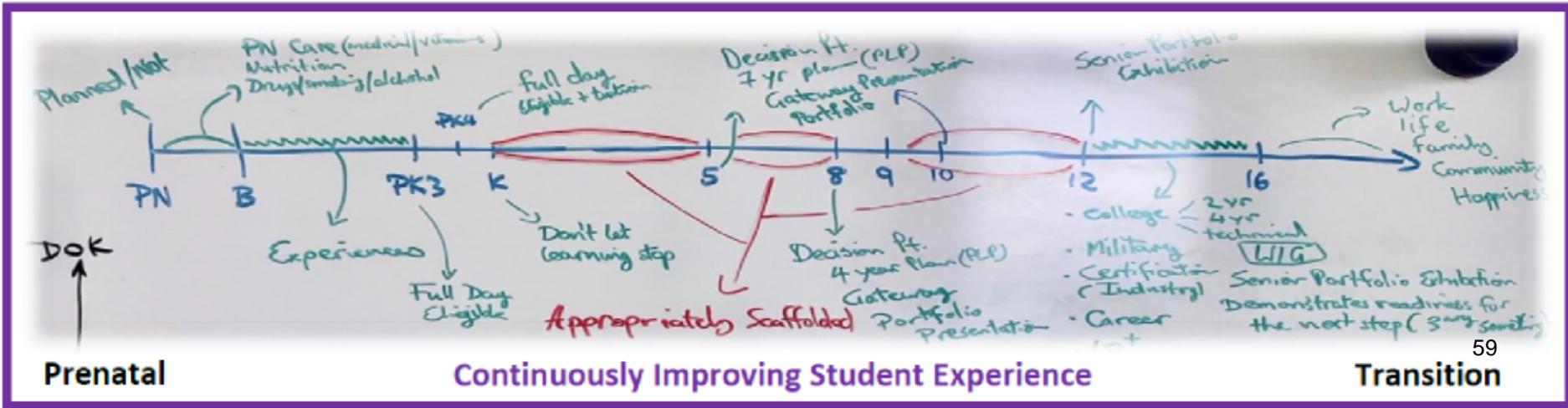
- Vaccinations for anyone who is eligible.
- Increased caution.
- Masks for everyone (including vaccinated adults).

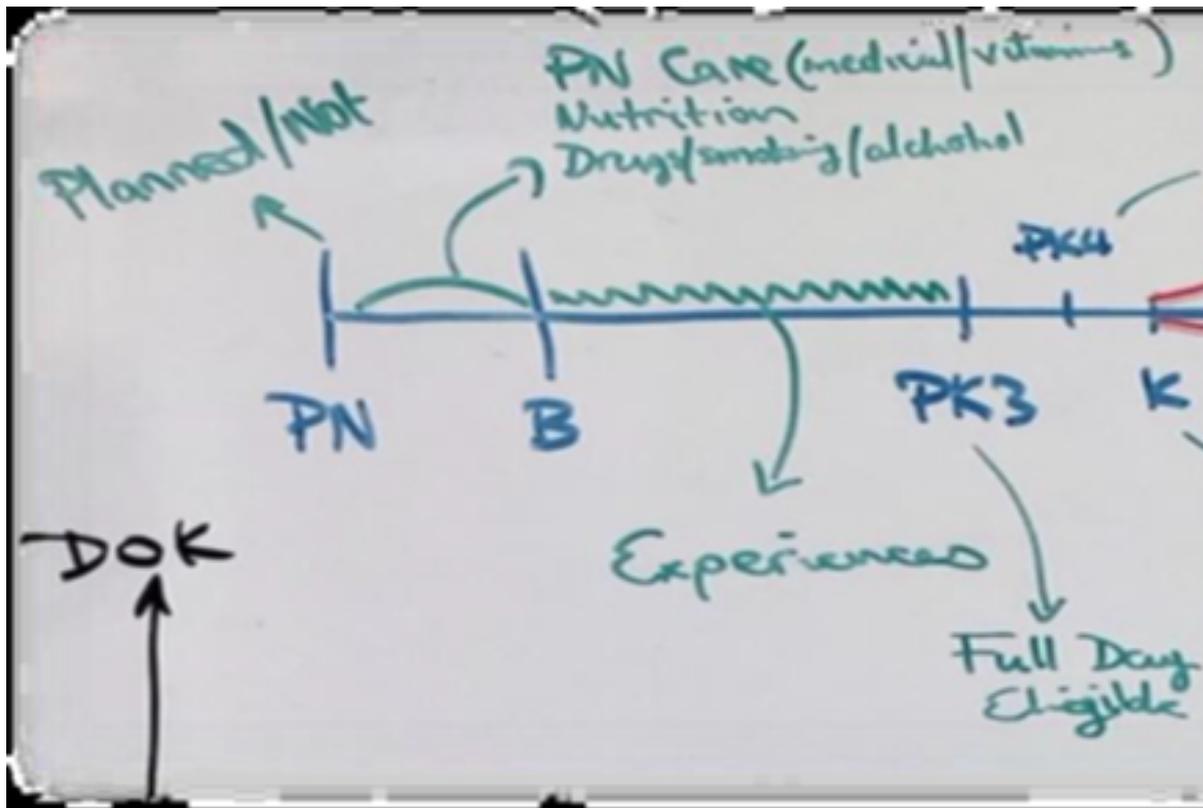


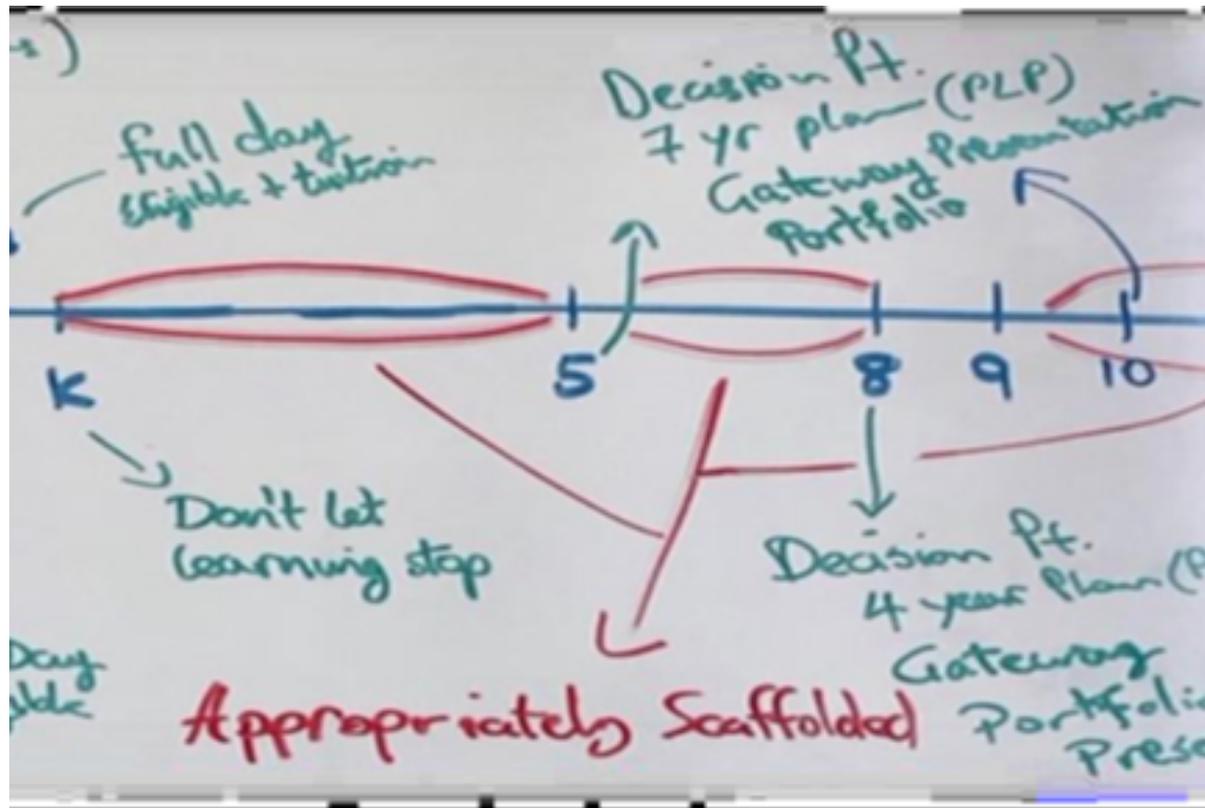
[www.leanderisd.org/covid19](http://www.leanderisd.org/covid19)

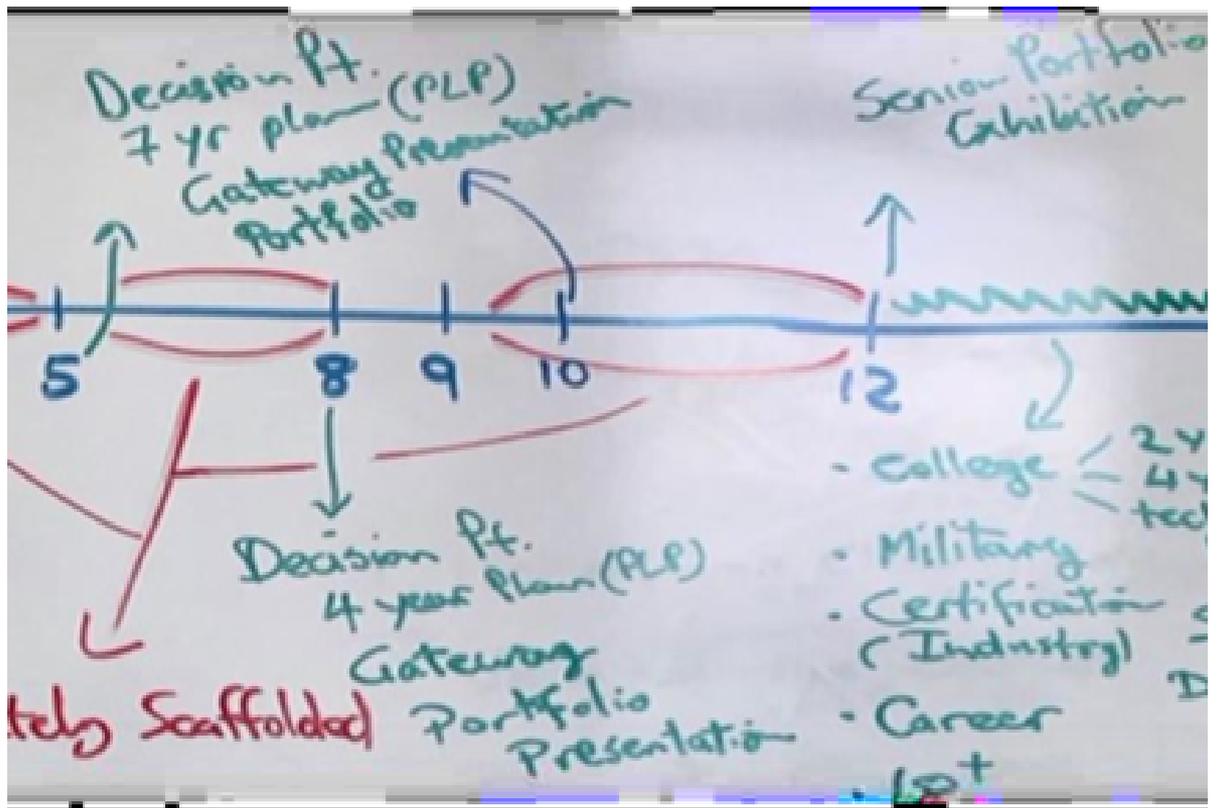
57

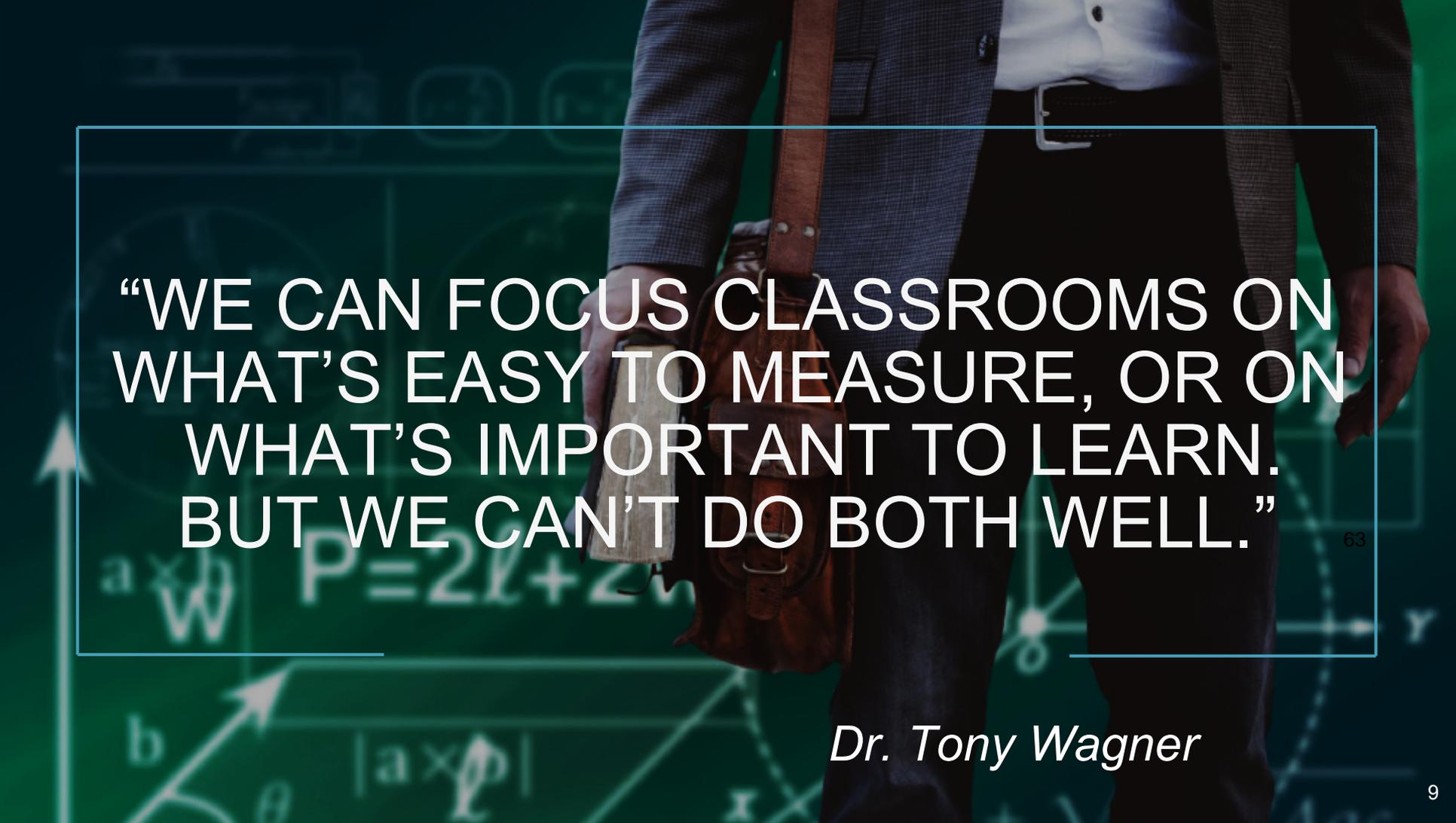










A person in a grey suit and white shirt is walking, carrying a brown leather messenger bag. The background is a green chalkboard with various mathematical formulas and diagrams. The text is overlaid on the image in a white, sans-serif font, enclosed in a thin white rectangular border.

“WE CAN FOCUS CLASSROOMS ON  
WHAT’S EASY TO MEASURE, OR ON  
WHAT’S IMPORTANT TO LEARN.  
BUT WE CAN’T DO BOTH WELL.”

63

*Dr. Tony Wagner*

# How To Unblock Curiosity And Build Creativity

By [Tom Vander Ark](#) October 31, 2020

64

INDEPENDENCE  
AND  
SUSTAINABILITY

Self-  
Direction

Curiosity

Civic  
Identity

PERSEVERANCE

Resilience

Agency

Academic  
Tenacity

MINDSETS FOR  
SELF AND SCHOOL

Growth  
Mindset

Self-  
Efficacy

Sense of  
Belonging

Relevance  
of School

SCHOOL  
READINESS

Self-  
Awareness

Social Awareness/  
Relationship Skills

Executive  
Functions

HEALTHY  
DEVELOPMENT

Attachment

Stress  
Management

Self-  
Regulation





“Curiosity is at the top of the framework as a critical higher-order skill. It’s more than wide-eyed wonder about the world, it’s the willingness and ability to explore, observe, take risks, follow the more difficult path.”

*Dr. Brook Stafford-Brizzard*



“All of the blocks in the framework contribute to supporting feeling safe to take risks. It starts with attachment and a sense of belonging, the self-awareness of triggers and blind spots, and the ability to self-regulate and tolerate the ambiguity.”

*Dr. Brook Stafford-Brizzard*

67



“The effects of stress are many and they particularly affect foundational skill development (the bottom two rows of the framework) and this will affect the development of many of the higher-order skills including curiosity. This is especially significant now.”

*Dr. Pamela Cantor*



“When we think about COVID or any one of the many forms of traumatic experiences young people are having right now (whether in response to the national reckoning around systemic racism, a lack of connection to peer and school communities, or even gaps in their basic needs being met due to our economic crisis), we know that there will be an effect on learning. We will see it in children’s ability to focus and concentrate, on their working memory, how they regulate their emotions and behavior, and on their higher-order metacognitive skills like curiosity, civic identity, and self-direction.”

*Dr. Pamela Cantor*



“Curiosity is key to the invention of products and systems, especially when applied in a sustained, disciplined, and programmatic way.”

*Lemelson Foundation research*

“This creativity—applied curiosity in a disciplined sustained way— combines the other top of the Building Blocks skills of self-direction and working with purpose (civic identity).”

*Lemelson Foundation research*

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“But curiosity and creativity aren’t for the rare inventor. Lemelson’s goal is to convey that everyone can be inventive and invention is a process. Both invention and innovation derive from a healthy curiosity and an environment that supports asking questions and tinkering.”

*Lemelson Foundation research*



“Organizational leaders need to create safe spaces that permit curiosity. Schools need to use systems of tiered support to ensure that basic learner needs are met. They need brave leaders that focus on priority outcomes not just end of year grade level proficiency exams.”

*Lemelson Foundation research*



“Curiosity is much more important to an enterprise’s performance than was previously thought. That’s because cultivating it at all levels helps leaders and their employees adapt to uncertain market conditions and external pressures.”

*Francesca Gino*

73

# GRADUATE PROFILE

Leander ISD learners are empowered to enrich our world and excel in a rapidly changing global society through a life-long journey of character development, academic success, and fulfillment.



## Critical & Creative Thinkers

who seek and solve problems through curiosity, flexibility, and innovation.



## Skilled Communicators & Collaborators

who listen to understand, express ideas with empathy, and work collectively toward shared outcomes.



## Compassionate Community Contributors

who value diverse perspectives and share their unique gifts with the world.



## Adaptable & Reflective Individuals

who confidently embrace their strengths and challenges while pursuing their interests and passions.

Vertical Articulation of Graduate Profile Indicators

Critical & Creative Thinkers who seek and solve problems through curiosity, flexibility, and innovation.						
Skills	Adult Learner Indicators	9-12 Indicators/I Can Statements	6-8 Indicators/I Can Statements	3-5 Indicators/I Can Statements	K-2 Indicators/I Can Statements	EC Indicators/I Can Statements
<b>Inquiry</b>	<ul style="list-style-type: none"> <li>I leverage my curiosity to pose questions and frame problems in ways that open up thinking and possibilities.</li> <li>I ask and investigate meaningful questions.</li> <li>I analyze, evaluate, and interpret information from diverse sources to generate my own ideas about a topic or issue.</li> </ul>	<ul style="list-style-type: none"> <li>I can leverage my curiosity to pose questions and frame problems in ways that open up thinking and possibilities.</li> <li>I can ask and investigate meaningful questions.</li> <li>I can analyze, evaluate, and interpret information from diverse sources to generate my own ideas about a topic or issue.</li> </ul>	<ul style="list-style-type: none"> <li>I can harness my curiosity to pose questions in ways that encourage a deeper level of thinking.</li> <li>I can investigate meaningful questions.</li> <li>I can generate my own ideas about a topic or issue by researching information from diverse sources.</li> </ul>	<ul style="list-style-type: none"> <li>I can be curious and ask questions about topics that interest me to drive my learning.</li> <li>I can inquire about a topic by asking questions and conducting research.</li> <li>I can generate my own ideas about a topic or issue by researching information.</li> </ul>	<ul style="list-style-type: none"> <li>I can be curious by asking questions.</li> <li>I can ask questions to learn more about things that interest me.</li> <li>I can create my own ideas based on what I've learned.</li> </ul>	<ul style="list-style-type: none"> <li>I can ask questions.</li> <li>I can think about what I have learned.</li> <li>I can explore, investigate, and create.</li> </ul>
<b>Flexible Thinking</b>	<ul style="list-style-type: none"> <li>I make connections, identify patterns, and see relationships to form new or creative ideas.</li> <li>I apply what I learn by adapting and transferring my knowledge as needed.</li> <li>I persevere through challenges and take risks to find innovative solutions.</li> </ul>	<ul style="list-style-type: none"> <li>I can make connections, identify patterns, and see relationships to form new or creative ideas.</li> <li>I can apply what I learn by adapting and transferring my knowledge as needed.</li> <li>I can persevere through challenges and take risks to find innovative solutions.</li> </ul>	<ul style="list-style-type: none"> <li>I can make connections, identify patterns, and see relationships to form new or creative ideas.</li> <li>I can begin applying what I learn in different contexts.</li> <li>I can persevere through challenges and take risks to find innovative solutions.</li> </ul>	<ul style="list-style-type: none"> <li>I can make connections, identify patterns, and see relationships to form new or creative ideas.</li> <li>I can apply what I learn across multiple subjects.</li> <li>I can keep trying when I face challenges and try new ways to find solutions.</li> </ul>	<ul style="list-style-type: none"> <li>I can make connections and identify patterns to see relationships.</li> <li>I can apply what I learn.</li> <li>I can keep trying when things get hard.</li> </ul>	<ul style="list-style-type: none"> <li>I can make connections in my learning.</li> <li>I can apply what I learn.</li> <li>I can keep trying when things get hard.</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>I change problems into opportunities for learning and improvement.</li> <li>I apply my learning to solve problems in novel situations.</li> <li>I evaluate the validity and credibility of information, arguments, and evidence.</li> </ul>	<ul style="list-style-type: none"> <li>I can view problems as opportunities for learning and improvement.</li> <li>I can apply my learning to solve problems in novel situations.</li> <li>I can evaluate the validity and credibility of information, arguments, and evidence.</li> </ul>	<ul style="list-style-type: none"> <li>I can view problems as opportunities for learning and improvement.</li> <li>I can apply my learning to solve problems in novel situations.</li> <li>I can identify the logic, credibility, and validity of new information.</li> </ul>	<ul style="list-style-type: none"> <li>I can see problems as opportunities to learn.</li> <li>I can apply my learning to solve problems in new situations.</li> <li>I can use evidence to determine the trustworthiness of information.</li> </ul>	<ul style="list-style-type: none"> <li>I can see problems as opportunities to learn.</li> <li>I can apply my learning to solve problems.</li> <li>I can investigate if information is true or false.</li> </ul>	<ul style="list-style-type: none"> <li>I can learn from problems.</li> <li>I can solve problems.</li> <li>I can investigate if information is true or false.</li> </ul>

# Graduate Profile Capacity Matrix (Adult/Staff)

Learners Name:

Date Updated:

						Evidence of Learning
AIM	Capacity	Capacity Breakdown	Not Yet	Met	Beyond	3-D Portfolio (Demonstrate, Document, Defend)
<b>Critical &amp; Creative Thinkers</b> who seek and solve problems through curiosity, flexibility, and innovation.	Inquiry	I leverage my curiosity to pose questions and frame problems in ways that open up thinking and possibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I ask and investigate meaningful questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I analyze, evaluate, and interpret information from diverse sources to generate my own ideas about a topic or issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Flexible Thinking	I make connections, identify patterns, and see relationships to form new or creative ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I apply what I learn by adapting and transferring my knowledge as needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I persevere through challenges and take risks to find innovative solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Problem Solving	I change problems into opportunities for learning and improvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I apply my learning to solve problems in novel situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I evaluate the validity and credibility of information, arguments, and evidence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Skilled Communicators &amp; Collaborators</b> who listen to understand, express ideas with empathy, and work collectively toward shared outcomes.	Listening & Self-Expression	I understand and clearly express my own viewpoints and myself in a variety of environments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I effectively communicate and express myself in verbal, non-verbal, written, and/or artistic formats.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I engage in open-minded civil discourse with people with whom I may not agree.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I demonstrate compassion, empathy, and integrity by asking questions and seeking to understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Teamwork	I find ways to use my strengths and the strengths of others on my team to achieve a common goal.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I listen to and integrate multiple perspectives to make team decisions, negotiate conflicts, compromise, and accomplish goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I work collaboratively with my team and take shared responsibility for results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I use tools and strategies to exchange and explore ideas, as well as collectively create high-quality products.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

INDEPENDENCE  
AND  
SUSTAINABILITY

Self-  
Direction

Curiosity

Civic  
Identity

PERSEVERANCE

Resilience

Agency

Academic  
Tenacity

MINDSETS FOR  
SELF AND SCHOOL

Growth  
Mindset

Self-  
Efficacy

Sense of  
Belonging

Relevance  
of School

SCHOOL  
READINESS

Self-  
Awareness

Social Awareness/  
Relationship Skills

Executive  
Functions

HEALTHY  
DEVELOPMENT

Attachment

Stress  
Management

Self-  
Regulation





"My mantra has always been: it's not about the grade, but about the learning. And the learning is not as important as the human."

78

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*Marguerite Swilling, RHS*

CORE BELIEFS ✓  
VISION ✓  
MISSION ✓  
GRADUATE PROFILE ✓

### STRATEGIC PLAN

- LEARNING
- DEEP
  - EMPOWERED
  - ALL
  - LMS / UNIVERSAL SCREENER

~~AGGREGATE THEN ANALYSE~~  
TO  
ANALYSE THEN AGGREGATE

DATA-DRIVEN  
to  
EVIDENCE INFORMED

JAGGEDNESS  
CONTEXT  
PATHWAYS

PDSA  
Cycles

CAPACITY BUILDING  
FOR BOT  
~~REACT~~  
to  
ACT

RESPECT  
CULTURE  
CI  
Feedback

### BUDGET

- APPROVAL IN JUNE ✓
- NO STAFF/PROGRAM CUTS ✓

Continual  
Improvement

STUDENT  
VOICE &  
CHOICE

RESPONSIVE  
&  
CONSISTENT

### LRF

- COMPLETE JUNE '21 ✓
- BOND CALLED FOR NOV '21 OR MAY '22
- SOC / INNOVATION

COMMUNICATION  
IS  
OXYGEN

PROFILE ↔ PLP ↔ PORTFOLIO

STRONG BACK  
SOFT FRONT  
WILD HEART

### CURVE BALLS

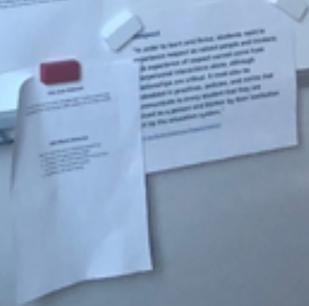
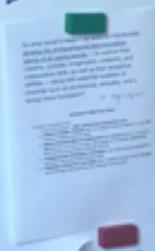
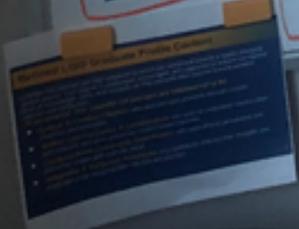
- COVID - STAY OPEN ✓ → 100% STAFF Vaccinated
- WINTER STORM - STAY SAFE ✓ → Student (who wish to be) Vaccine s (12+)

DEVELOP PASSION

IGNITE CURIOSITY

UNLEASH GENIUS

KATIE MARTIN





# Cultivate & Connect

Leadership Retreat 2021

# Leadership Retreat

## Cultivate and Connect

- Workshops
- Student Panel
- Team Building

Thank you to our Teaching and Learning teams for organizing the events, our attendees for the learning and work, and to Trustees Trish Bode and Anna Smith for joining us.

# Doing Projects vs Project Based Learning

## Traditional Unit with Culmination Project



## Project Based Learning Unit



# Instructional Model



Entry Event  
Driving Question  
Know/Need to Know  
Rubric  
Teams  
Choice  
Reflect

Build Schema  
Research  
Cooperative Learning  
Revise  
Reflect  
Formative Assessment

Workshop  
Small Group Instruction  
Labs  
Lecture  
Discussion  
Cooperative Learning  
Formative Assessment

Present  
Perform Model  
Prove  
Revise  
Summative Assessment

Evaluate  
Synthesis  
Feedback  
Reflect  
Empower  
Self Assessment



# The UDL Framework

A framework is a set of principles, or beliefs and values, that guide our work. A UDL Practitioner **believes**:



Variability is the rule, not the exception. Students don't have to do the same things at the same time.



All students can work toward the same firm goals and grade-level standards. 84



All students will become expert learners if barriers are removed

## Draft Strategic Planning Framework

### Our Foundation

- Who are we?
- Why do we exist?
- What do we value?
- What do we want to become?



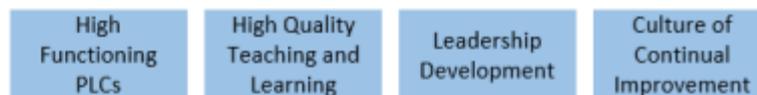
### Critical Lenses

- What are our priorities?
- How will we align our work?



### Key Processes

- What are the key processes that will help us realize our vision?
- How will we align our work?



### Priority Goal Areas

- How will we reach our vision?



### Improvement Planning

- How will we reach our goals?
- How will we gauge our degree of success?



	Date	Notes
<b>Support Staff Job Fair</b>	July 24	Job fair targeted for transportation, food service, substitute teaching, custodial, maintenance, and special education instructional assistants.
<b>Safety and Operational Summit</b>	July 27	School and district leaders meet for training and shared learning.
<b>Listening Leaders Session</b>	July 29	Our second installment of the Listening Leaders series.
<b>District Culture and Vision Day</b>	July 30	District Culture and Vision Day for new to district employees.
<b>BackPack Attack</b>	July 31	District partnership with local faith-based community to donate school supplies to students in need.
<b>Returning Staff Start</b>	August 5	First official day back on campus for teachers and most school staff.
<b>Convocation</b>	August 6	Watch Party model with campuses and departments watching a live stream from their campuses at a centralized location. 86
<b>First Day of School</b>	August 12	#1LISD returns for 2021-22 school year
<b>Danielson Dedication Ceremony</b>	August 25	Celebrate the opening of our 9th middle school and its namesake.
<b>Tarvin Dedication Ceremony</b>	September 11	Celebrate the opening of our 28th elementary school and its namesake.
<b>LEEF Mudstacle</b>	September 18	Hosting our annual Mudstacle fun run at Vista Ridge, raising money for teachers and students through LEEF. 32



# Discussion

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

<b>Agenda Item:</b>	Report on 2020-2021 School Quality Survey Results
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Corey Ryan, Sarah Martinez
<b>Attachments:</b>	Report on the 2020-2021 School Quality Survey Results Presentation 2020-2021 School Quality Survey for Parents – Results and Analysis 2020-2021 School Quality Survey for Students – Results and Analysis

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## **Background Information:**

A positive school climate, culture, and environment is an essential component of successful and effective schools. The Leander Independent School District (LISD) 2020-2021 School Quality Survey asked parents/guardians for feedback on the climate and culture at their child(ren)'s school. K12 Insight partnered with LISD team members to develop the survey, which addressed the following topics:

- Academic Preparation
- Student Support
- Family Involvement
- School Leadership
- Safety and Behavior
- Educational Programs and Services
- School Facilities
- Additional School Operations

The survey was open from January 27 to March 28. Email invitations with unique survey links were sent to LISD parents/guardians.

Parents/guardians with children at more than one district school were able to take the survey for each child. Reminders were sent on February 4, 11, 18, and March 5, 26. The survey was translated into Spanish.

Students in grades 3-12 used their student IDs to access the survey in school. This report summarizes district-level results. Results could not be compared to the previous survey administrations because this year the survey was separated to have a version for elementary students and a version for secondary students. The answer scale changed for elementary students from a 4-point agreement scale to a true/false scale.

Results are compared with those from 2017-2018 and 2018-2019, where applicable.

Results do not reflect random sampling; therefore, they should not be generalized to all LISD parents/guardians and students grades 3-12. Rather, results reflect only the perceptions and opinions of survey participants.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Report on the 2020-2021 School Quality Survey Results

## Results and Analysis

Report to the Board of Trustees, June 10, 2021

**Chief Communications Officer Corey Ryan, Director of Research and Program Evaluation Sarah Martinez, Ed.D.**



# Parents and Guardians

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# Overview of the Study

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A positive school climate, culture, and environment is an essential component of successful and effective schools. It can be defined as shared beliefs, values, and attitudes that shape interactions between and among students, parents, teachers, and administrators, while setting the parameters of acceptable behavior and norms for a school.

The Leander Independent School District (LISD) 2020-2021 School Quality Survey asked parents/guardians for feedback on the climate and culture at their child(ren)'s school. Results will be used to improve students' experiences throughout the district.

K12 *Insight* partnered with LISD team members to develop the survey, which addressed the following topics:

- Academic Preparation
- Student Support
- Family Involvement
- School Leadership
- Safety and Behavior
- Educational Programs and Services
- School Facilities
- Additional School Operations

91

# Understanding the Results

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The survey was open from January 27 to March 28.

Email invitations with unique survey links were sent to LISD parents/guardians. Parents/guardians with children at more than one district school were able to take the survey for each child. Reminders were sent February 4, 11, 18, and March 5, 26.

The survey was translated into Spanish.

This report summarizes district-level survey results and breaks them down by school level. Results are compared with those from 2017-2018 and 2018-2019, where applicable.

92

Results do not reflect random sampling; therefore, they should not be generalized to all LISD parent/guardians. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding.

# Summary and Insights

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- Overall, 91% of parents rated their child's physical well-being as excellent or good. However, fewer parents rated their child's emotional well-being (77%) and engagement in school (70%) as excellent or good.
- Across all five dimensions (Academic Preparation, Student Support, Family Involvement, School Leadership, and Safety & Behavior) parents with students at the elementary school level had the highest percentages of overall agreement (all strongly agree or agree responses within a dimension) followed by middle school parents and then high school parents.
- 85% of participating parents said that classroom activities keep their child interested in learning and 79% said their child had the opportunity to engage in learning that is relevant to his/her interests, passion, and goals.
- 93% of participating parents strongly agreed or agreed that there is a teacher, counselor, or other staff member who will respond to and listen to their child's concern(s). Furthermore, 88% of parents said campus faculty and staff listen to and are responsive to concerns regarding the needs of their child.
- 93% of parents strongly agreed or agreed that their child is safe at school; however, fewer (67%) said that students do not threaten or bully each other. When broken down by school level, 77% of elementary parents said students do not threaten or bully each other compared to only 57% of middle school parents and 54% of high school parents.

93

# Participation

Year	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate (%)	Public-Access Link Responses	Total Responses
<b>2020-2021</b>	<b>25,690</b>	<b>5,262</b>	<b>20%</b>	<b>1,787</b>	<b>7,049</b>
2018-2019	42,024	3,770	9%	3,619	7,389
2017-2018	40,354	5,213	13%	1,249	6,462

94

Year	Elementary School Responses	Middle School Responses	High School Responses	Number of Responses
<b>2020-2021</b>	<b>3,369</b>	<b>1,565</b>	<b>2,115</b>	<b>7,049</b>
2018-2019	3,850	1,784	1,749	7,389
2017-2018	3,319	1,431	1,709	6,459

<sup>6</sup> Note: This survey was not administered during the 2019-2020 school year.

# Dimension Overall Agreement

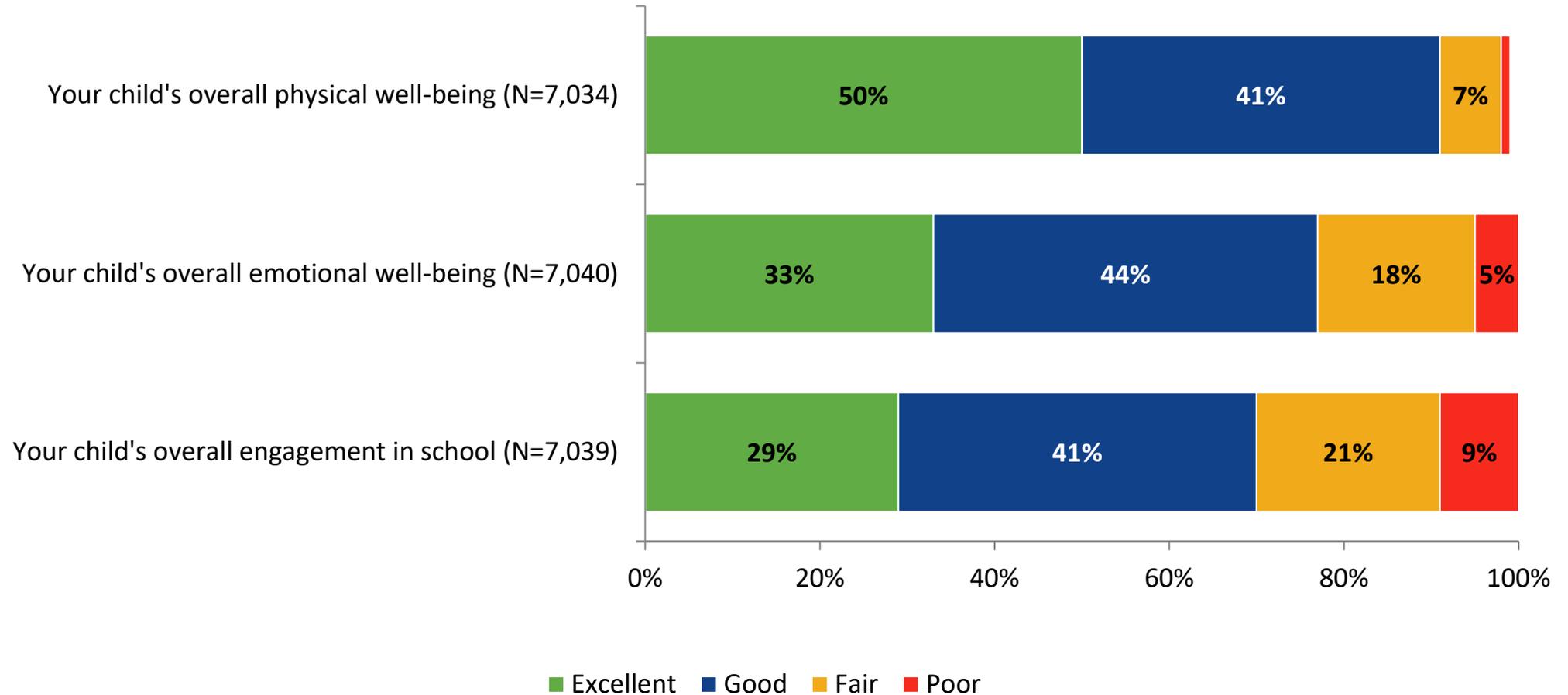
Dimension Overall Agreement Rates  
(Percentage Strongly Agree or Agree)

Dimension	Overall 2020-2021	Overall 2018-2019	Overall 2017-2018	Elementary Schools 2020-2021	Elementary Schools 2018-2019	Elementary Schools 2017-2018	Middle Schools 2020-2021	Middle Schools 2018-2019	Middle Schools 2017-2018	High Schools 2020-2021	High Schools 2018-2019	High Schools 2017-2018
Academic Preparation	77%	82%	79%	84%	86%	82%	74%	80%	79%	68%	76%	74%
Student Support	72%	82%	79%	78%	85%	82%	67%	78%	76%	66%	78%	95 77%
Family Involvement	81%	85%	84%	86%	89%	87%	79%	81%	80%	76%	80%	80%
School Leadership and Administration	62%	60%	59%	64%	61%	60%	62%	57%	55%	60%	61%	59%
Safety and Behavior	60%	66%	63%	73%	77%	74%	53%	58%	54%	46%	50%	48%

7 Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: Dimensions were calculated using aggregate data from Strongly Agree and Agree responses.

# Overall Well-being

How would you rate the following?

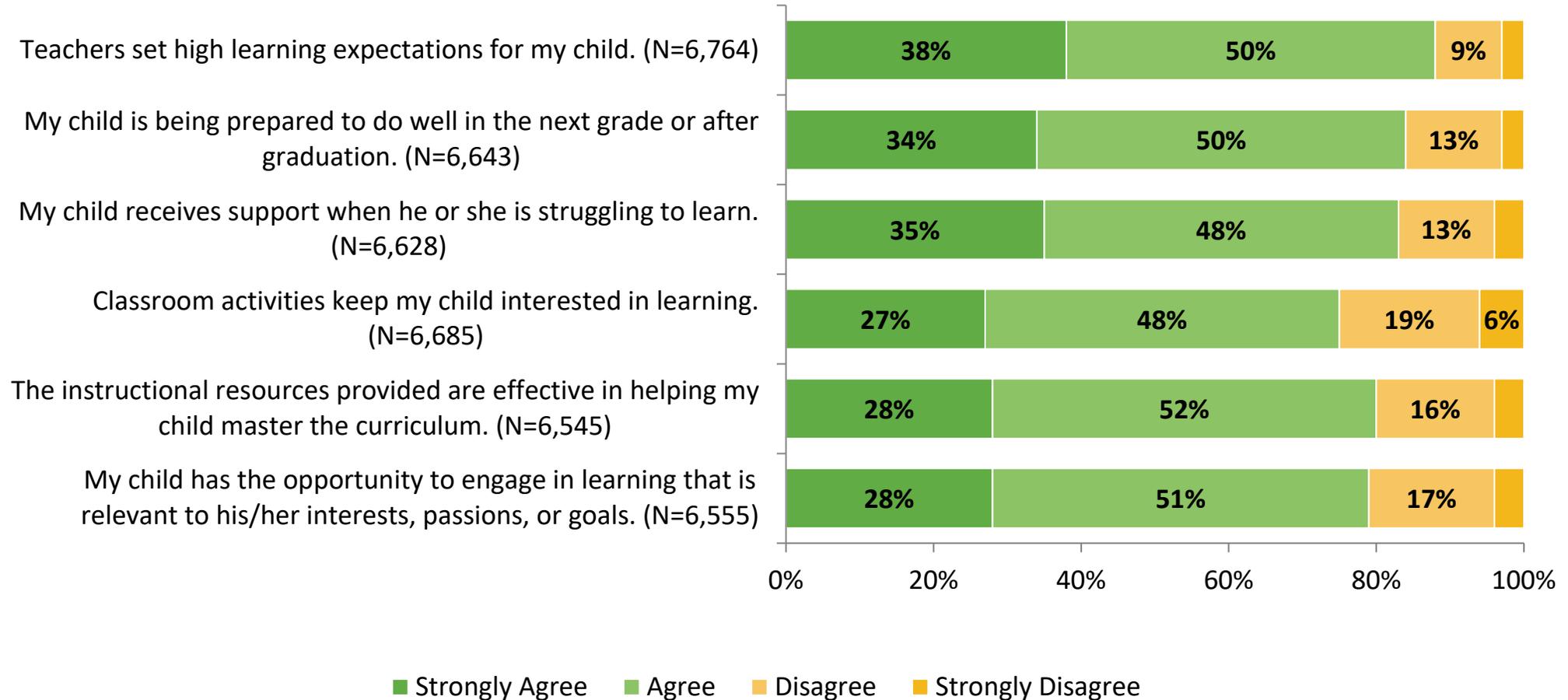


96

<sup>8</sup> Note: These questions were not asked in the 2018-2019 or 2017-2018 survey administrations.

# Academic Preparation

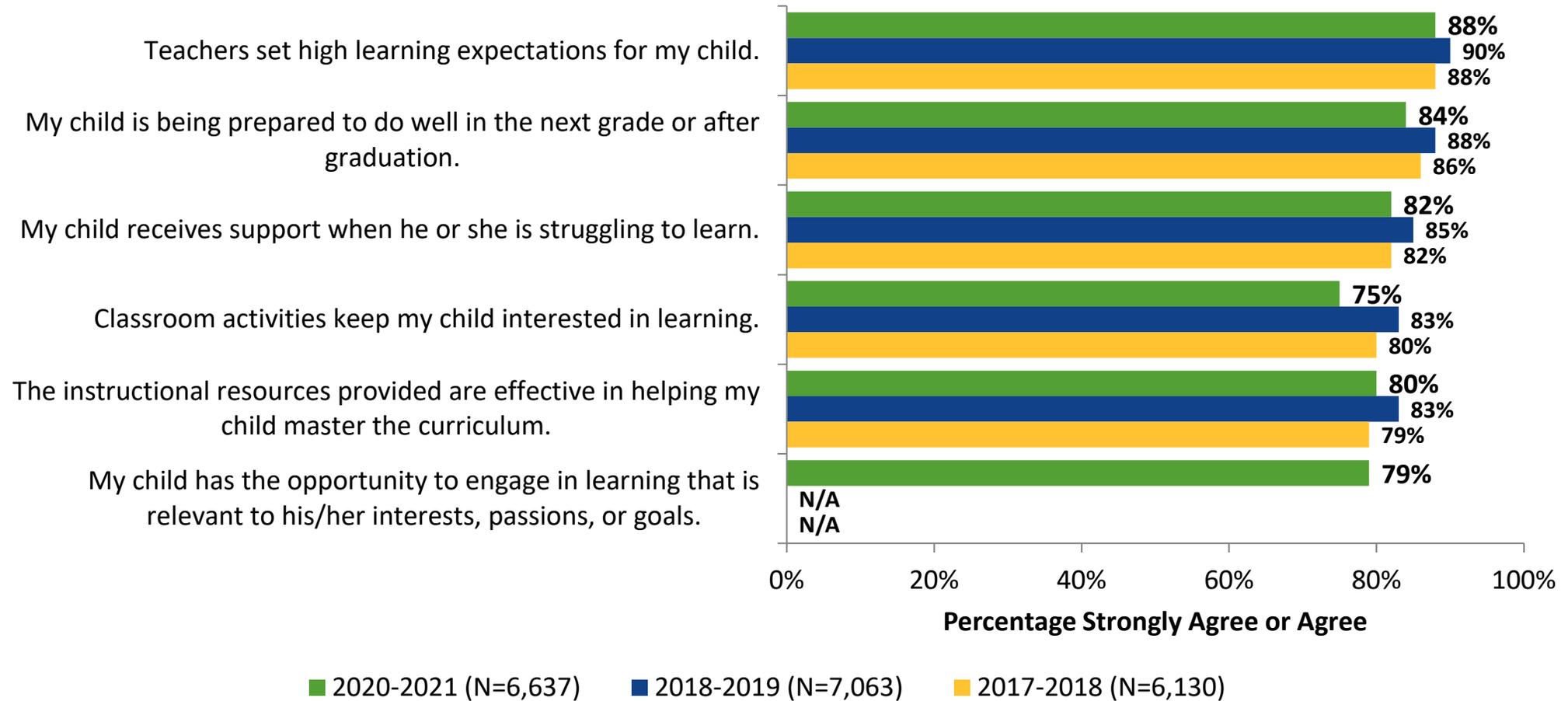
How strongly do you disagree or agree with the following statements?



97

# Academic Preparation: Comparison Over Time

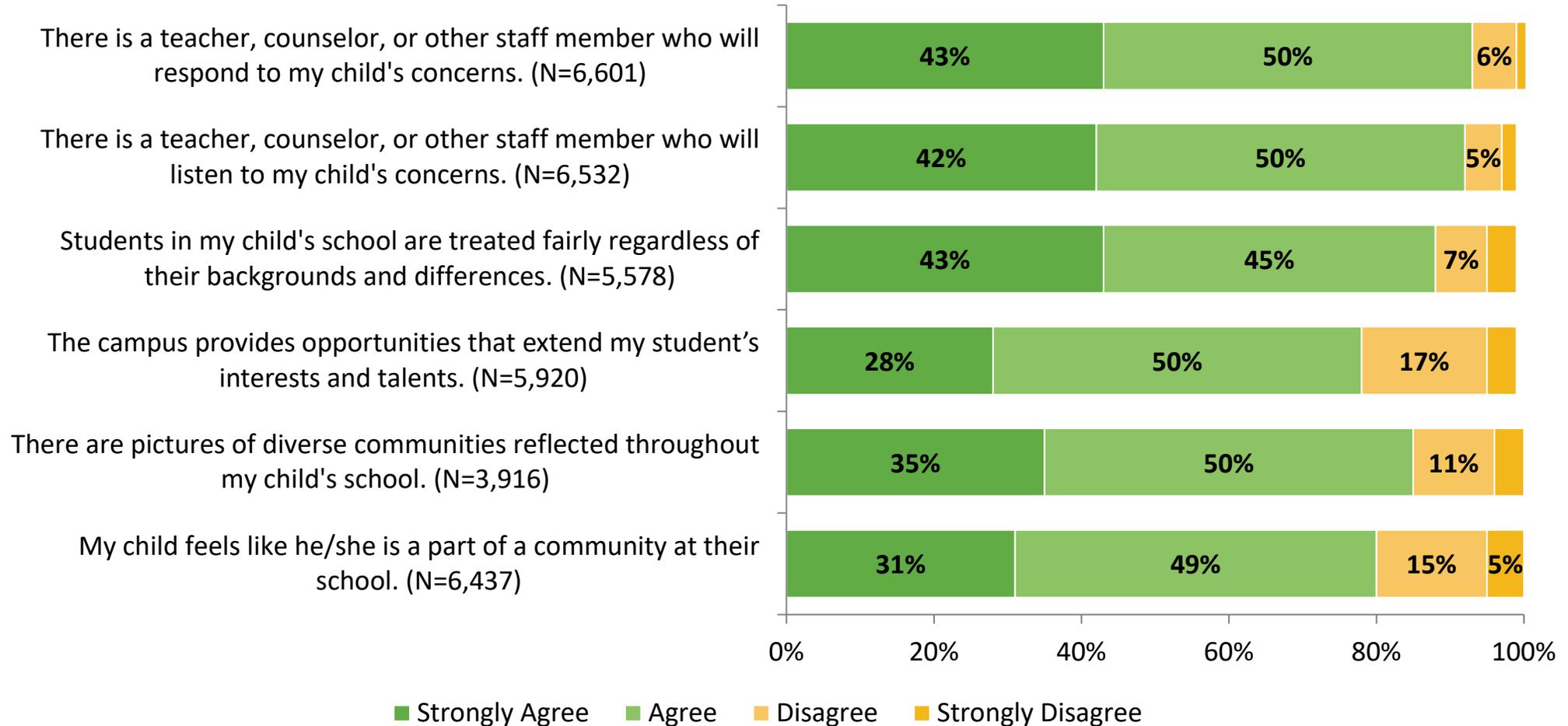
How strongly do you disagree or agree with the following statements?



98

# Student Support

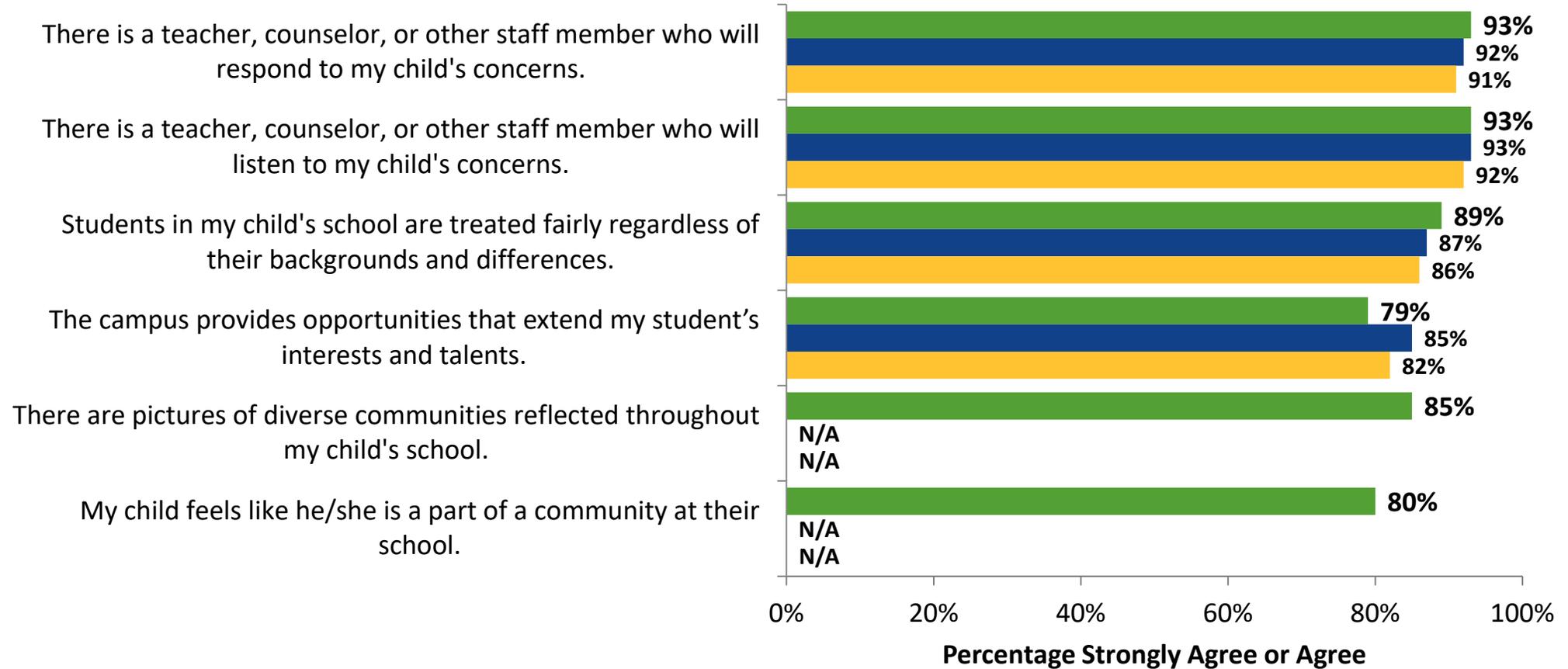
How strongly do you disagree or agree with the following statements?



99

# Student Support: Comparison Over Time

How strongly do you disagree or agree with the following statements?



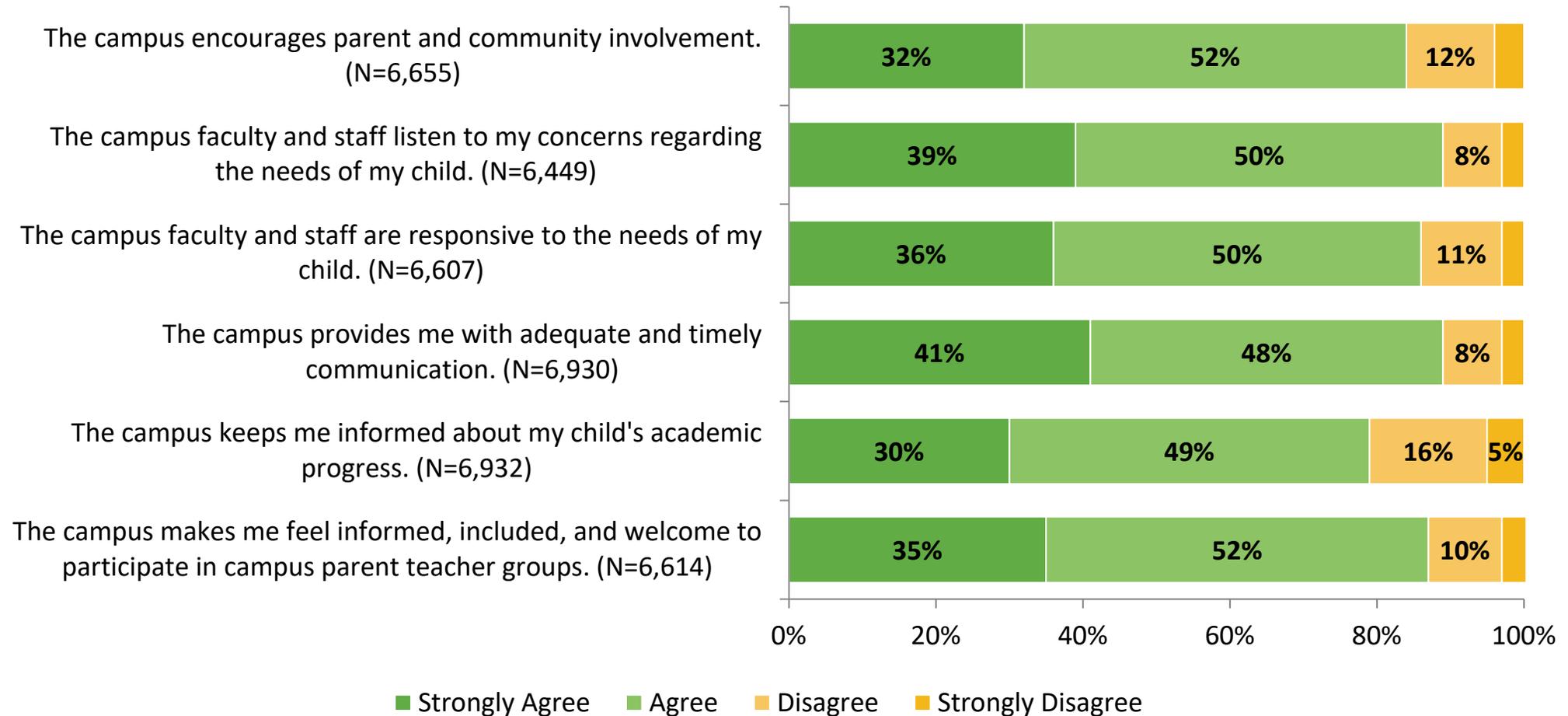
100

■ 2020-2021 (N=5,831) ■ 2018-2019 (N=6,742) ■ 2017-2018 (N=5,803)

12 Note: Don't Know responses have been excluded from calculations. N/A indicates question was not asked in that year's survey administration.  
Answer options: Strong Agree, Agree, Disagree, Strongly Disagree, Don't Know

# Family Involvement

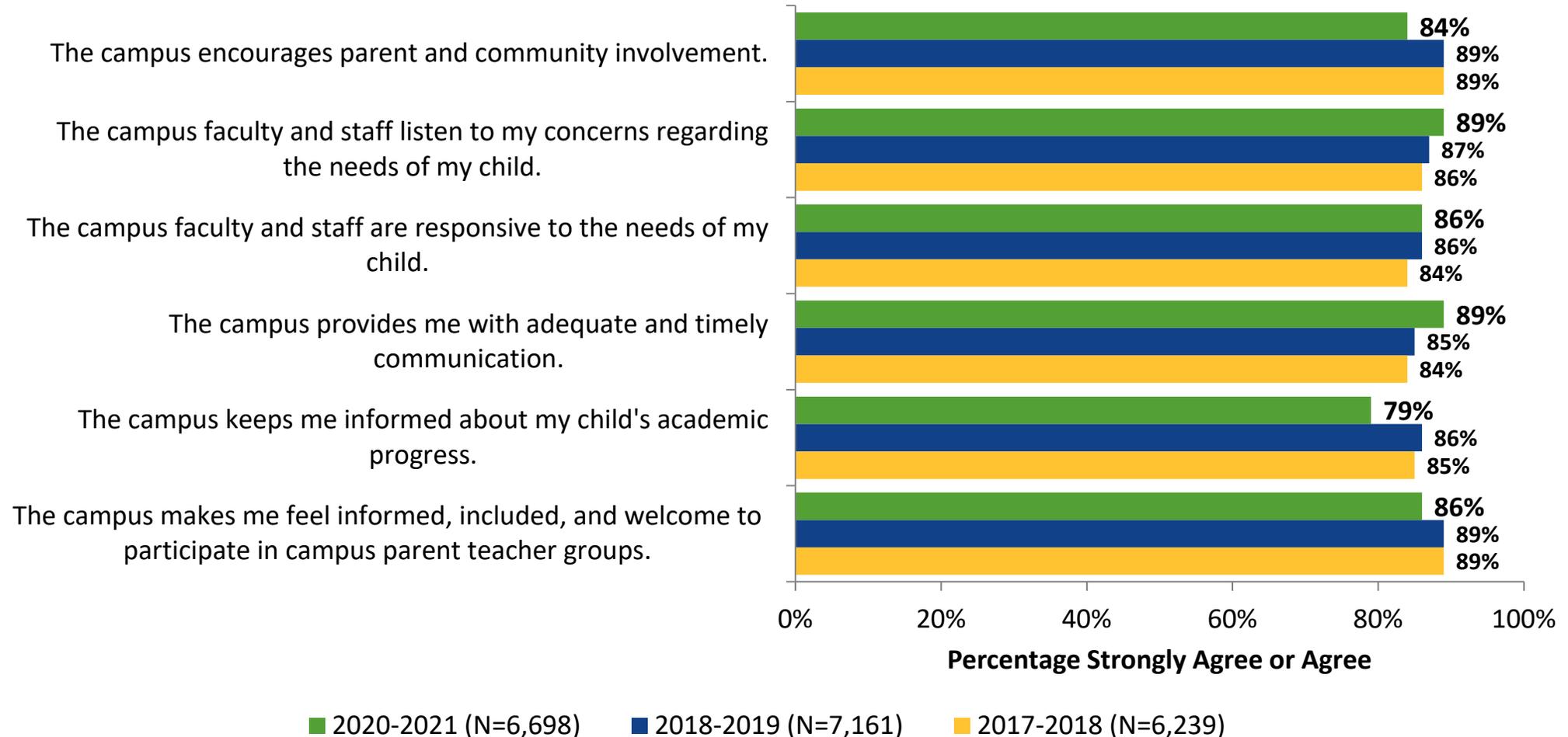
How strongly do you disagree or agree with the following statements?



101

# Family Involvement: Comparison Over Time

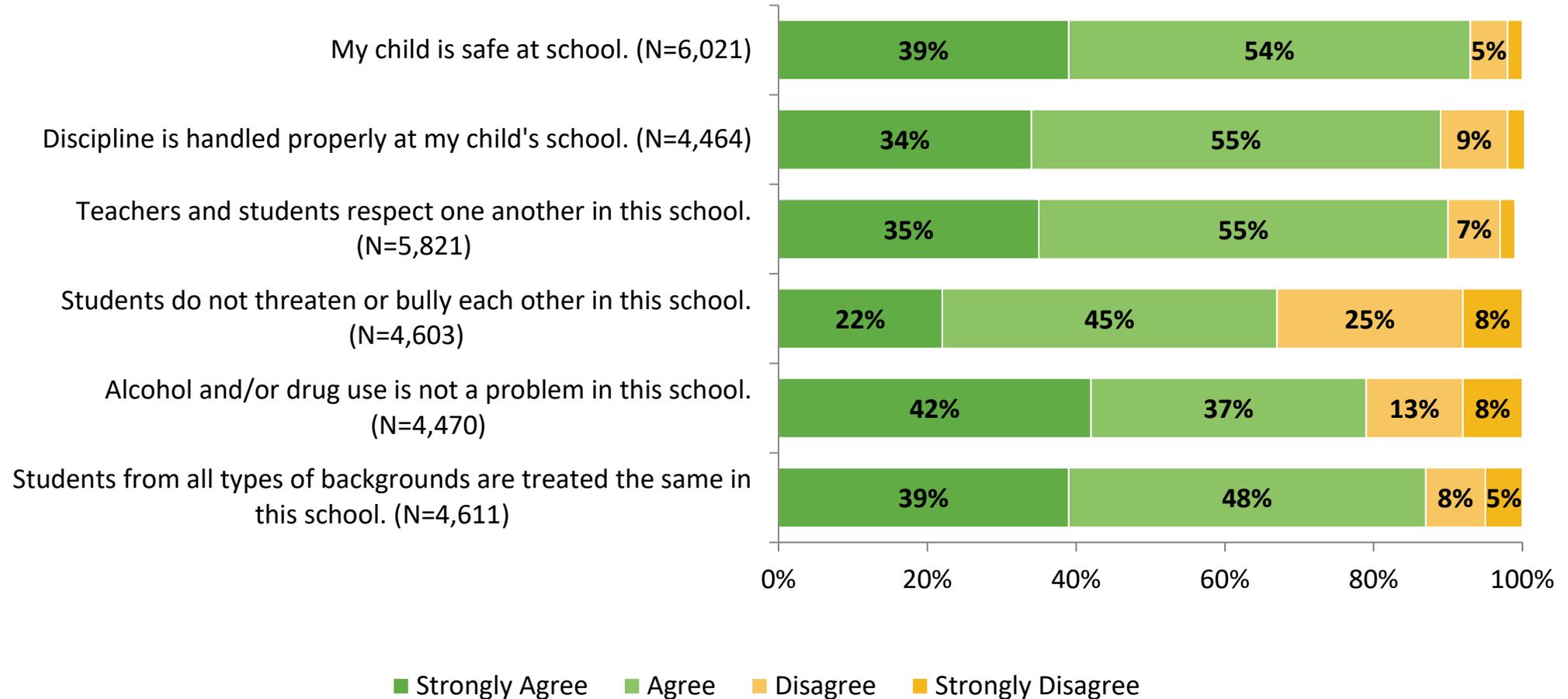
How strongly do you disagree or agree with the following statements?



102

# Safety and Behavior

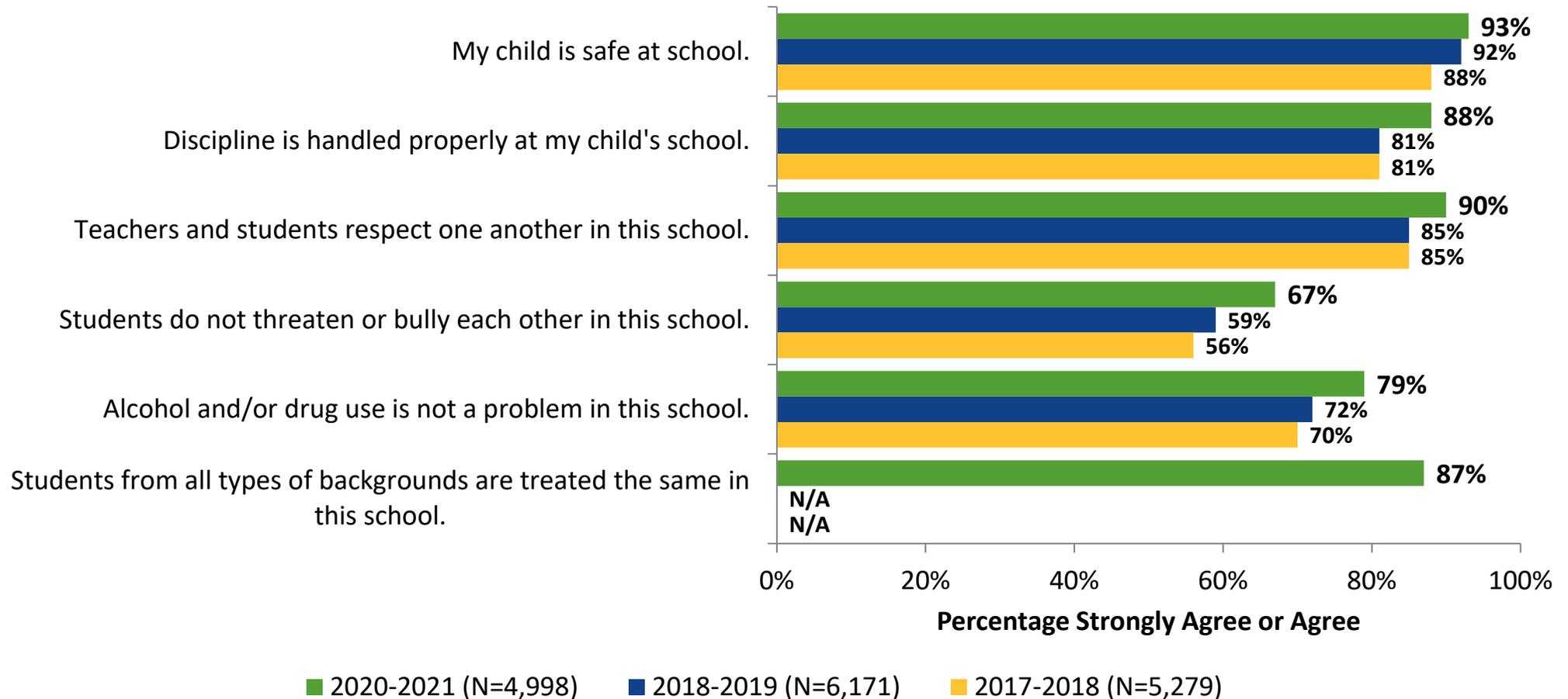
How strongly do you disagree or agree with the following statements?



103

# Safety and Behavior: Comparison Over Time

How strongly do you disagree or agree with the following statements?

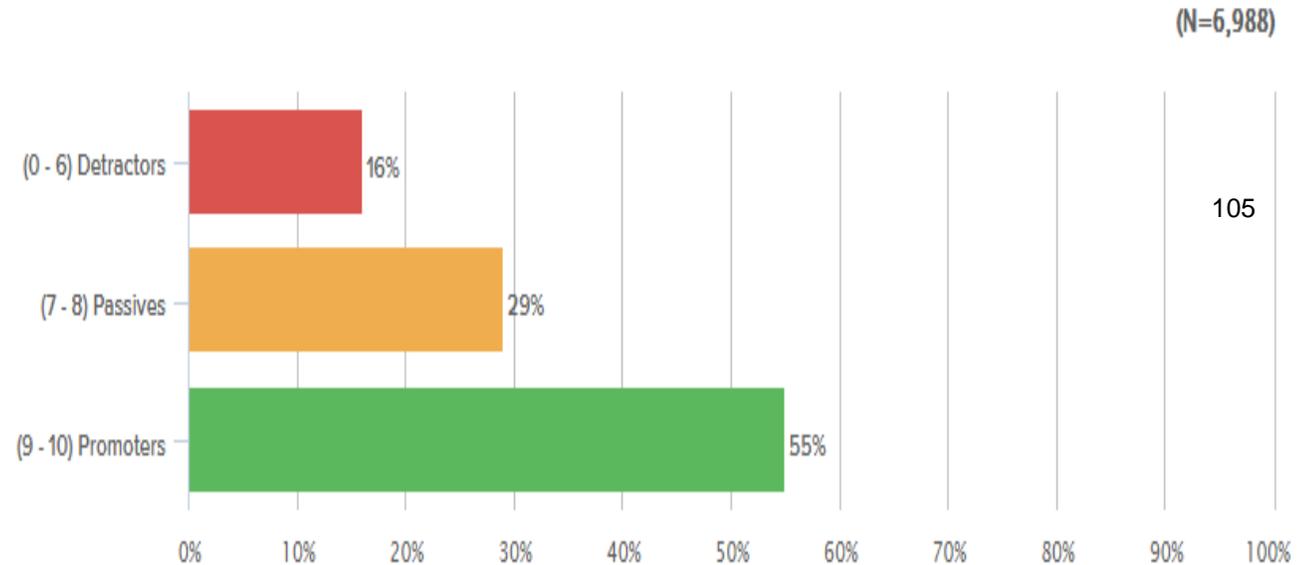
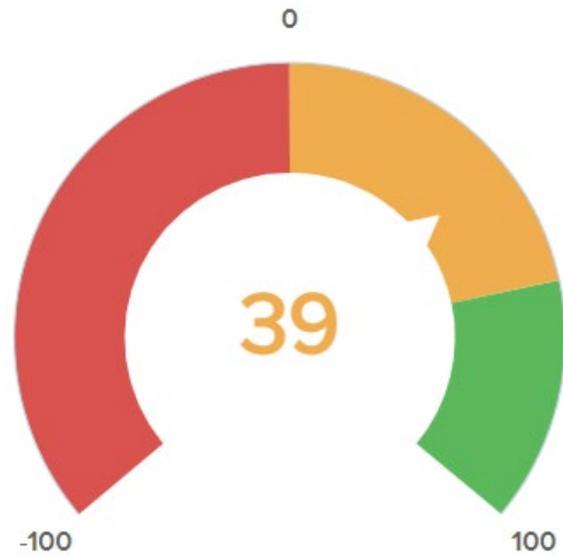


104

# Net Promoter Score

On a scale of 0-10, how likely are you to recommend Leander ISD to a friend or colleague? (N=6,988)

Net Promoter Score	
2018-2019	39
2017-2018	31



Net Promoter Score® (NPS) gauges customer loyalty. Those who give a score of 0 to 6 are classified as Detractors, those who respond with a 7 or 8 are Passives, and customers who choose 9 or 10 are Promoters. The overall NPS score is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

# Students Grades 3 - 12

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# Overview of the Study and Results

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The Leander Independent School District (LISD) Campus Climate Survey asked students in grades 3-12 for feedback on the environment of their school. K12 *Insight* partnered with LISD team members to develop the survey, which addressed the following topics:

- Academic Preparation
- Student Support
- Family Involvement (Elementary Students Only)
- School Leadership (Secondary Students Only)
- Safety and Behavior
- Programs and Services (Secondary Students Only)
- School Facilities (Secondary Students Only)
- Additional School Operations (Secondary Students Only)

107

The survey was open from January 27 to March 28. Students in grades 3-12 used their student IDs to access the survey in school.

This report summarizes district-level results and breaks them down by school level. Results could not be compared to previous survey administrations because this year the survey was separated to have a version for elementary students and a version for secondary students. The answer scale changed for elementary students from a 4-point agreement scale to a true/false scale. Site-level reports were also developed.

Survey results do not reflect random sampling; therefore, they should not be generalized to all LISD students in grades 3-12. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding. Don't Know responses have been excluded.

# Summary and Insights

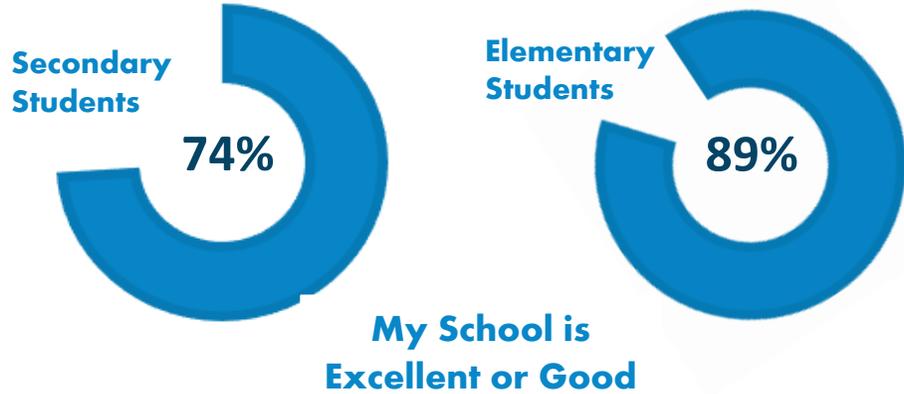
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- Overall, 89% of elementary students and 74% of secondary students rated their school as excellent or good.
- 73% of elementary students said they were very happy or happy about their physical well-being and 64% said they were very happy or happy about their emotional well-being.
- 80% of secondary students rated their overall physical well-being as excellent or good compared to 57% who rated their emotional well-being as excellent or good.
- Under the dimension of Academic Preparation, 88% of elementary students said their teachers include them in classroom discussion. However, fewer (24%) said their teachers ask them what they want to learn about.
- Under the dimension of Academic Preparation, 86% of secondary students strongly agreed or agreed that they receive support when they are struggling to learn in class. However, only 49% said that teachers show them how lessons relate to life outside of school and even fewer (28%) said teachers ask them what they want to learn about.
- Under the dimension of School Support and Environment, 92% of elementary students said there is an adult in their school they can talk to about a school problem compared to 78% who said there is an adult in their school they can talk to about a personal problem.
- Under the dimension of Student Support for High School Students, favorable responses (strongly agree or agree) were low when students were asked if their guidance counselor or transition coordinator had advised them to find a job (28%), how to get into college (69%), or explored post-high school career and education paths with them (61%).
- Under the dimension of Safety and Behavior, 94% of secondary students said they feel safe in their classroom and on-campus outside of their classroom. However, fewer (72%) strongly agreed or agreed that threatening and bullying is not a problem in their school.

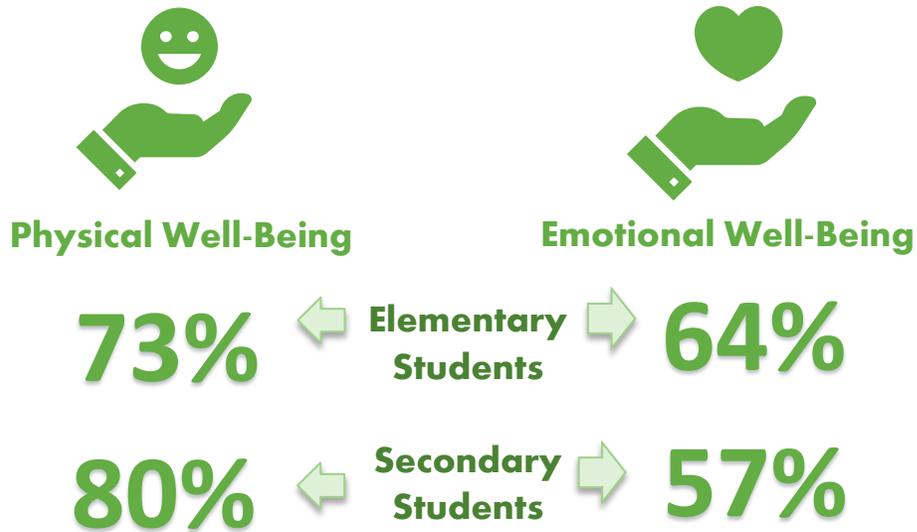
108

# Summary Insights

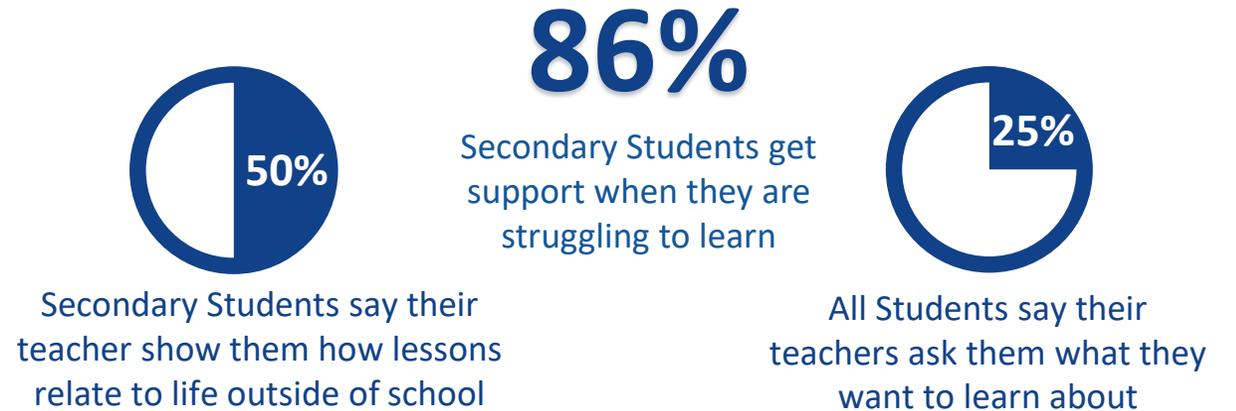
## School Rating



## Student Well Being



## Academic Preparation



## School Support and Environment

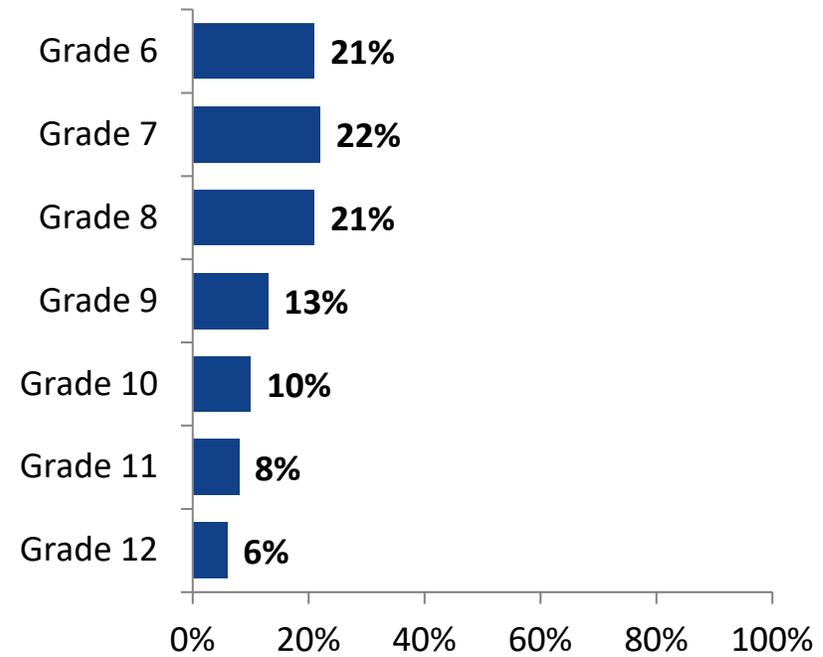
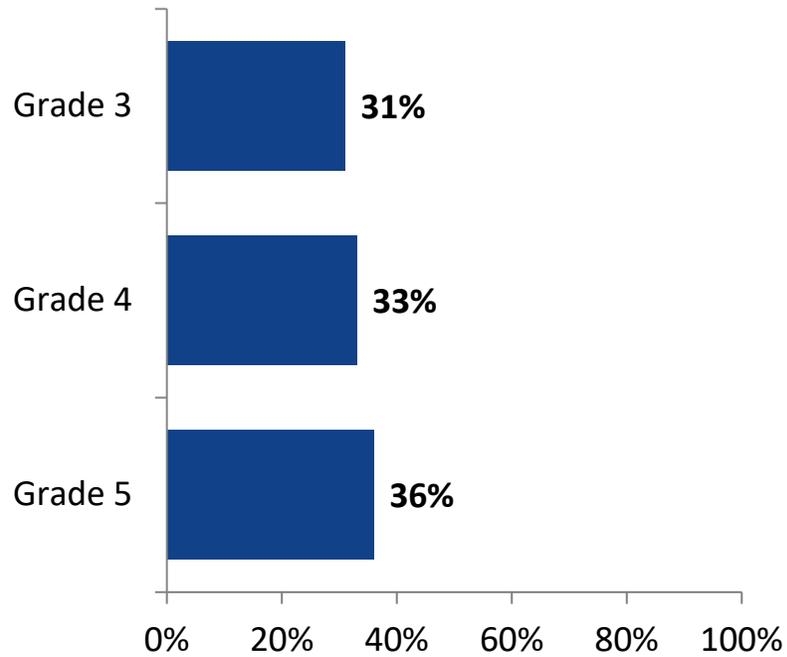


## Safety and Behavior



# Participation

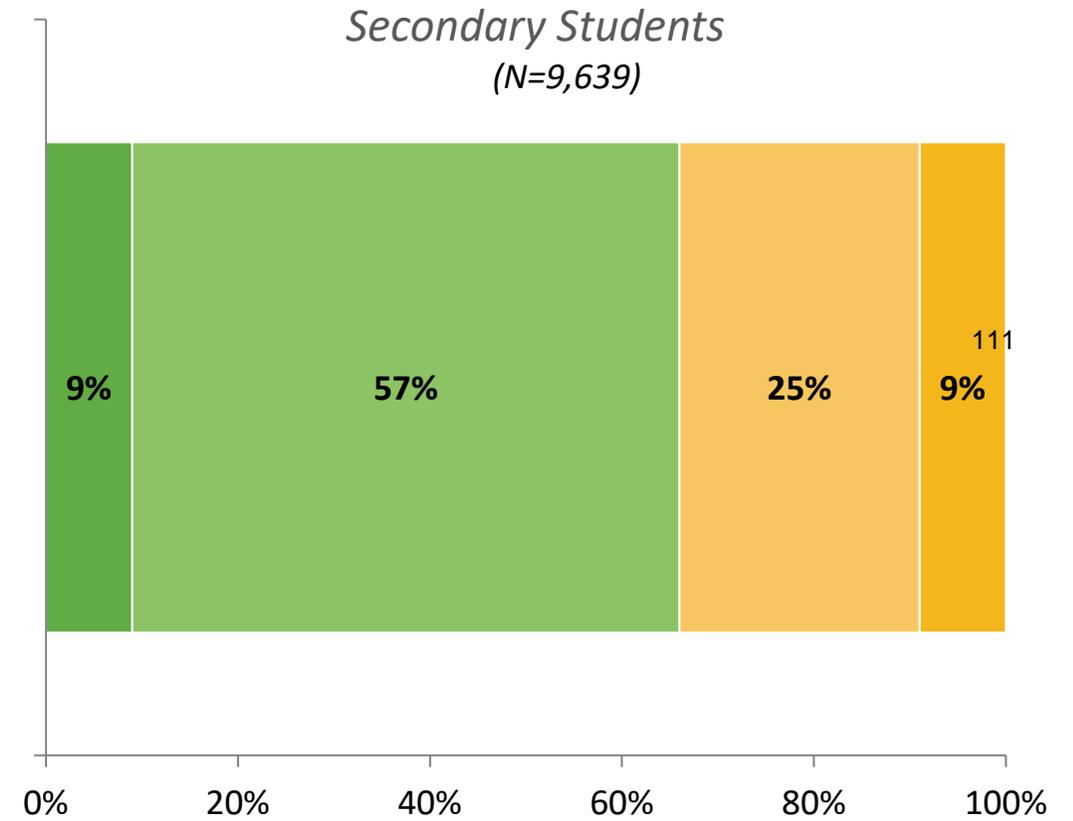
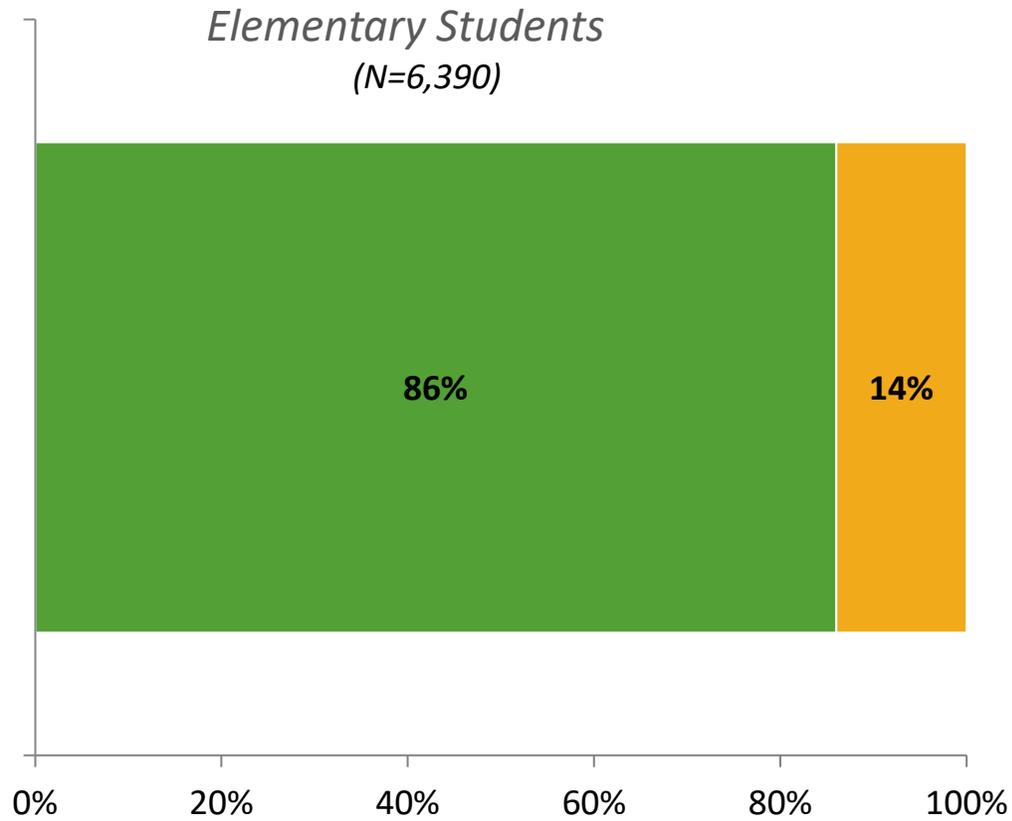
Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate	Total Responses
Elementary Students	8,733	6,413	73%	6,413
Secondary Students	23,165	9,654	42%	9,654



110

# Liking School

Generally, I like school.

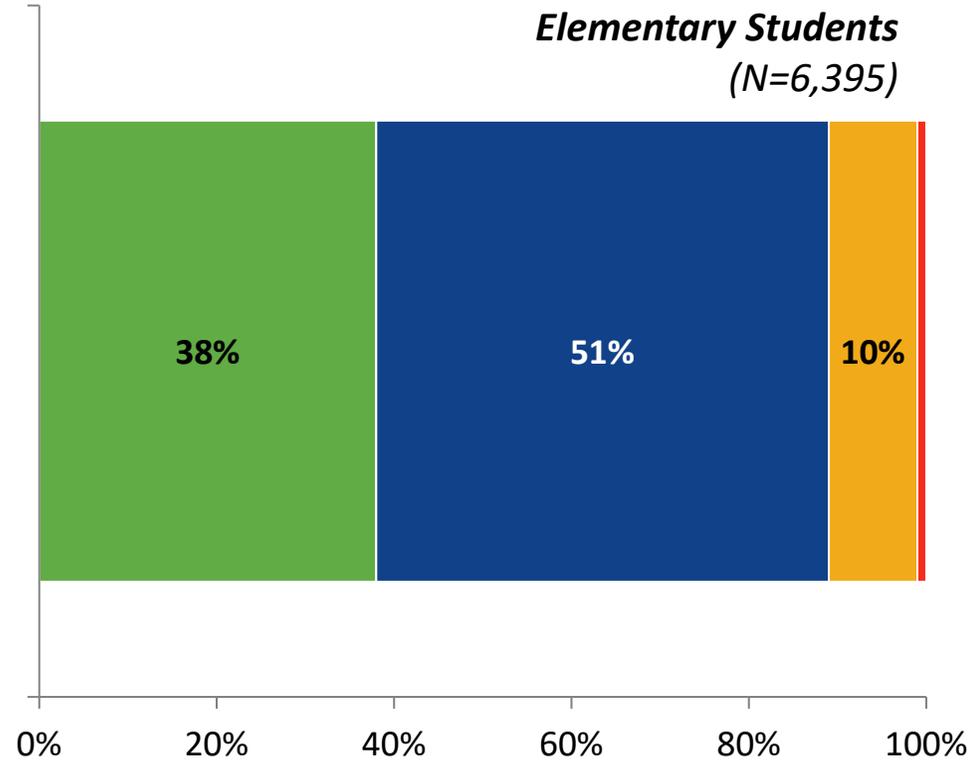


■ True ■ False

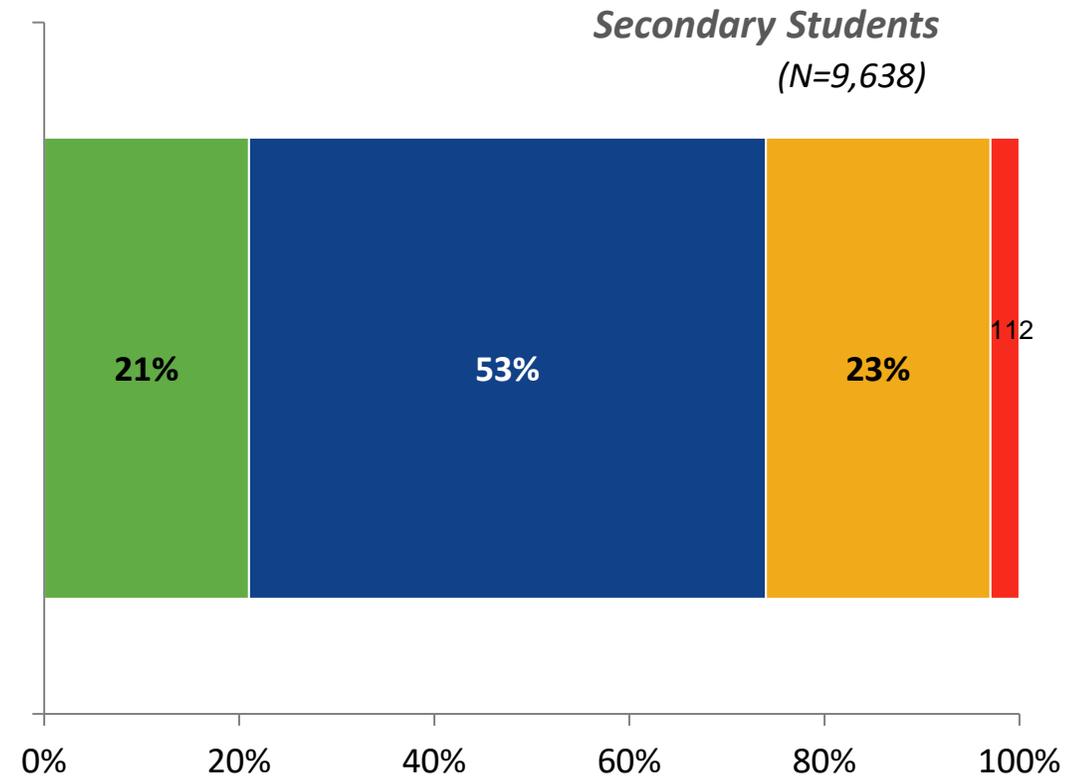
■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

# Overall Rating of School

How would you rate your school?



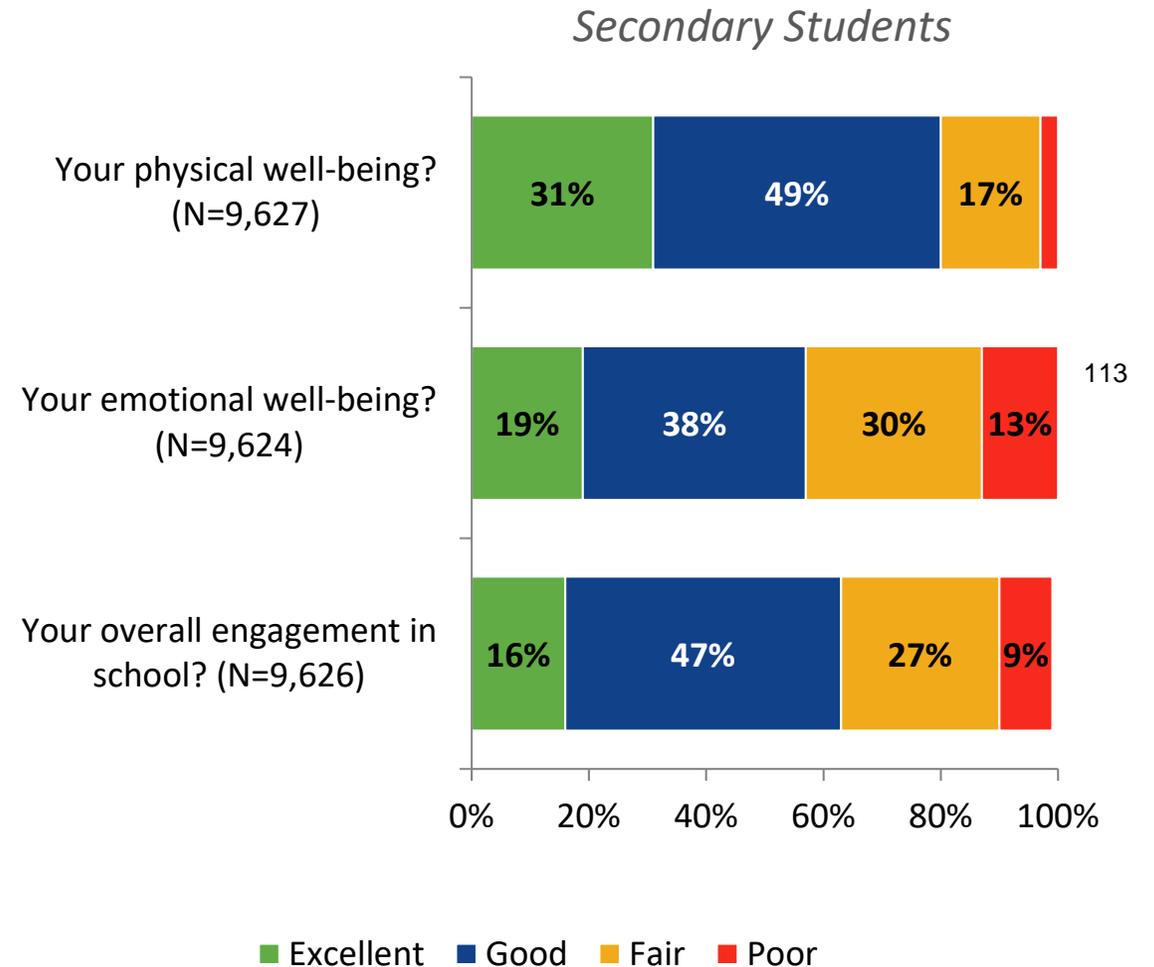
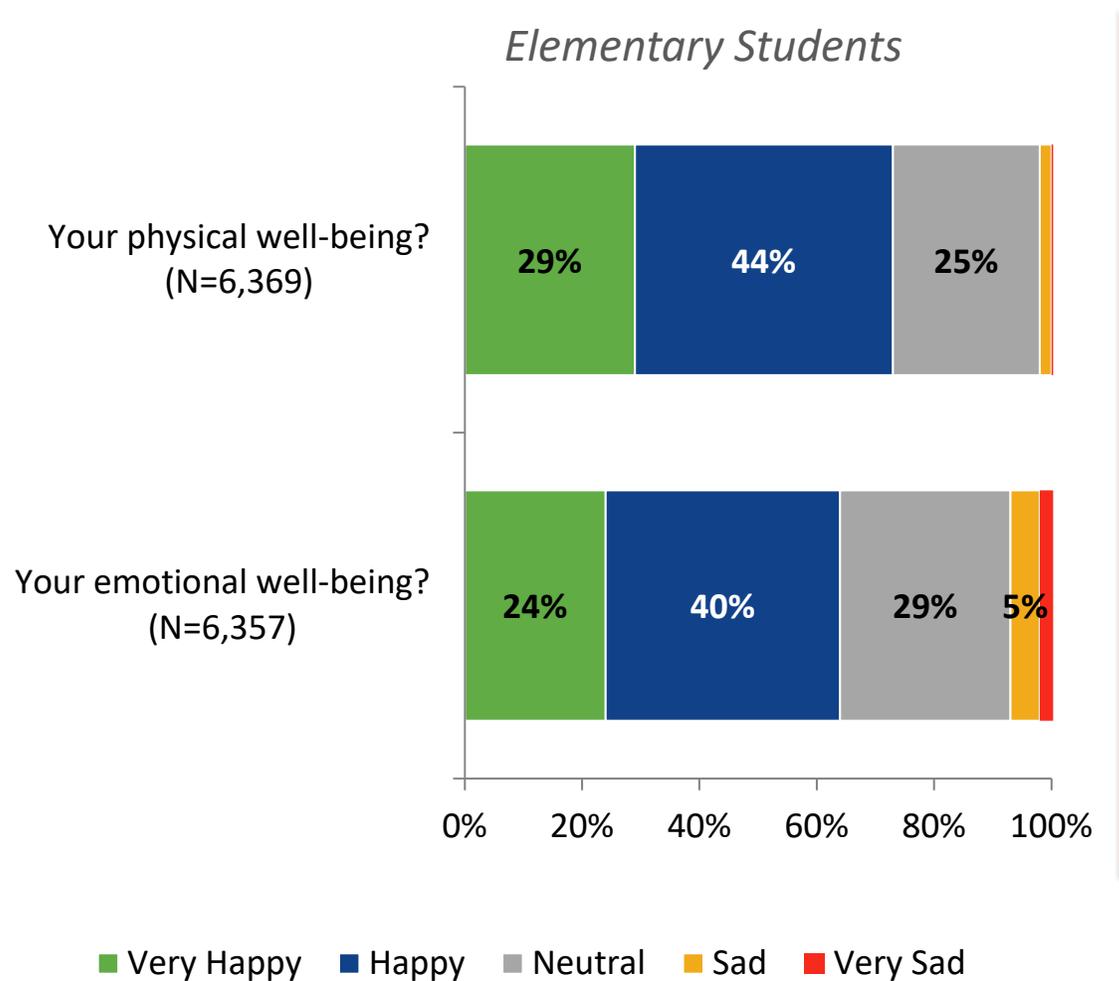
■ Excellent ■ Good ■ Fair ■ Poor



■ Excellent ■ Good ■ Fair ■ Poor

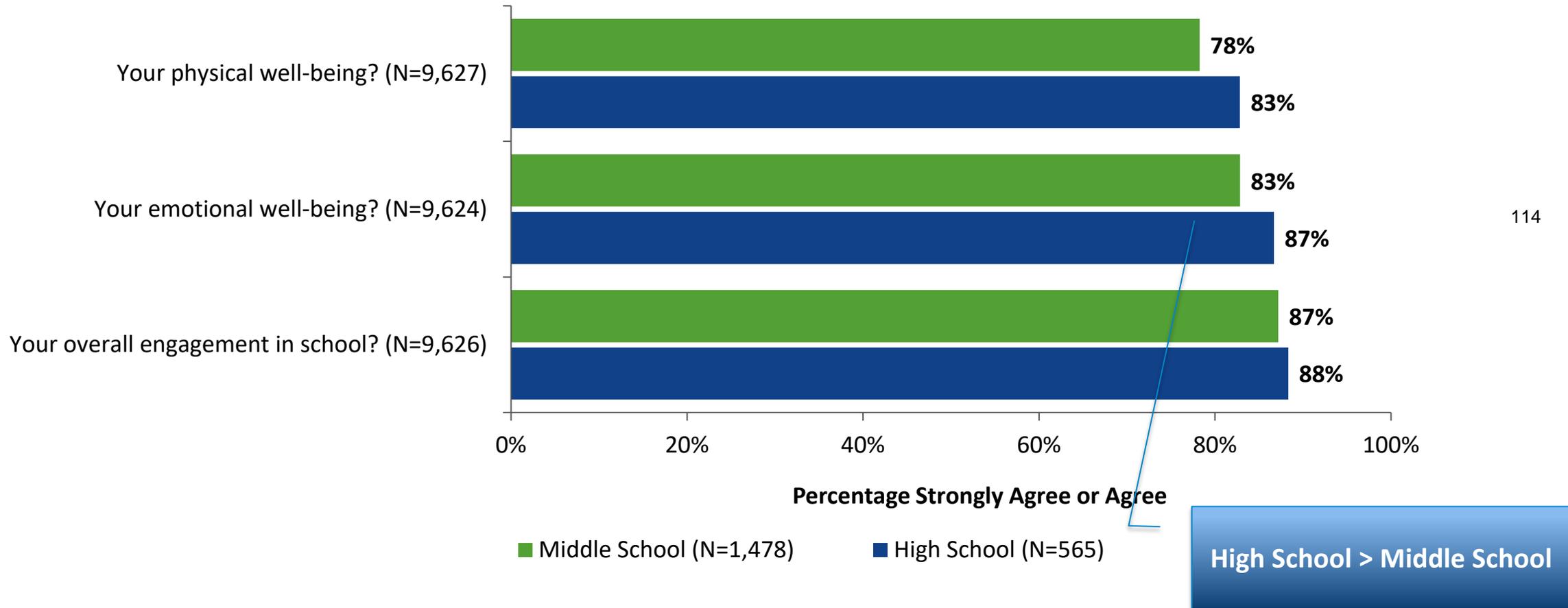
# Overall Well-being and Engagement

Overall, how do you feel about ...



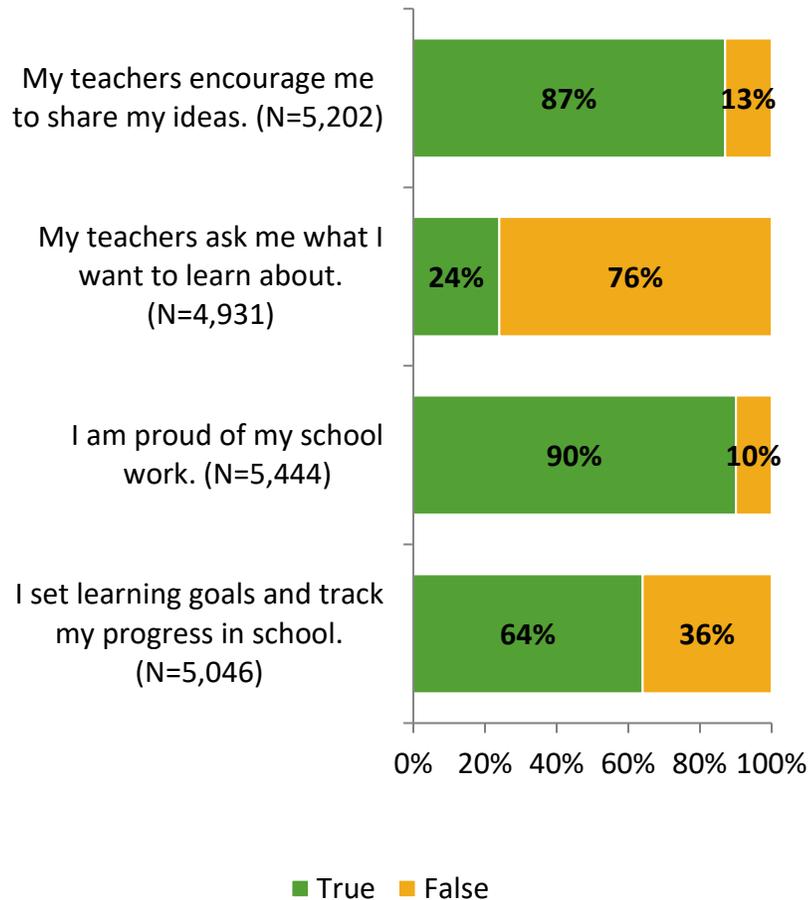
# Overall Well-being and Engagement by Secondary Grade Level

Overall, how would you rate the following ...

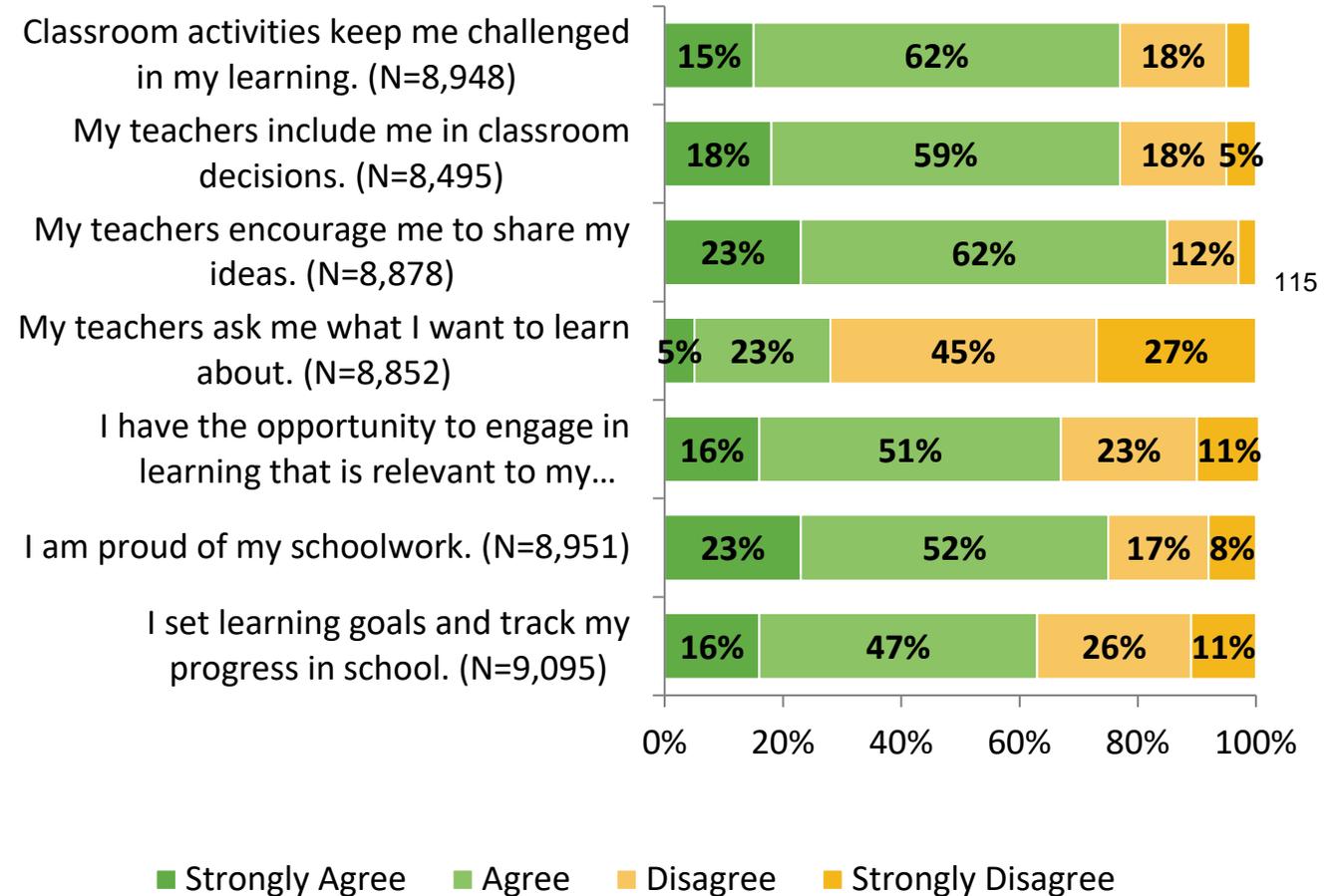


# Learning

## Elementary Students

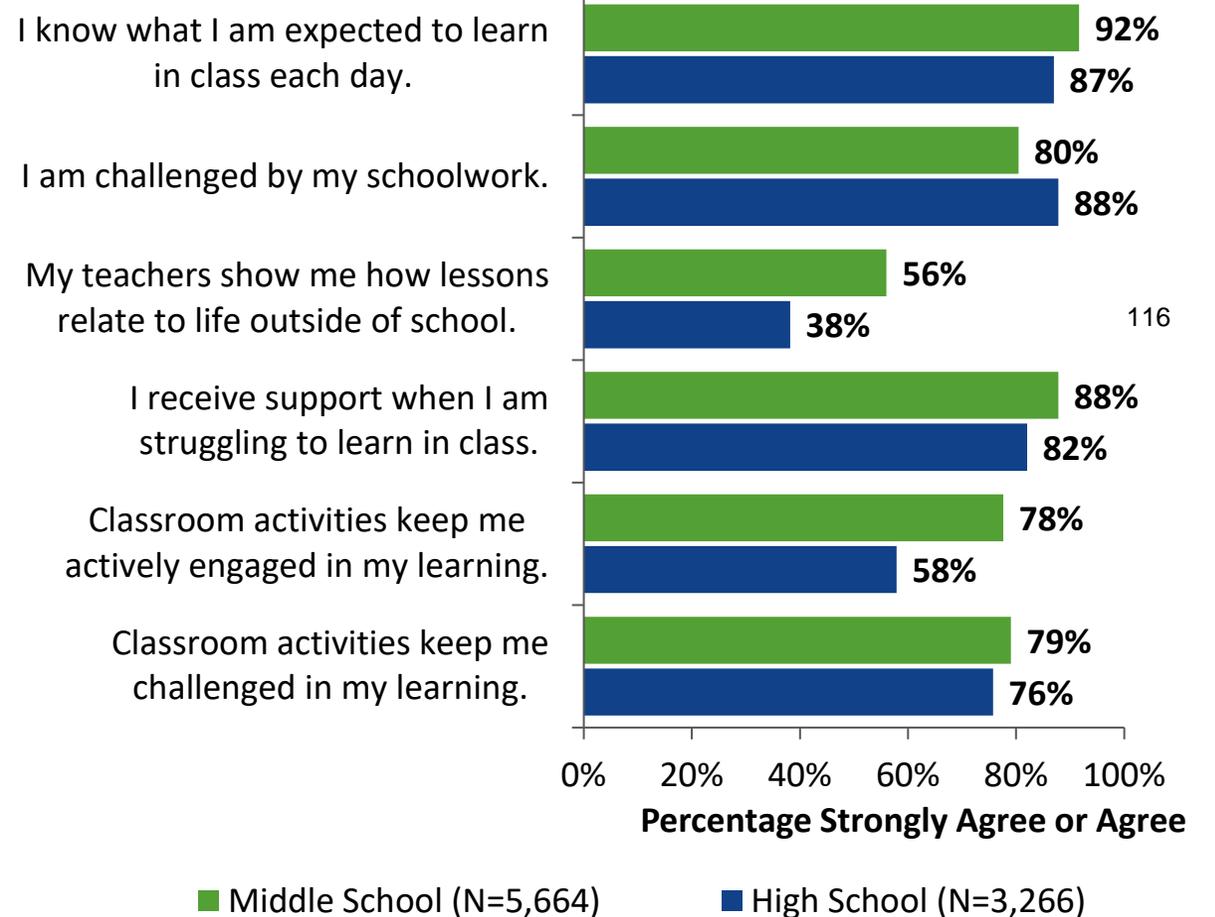
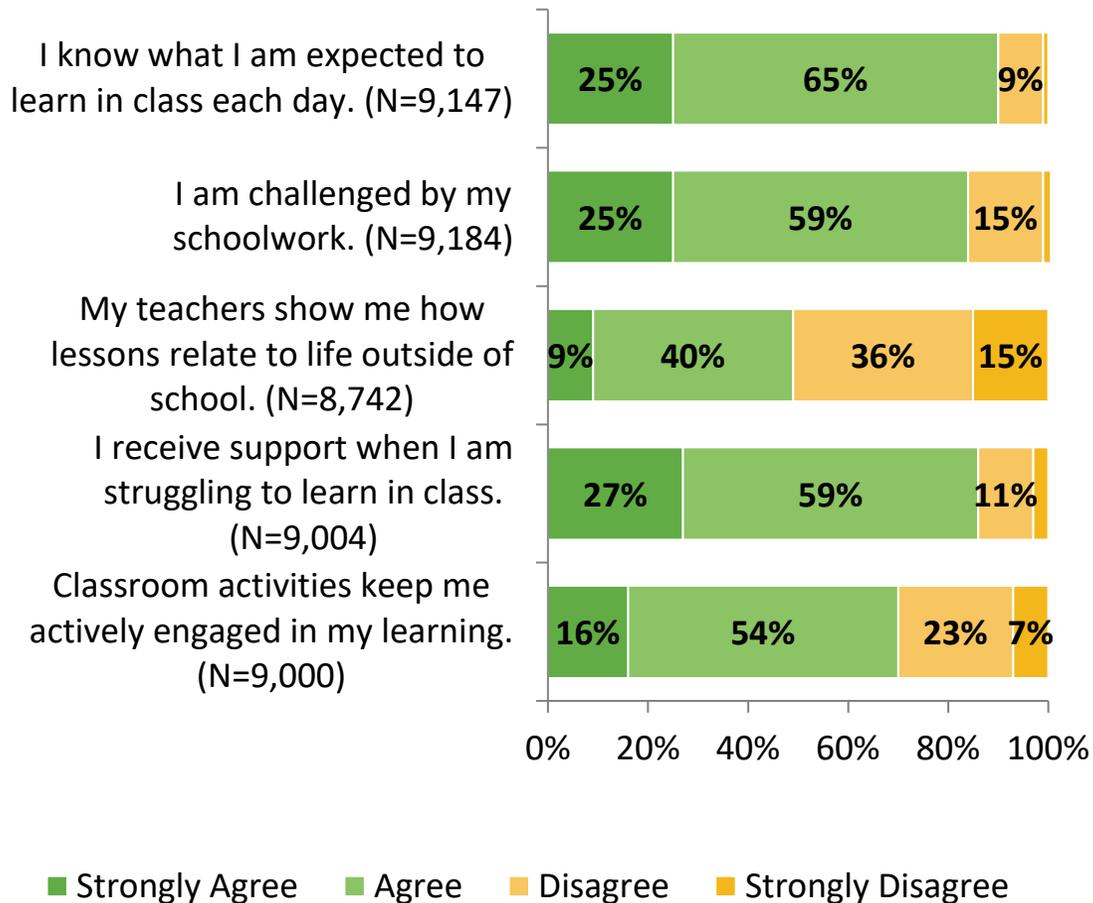


## Secondary Students

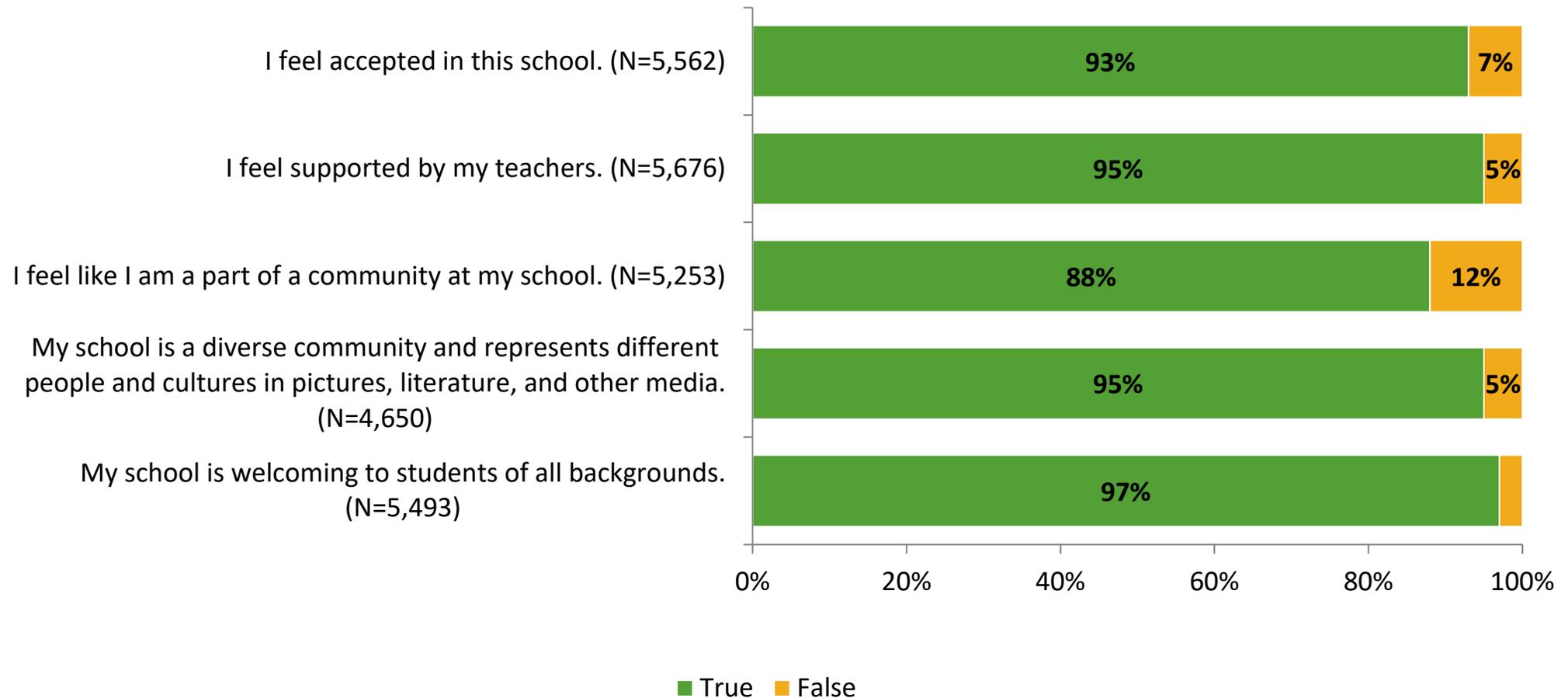


# Academic Preparation

How strongly do you disagree or agree with the following statements?



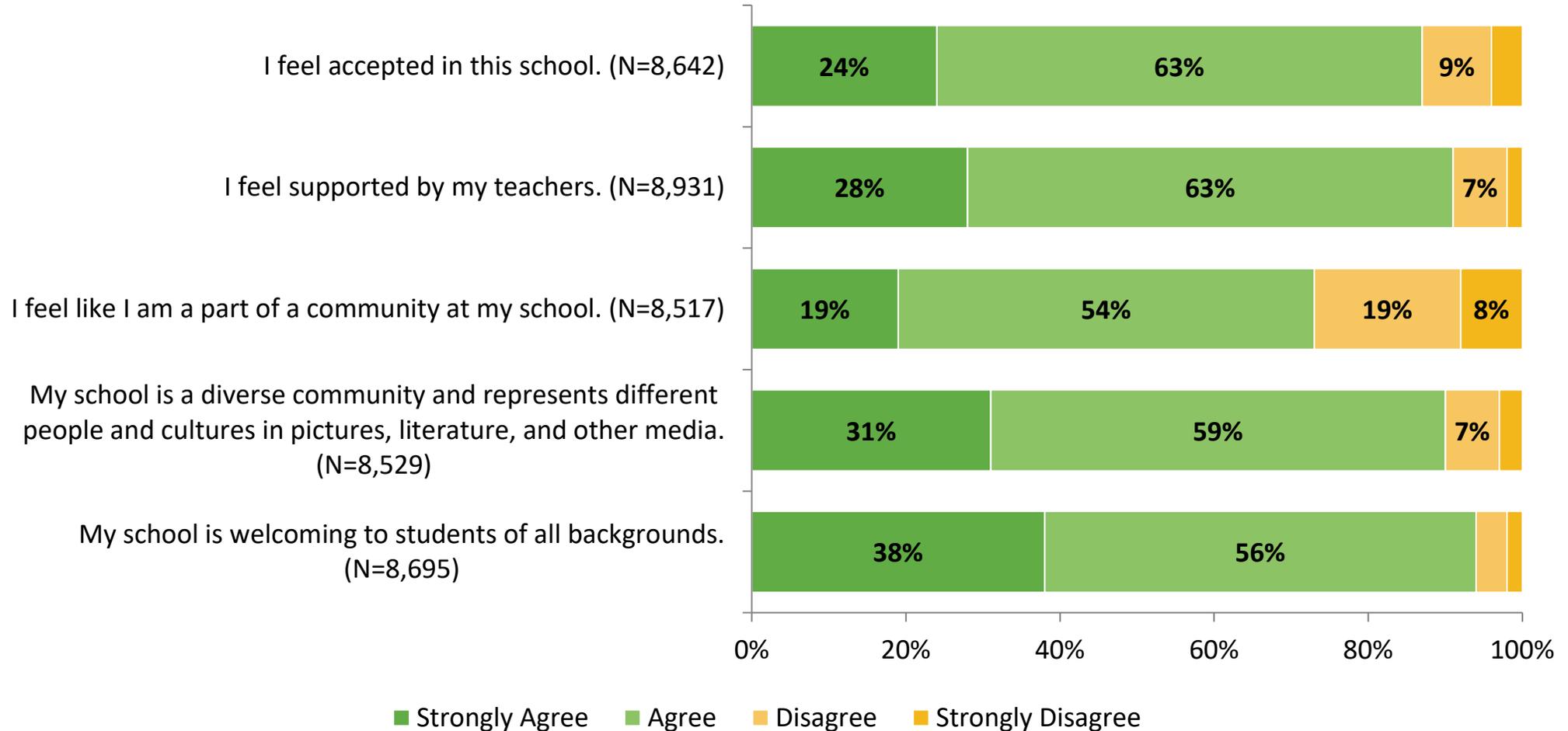
## School Support and Environment (Continued)



117

# Student Support (Continued)

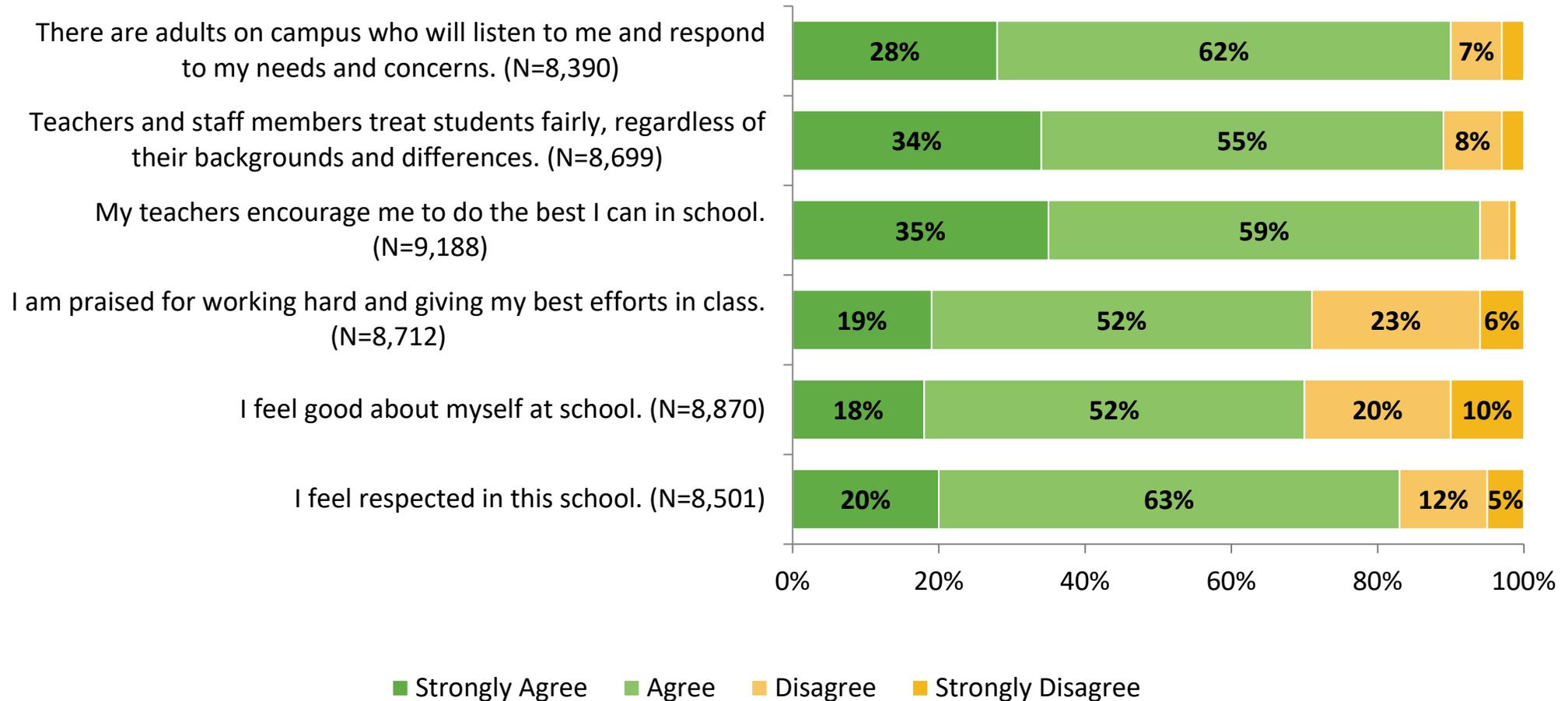
How strongly do you disagree or agree with the following statements?



118

# Student Support

How strongly do you disagree or agree with the following statements?

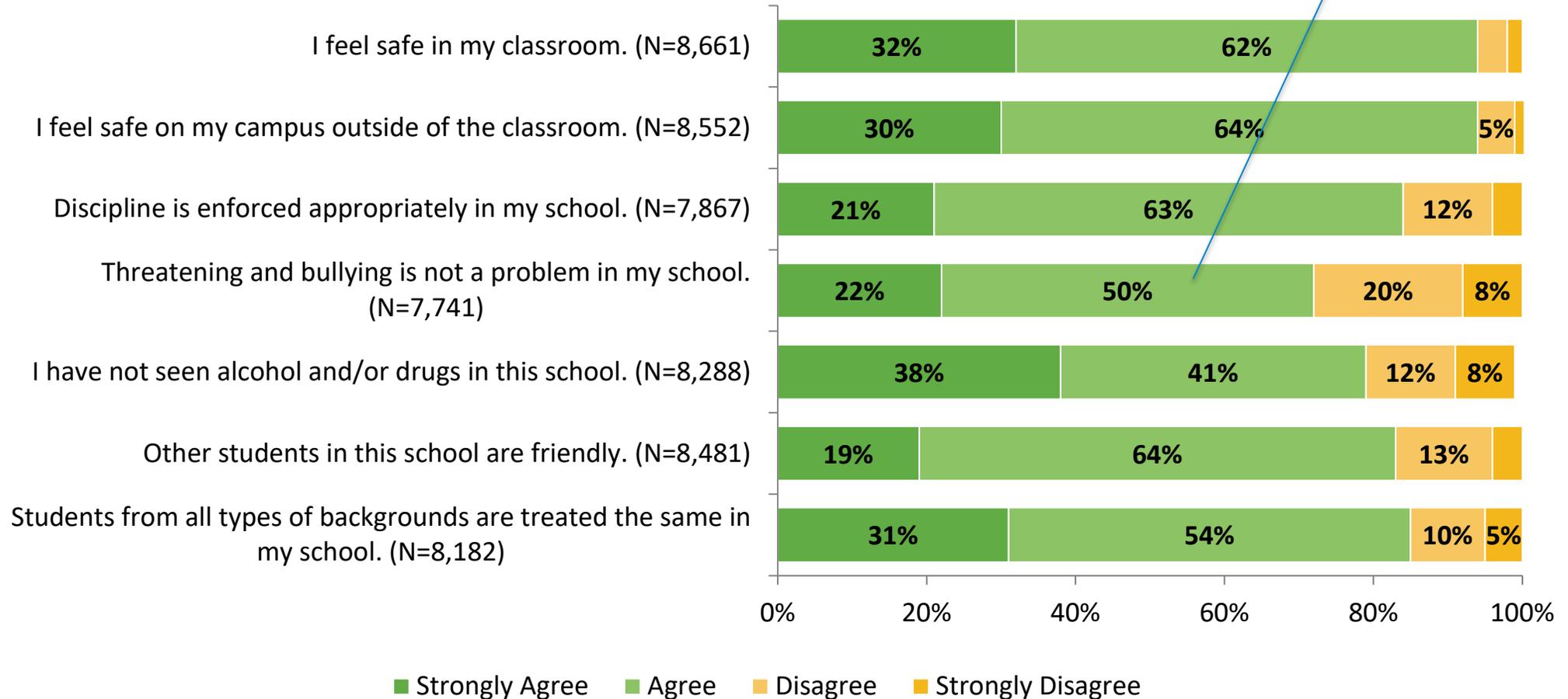


119

# Safety and Behavior

**+ 20%**  
From 2019

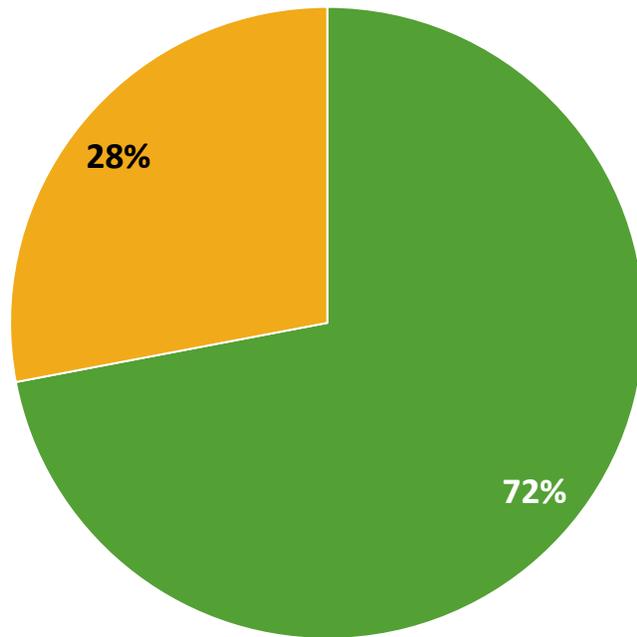
How strongly do you disagree or agree with the following statements?



120

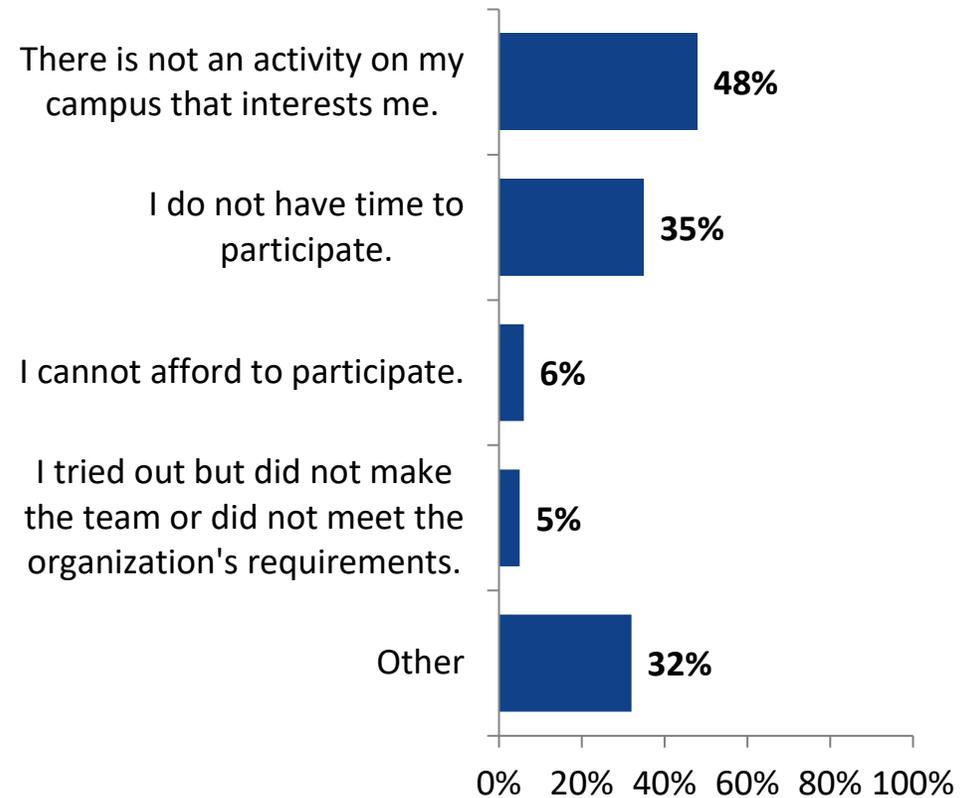
## Co-curricular/Extracurricular Activities

Do you participate in co-curricular or extracurricular activities, teams, or organizations (e.g., athletics, fine arts, academics, CTE, service, or student leadership)?  
(N=9,623)



■ Yes ■ No

Please indicate why you do not participate in co-curricular or extracurricular activities, teams, or organizations. (N=2,604)

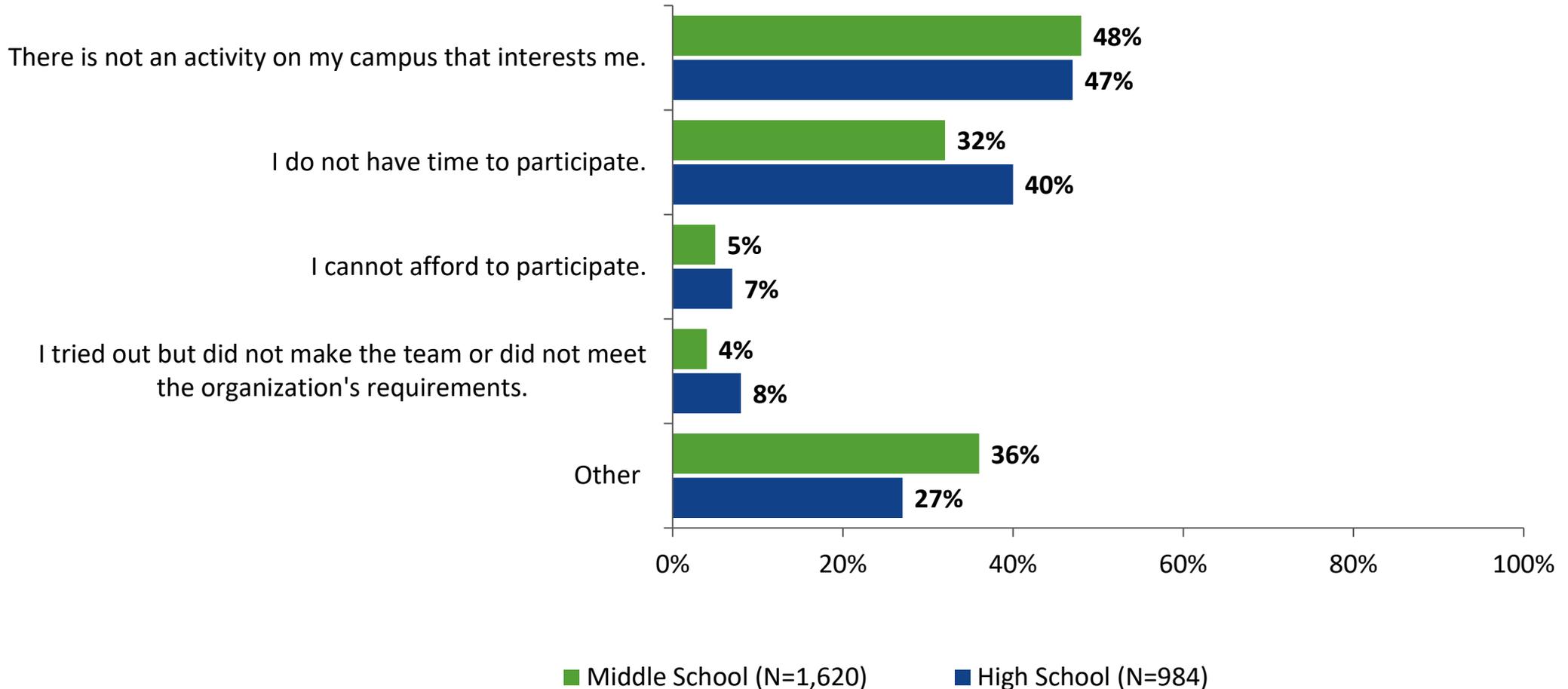


121

Note: Only participants who said they did not participate in a co-curricular answered this question. Percentages added may exceed 100 since a participant may select more than one answer for this question.

# Co-Curriculars by Secondary Grade Level

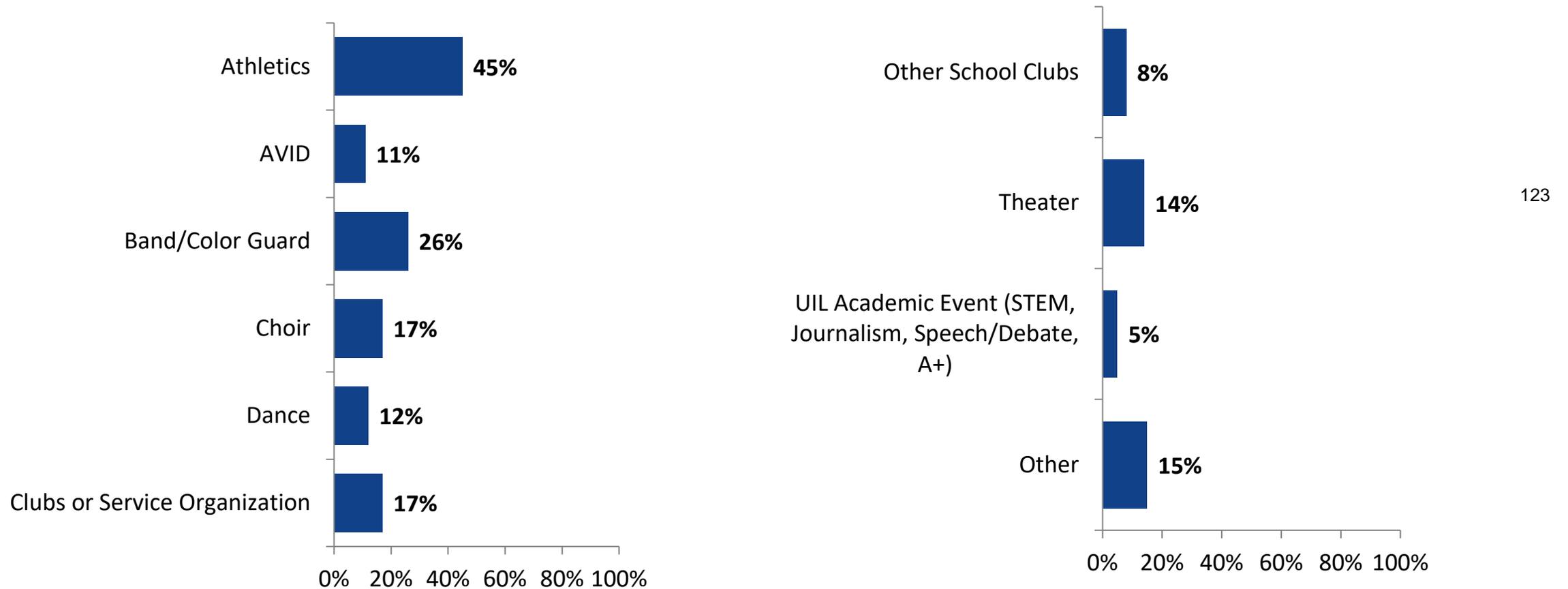
Please indicate why you do not participate in co-curricular or extracurricular activities, teams, or organizations.



122

## Co-curricular/Extracurricular Activities (Continued)

In which of the following activities do you participate? (N=6,947)

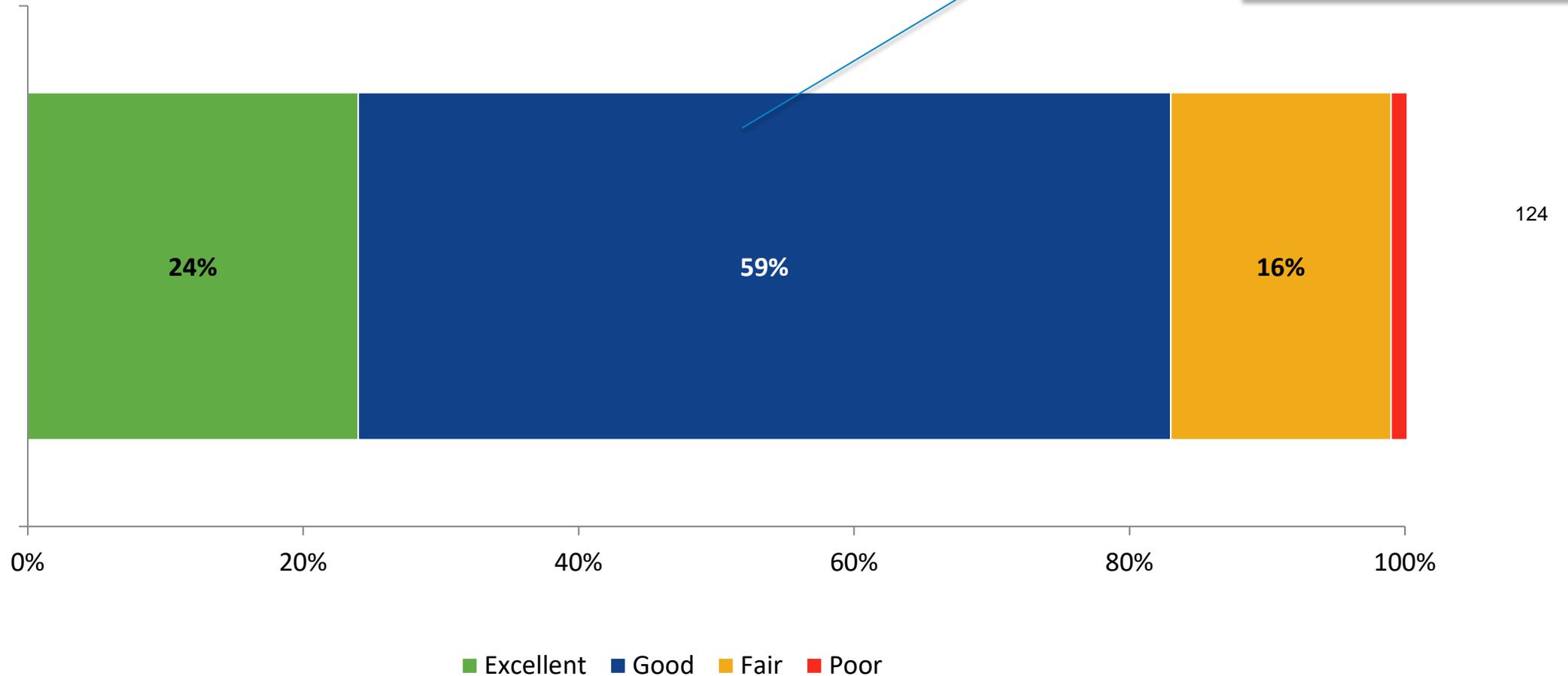


Note: Only participants who said they did participate in a co-curricular answered this question. Percentages added may exceed 100 since a participant may select more than one answer for this question.

# Overall Quality of Facilities

Overall, how would you rate the facilities in your school? (N=9,541)

**+ 13** points  
From 2019



## Questions

Thank you for your time.



# 2020-2021 School Quality Survey for Parents

## Results and Analysis

Leander ISD

January 27 - March 28, 2021



# Overview of the Study

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A positive school climate, culture, and environment is an essential component of successful and effective schools. It can be defined as shared beliefs, values, and attitudes that shape interactions between and among students, parents, teachers, and administrators, while setting the parameters of acceptable behavior and norms for a school.

The Leander Independent School District (LISD) 2020-2021 School Quality Survey asked parents/guardians for feedback on the climate and culture at their child(ren)'s school. Results will be used to improve students' experiences throughout the district.

K12 *Insight* partnered with LISD team members to develop the survey, which addressed the following topics:

- Academic Preparation
- Student Support
- Family Involvement
- School Leadership
- Safety and Behavior
- Educational Programs and Services
- School Facilities
- Additional School Operations

127

# Understanding the Results

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The survey was open from January 27 to March 28.

Email invitations with unique survey links were sent to LISD parents/guardians. Parents/guardians with children at more than one district school were able to take the survey for each child. Reminders were sent February 4, 11, 18, and March 5, 26.

The survey was translated into Spanish.

This report summarizes district-level survey results and breaks them down by school level. Results are compared with those from 2017-2018 and 2018-2019, where applicable. Separate reports were provided for elementary and secondary student results, verbatim responses, and campus-level reports.

128

Results do not reflect random sampling; therefore, they should not be generalized to all LISD parent/guardians. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding.

# Summary and Insights

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- Overall, 91% of parents rated their child's physical well-being as excellent or good. However, fewer parents rated their child's emotional well-being (77%) and engagement in school (70%) as excellent or good.
- Across all five dimensions (Academic Preparation, Student Support, Family Involvement, School Leadership, and Safety & Behavior) parents with students at the elementary school level had the highest percentages of overall agreement (all strongly agree or agree responses within a dimension) followed by middle school parents and then high school parents.
- 85% of participating parents said that classroom activities keep their child interested in learning and 79% said their child had the opportunity to engage in learning that is relevant to his/her interests, passion, and goals.
- 93% of participating parents strongly agreed or agreed that there is a teacher, counselor, or other staff member who will respond to and listen to their child's concern(s). Furthermore, 88% of parents said campus faculty and staff listen to and are responsive to concerns regarding the needs of their child.
- 93% of parents strongly agreed or agreed that their child is safe at school; however, fewer (67%) said that students do not threaten or bully each other. When broken down by school level, 77% of elementary parents said students do not threaten or bully each other compared to only 57% of middle school parents and 54% of high school parents.

129

# Participation

Year	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate (%)	Public-Access Link Responses	Total Responses
<b>2020-2021</b>	<b>25,690</b>	<b>5,262</b>	<b>20%</b>	<b>1,787</b>	<b>7,049</b>
2018-2019	42,024	3,770	9%	3,619	7,389
2017-2018	40,354	5,213	13%	1,249	6,462

130

Year	Elementary School Responses	Middle School Responses	High School Responses	Number of Responses
<b>2020-2021</b>	<b>3,369</b>	<b>1,565</b>	<b>2,115</b>	<b>7,049</b>
2018-2019	3,850	1,784	1,749	7,389
2017-2018	3,319	1,431	1,709	6,459

<sup>5</sup> Note: This survey was not administered during the 2019-2020 school year.

# Dimension Overall Agreement

Dimension Overall Agreement Rates  
(Percentage Strongly Agree or Agree)

Dimension	Overall 2020-2021	Overall 2018-2019	Overall 2017-2018	Elementary Schools 2020-2021	Elementary Schools 2018-2019	Elementary Schools 2017-2018	Middle Schools 2020-2021	Middle Schools 2018-2019	Middle Schools 2017-2018	High Schools 2020-2021	High Schools 2018-2019	High Schools 2017-2018
Academic Preparation	77%	82%	79%	84%	86%	82%	74%	80%	79%	68%	76%	74%
Student Support	72%	82%	79%	78%	85%	82%	67%	78%	76%	66%	78%	131 77%
Family Involvement	81%	85%	84%	86%	89%	87%	79%	81%	80%	76%	80%	80%
School Leadership and Administration	62%	60%	59%	64%	61%	60%	62%	57%	55%	60%	61%	59%
Safety and Behavior	60%	66%	63%	73%	77%	74%	53%	58%	54%	46%	50%	48%

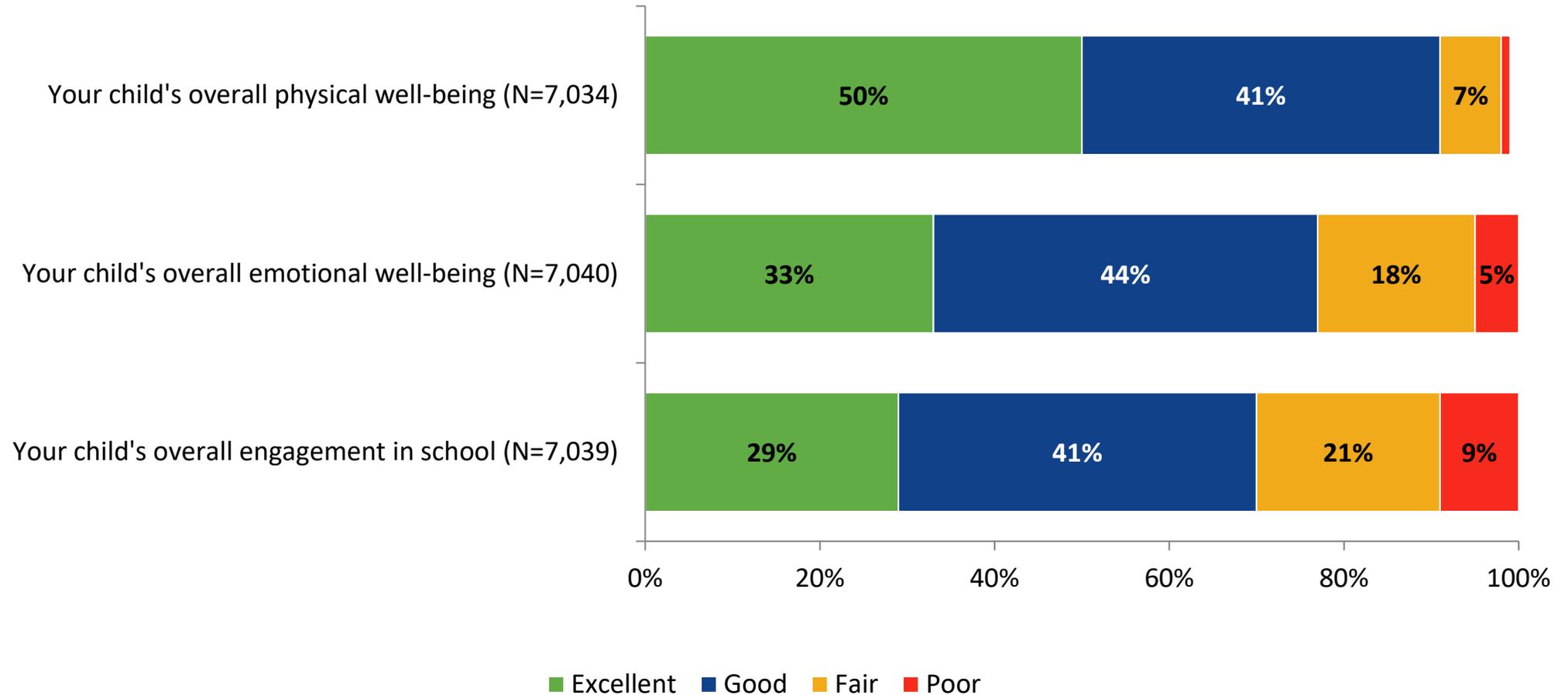
6 Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: Dimensions were calculated using aggregate data from Strongly Agree and Agree responses.

# School Quality Dimensions

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# Overall Well-being

How would you rate the following?



133

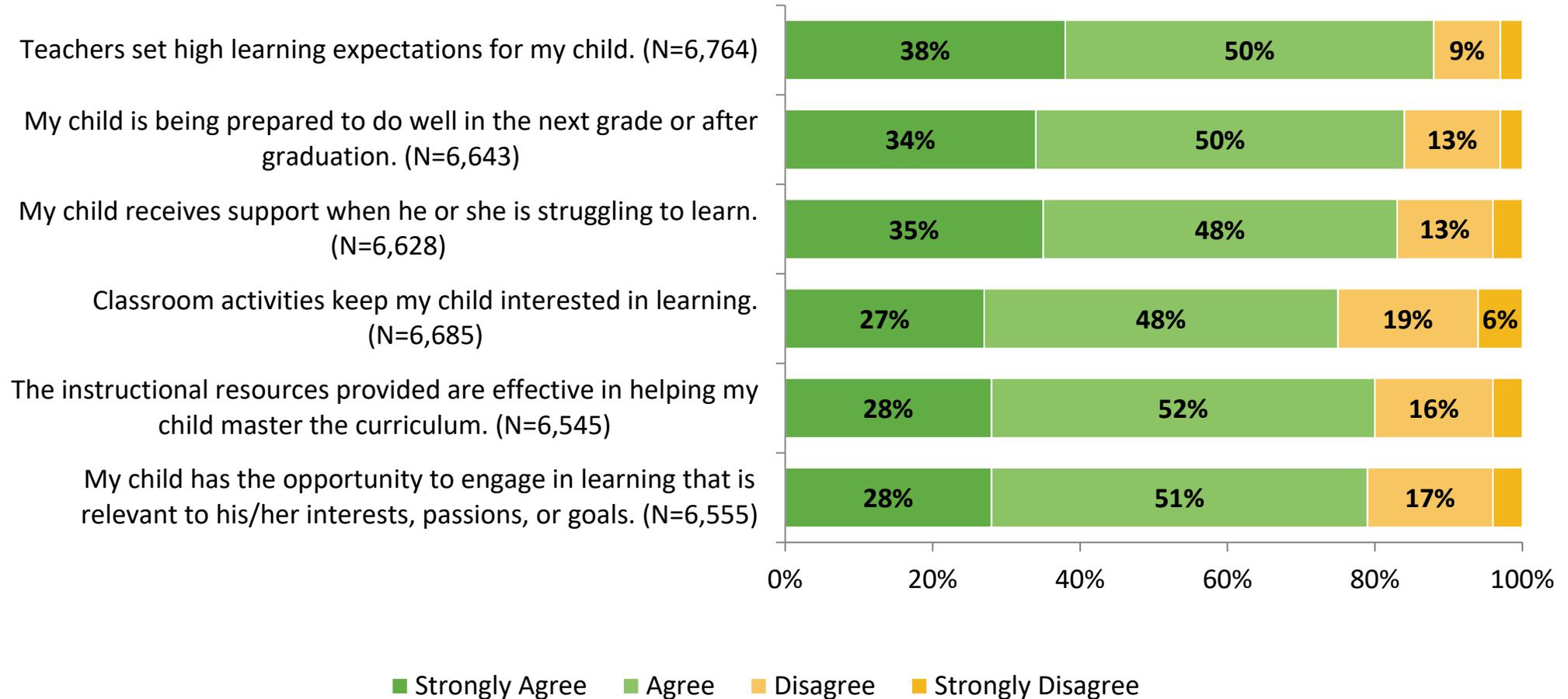
<sup>8</sup> Note: These questions were not asked in the 2018-2019 or 2017-2018 survey administrations.

# Academic Preparation

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# Academic Preparation

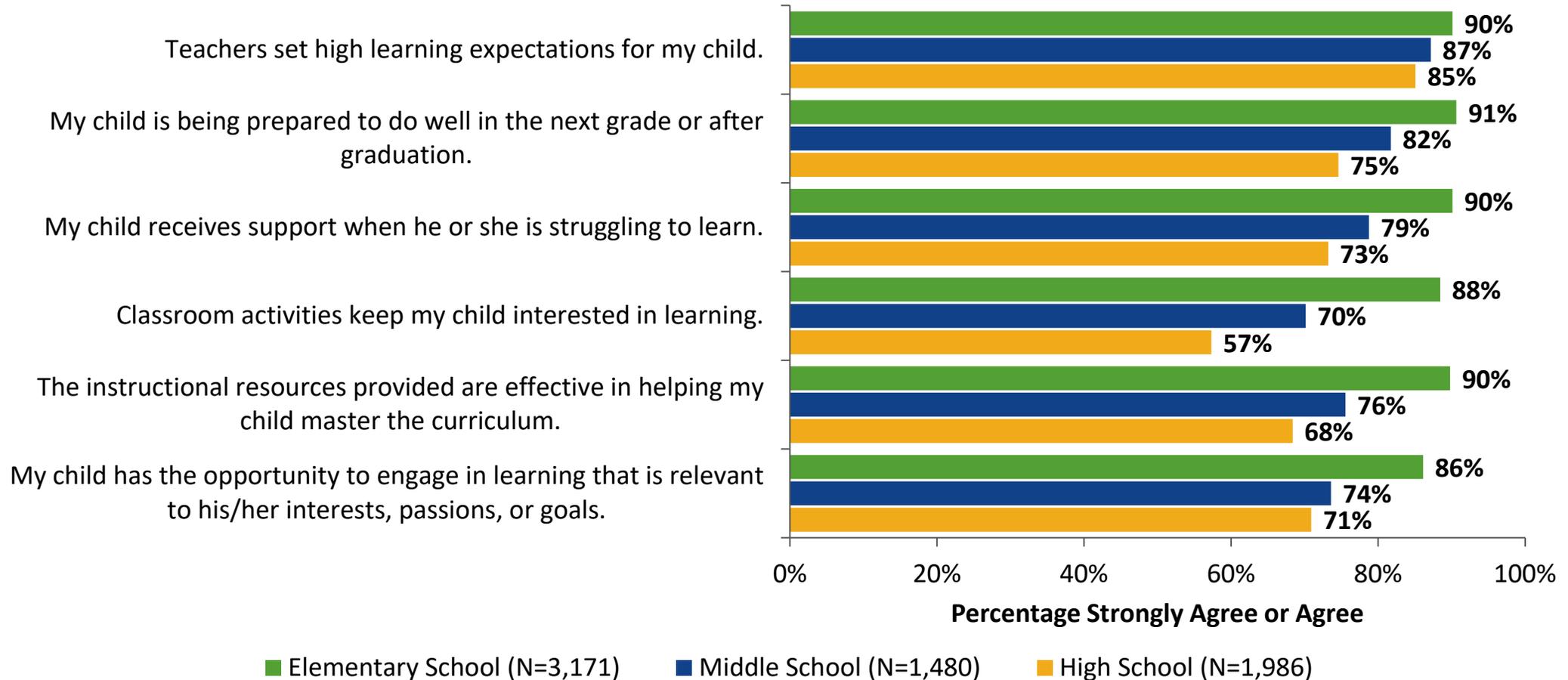
How strongly do you disagree or agree with the following statements?



135

# Academic Preparation: Comparison by School Level

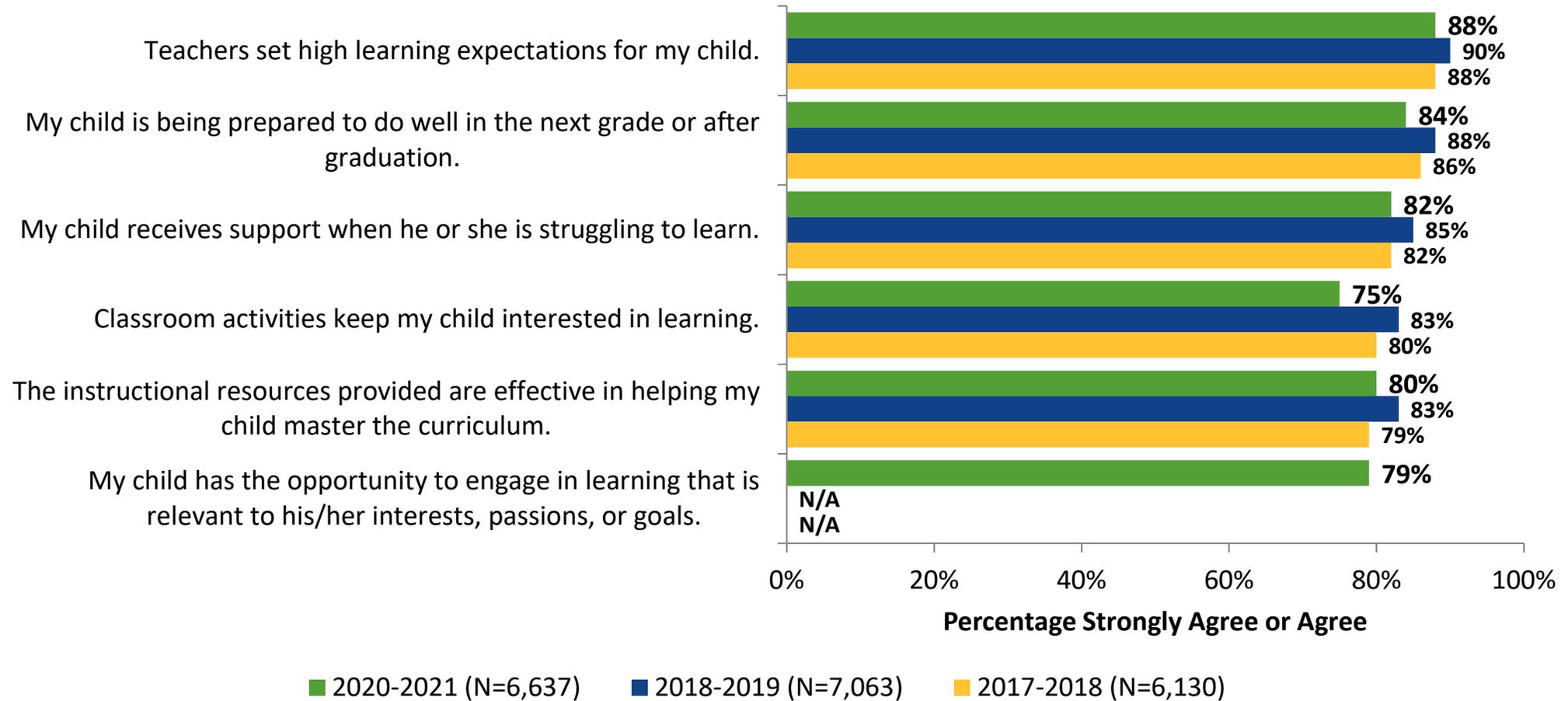
How strongly do you agree or disagree with the following statements?



136

# Academic Preparation: Comparison Over Time

How strongly do you disagree or agree with the following statements?



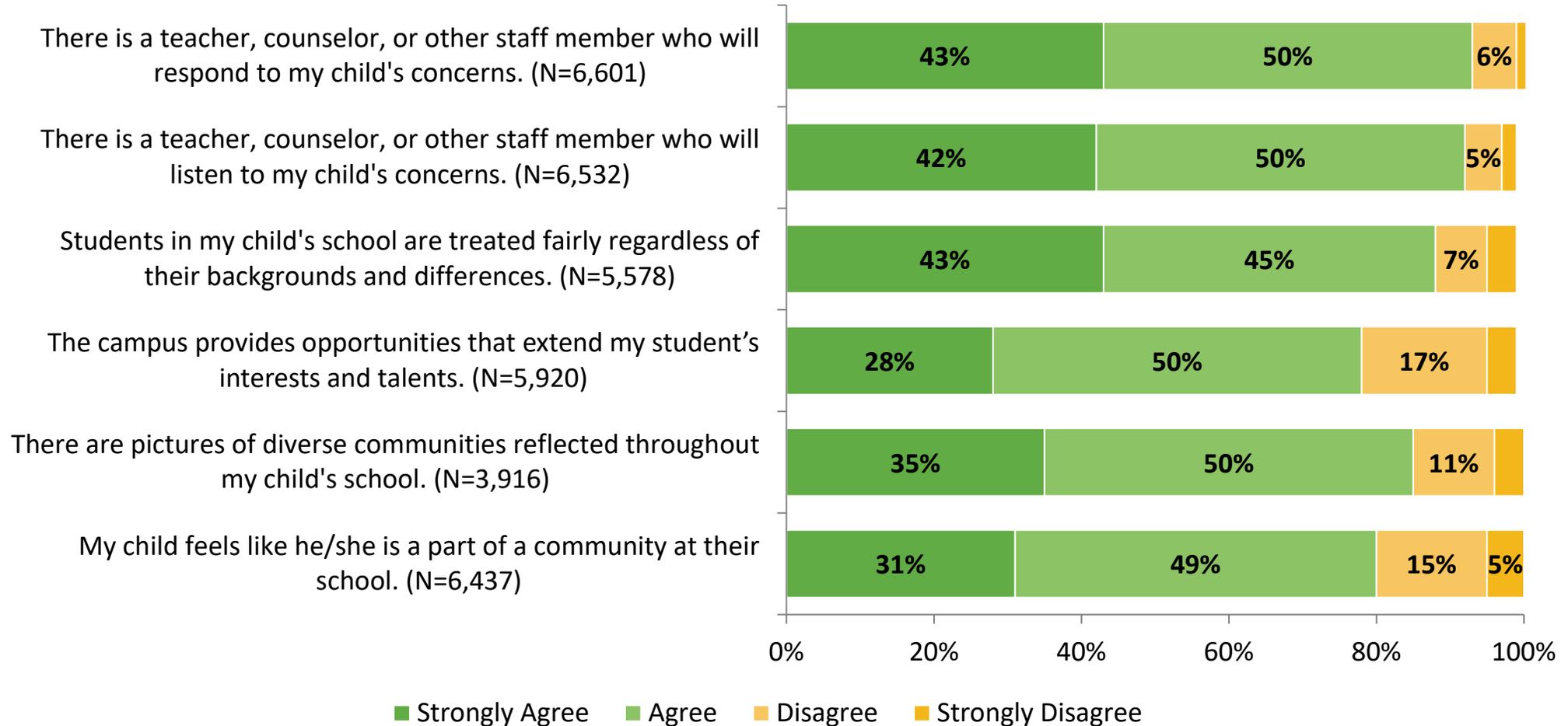
137

# Student Support

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# Student Support

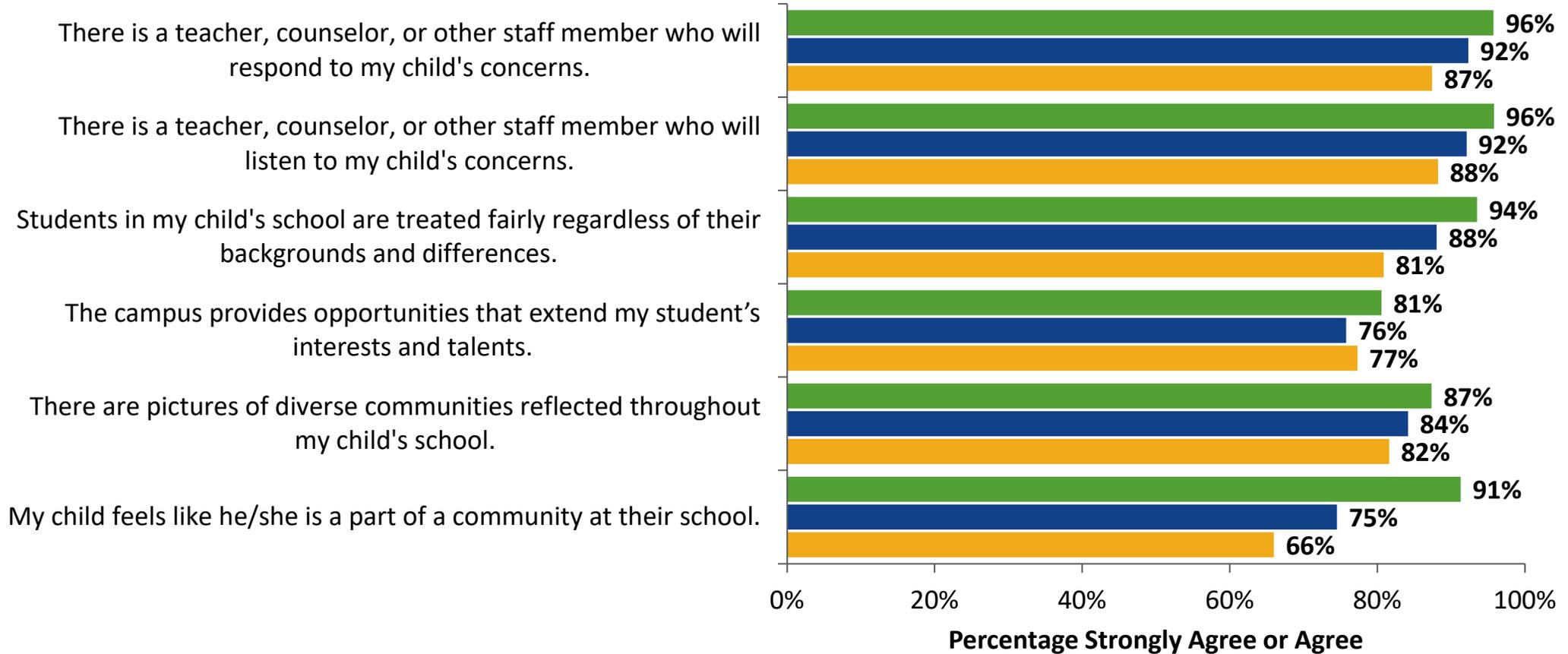
How strongly do you disagree or agree with the following statements?



139

# Student Support: Comparison by School Level

How strongly do you agree or disagree with the following statements?

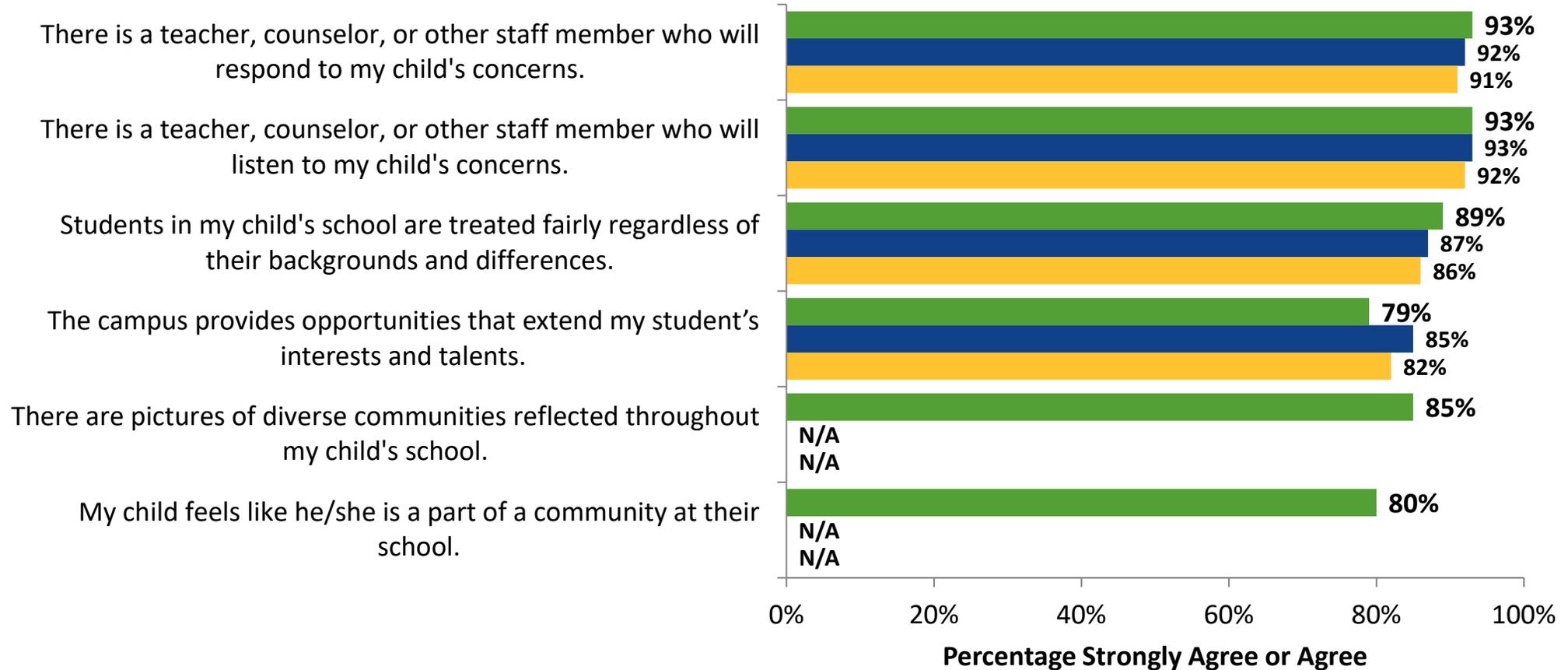


140

■ Elementary School (N=2,860) ■ Middle School (N=1,241) ■ High School (N=1,730)

# Student Support: Comparison Over Time

How strongly do you disagree or agree with the following statements?



141

■ 2020-2021 (N=5,831) ■ 2018-2019 (N=6,742) ■ 2017-2018 (N=5,803)

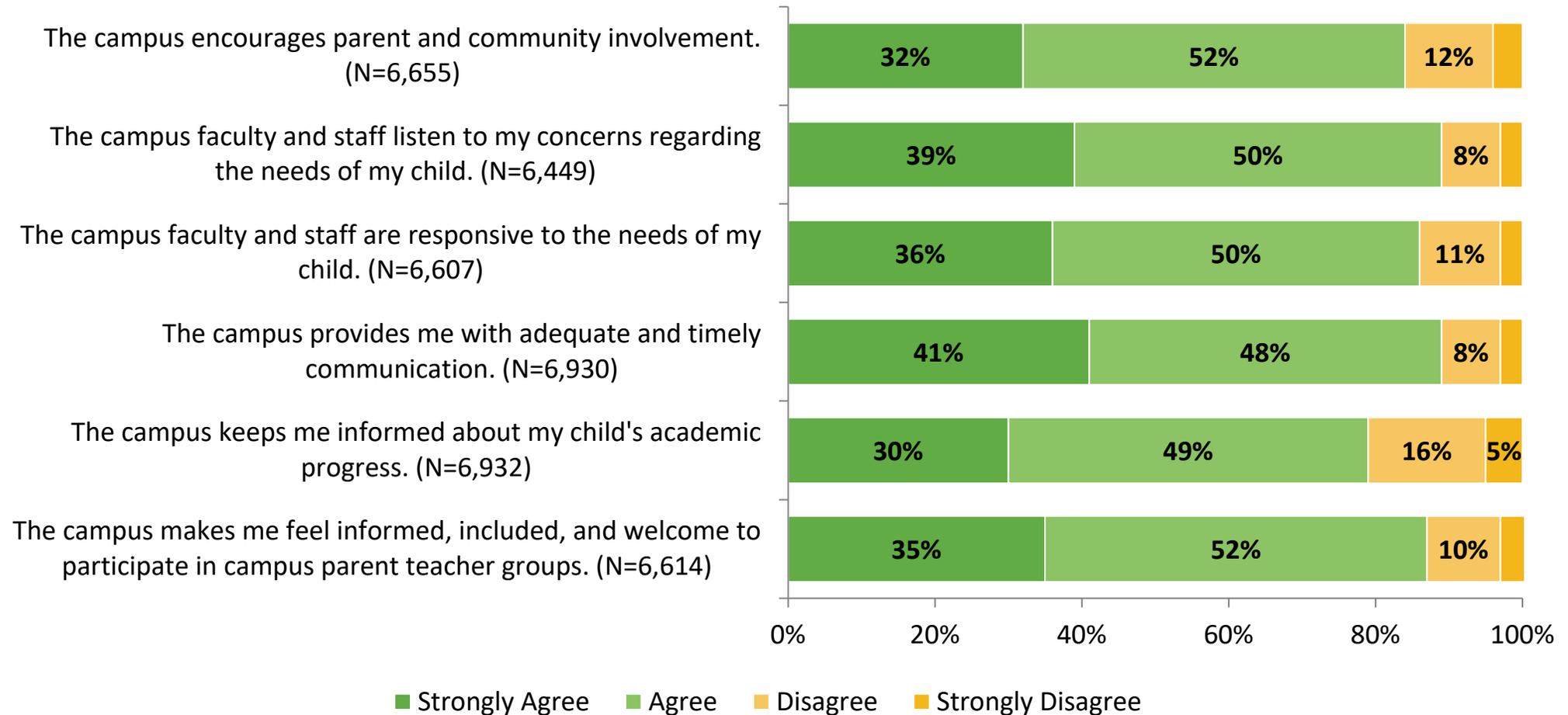
16 Note: Don't Know responses have been excluded from calculations. N/A indicates question was not asked in that year's survey administration.  
Answer options: Strong Agree, Agree, Disagree, Strongly Disagree, Don't Know

# Family Involvement

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# Family Involvement

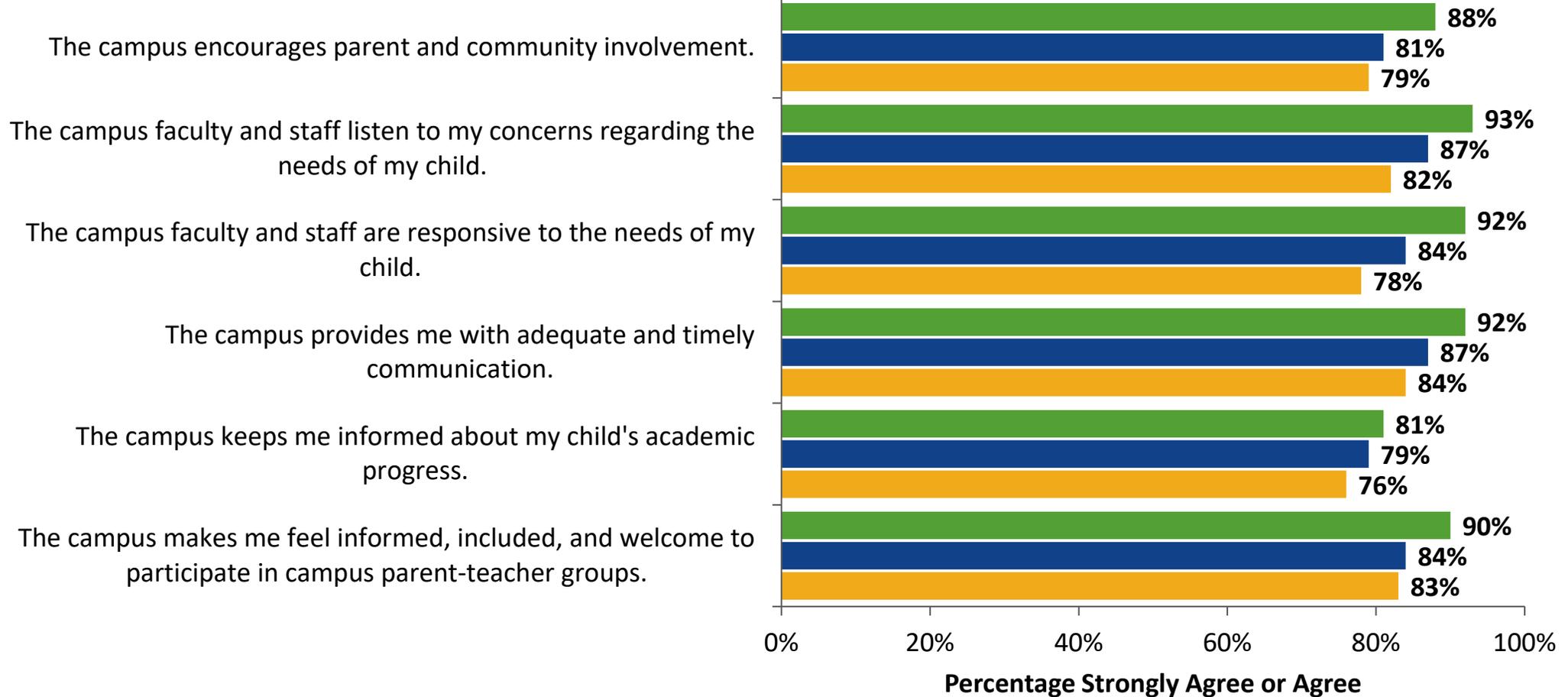
How strongly do you disagree or agree with the following statements?



143

# Family Involvement: Comparison by School Level

How strongly do you agree or disagree with the following statements?

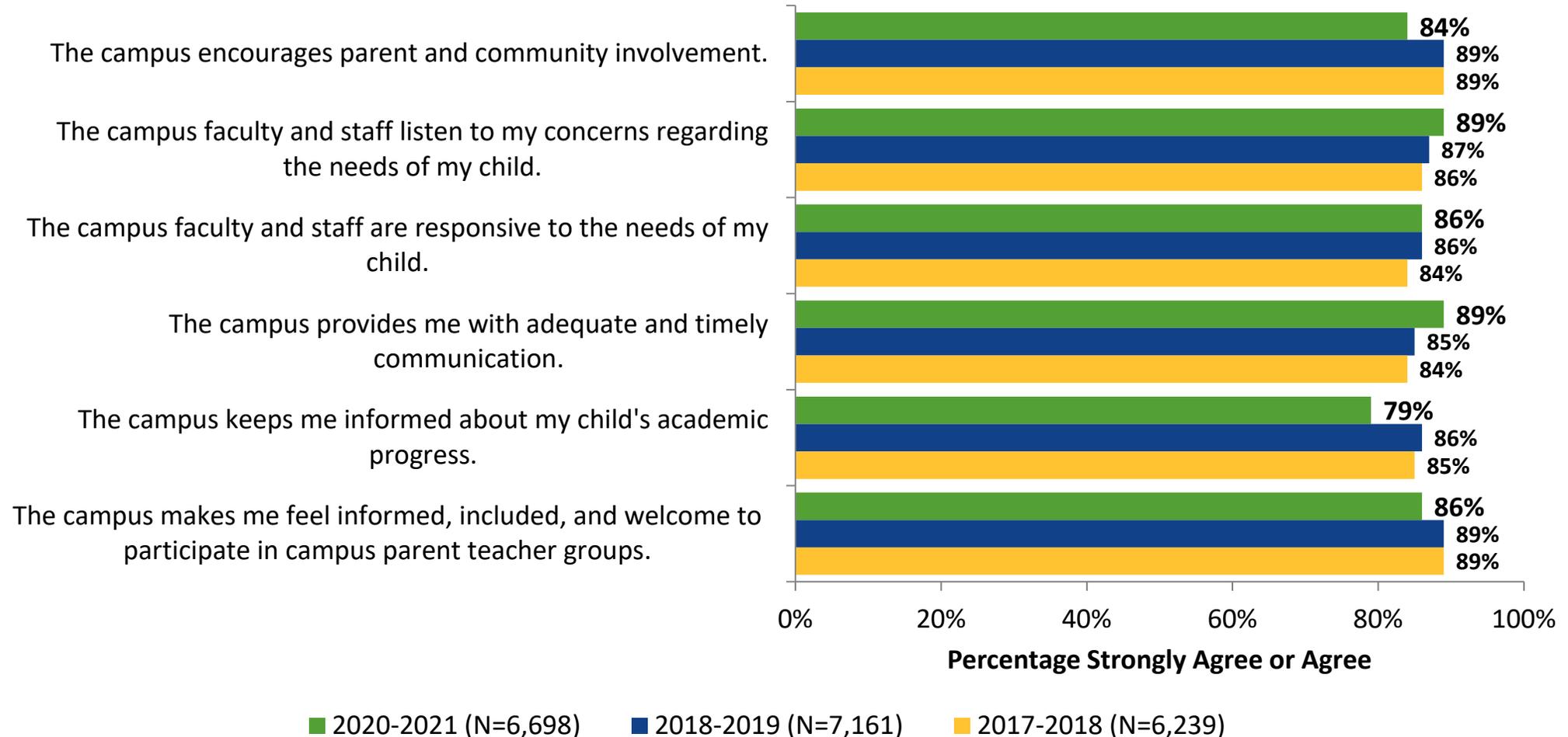


144

■ Elementary School (N=3,239) ■ Middle School (N=1,479) ■ High School (N=1,980)

# Family Involvement: Comparison Over Time

How strongly do you disagree or agree with the following statements?



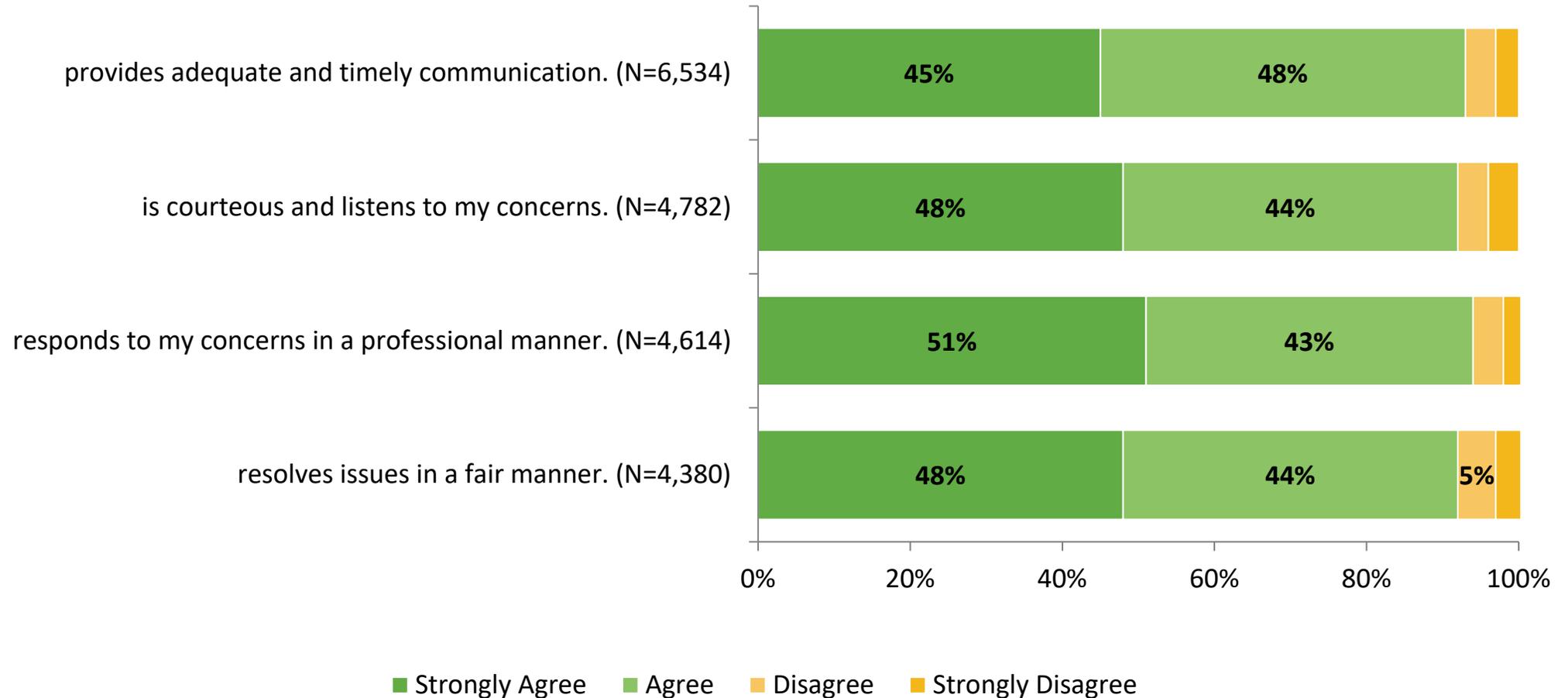
145

# School Leadership

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# School Leadership and Administration-Principal

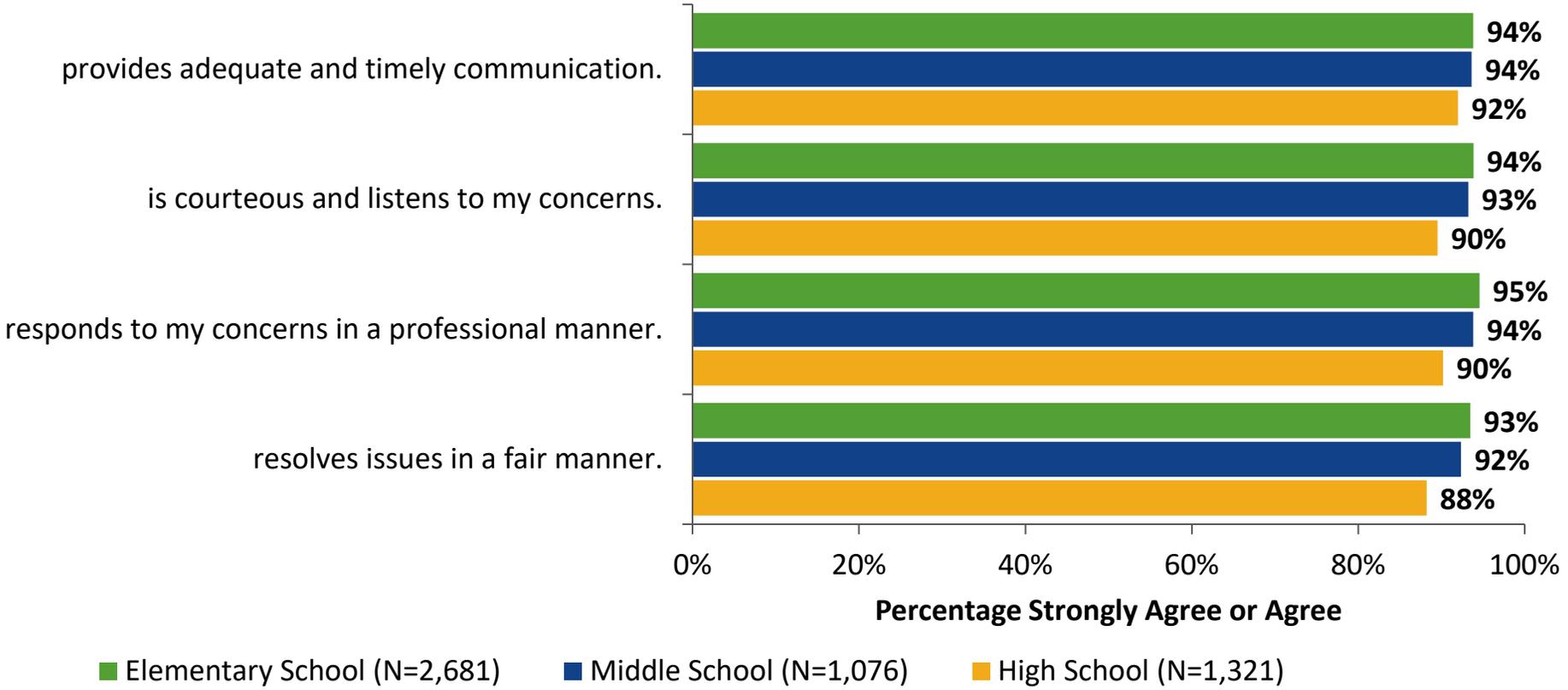
My child's principal ...



147

# School Leadership and Administration-Principal: Comparison by School Level

My child's principal ...

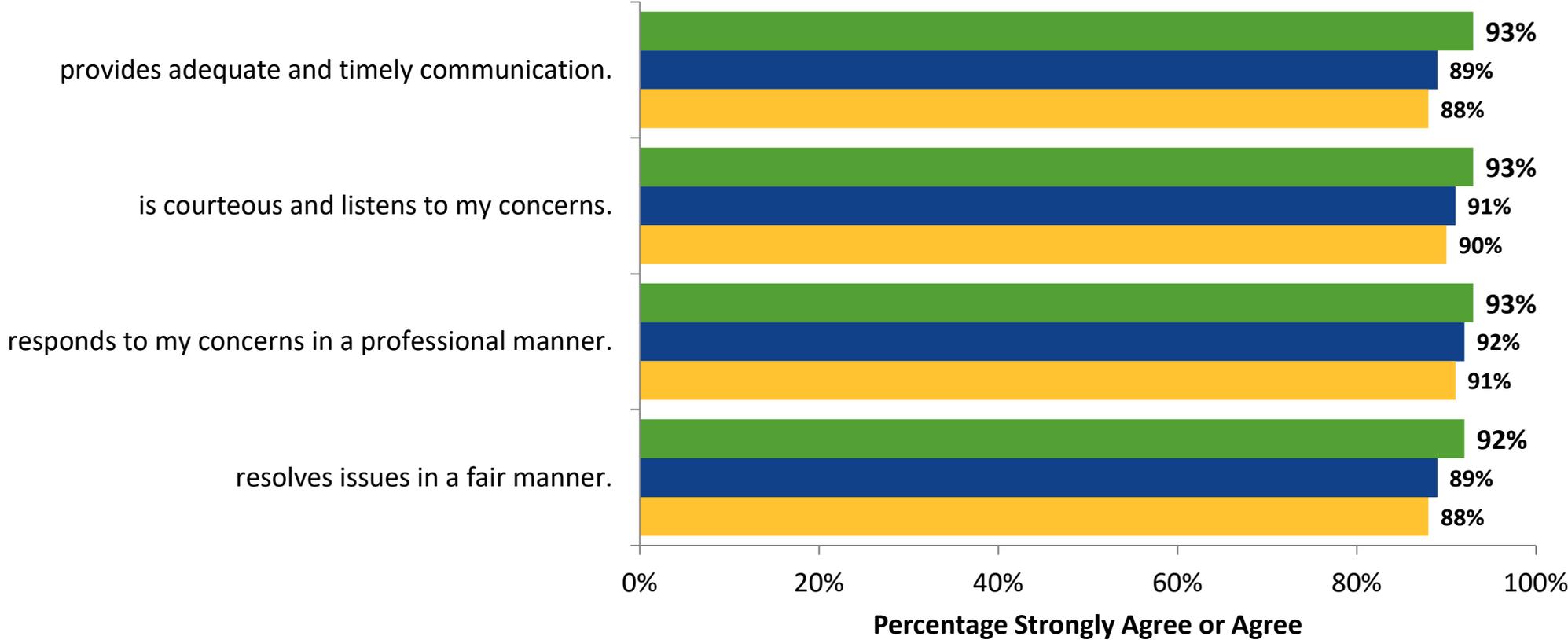


148

Note: Don't Know responses have been excluded from calculations.  
 Answer options: Strong Agree, Agree, Disagree, Strongly Disagree, Don't Know

# School Leadership and Administration-Principal: Comparison Over Time

My child's principal ...

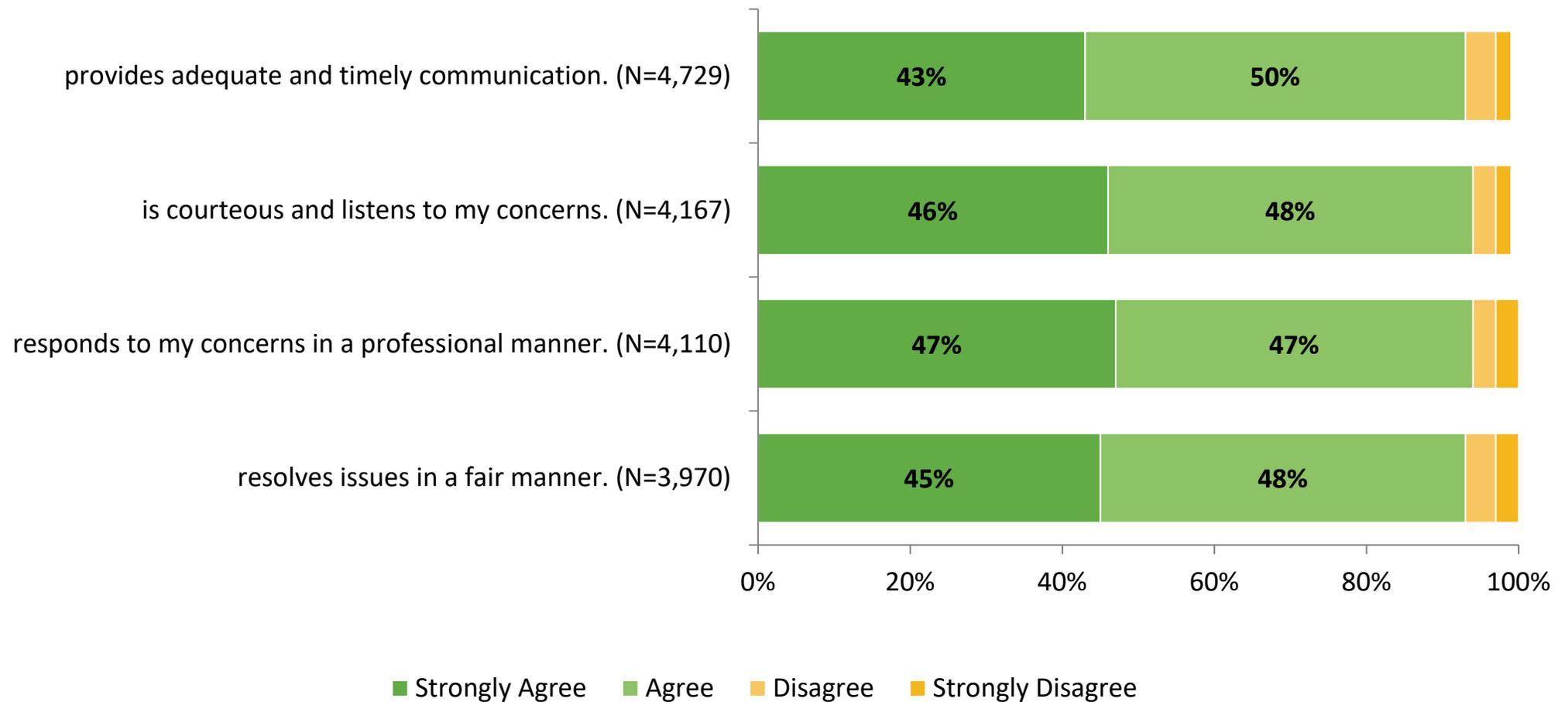


149

■ 2020-2021 (N=5,078) ■ 2018-2019 (N=5,260) ■ 2017-2018 (N=4,578)

# School Leadership and Administration-Associate/Assistant Principal

My child's associate or assistant principal ...

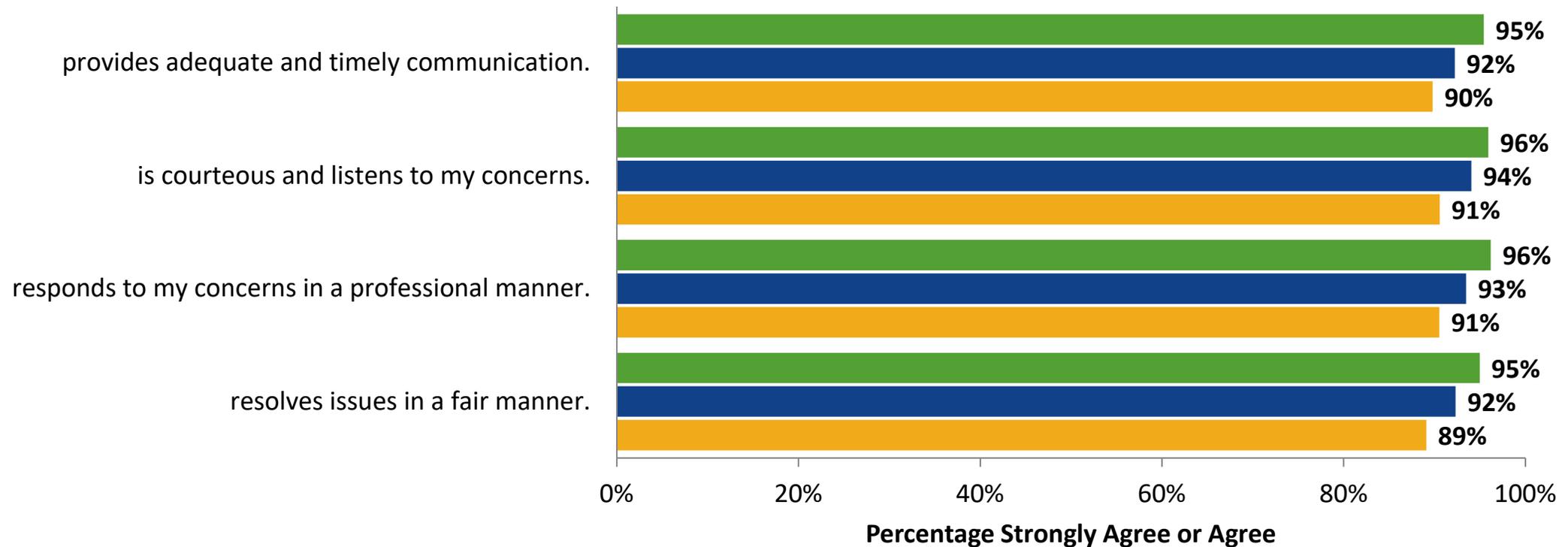


150

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

# School Leadership and Administration-Associate/Assistant Principal: Comparison by School Level

My child's associate or assistant principal ...

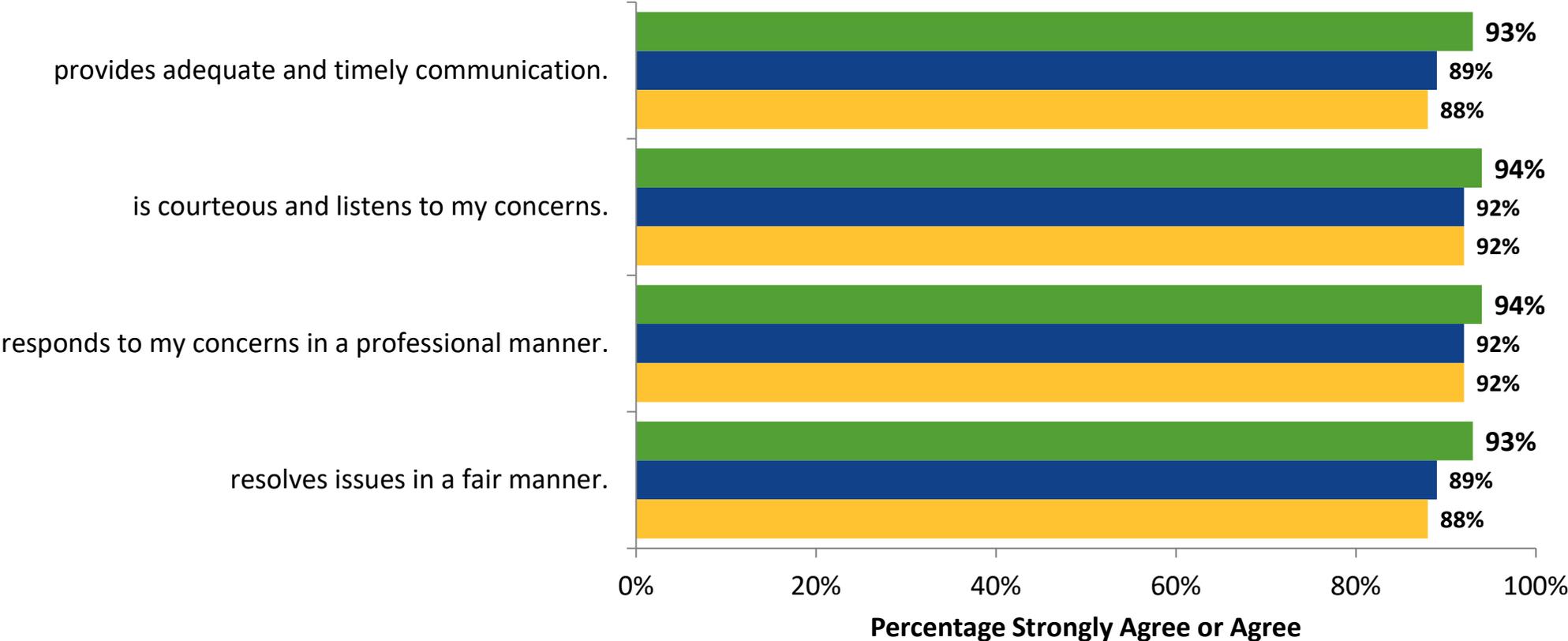


151

■ Elementary School (N=2,205) ■ Middle School (N=926) ■ High School (N=1,113)

# School Leadership and Administration-Associate/Assistant Principal: Comparison Over Time

My child's associate or assistant principal ...



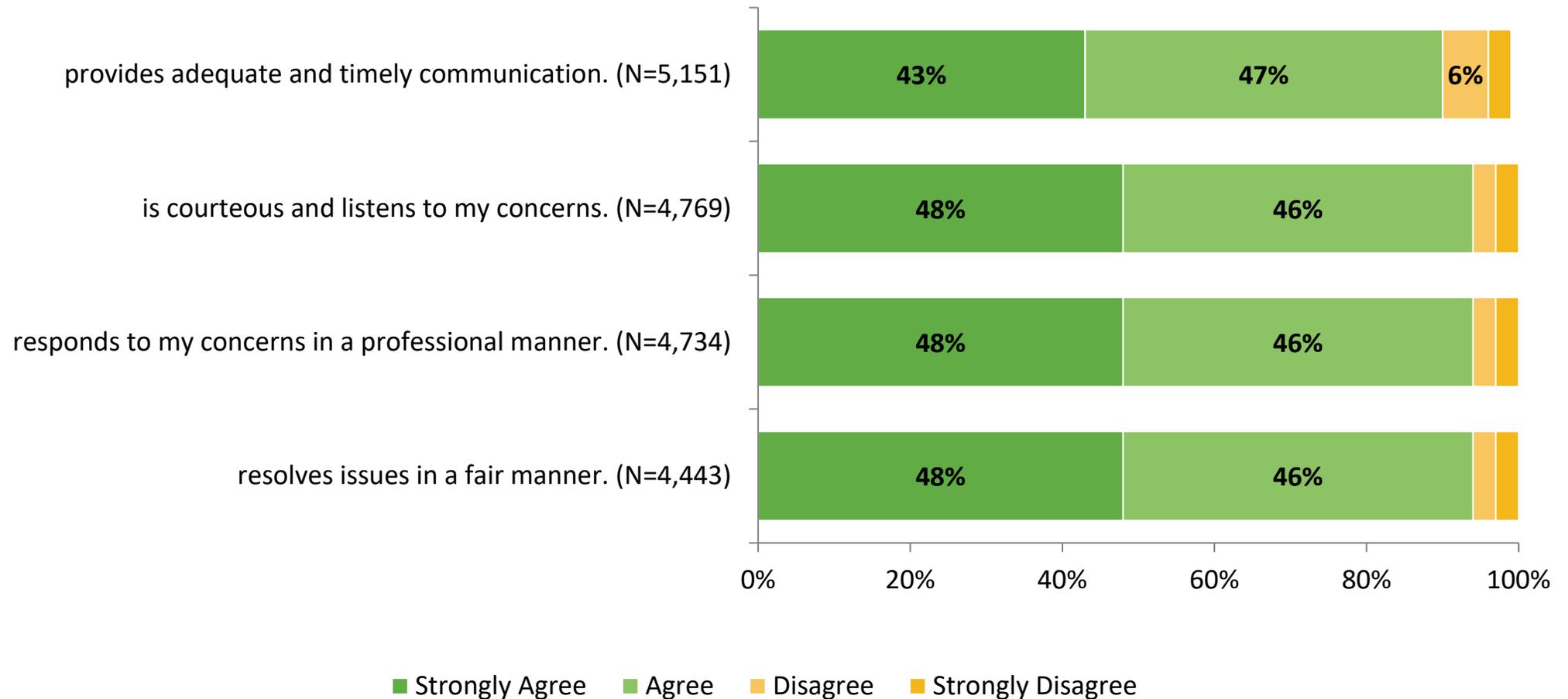
152

■ 2020-2021 (N=4,244) ■ 2018-2019 (N=4,488) ■ 2017-2018 (N=3,944)

27 Note: Don't Know responses have been excluded from calculations.  
 Answer options: Strong Agree, Agree, Disagree, Strongly Disagree, Don't Know

# School Leadership and Administration-Guidance

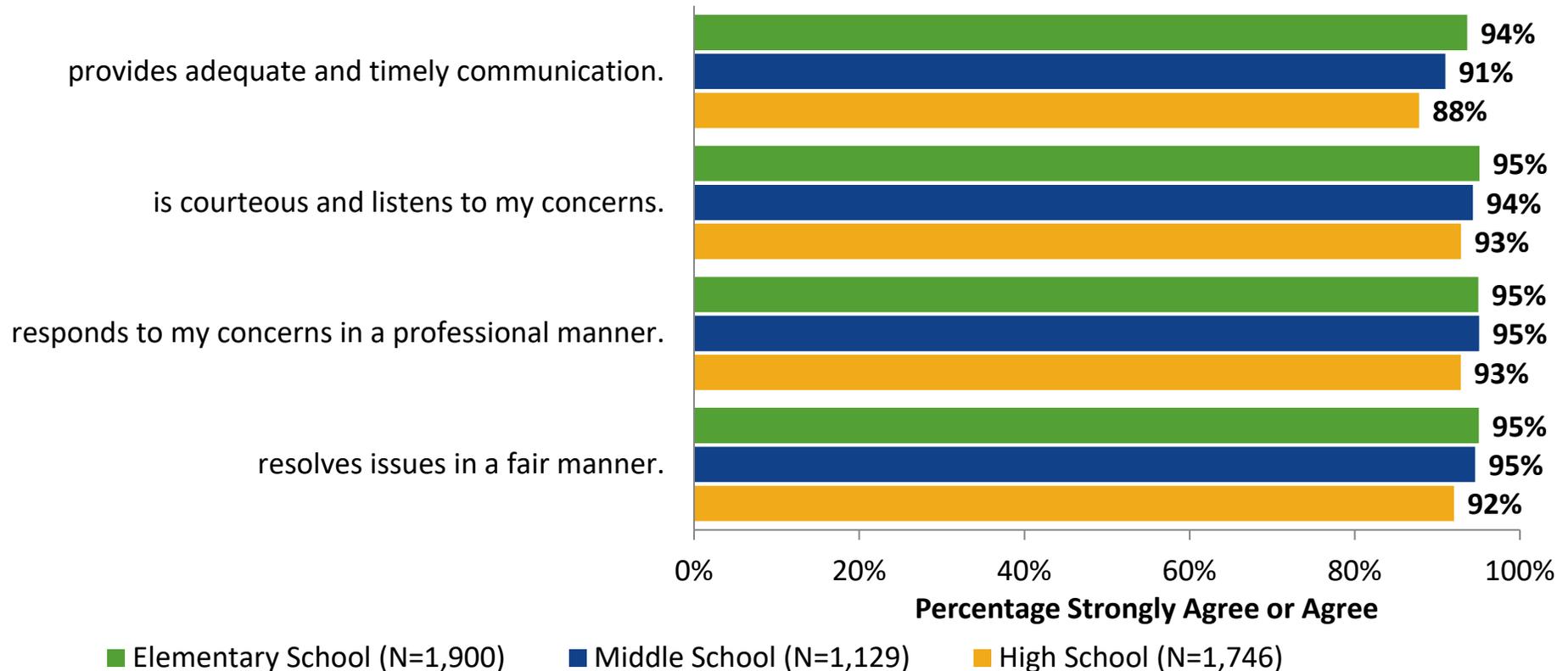
My child's counselor ...



153

# School Leadership and Administration-Guidance: Comparison by School Level

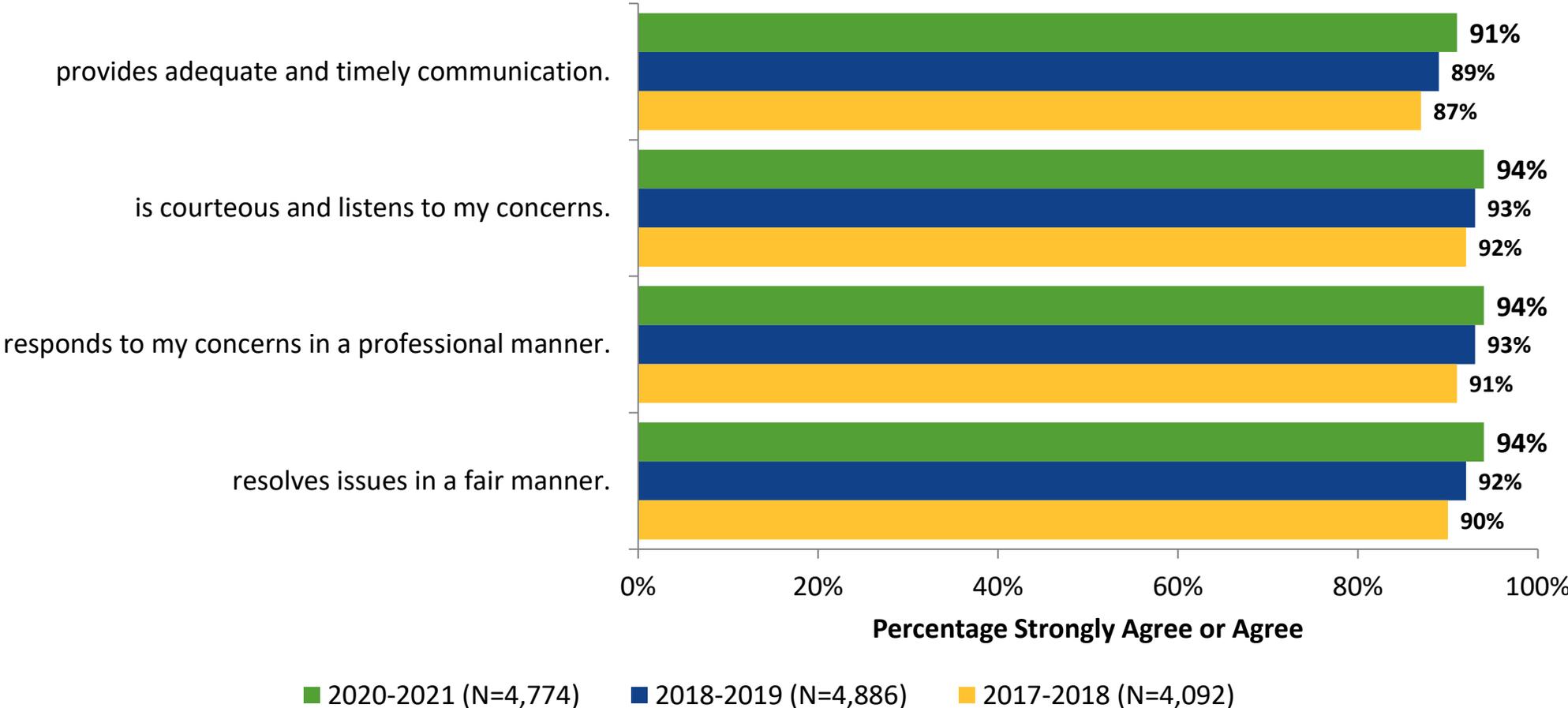
My child's guidance counselor ...



154

# School Leadership and Administration-Guidance: Comparison Over Time

My child's counselor ...



155

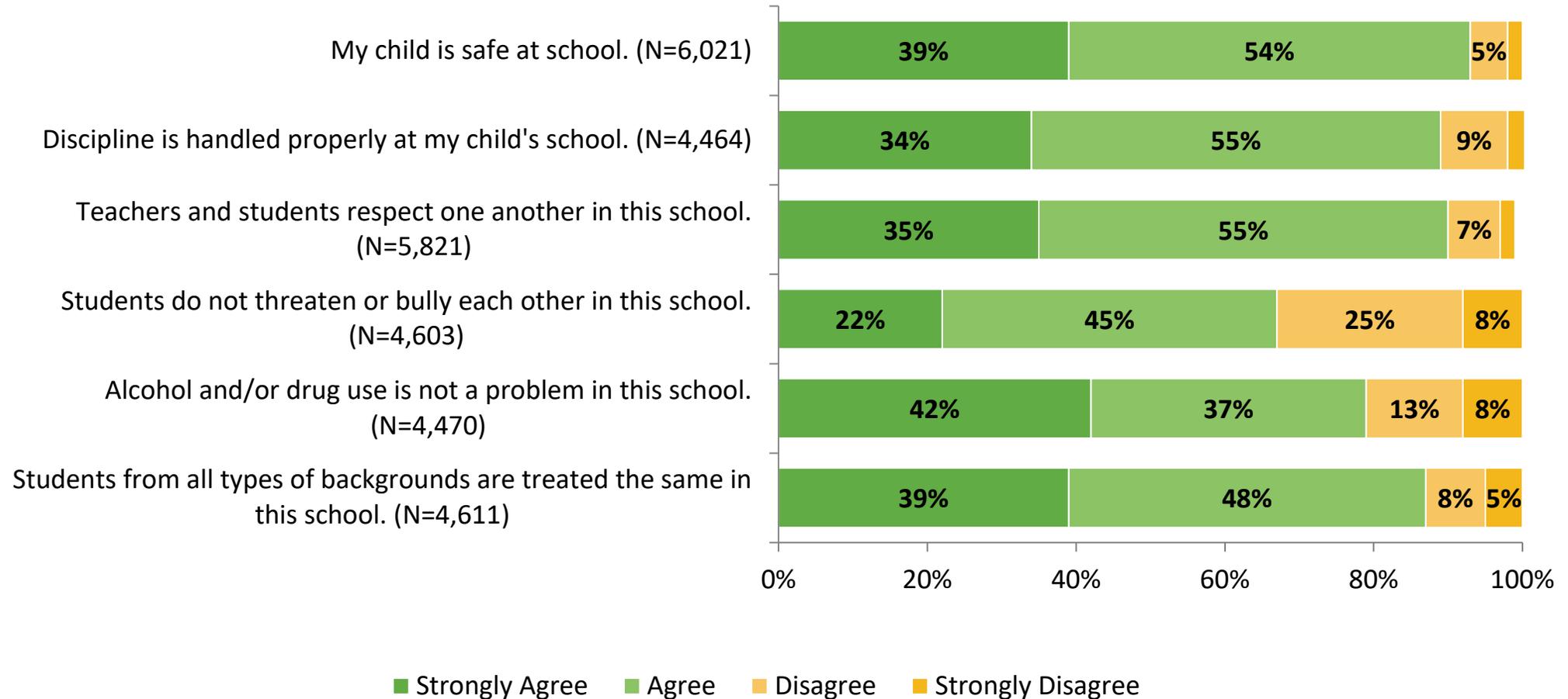
Note: Don't Know responses have been excluded from calculations.  
 Answer options: Strong Agree, Agree, Disagree, Strongly Disagree, Don't Know

# Safety and Behavior

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# Safety and Behavior

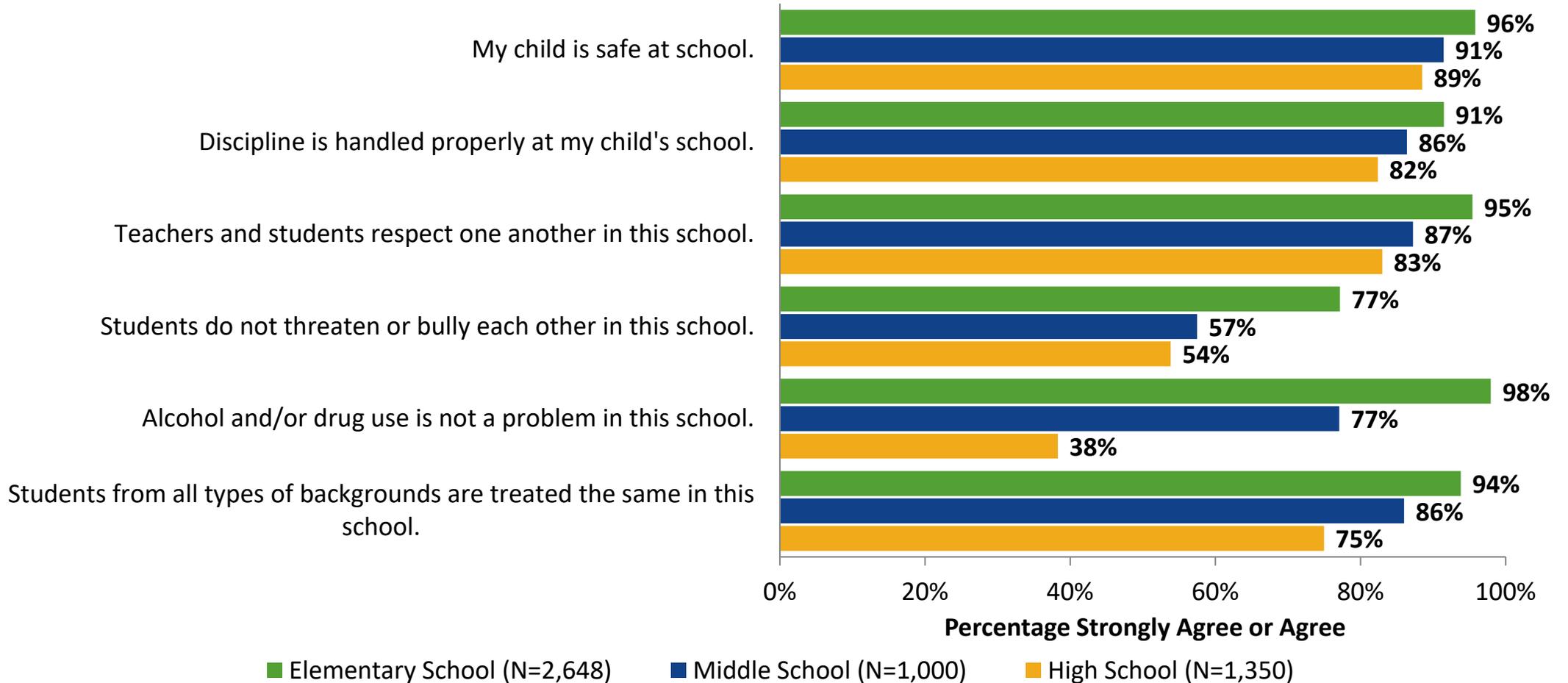
How strongly do you disagree or agree with the following statements?



157

# Safety and Behavior: Comparison by School Level

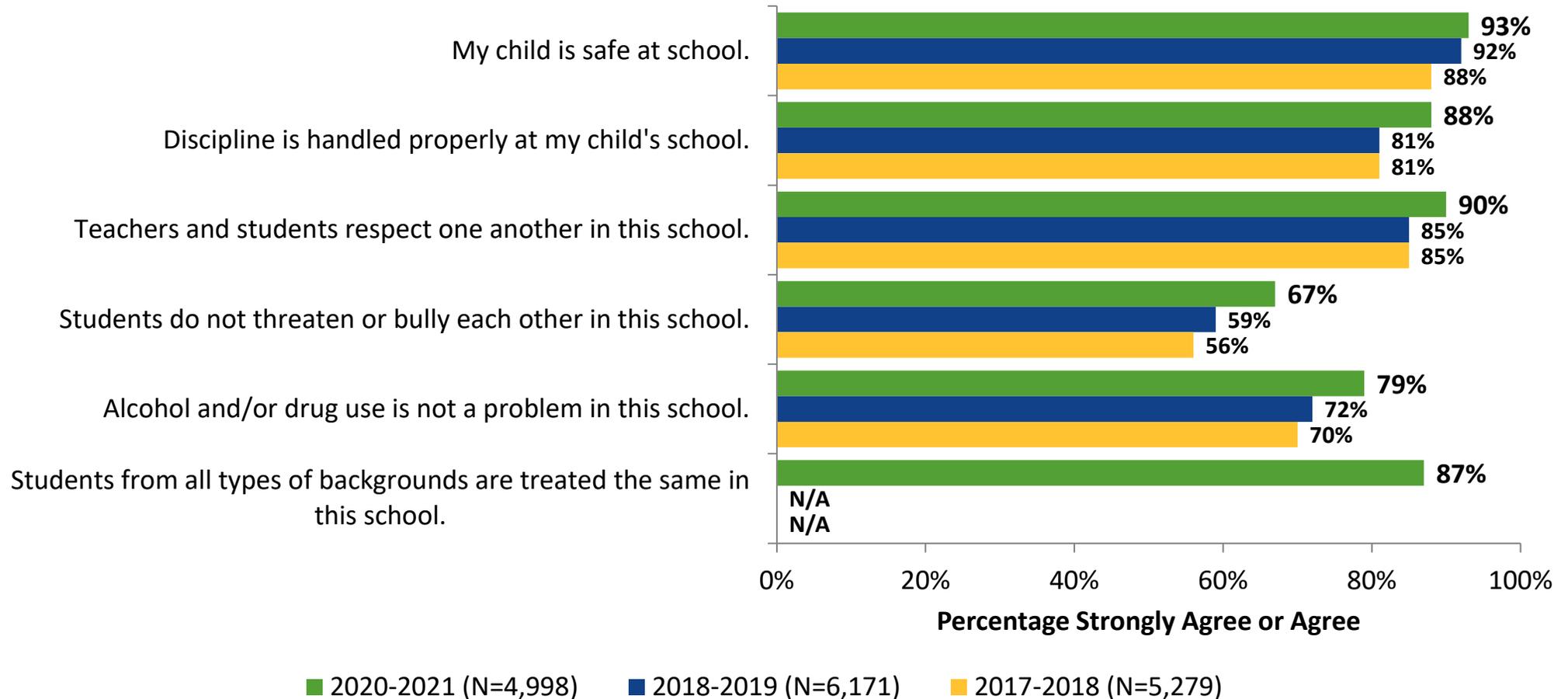
How strongly do you agree or disagree with the following statements?



158

# Safety and Behavior: Comparison Over Time

How strongly do you disagree or agree with the following statements?



159

# Highest and Lowest Ranking Items

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# Highest & Lowest Ranking Indicators — Elementary School

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
Alcohol and/or drug use is not a problem in this school.	98%	Safety and Behavior
My child's associate or assistant principal responds to my concerns in a professional manner.	96%	School Leadership and Administration
My child's associate or assistant principal is courteous and listens to my concerns.	96%	School Leadership and Administration
There is a teacher, counselor, or other staff member who will listen to my child's concerns.	96%	Student Support
My child is safe at school.	96%	Safety and Behavior

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Students do not threaten or bully each other in this school.	23%	Safety and Behavior
The campus provides opportunities that extend my student's interests and talents (mentoring, enrichment opportunities, career exploration, etc.).	19%	Student Support
The campus keeps me informed about my child's academic progress.	19%	Family Involvement
My child has the opportunity to engage in learning that is relevant to his/her interests, passions, or goals.	14%	Academic Preparation
There are pictures of diverse communities reflected throughout my child's school.	13%	Student Support

# Highest & Lowest Ranking Indicators — Middle School

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
My child's counselor responds to my concerns in a professional manner.	95%	School Leadership and Administration
My child's counselor resolves issues in a fair manner.	95%	School Leadership and Administration
My child's counselor is courteous and listens to my concerns.	94%	School Leadership and Administration
My child's associate or assistant principal is courteous and listens to my concerns.	94%	School Leadership and Administration
My child's principal responds to my concerns in a professional manner.	94%	School Leadership and Administration

162

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Students do not threaten or bully each other in this school.	43%	Safety and Behavior
Classroom activities keep my child interested in learning.	30%	Academic Preparation
My child has the opportunity to engage in learning that is relevant to his/her interests, passions, or goals.	26%	Academic Preparation
My child feels like he/she is a part of a community at their school.	25%	Student Support
The instructional resources provided are effective in helping my child master the curriculum.	24%	Academic Preparation

# Highest & Lowest Ranking Indicators — High School

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
My child's counselor is courteous and listens to my concerns.	93%	School Leadership and Administration
My child's counselor responds to my concerns in a professional manner.	93%	School Leadership and Administration
My child's counselor resolves issues in a fair manner.	92%	School Leadership and Administration
My child's principal provides adequate and timely communication.	92%	School Leadership and Administration
My child's associate or assistant principal is courteous and listens to my concerns.	91%	School Leadership and Administration

163

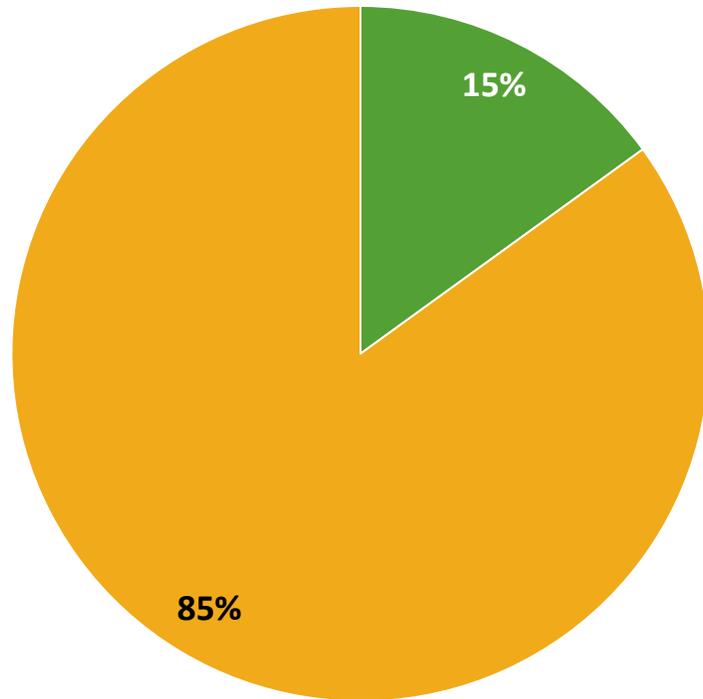
Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Alcohol and/or drug use is not a problem in this school.	62%	Safety and Behavior
Students do not threaten or bully each other in this school.	46%	Safety and Behavior
Classroom activities keep my child interested in learning.	43%	Academic Preparation
My child feels like he/she is a part of a community at their school.	34%	Student Support
The instructional resources provided are effective in helping my child master the curriculum.	32%	Academic Preparation

# Additional Questions

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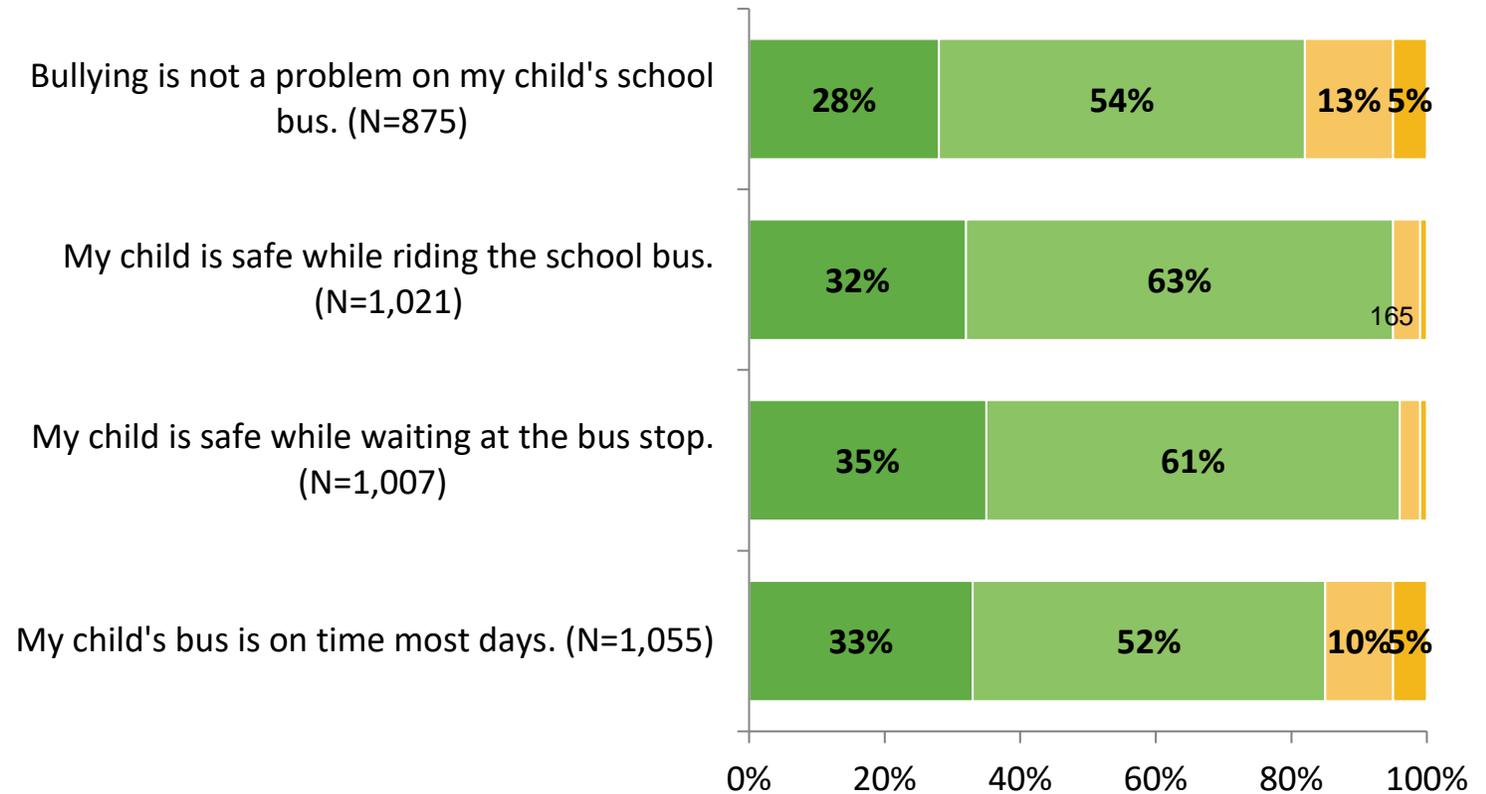
# Bus Transportation

Does your child ride the bus to and/or from school?  
(N=7,013)



■ Yes ■ No

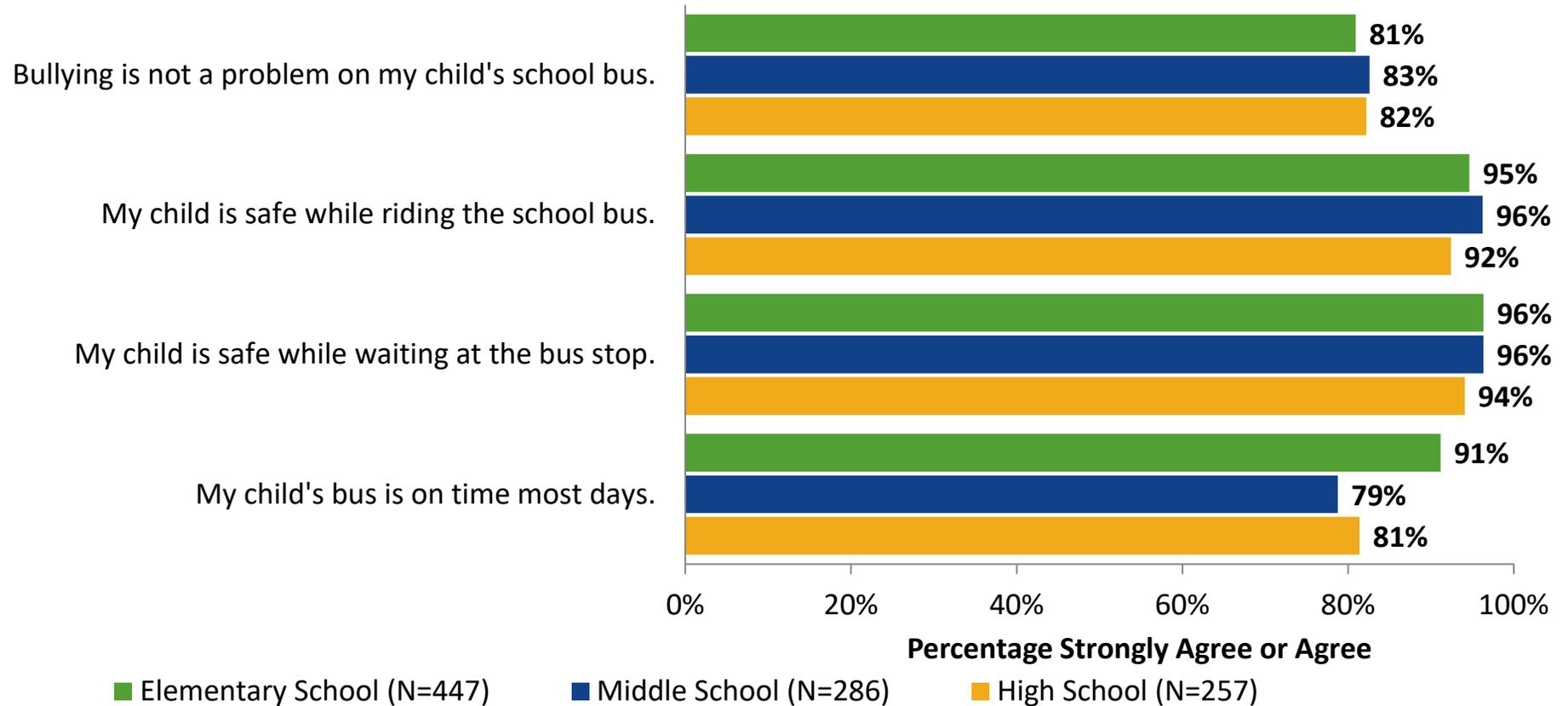
How strongly do you disagree or agree with the following statements?



■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

# Bus Transportation: Comparison by School Level

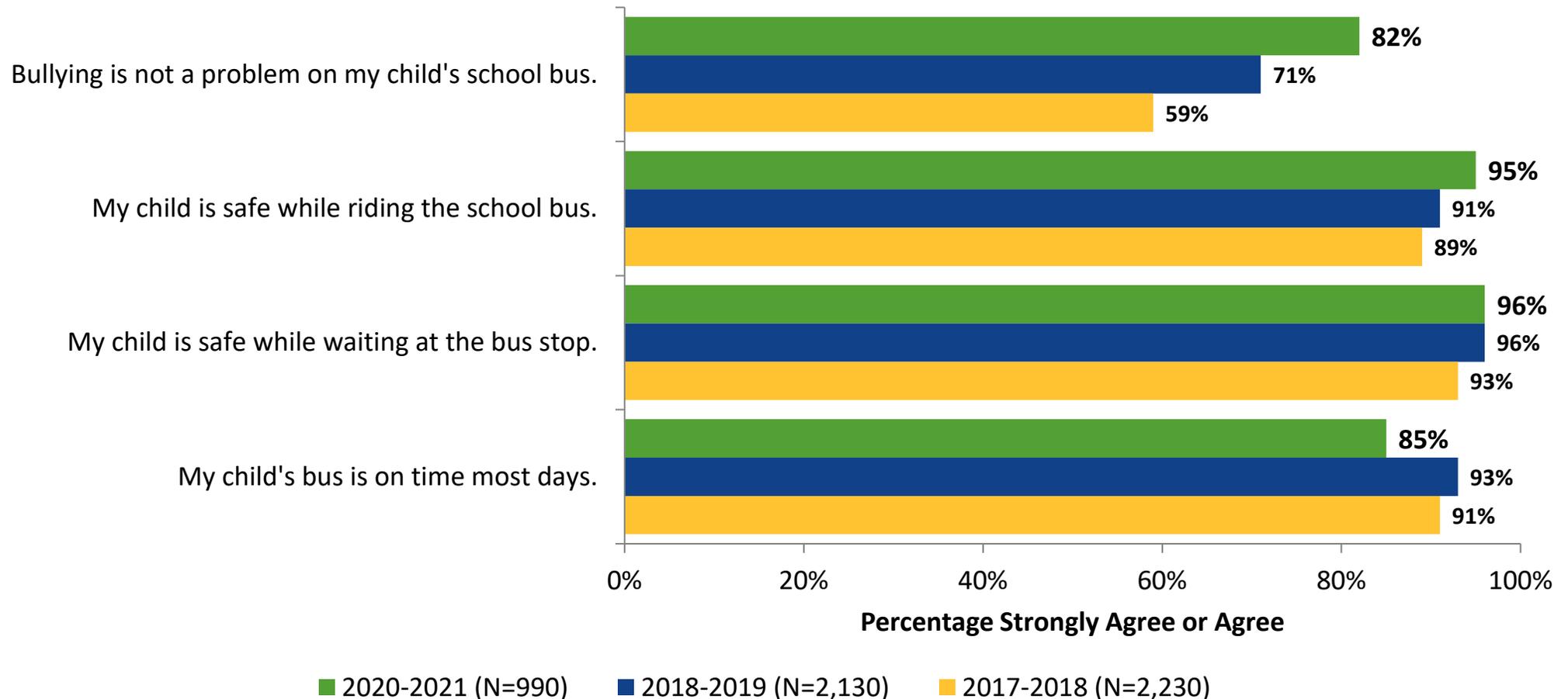
How strongly do you agree or disagree with the following statements?



166

# Bus Transportation: Comparison Over Time

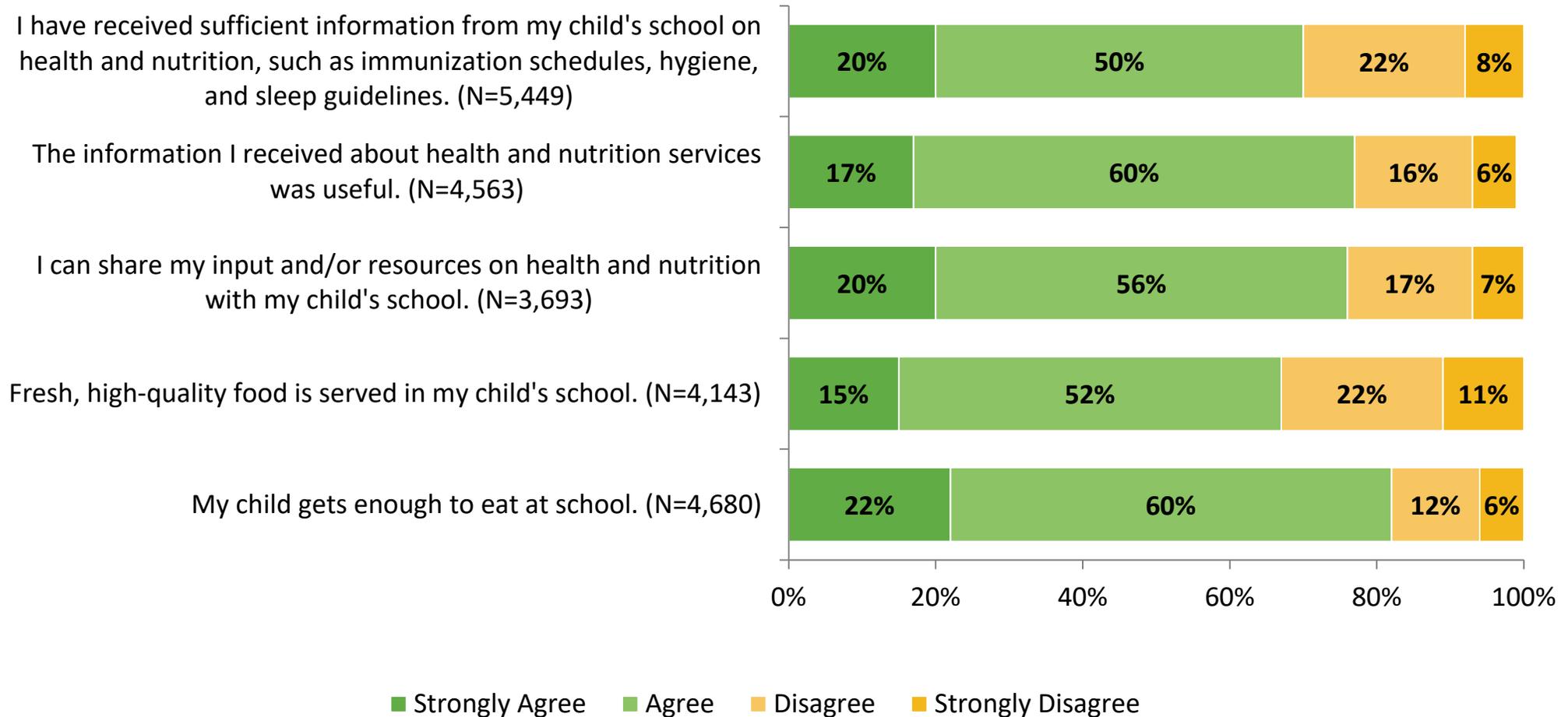
How strongly do you disagree or agree with the following statements?



167

# Nutrition

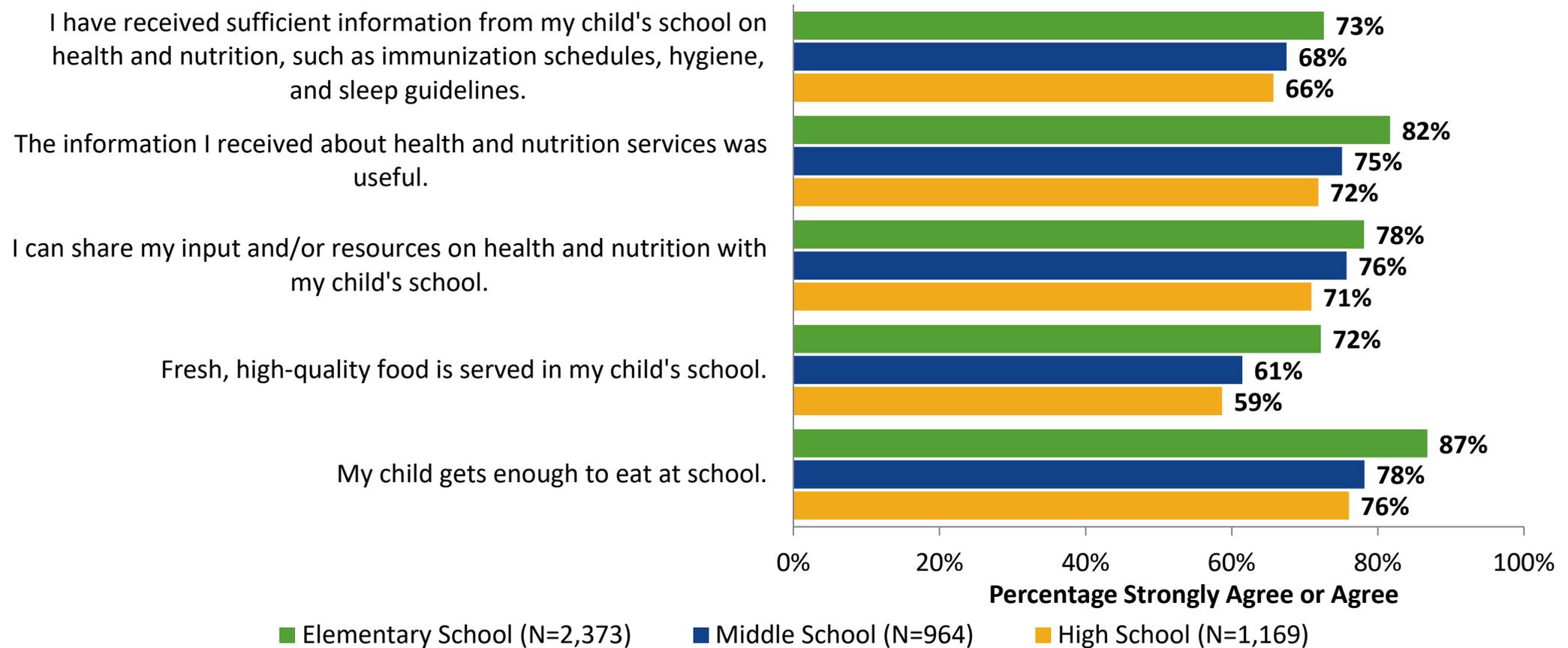
Below are statements about child nutrition and meal services in your child's school.



168

# Nutrition: Comparison by School Level

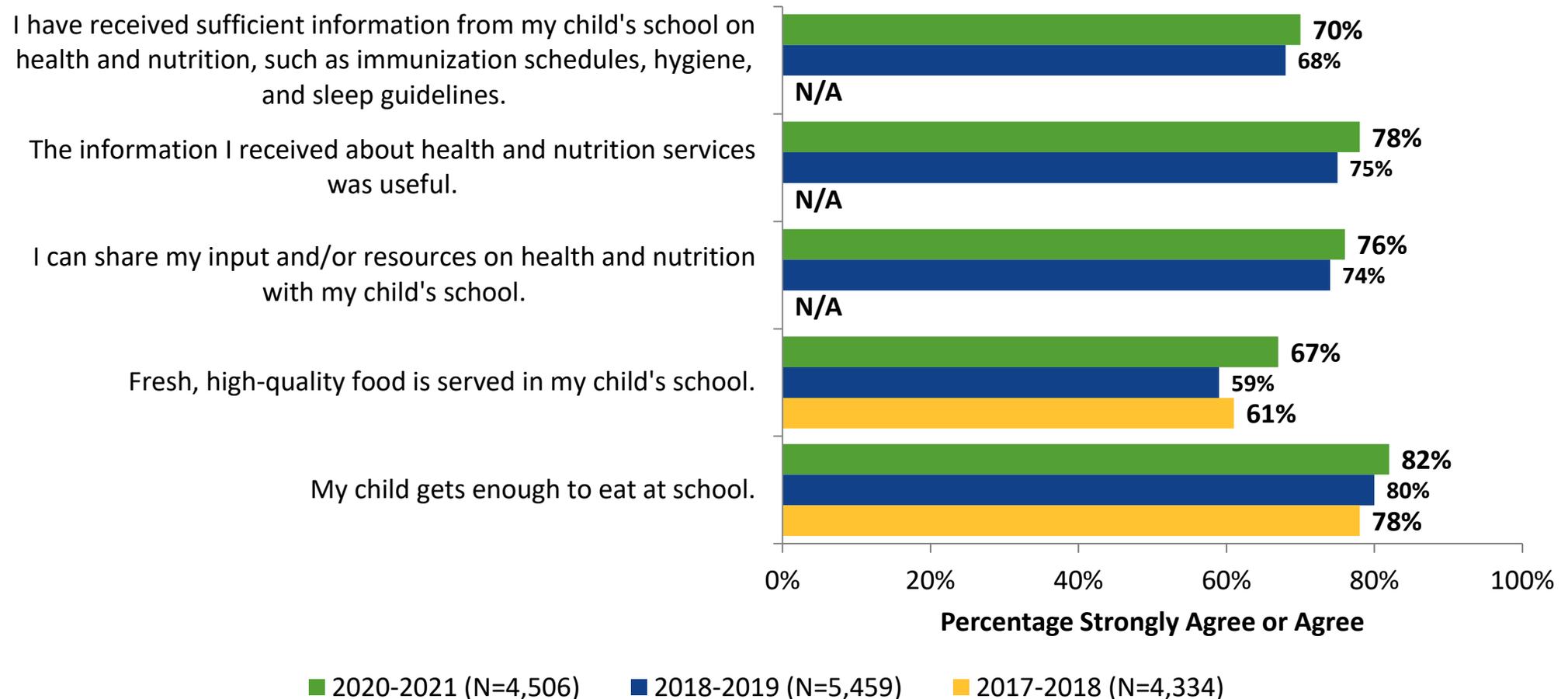
How strongly do you agree or disagree with the following statements?



169

# Nutrition: Comparison Over Time

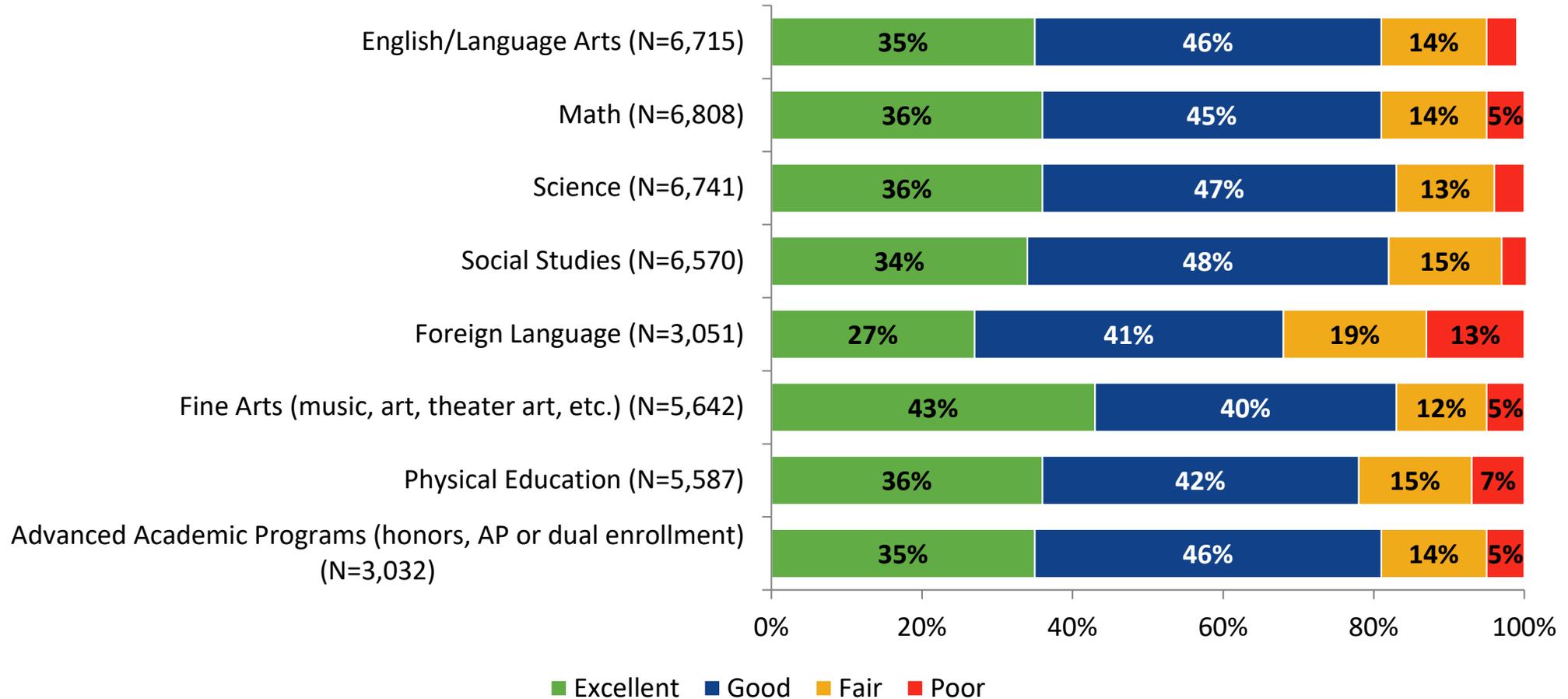
Below are statements about child nutrition and meal services in your child's school.



170

# Quality of Programs and Services

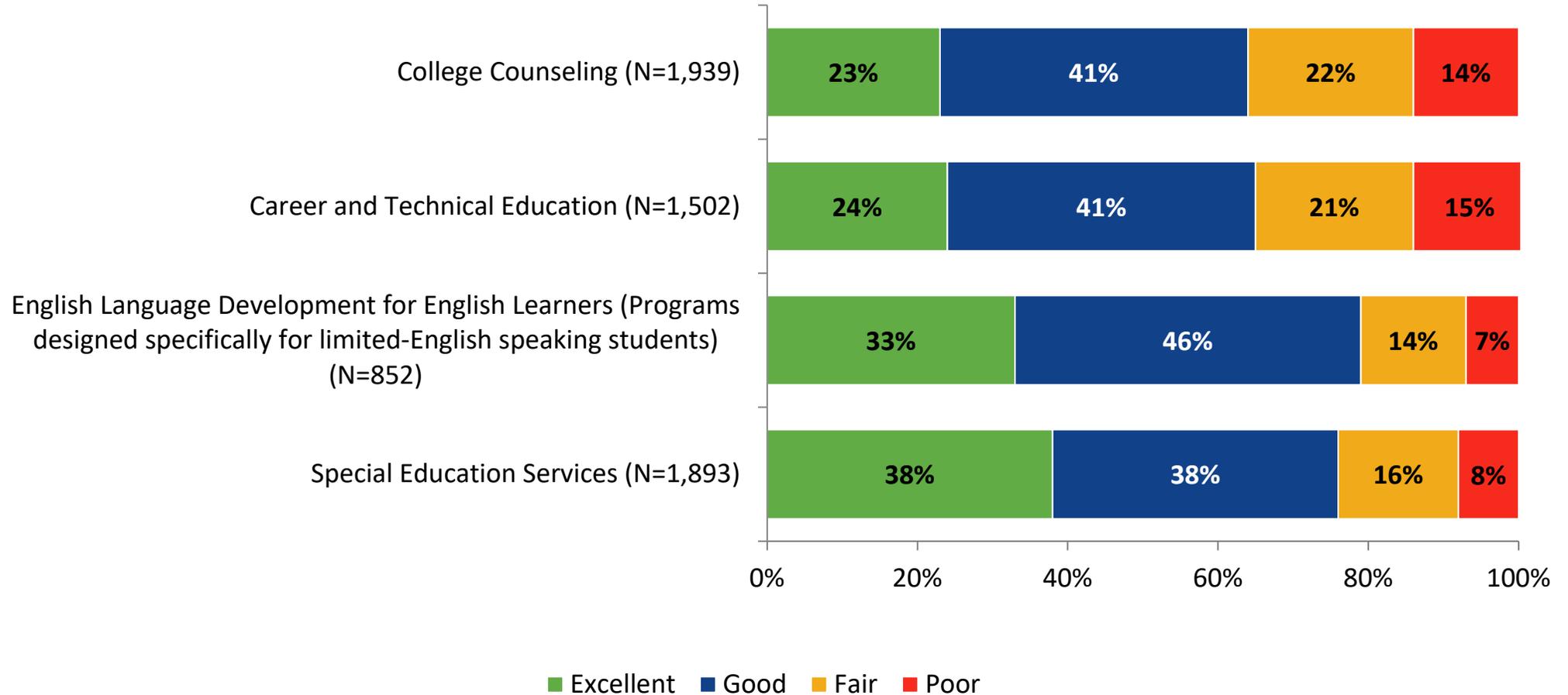
Please rate the overall quality of each program or service listed below.



171

# Quality of Programs and Services (Continued)

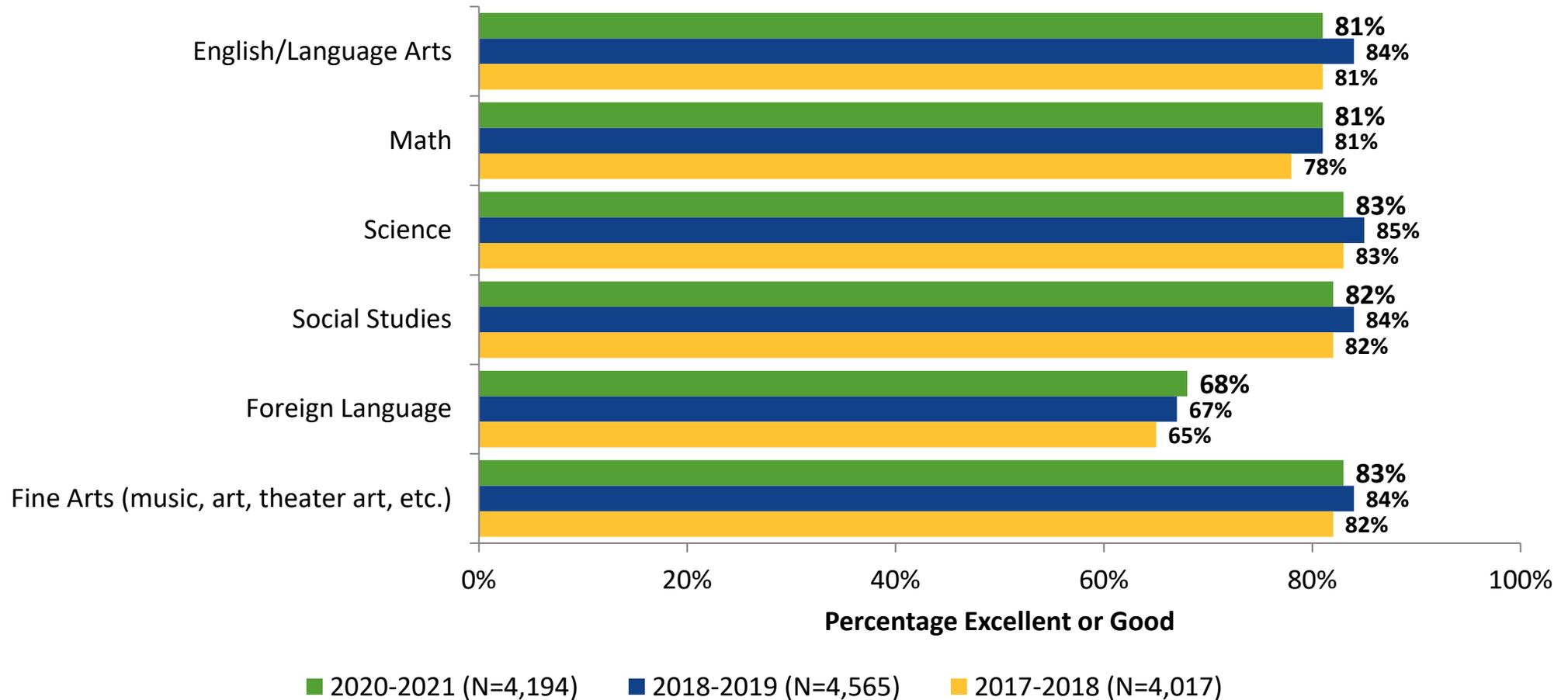
Please rate the overall quality of each program or service listed below.



172

# Quality of Programs and Services: Comparison Over Time

Please rate the overall quality of each program or service listed below.

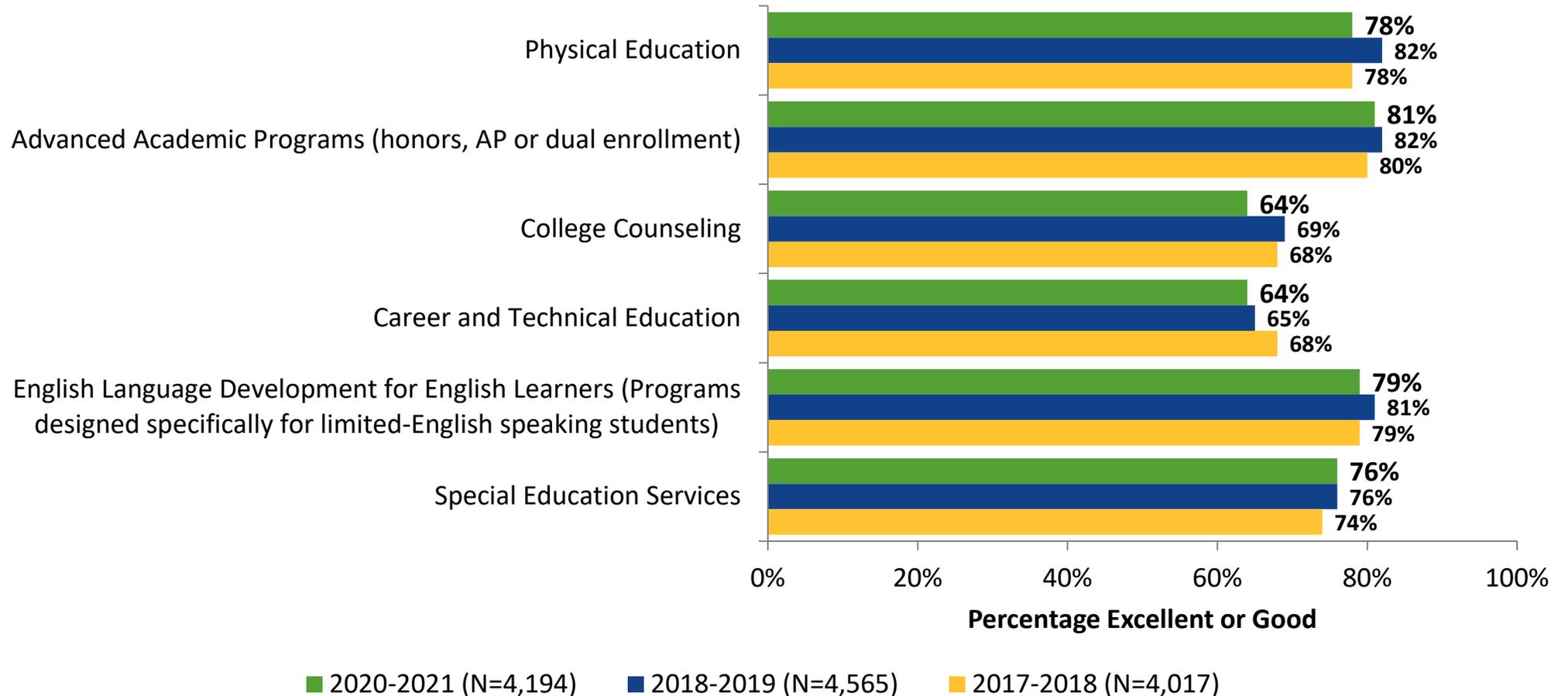


173

Note: Don't Know/Not Applicable responses have been excluded from calculations.  
 Answer options: Excellent, Good, Fair, Poor, Don't Know/Not Applicable

# Quality of Programs and Services: Comparison Over Time (Continued)

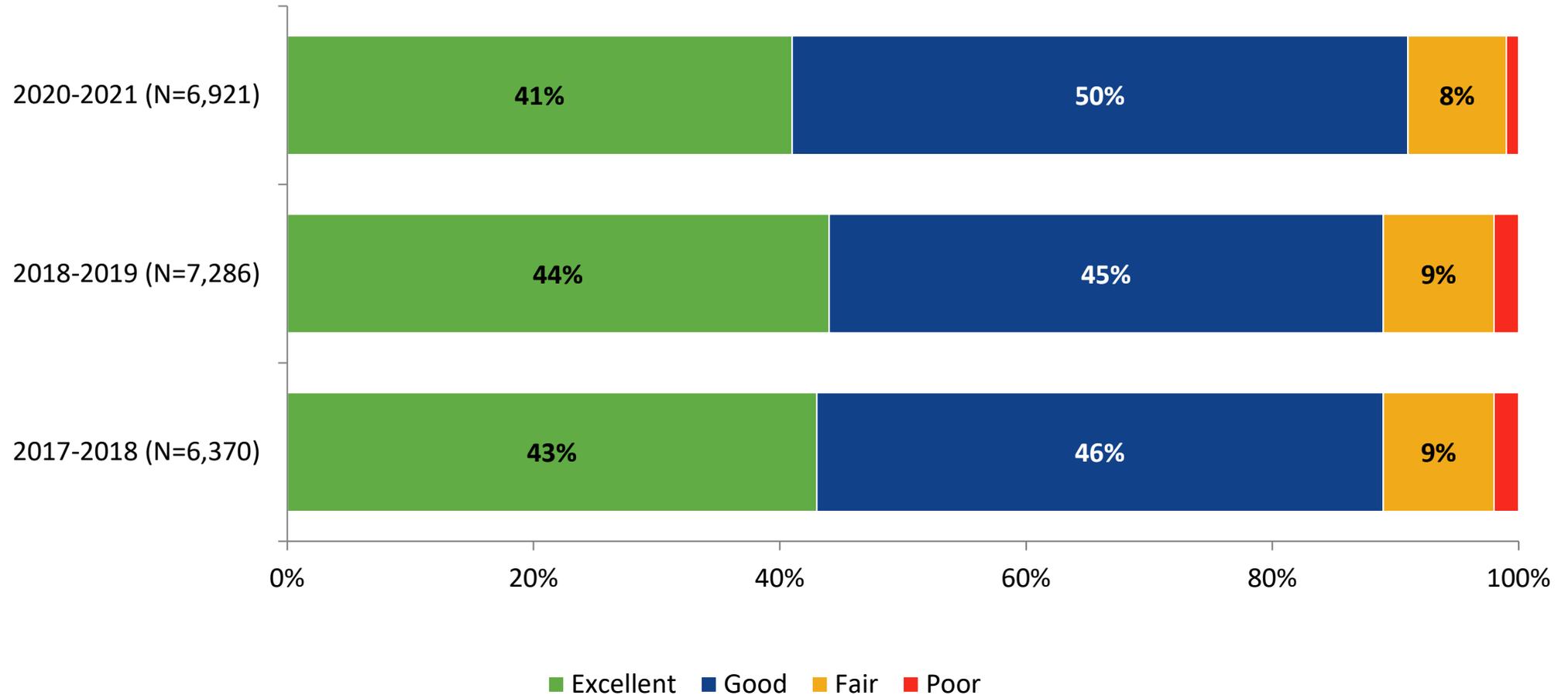
Please rate the overall quality of each program or service listed below.



174

# Quality of Facilities: Comparison Over Time

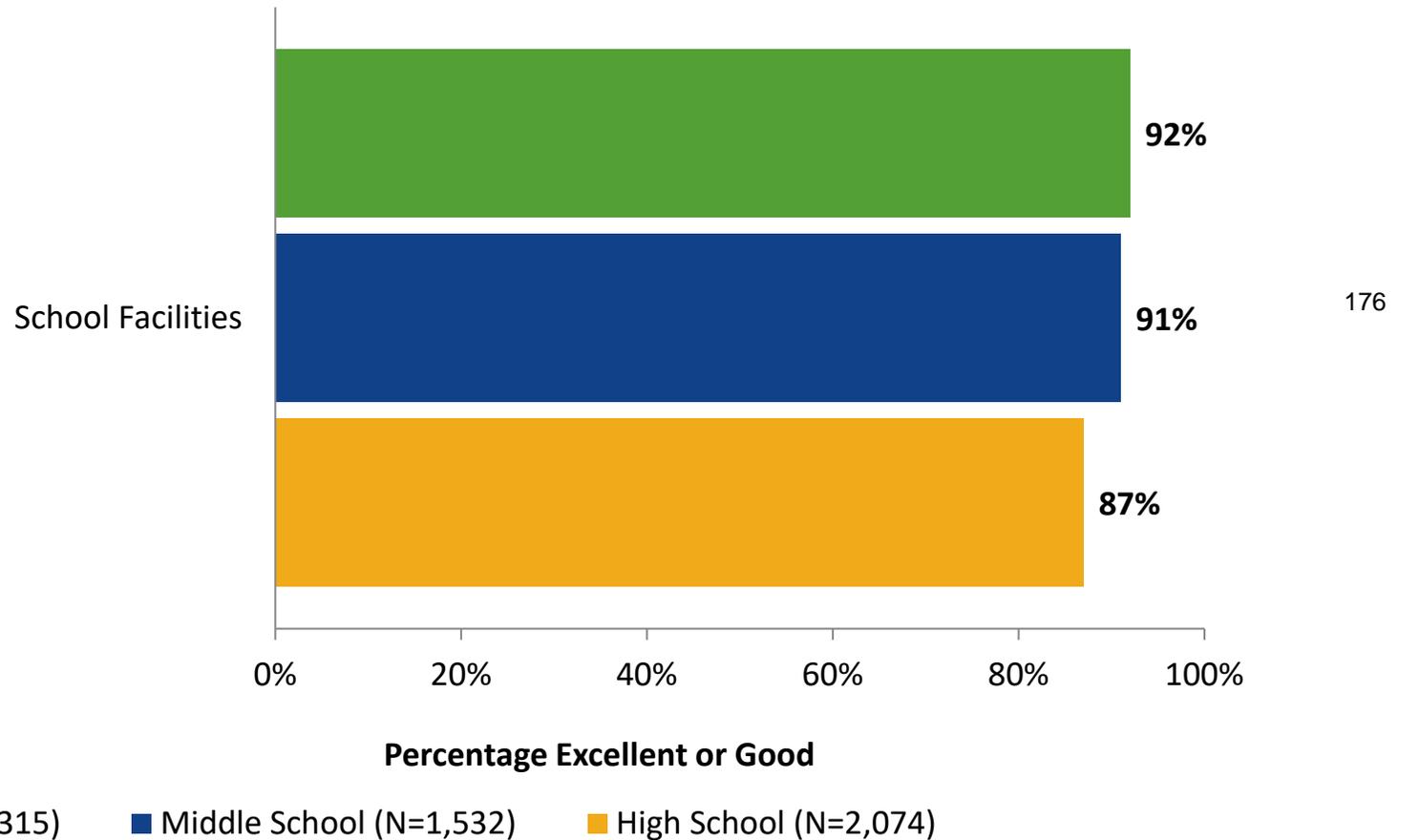
Overall, how would you rate the facilities in your school? (N=6,921)



175

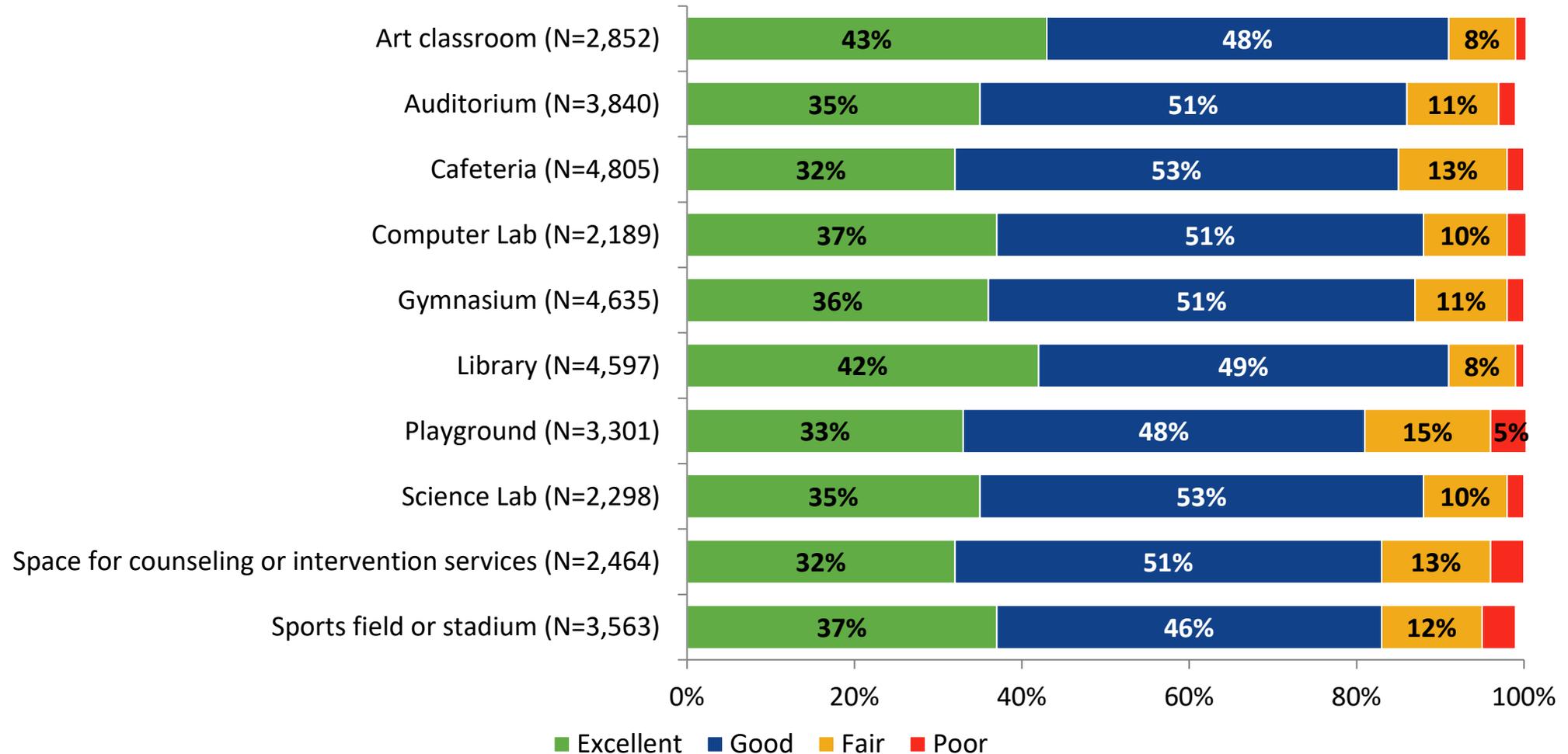
# Quality of School Facilities: Comparison by School Level

Overall, how would you rate the facilities in your school?



# Facilities

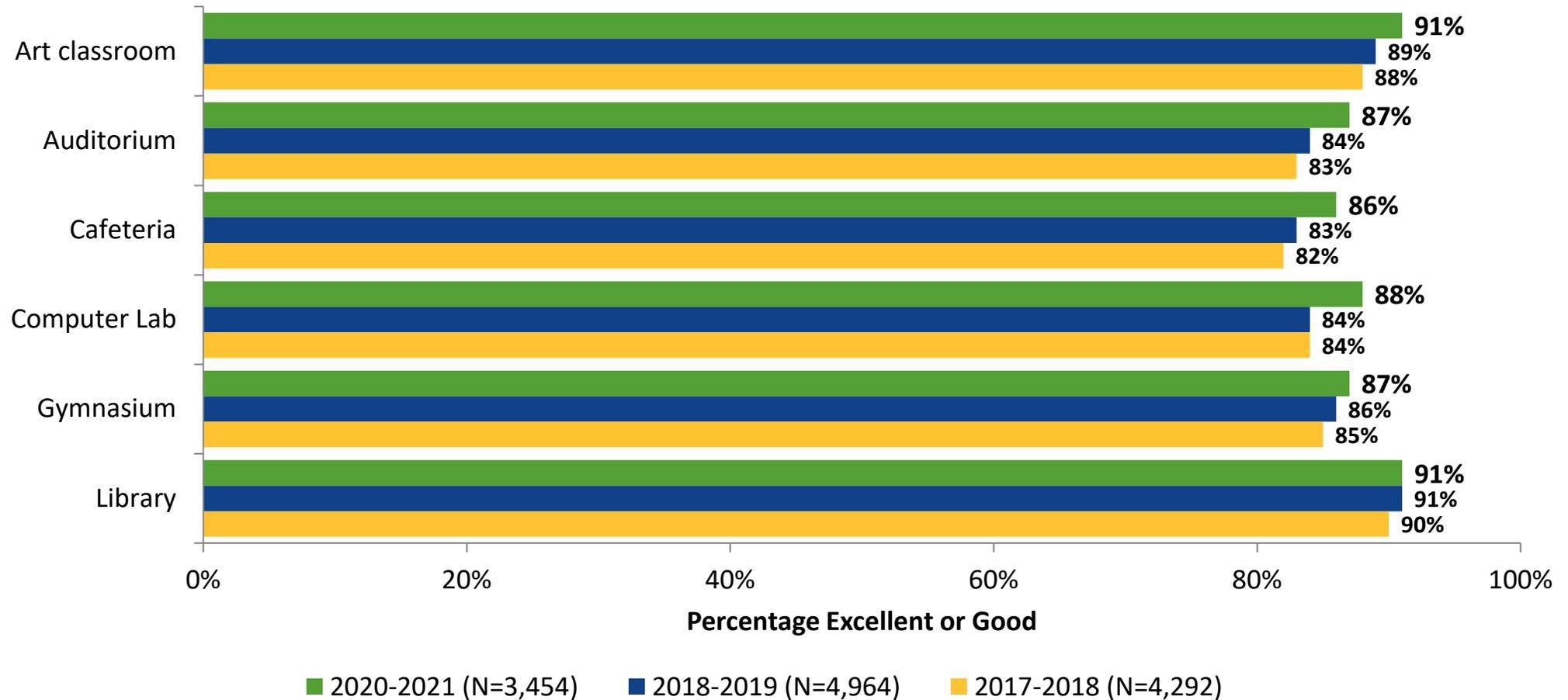
Please rate the condition of the following facilities and materials in your child's school.



177

# Facilities: Comparison Over Time

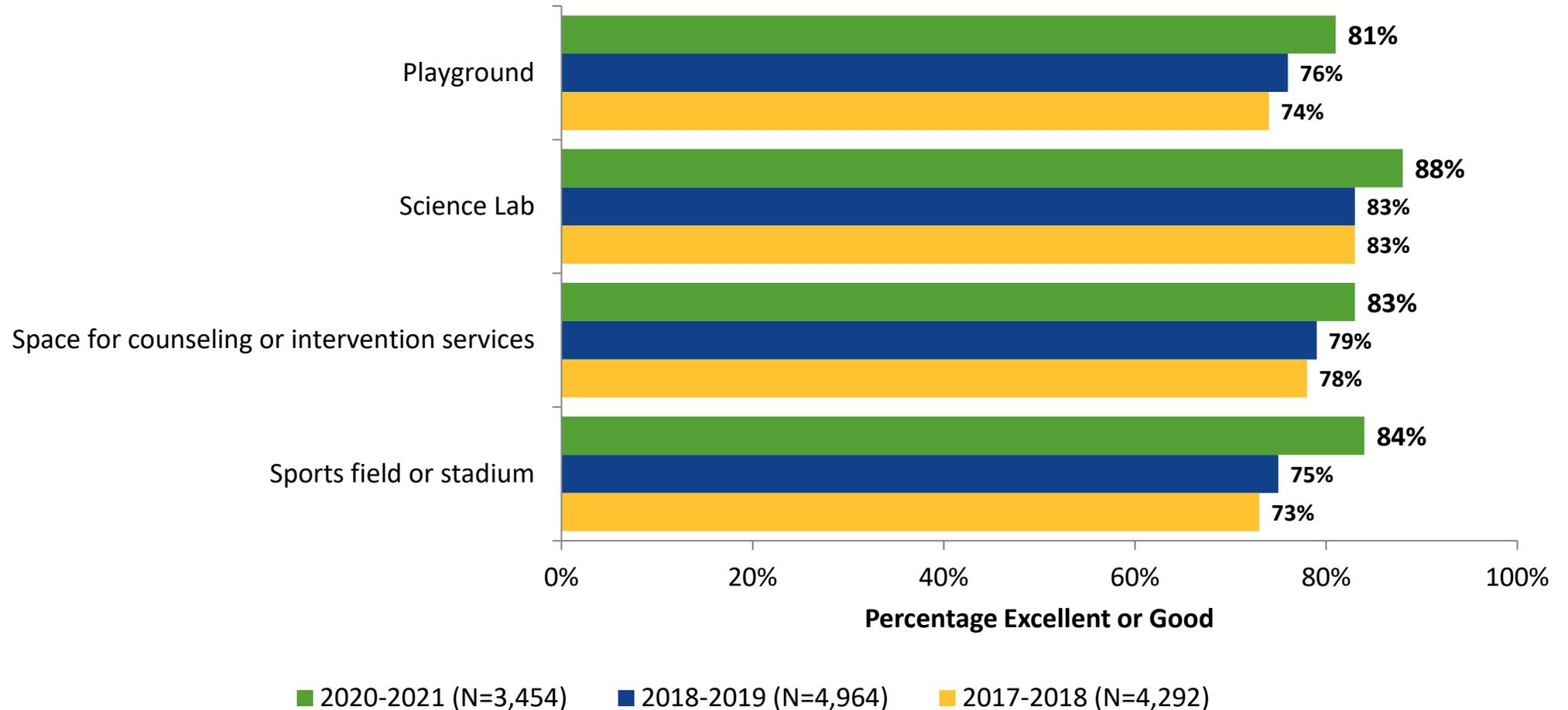
Please rate the condition of the following facilities and materials in your child's school.



178

# Facilities: Comparison Over Time (Continued)

Please rate the condition of the following facilities and materials in your child's school.



179

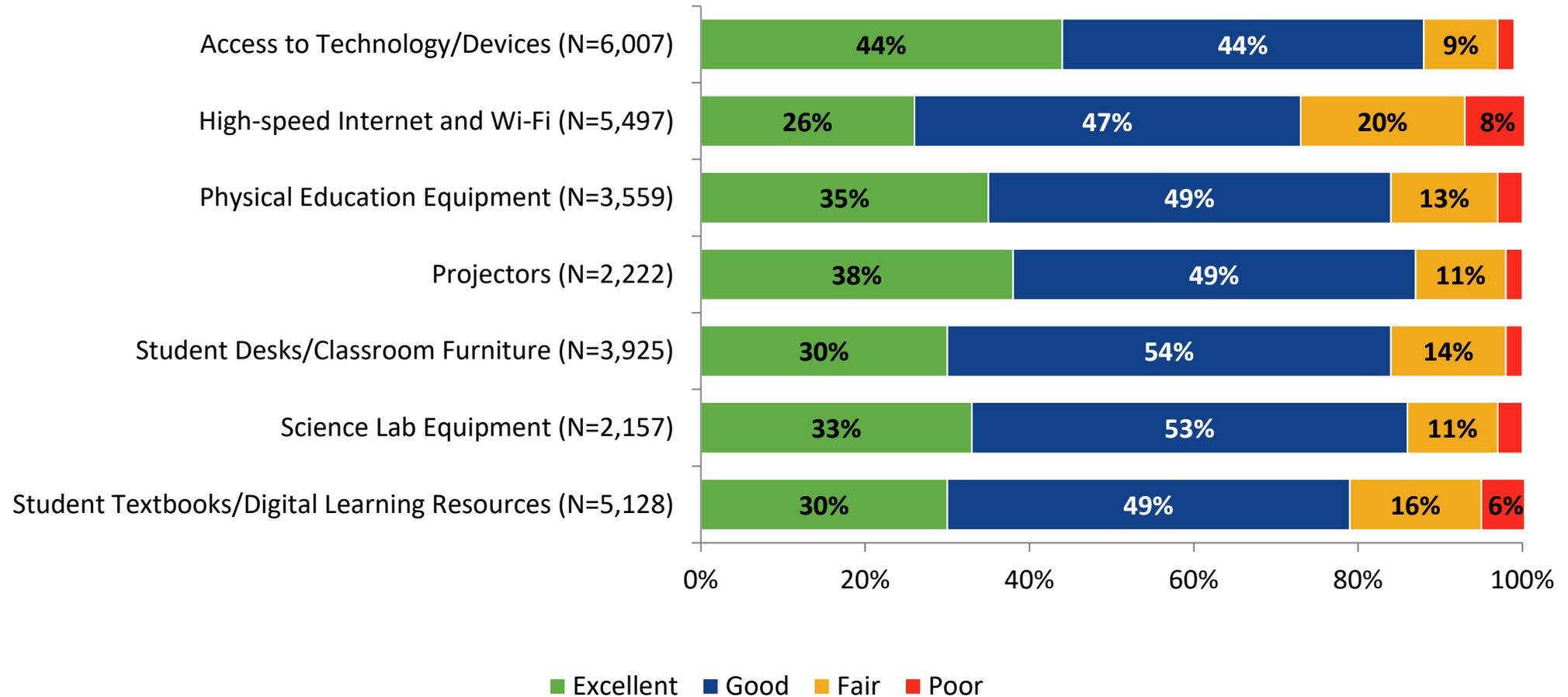
# Facilities Needing Improvement

Please select THREE areas where your school's facilities most need improvement. (N=5,153)

Response	Weighted Score	Relative Weighted Score	Overall Rank
Technology to meet the learning needs of students (including hardware, software, Internet speed and access)	6885	100	1
Adequacy and functionality of the parking, bus loop, and student drop-off areas	4876	71	2
Safety and security (including perimeter lighting, security cameras, security officers)	3710	54	3
Availability and functionality of the outdoor spaces and playfields/playgrounds	2865	42	4 180
Appearance and functionality of the classrooms	2721	40	5
Materials, resources, and equipment for students with special needs	2038	30	6
Equipment and furniture	1769	26	7
Thermal comfort (including heating and cooling)	1742	25	8
Athletic facilities (including fields and stadiums)	1683	24	9
Neatness and cleanliness	771	11	10
Exterior appearance	739	11	11
Communications systems (including PA, phones, emergency call buttons)	713	10	12
Lighting levels in the classroom	406	6	13

# Materials

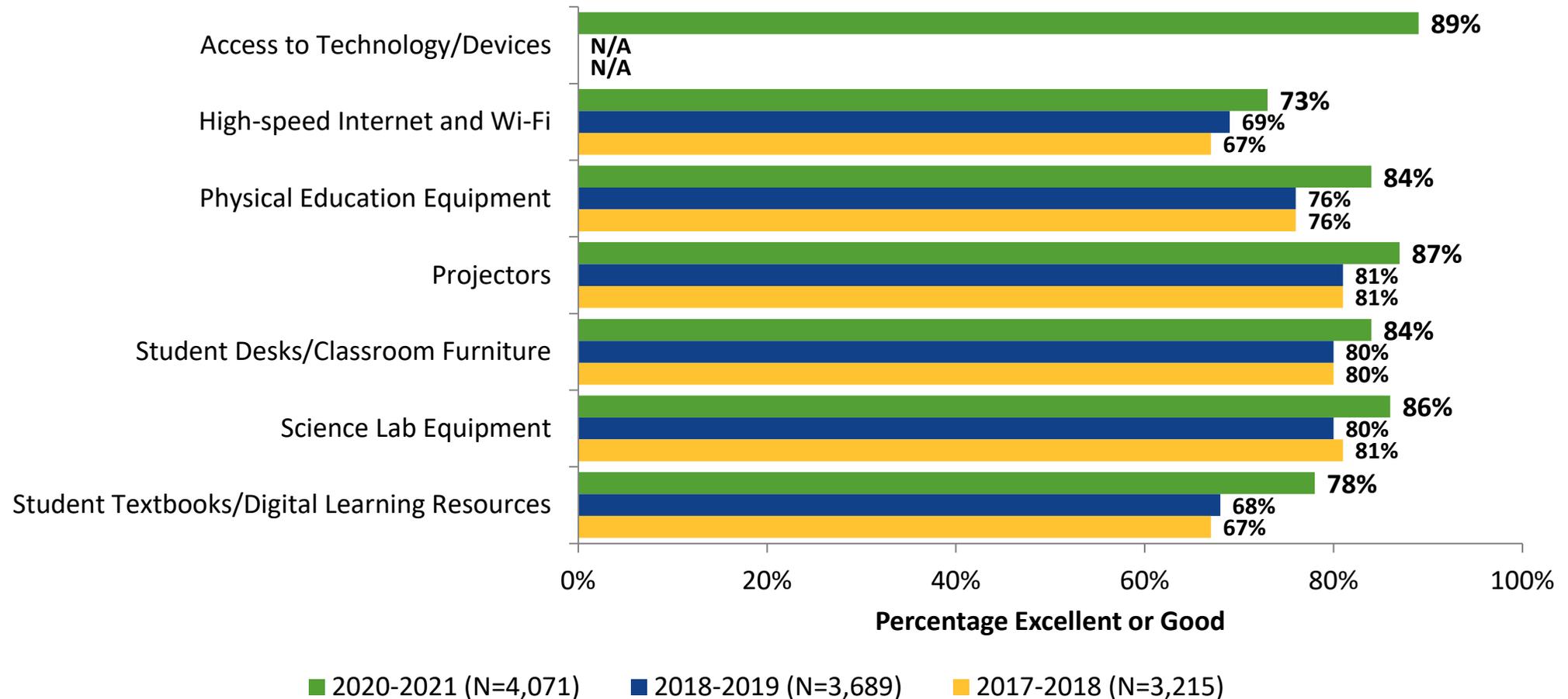
Please rate the adequacy of the following materials in your child's school.



181

# Materials: Comparison Over Time

Please rate the adequacy of the following materials in your child's school.

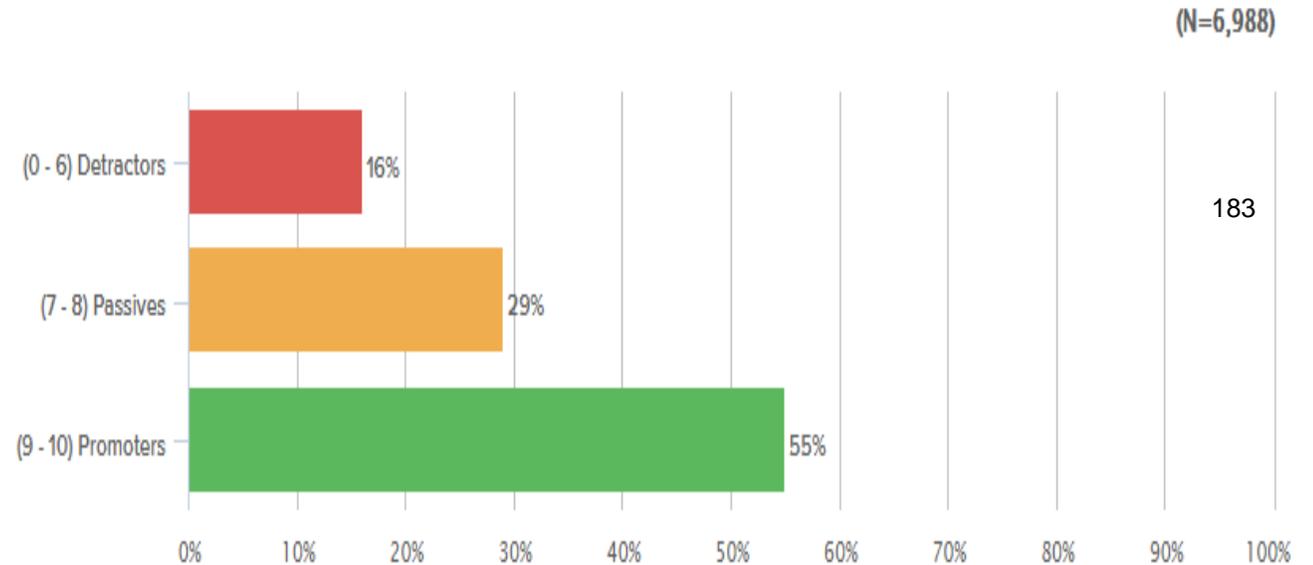
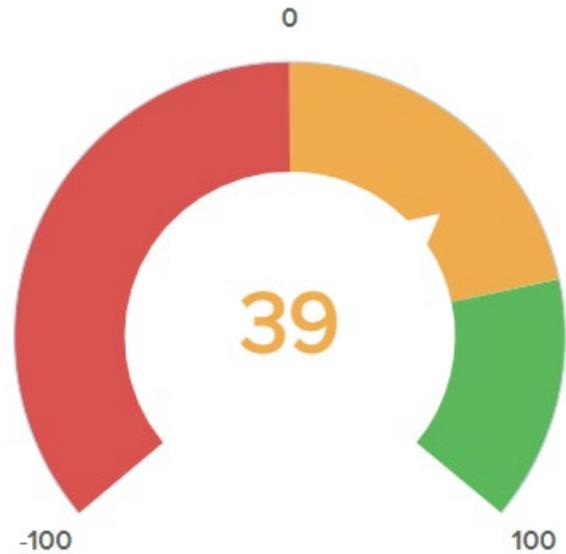


182

# Net Promoter Score

On a scale of 0-10, how likely are you to recommend Leander ISD to a friend or colleague? (N=6,988)

Net Promoter Score	
2018-2019	39
2017-2018	31



Net Promoter Score® (NPS) gauges customer loyalty. Those who give a score of 0 to 6 are classified as Detractors, those who respond with a 7 or 8 are Passives, and customers who choose 9 or 10 are Promoters. The overall NPS score is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

# Participant Demographics

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# Elementary Campus

Please select your child's school. (N=7,049)

Campus	Count (N)	Percentage (%)	Campus	Count (N)	Percentage (%)
Akin Elementary School	202	3%	Naumann Elementary School	92	1%
Bagdad Elementary School	76	1%	Parkside Elementary School	205	3%
Block House Creek Elementary School	85	1%	Plain Elementary School	94	1%
Camacho Elementary School	79	1%	Pleasant Hill Elementary School	122	2%
Cox Elementary School	159	2%	Reagan Elementary School	186	3%
Cypress Elementary School	119	2%	Reed Elementary School	122	2%
Deer Creek Elementary School	161	2%	River Place Elementary School	101	1%
Faubion Elementary School	71	1%	River Ridge Elementary School	107	2%
Giddens Elementary School	65	1%	Rutledge Elementary School	203	3%
Grandview Hills Elementary School	62	1%	Steiner Ranch Elementary School	99	1%
Knowles Elementary School	75	1%	Westside Elementary School	121	2%
Larkspur Elementary School	131	2%	Whitestone Elementary School	176	2%
Laura Welch Bush Elementary	115	2%	Winkley Elementary School	142	2%
Mason Elementary School	199	3%			

# Secondary Campus

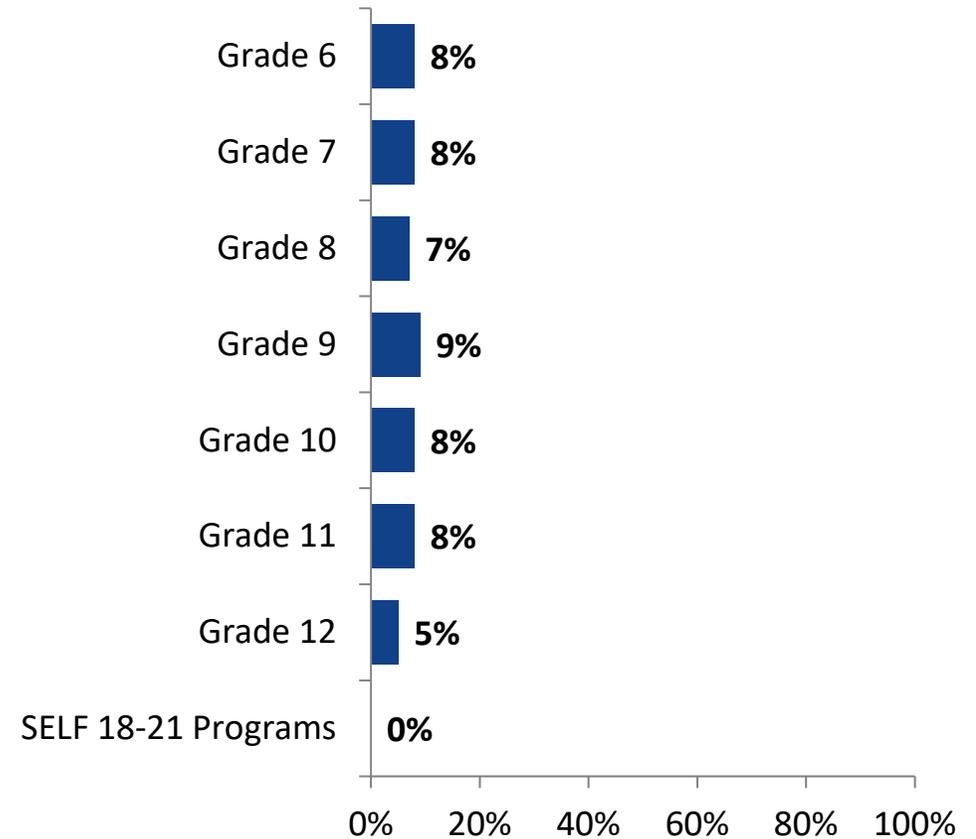
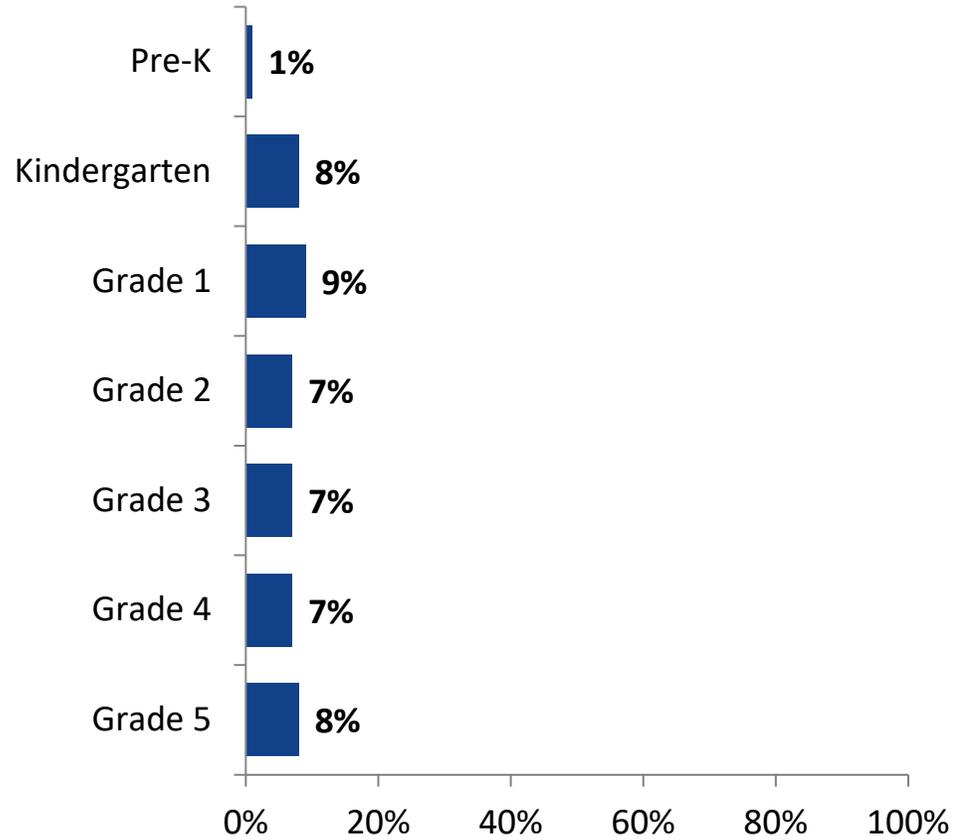
Please select your child's school. (N=7,049)

Campus	Count (N)	Percentage (%)	Campus	Count (N)	Percentage (%)
Canyon Ridge Middle School	201	3%	Leander Middle School	134	2%
Cedar Park High School	384	5%	New Hope High School	8	0%
Cedar Park Middle School	233	3%	Rouse High School	262	4%
Danielson Middle School	141	2%	Running Brushy Middle School	161	2%
Four Points Middle School	118	2%	Stiles Middle School	223	3%
Glenn High School	211	3%	Vandegrift High School	417	6%
Henry Middle School	220	3%	Vista Ridge High School	442	6%
Leander High School	391	6%	Wiley Middle School	134	2%

186

# Grade

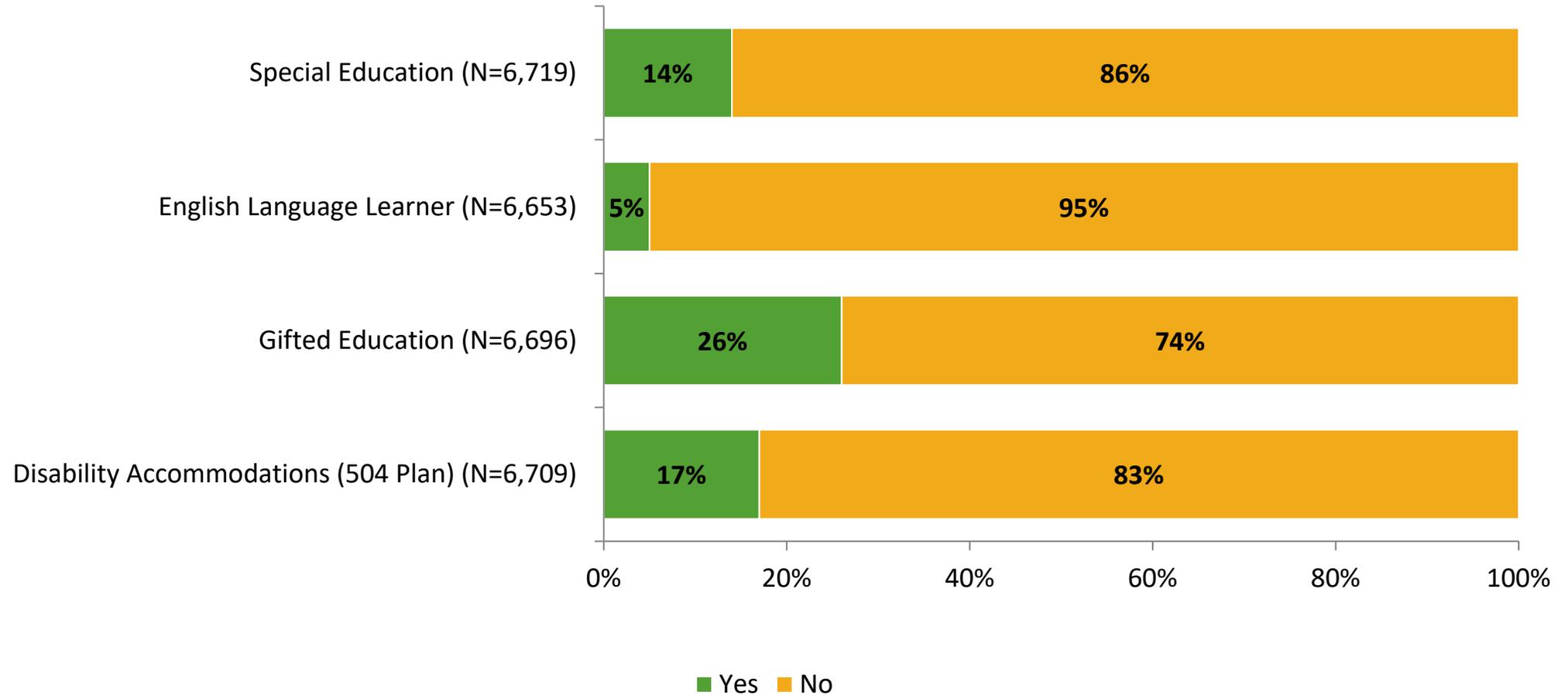
Please select your child's grade. (N=7,001)



187

# Services for Students

Does your child receive any of the following services at this school?





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# 2020-2021 School Quality Survey for Elementary and Secondary Students

## Results and Analysis

Leander ISD

January 27 - March 28, 2021



# Overview of the Study and Results

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The Leander Independent School District (LISD) Campus Climate Survey asked students in grades 3-12 for feedback on the environment of their school. K12 *Insight* partnered with LISD team members to develop the survey, which addressed the following topics:

- Academic Preparation
- Student Support
- Family Involvement (Elementary Students Only)
- School Leadership (Secondary Students Only)
- Safety and Behavior
- Programs and Services (Secondary Students Only)
- School Facilities (Secondary Students Only)
- Additional School Operations (Secondary Students Only)

191

The survey was open from January 27 to March 28. Students in grades 3-12 used their student IDs to access the survey in school.

This report summarizes district-level results and breaks them down by school level. Results could not be compared to previous survey administrations because this year the survey was separated to have a version for elementary students and a version for secondary students. The answer scale changed for elementary students from a 4-point agreement scale to a true/false scale. Site-level reports were also developed.

Survey results do not reflect random sampling; therefore, they should not be generalized to all LISD students in grades 3-12. Rather, results reflect only the perceptions and opinions of survey participants.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding. Don't Know responses have been excluded.

# Summary and Insights

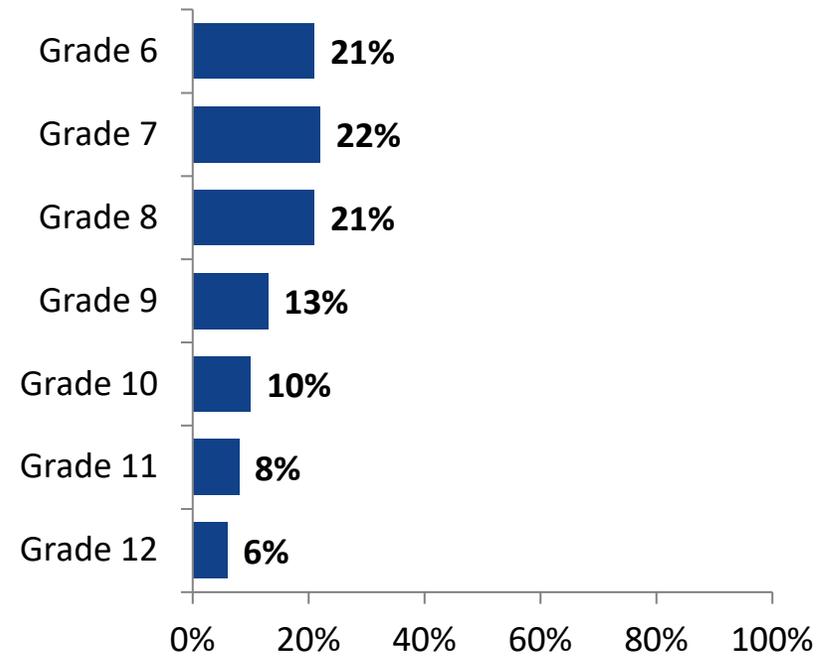
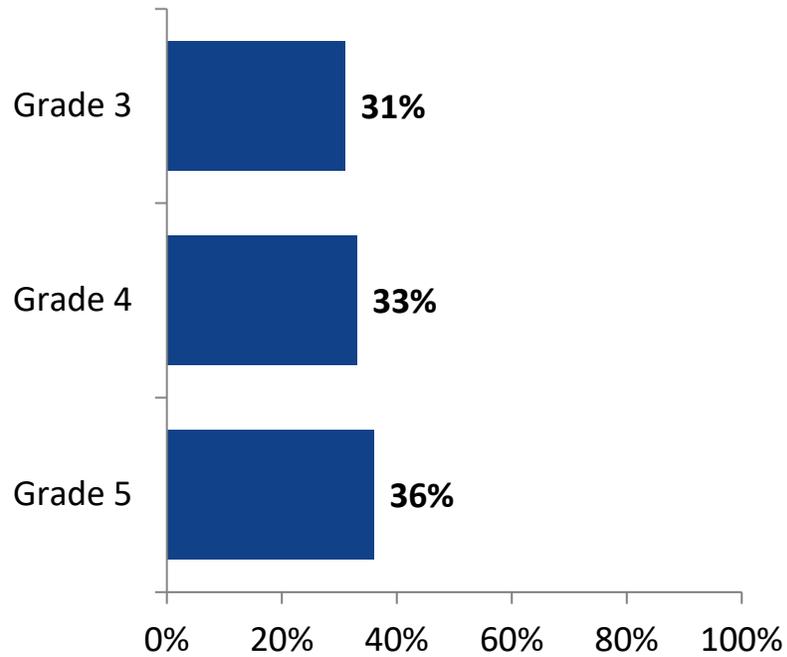
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- Overall, 89% of elementary students and 74% of secondary students rated their school as excellent or good.
- 73% of elementary students said they were very happy or happy about their physical well-being and 64% said they were very happy or happy about their emotional well-being.
- 80% of secondary students rated their overall physical well-being as excellent or good compared to 57% who rated their emotional well-being as excellent or good.
- Under the dimension of Academic Preparation, 88% of elementary students said their teachers include them in classroom discussion. However, fewer (24%) said their teachers ask them what they want to learn about.
- Under the dimension of Academic Preparation, 86% of secondary students strongly agreed or agreed that they receive support when they are struggling to learn in class. However, only 49% said that teachers show them how lessons relate to life outside of school and even fewer (28%) said teachers ask them what they want to learn about.
- Under the dimension of School Support and Environment, 92% of elementary students said there is an adult in their school they can talk to about a school problem compared to 78% who said there is an adult in their school they can talk to about a personal problem.
- Under the dimension of Student Support for High School Students, favorable responses (strongly agree or agree) were low when students were asked if their guidance counselor or transition coordinator had advised them to find a job (28%), how to get into college (69%), or explored post-high school career and education paths with them (61%).
- Under the dimension of Safety and Behavior, 94% of secondary students said they feel safe in their classroom and on-campus outside of their classroom. However, fewer (72%) strongly agreed or agreed that threatening and bullying is not a problem in their school.

192

# Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate	Total Responses
Elementary Students	8,733	6,413	73%	6,413
Secondary Students	23,165	9,654	42%	9,654



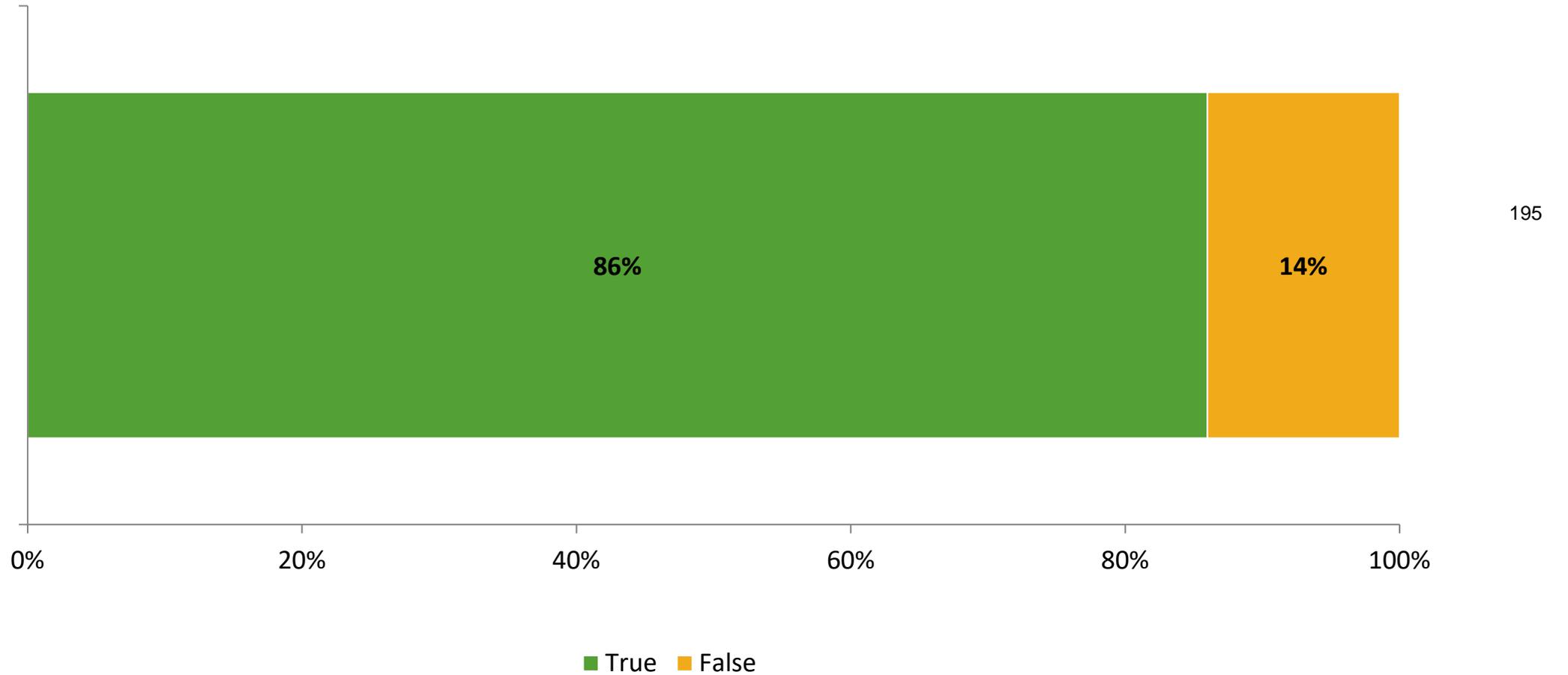
193

# Overall Well-being and Engagement

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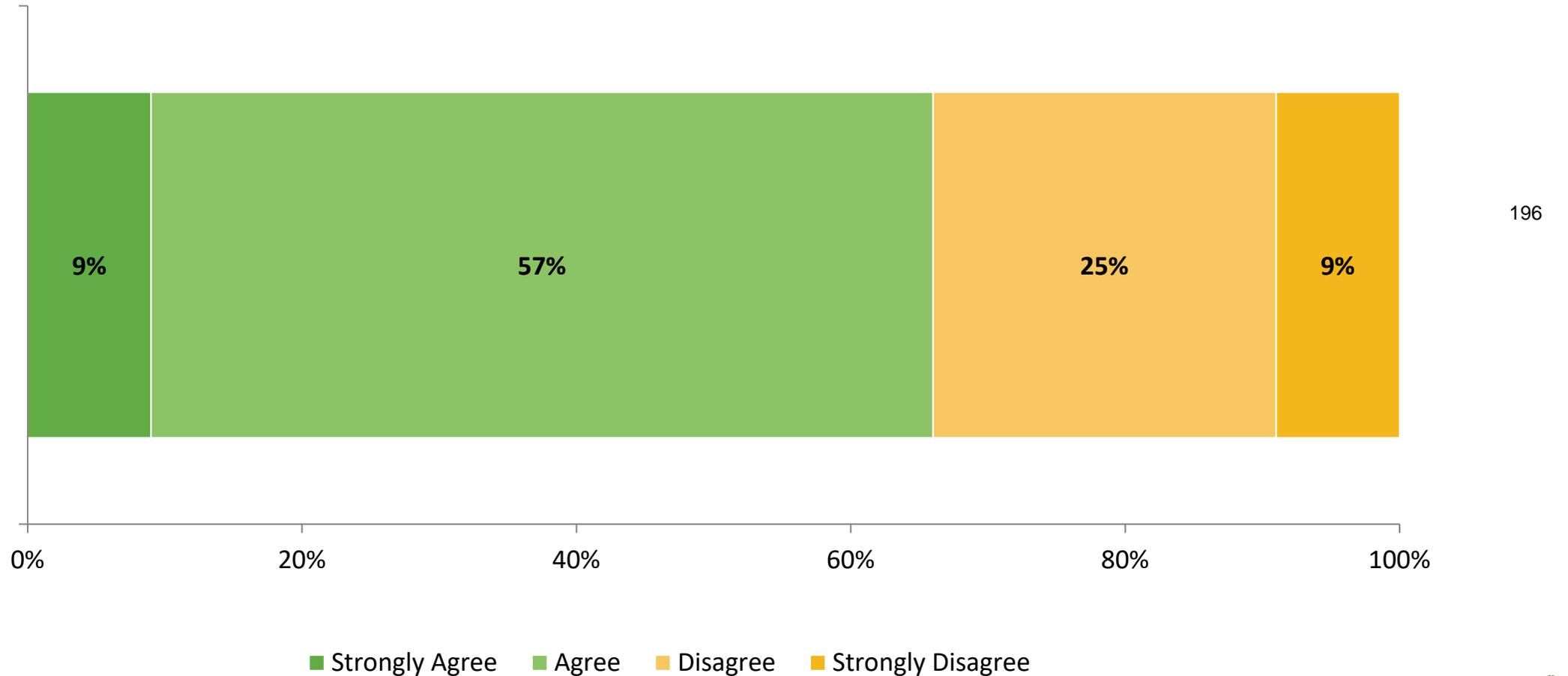
# Liking School

Generally, I like school. (N=6,390)



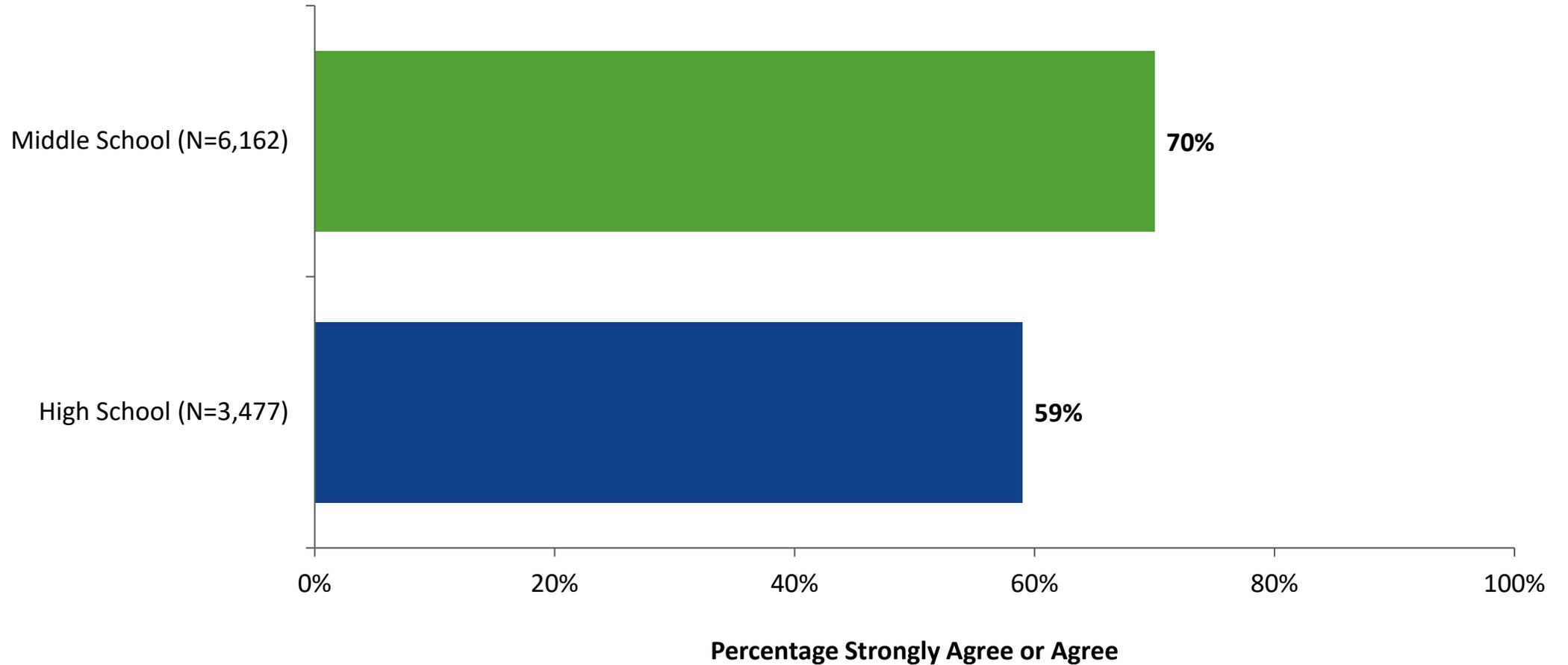
# Liking School

Generally, I like school. (N=9,639)



# Liking School by Secondary Grade Level

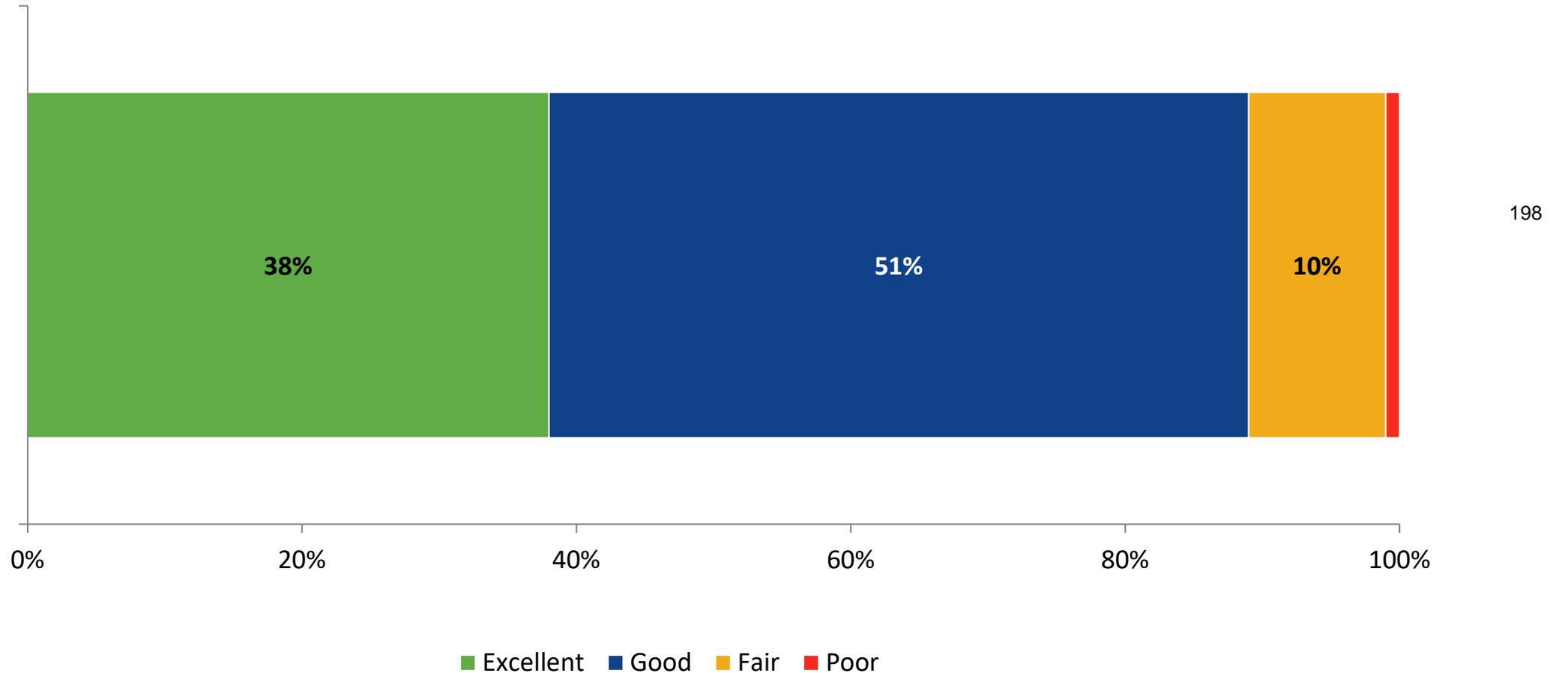
Generally, I like school.



197

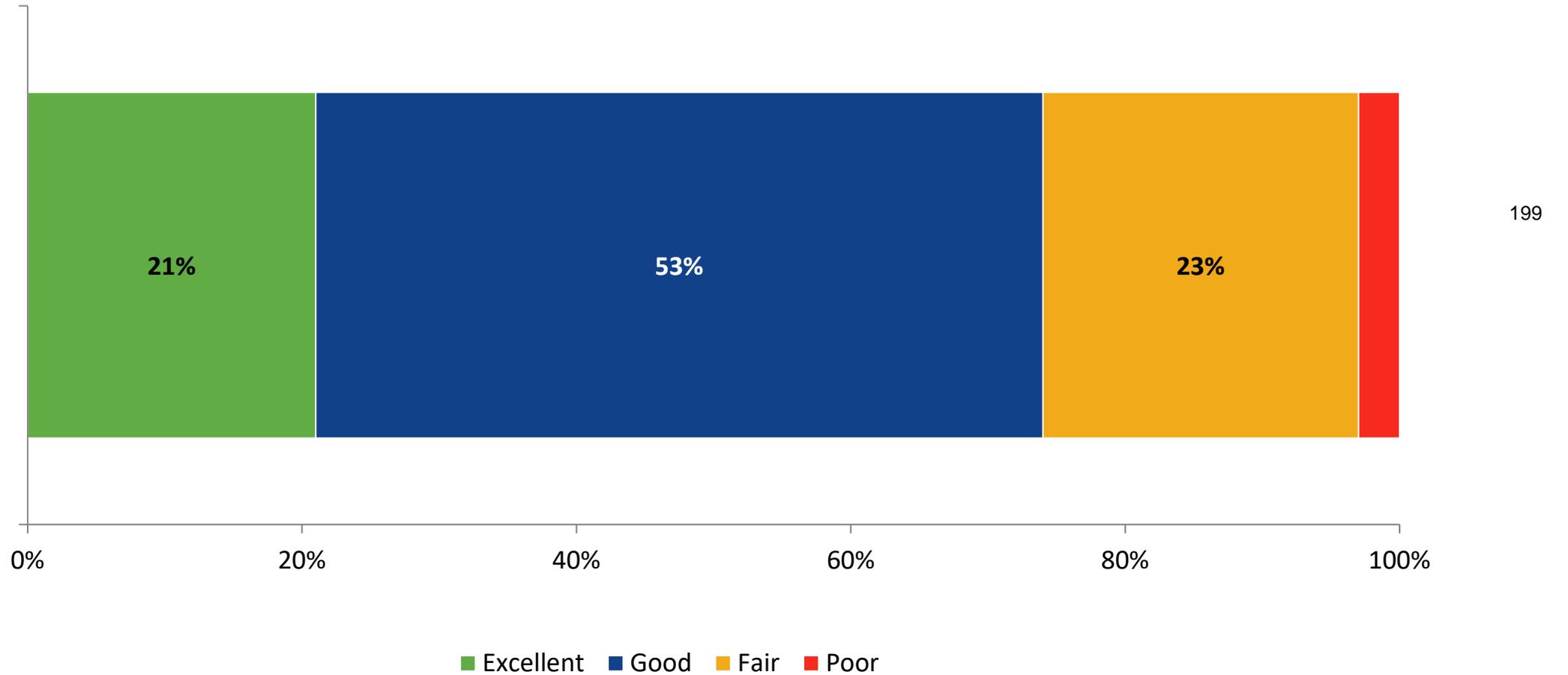
# Overall Rating of School

How would you rate your school? (N=6,395)



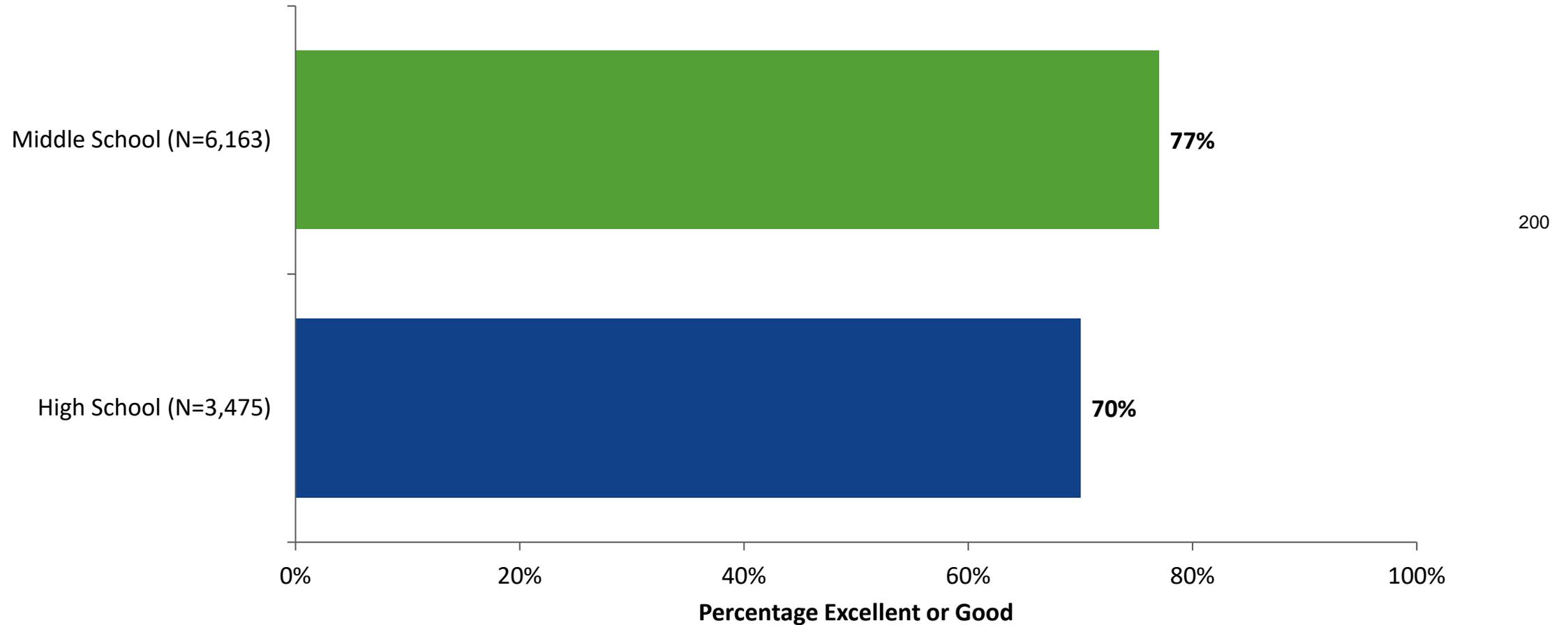
# Overall Rating of School

Overall, how would you rate your school? (N=9,638)



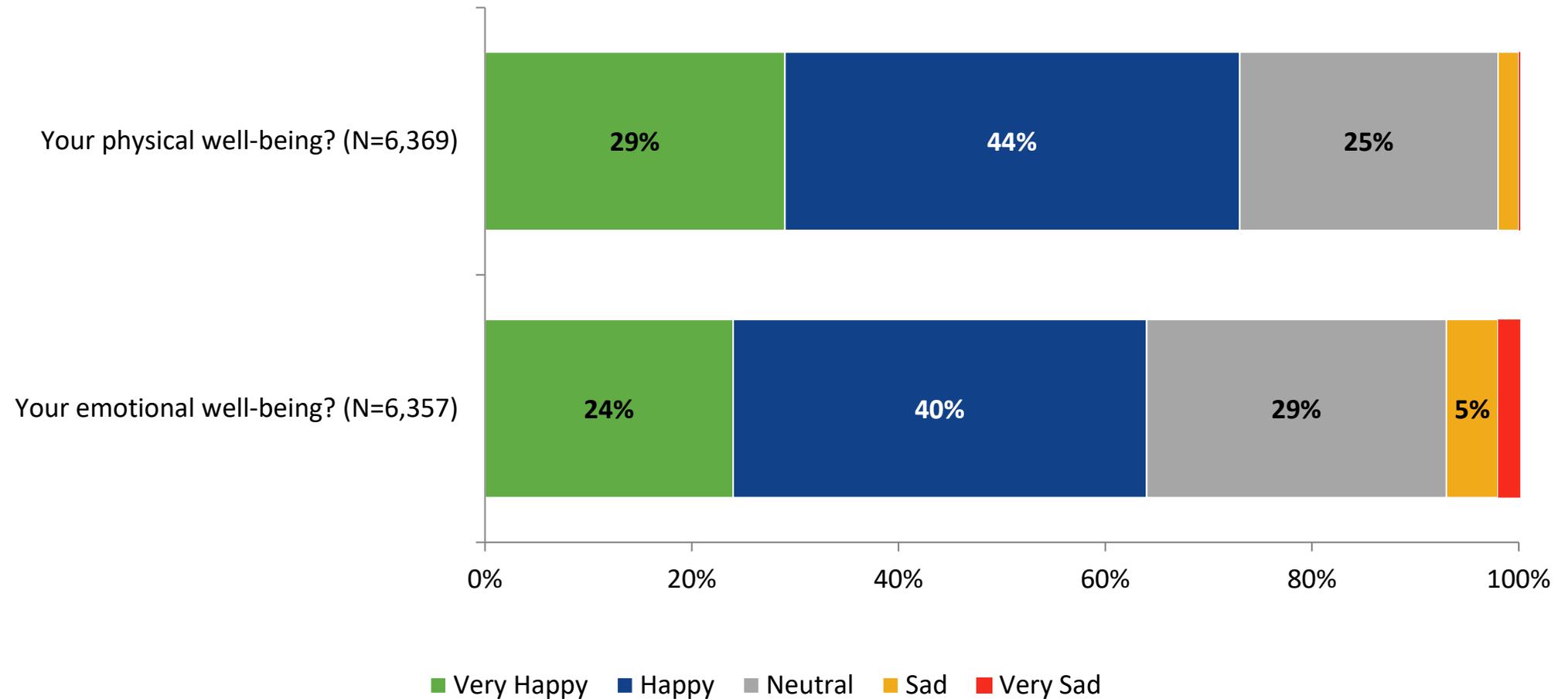
# Overall Rating of School by Secondary Grade Level

Overall, how would you rate your school?



# Overall Well-being and Engagement

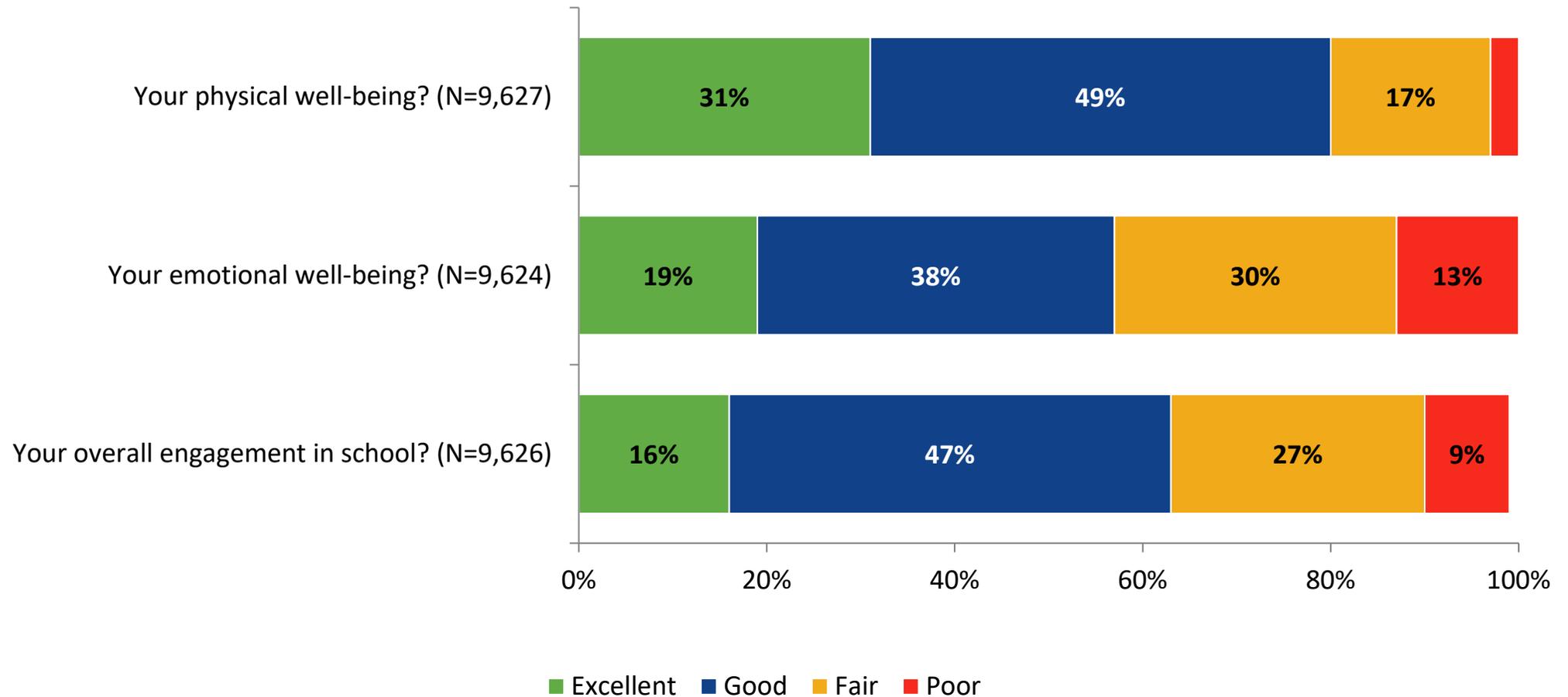
Overall, how do you feel about ...



201

# Overall Well-being and Engagement

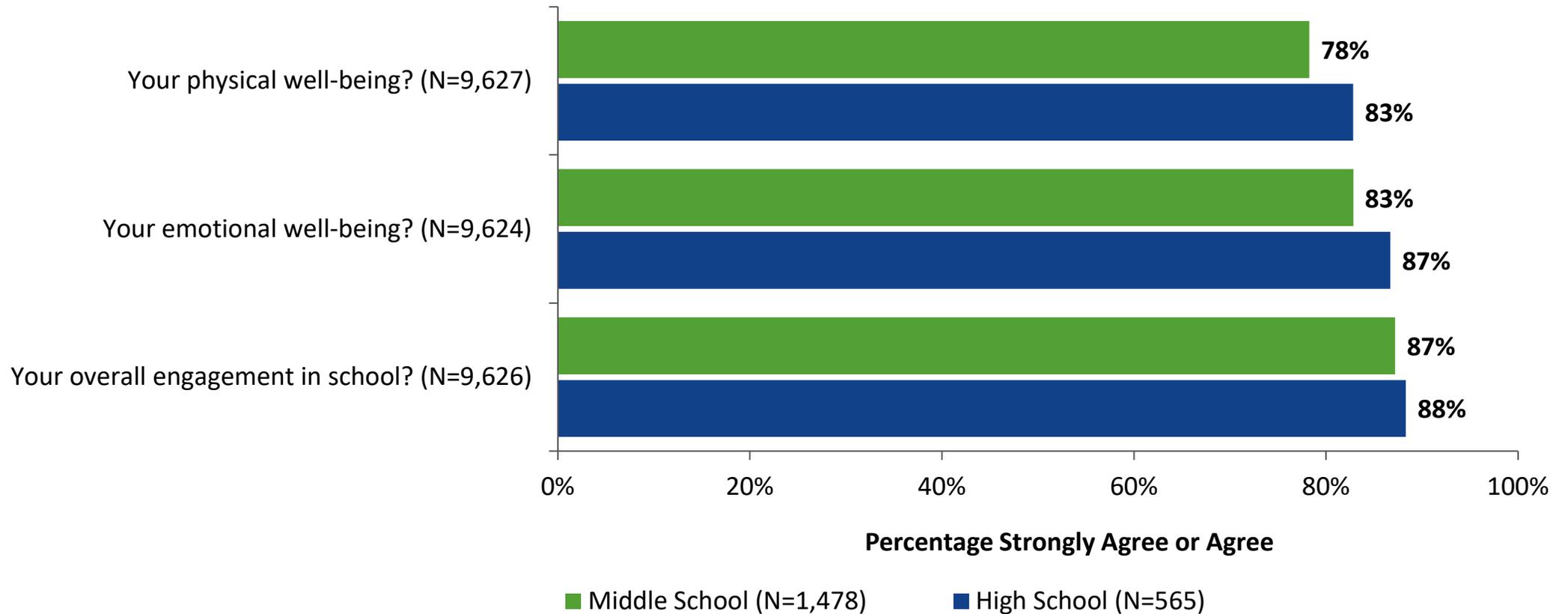
Overall, how would you rate the following ...



202

# Overall Well-being and Engagement by Secondary Grade Level

Overall, how would you rate the following ...

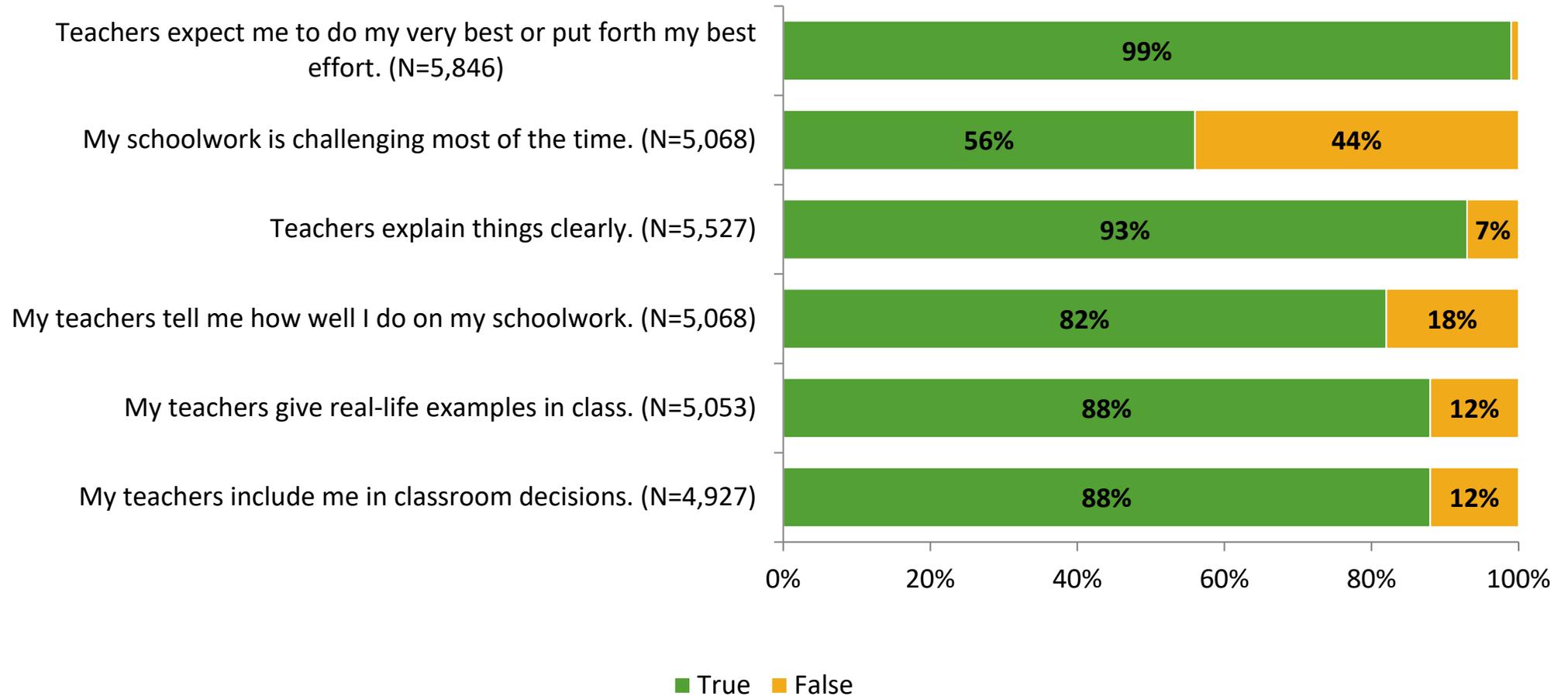


203

# Academic Preparation

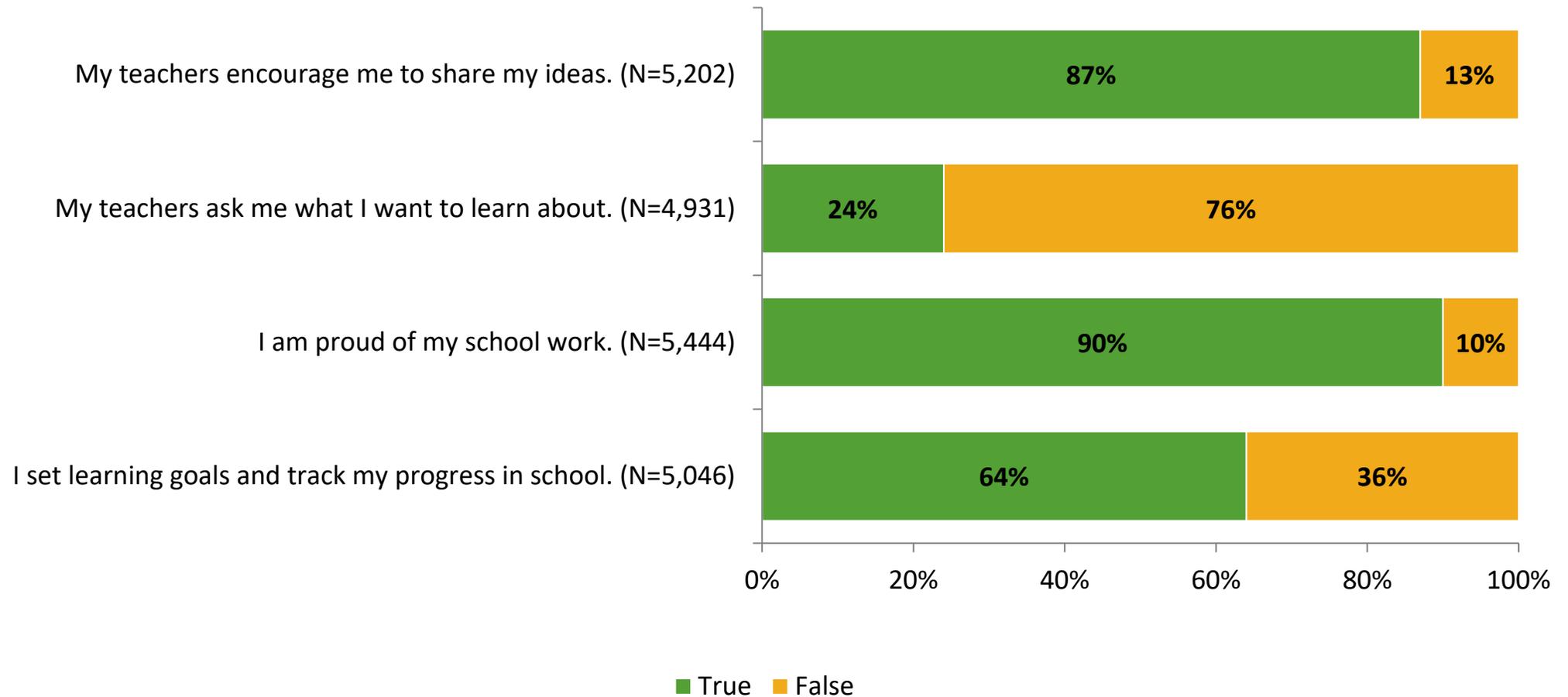
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# Learning



205

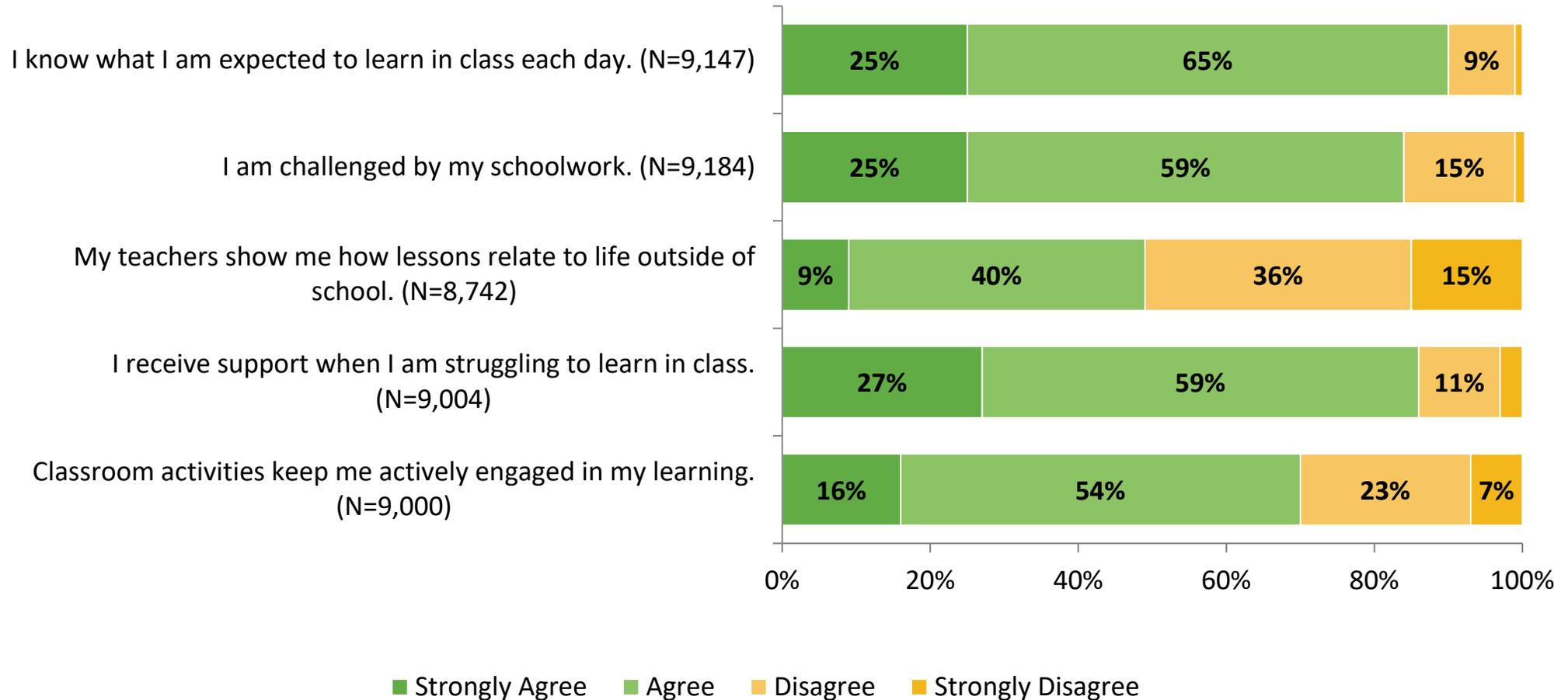
## Learning (Continued)



206

# Academic Preparation

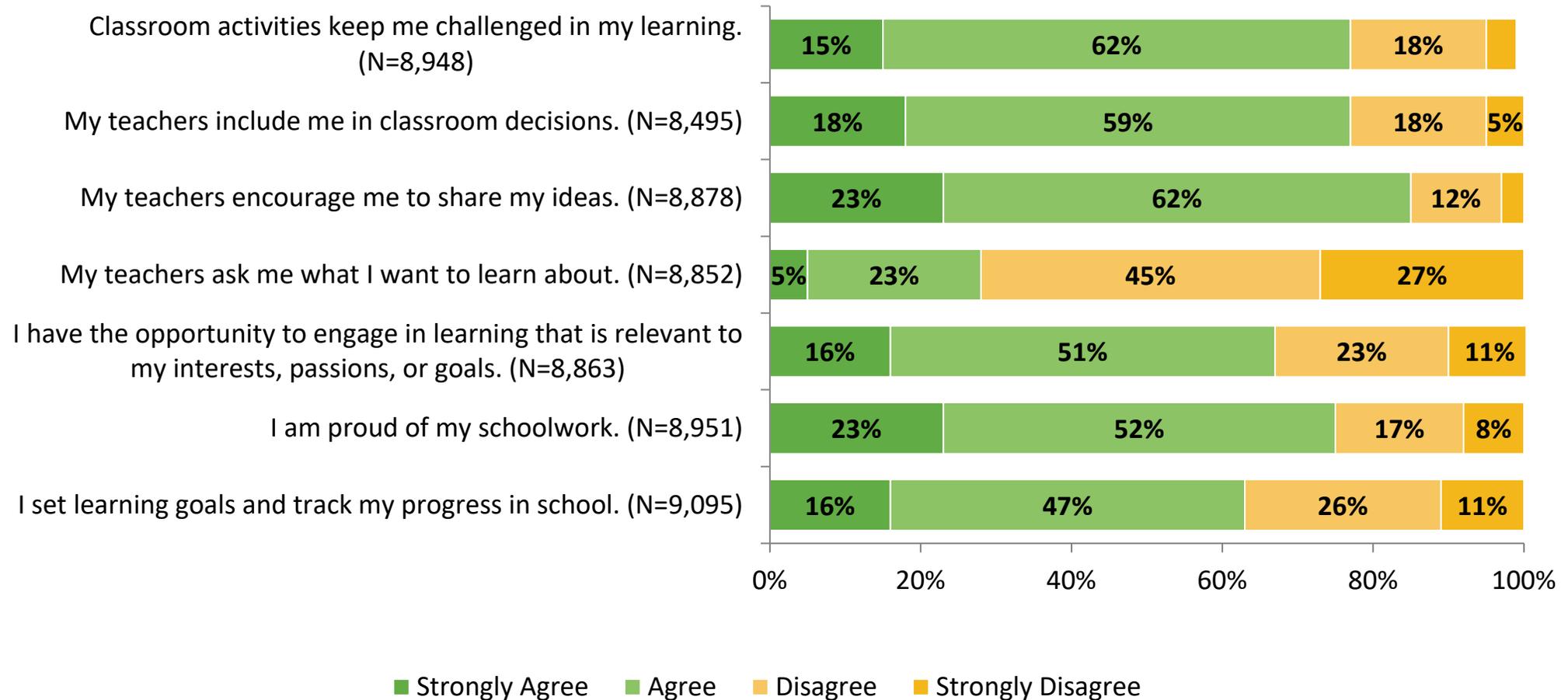
How strongly do you disagree or agree with the following statements?



207

## Academic Preparation (Continued)

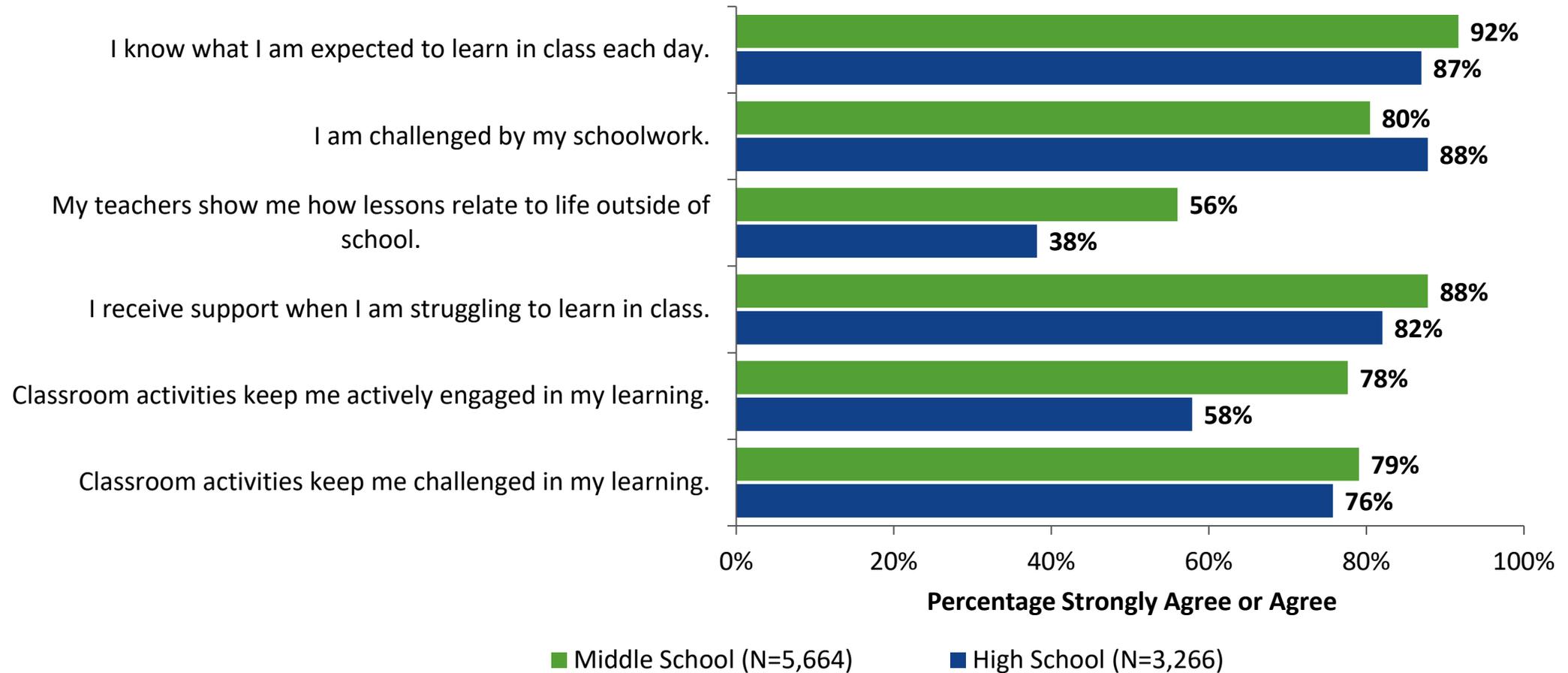
How strongly do you disagree or agree with the following statements?



208

# Academic Preparation by Secondary Grade Level

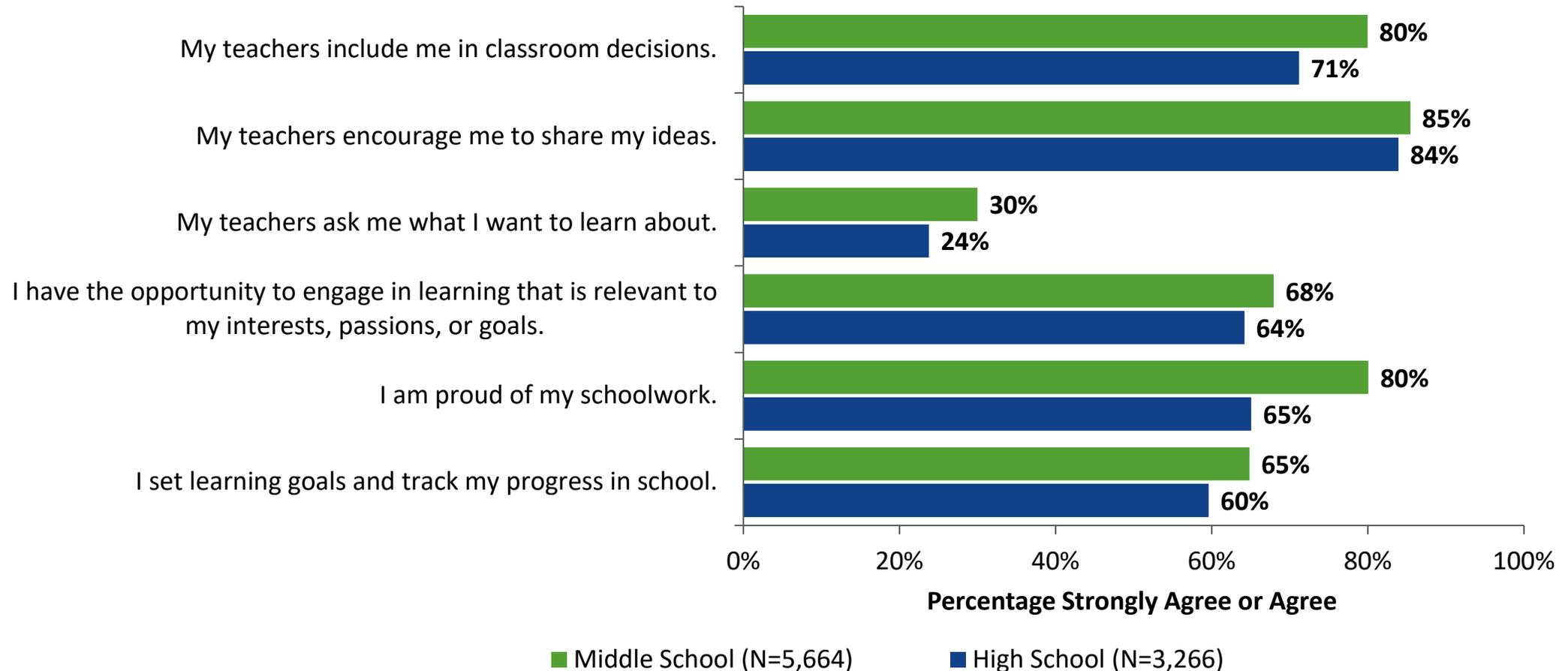
How strongly do you agree or disagree with the following statements?



209

# Academic Preparation by Secondary Grade Level (Continued)

How strongly do you agree or disagree with the following statements?

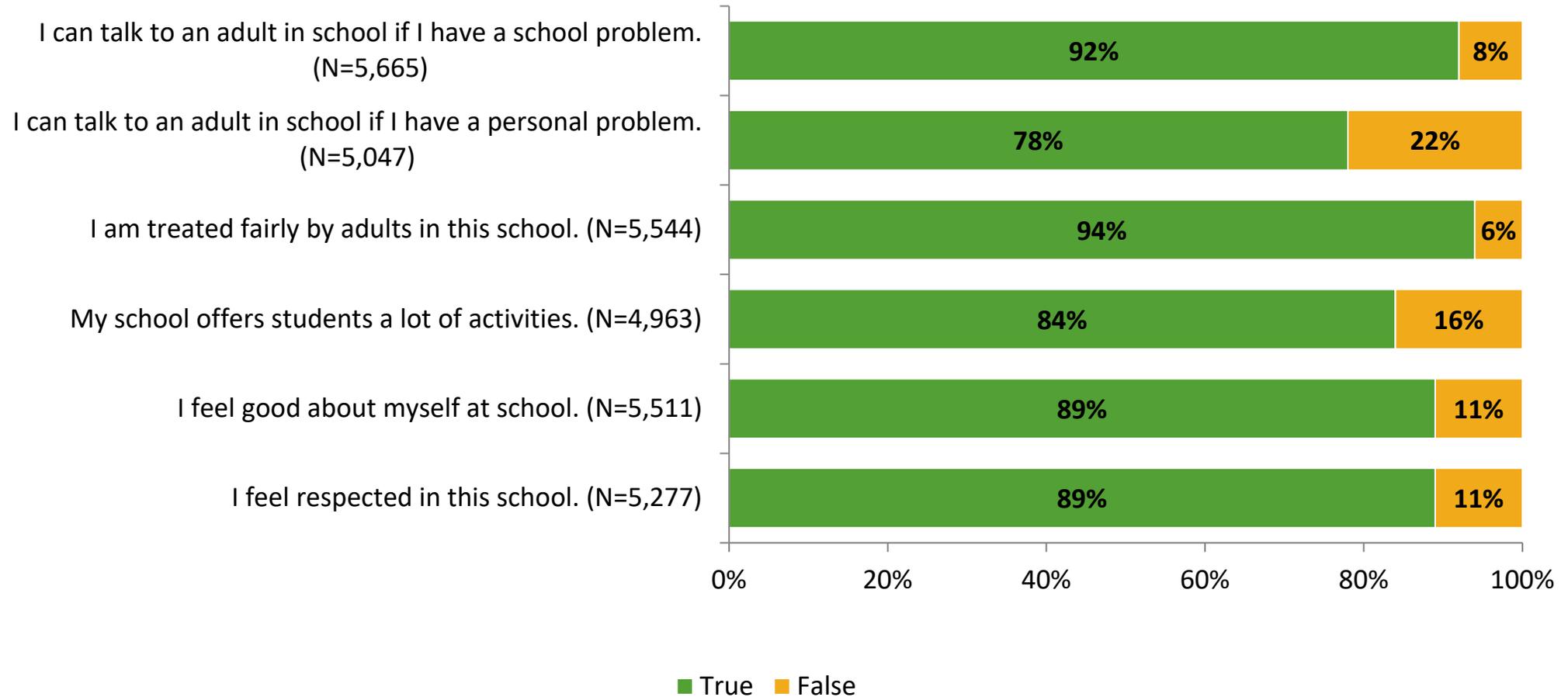


210

# Student Support

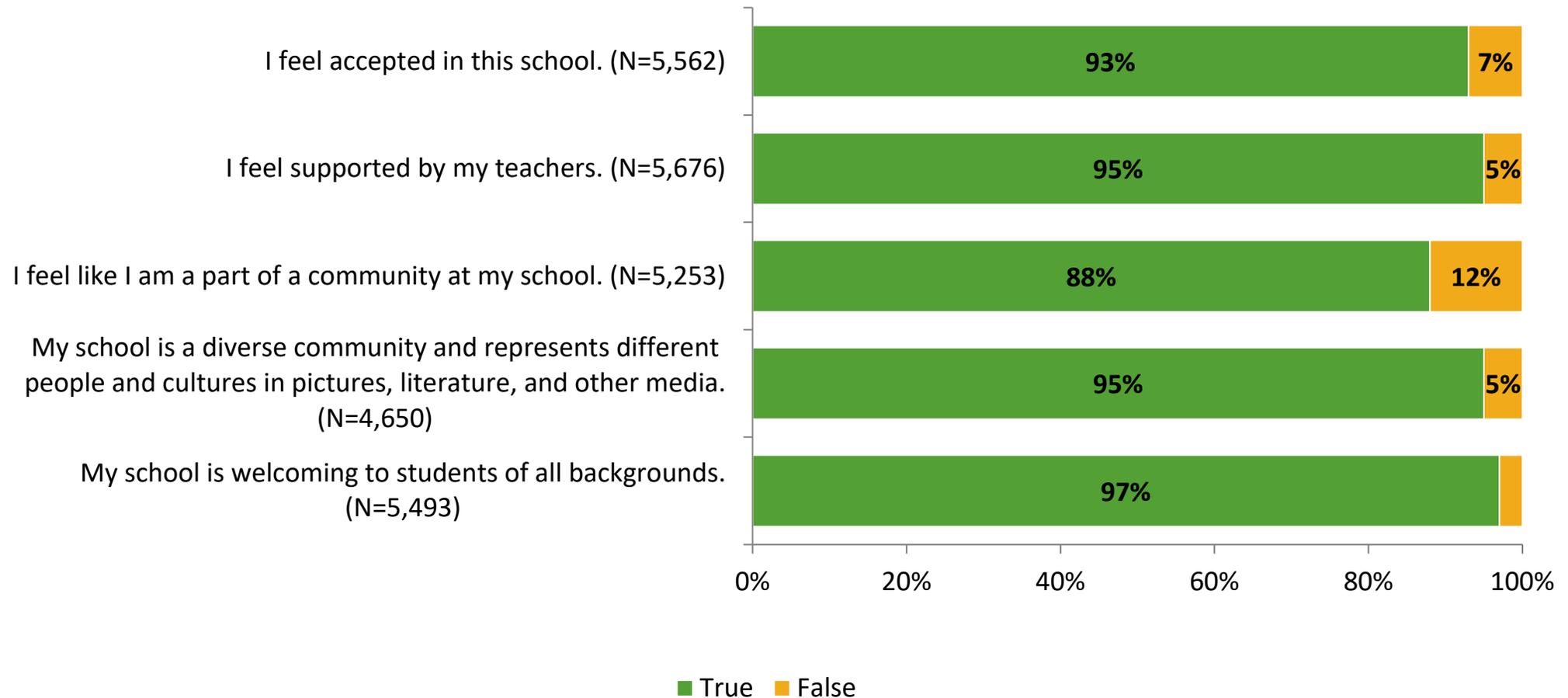
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# School Support and Environment



212

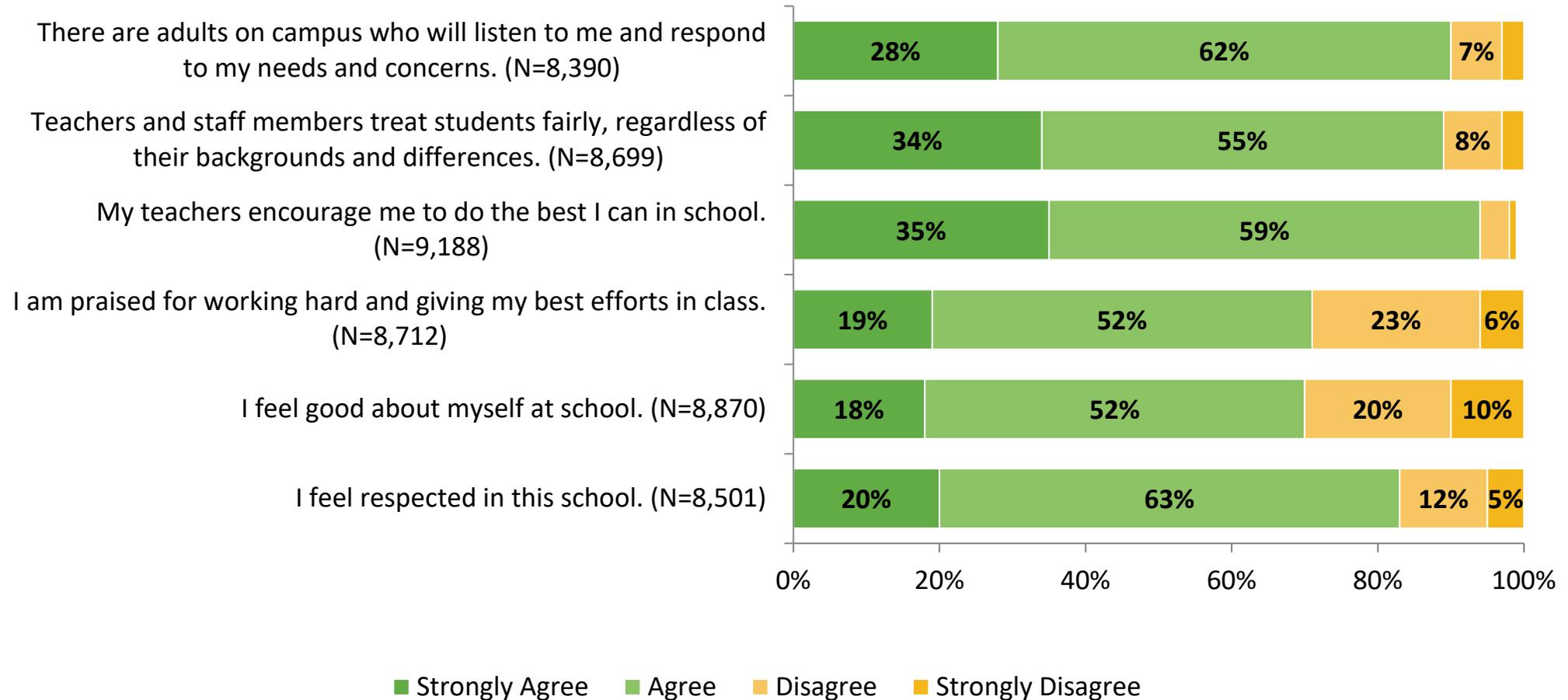
## School Support and Environment (Continued)



213

# Student Support

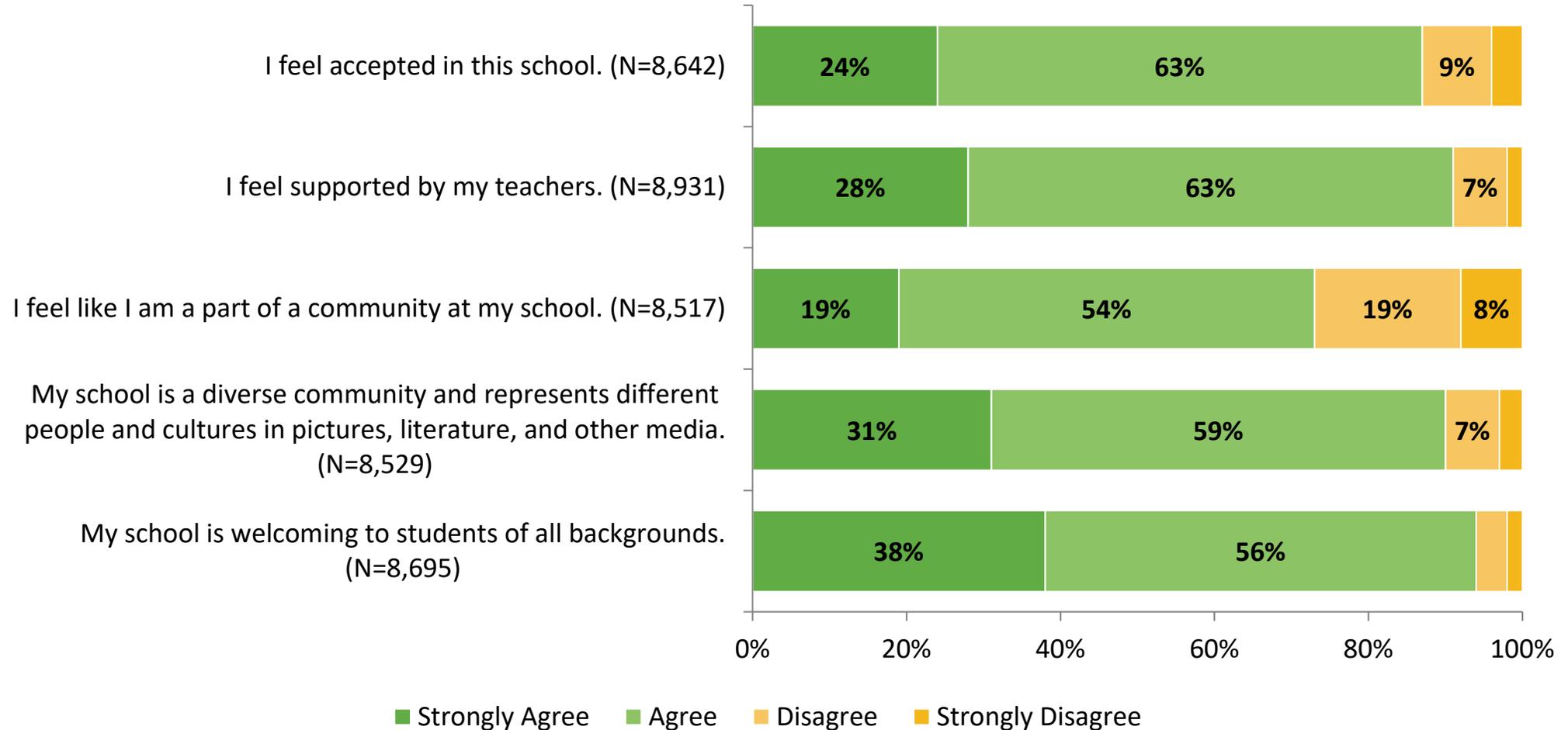
How strongly do you disagree or agree with the following statements?



214

# Student Support (Continued)

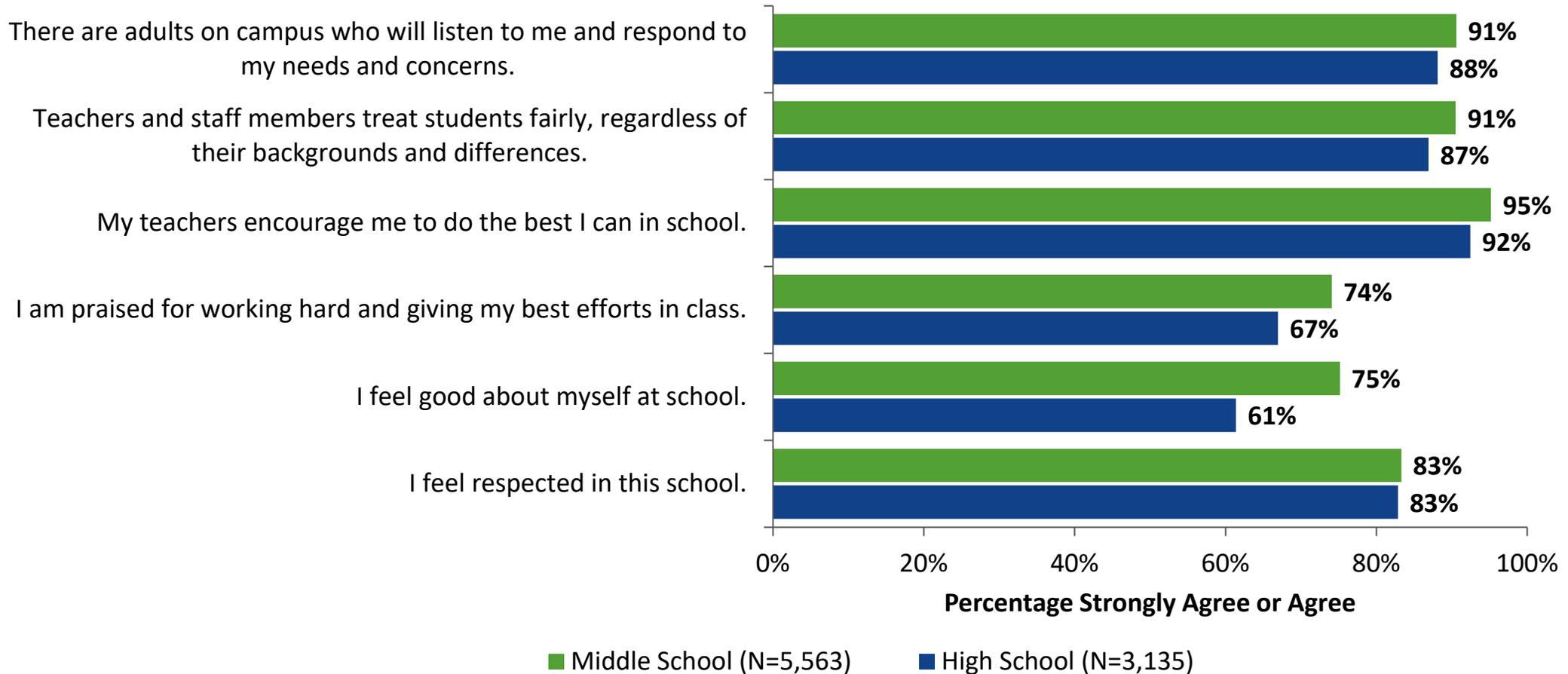
How strongly do you disagree or agree with the following statements?



215

# Student Support by Secondary Grade Level

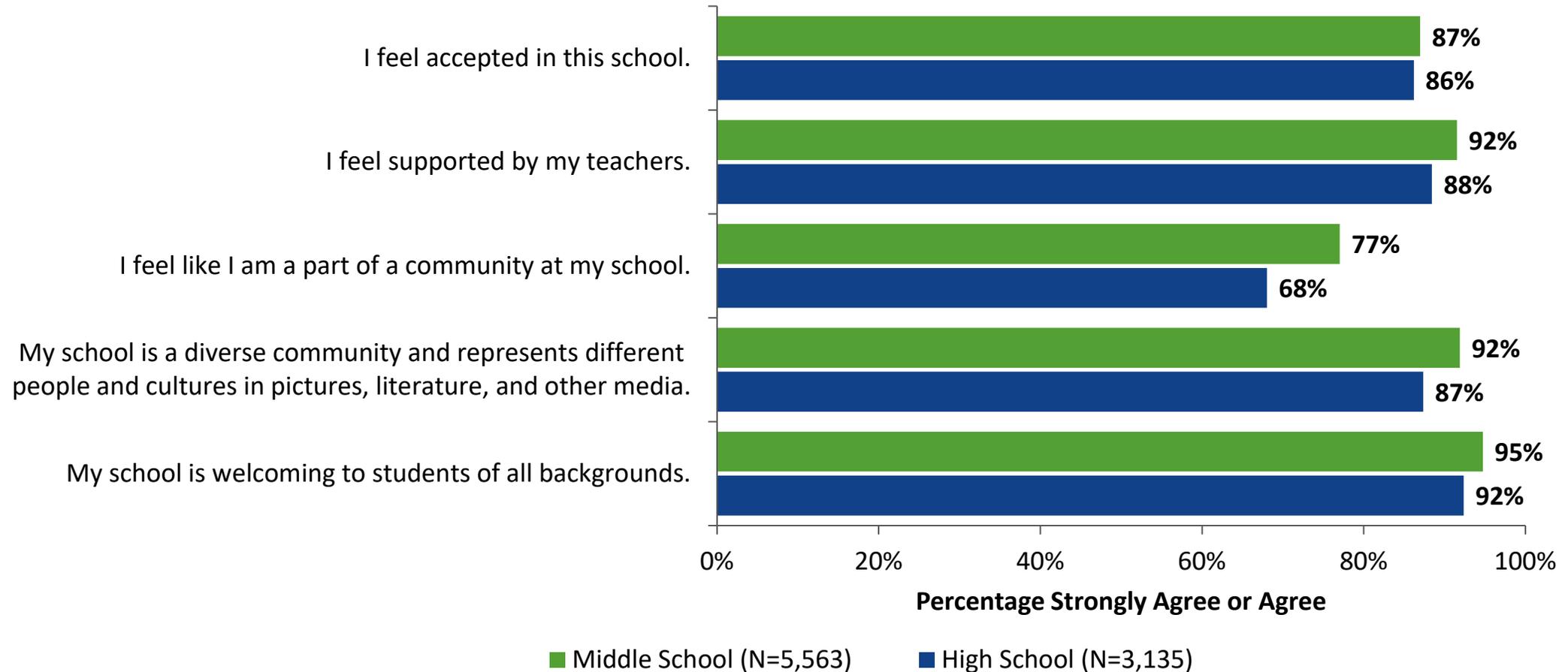
How strongly do you agree or disagree with the following statements?



216

# Student Support by Secondary Grade Level (Continued)

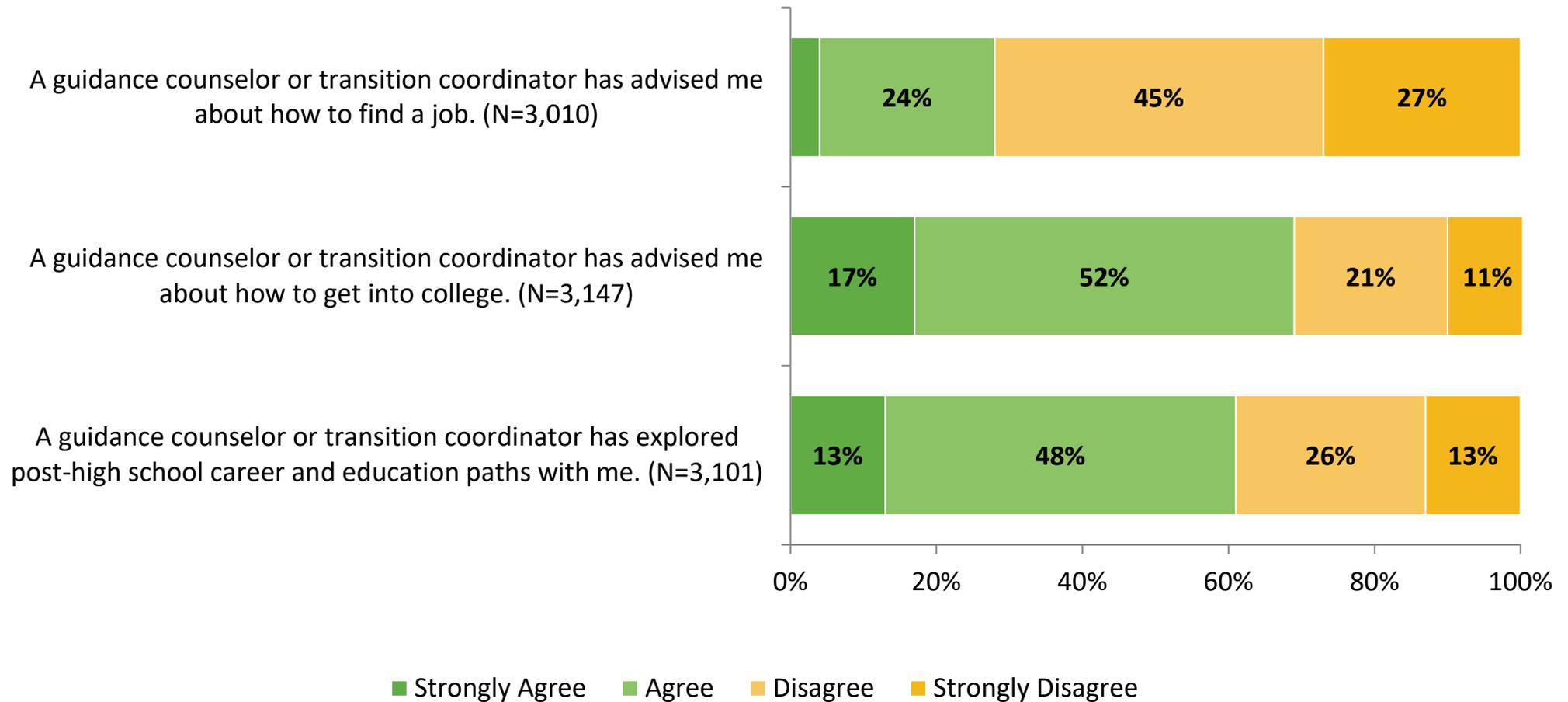
How strongly do you agree or disagree with the following statements?



217

# Additional Student Support for High School Students

How strongly do you disagree or agree with the following statements?

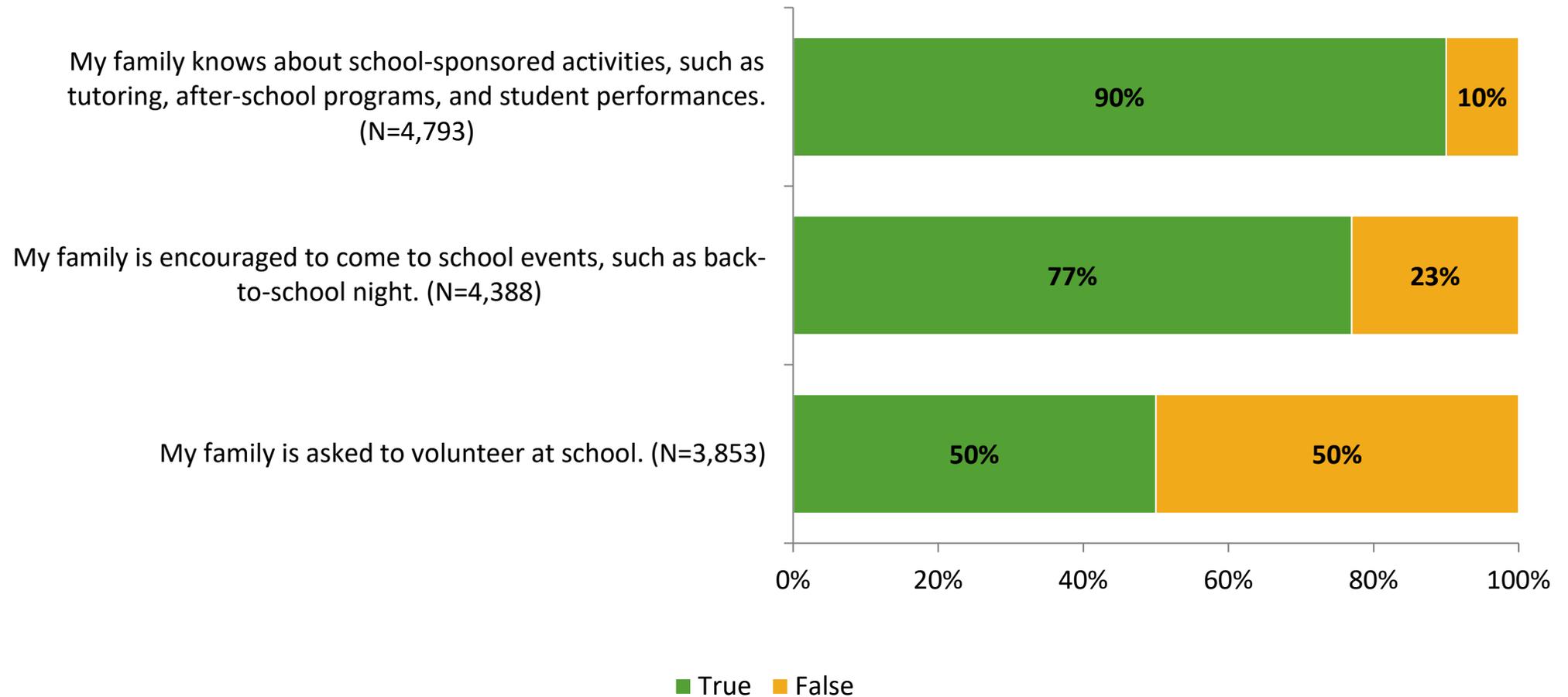


218

# Family Involvement

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# Family Involvement



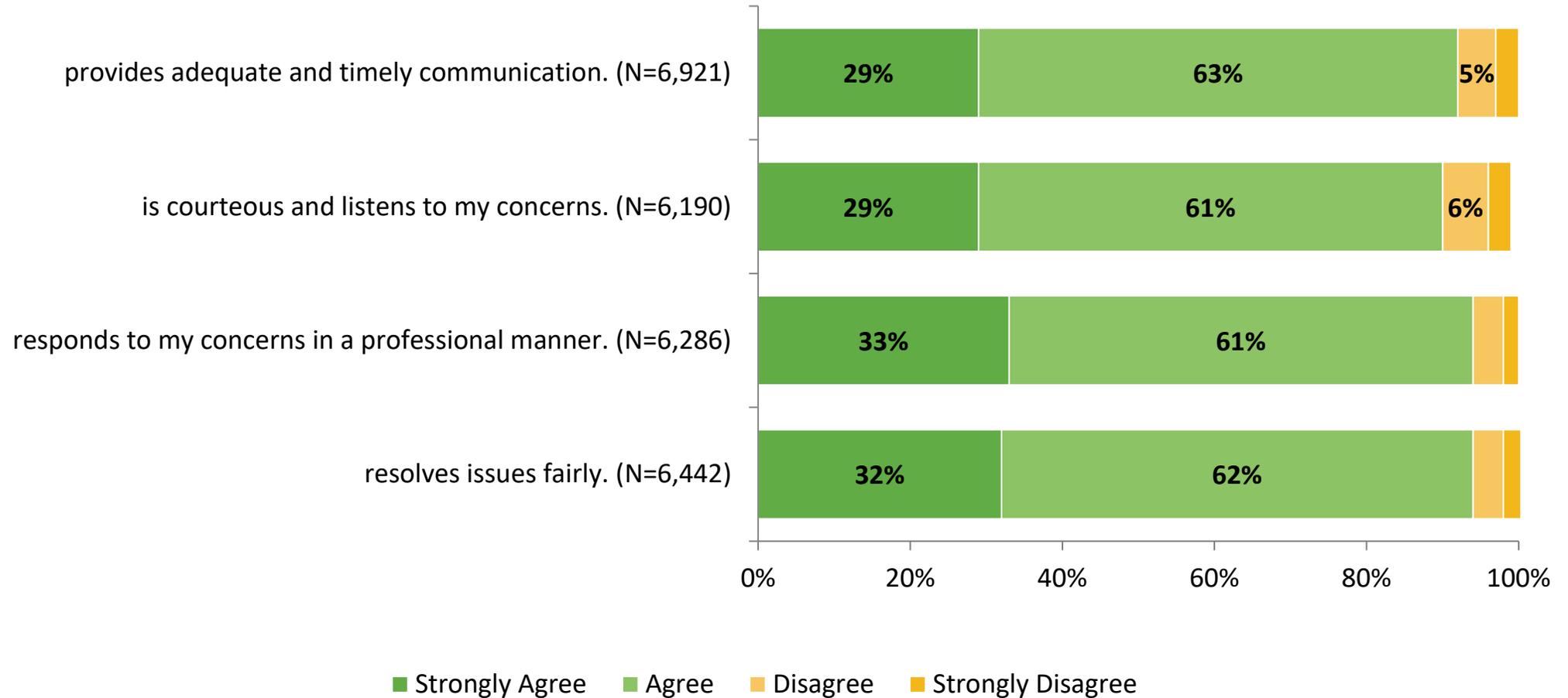
220

# School Leadership

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# School Leadership – Principal

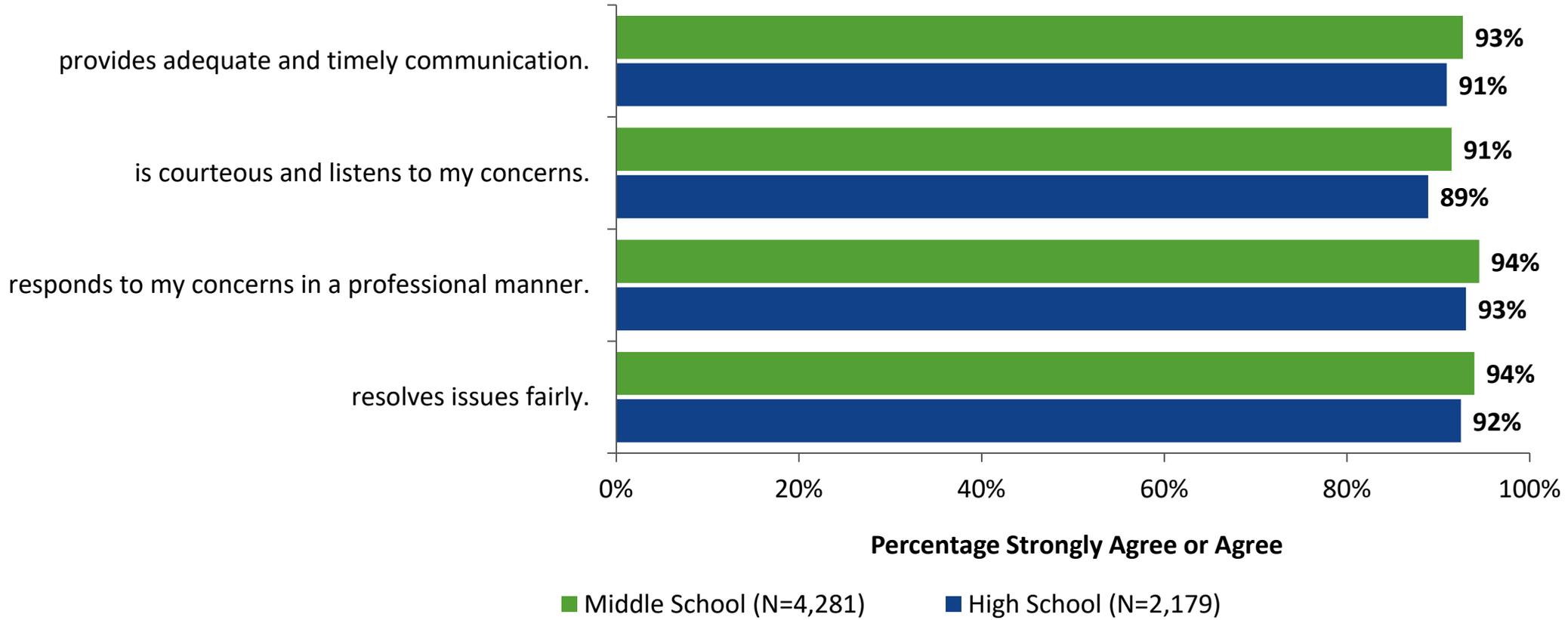
My principal...



222

# School Leadership and Administration: Principal by Secondary Grade Level

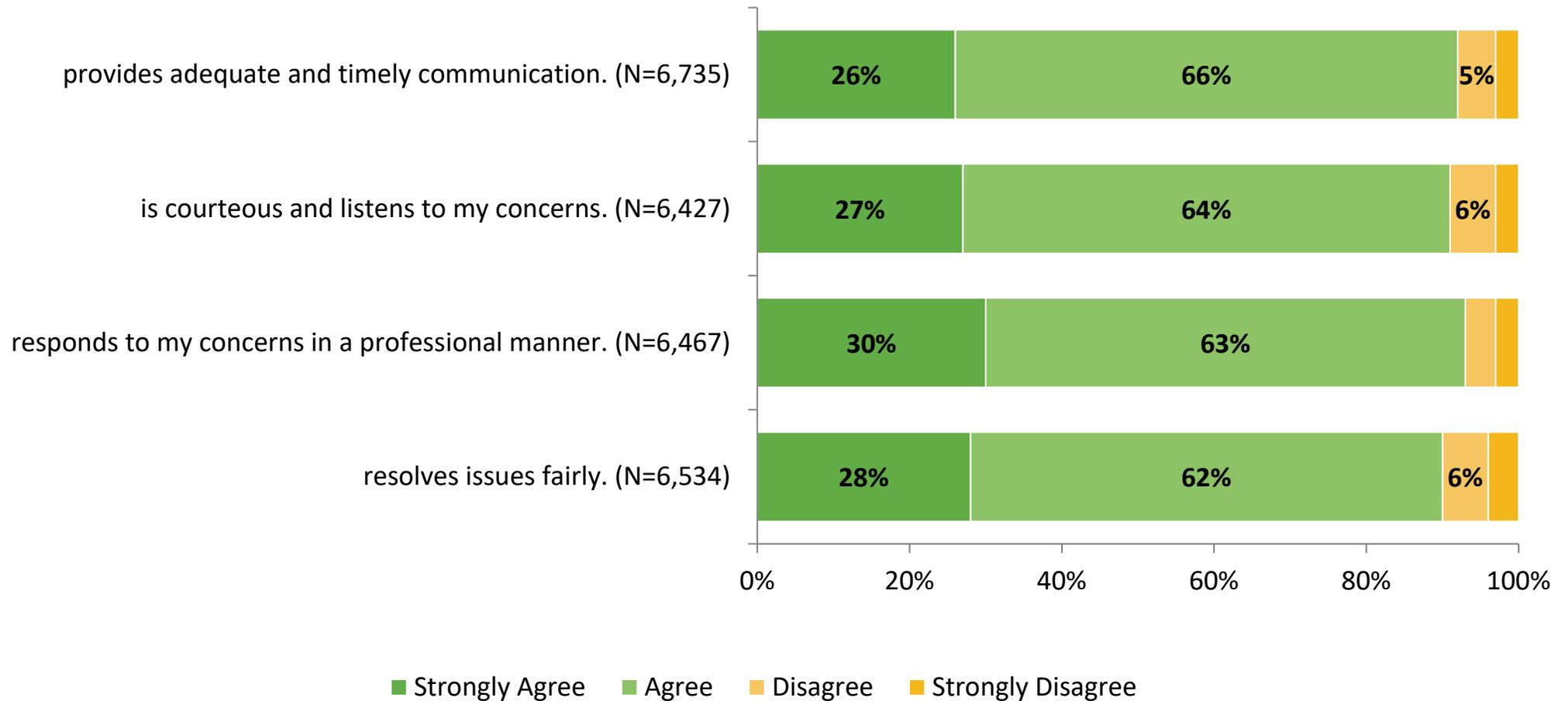
My principal ...



223

## School Leadership – Associate/Assistant Principal

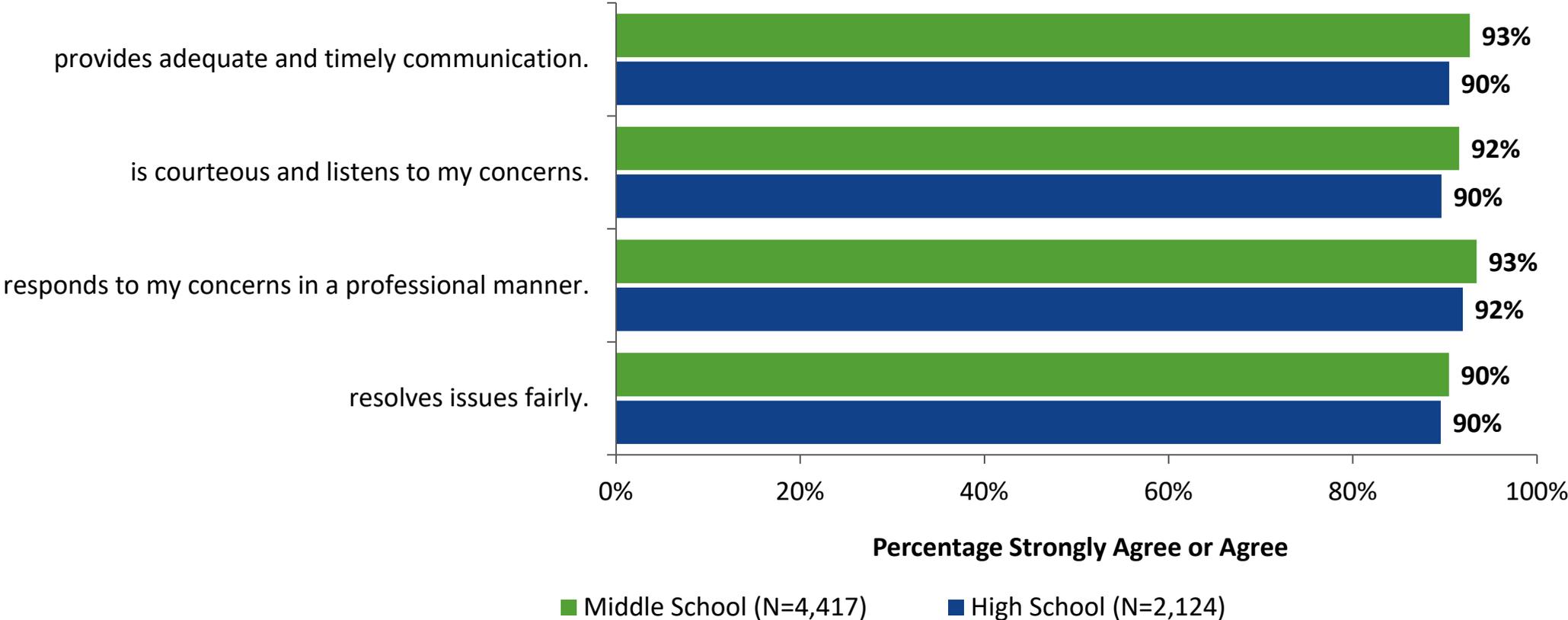
My associate or assistant principal...



224

# School Leadership and Administration: Associate or Assistant Principal by Secondary Grade Level

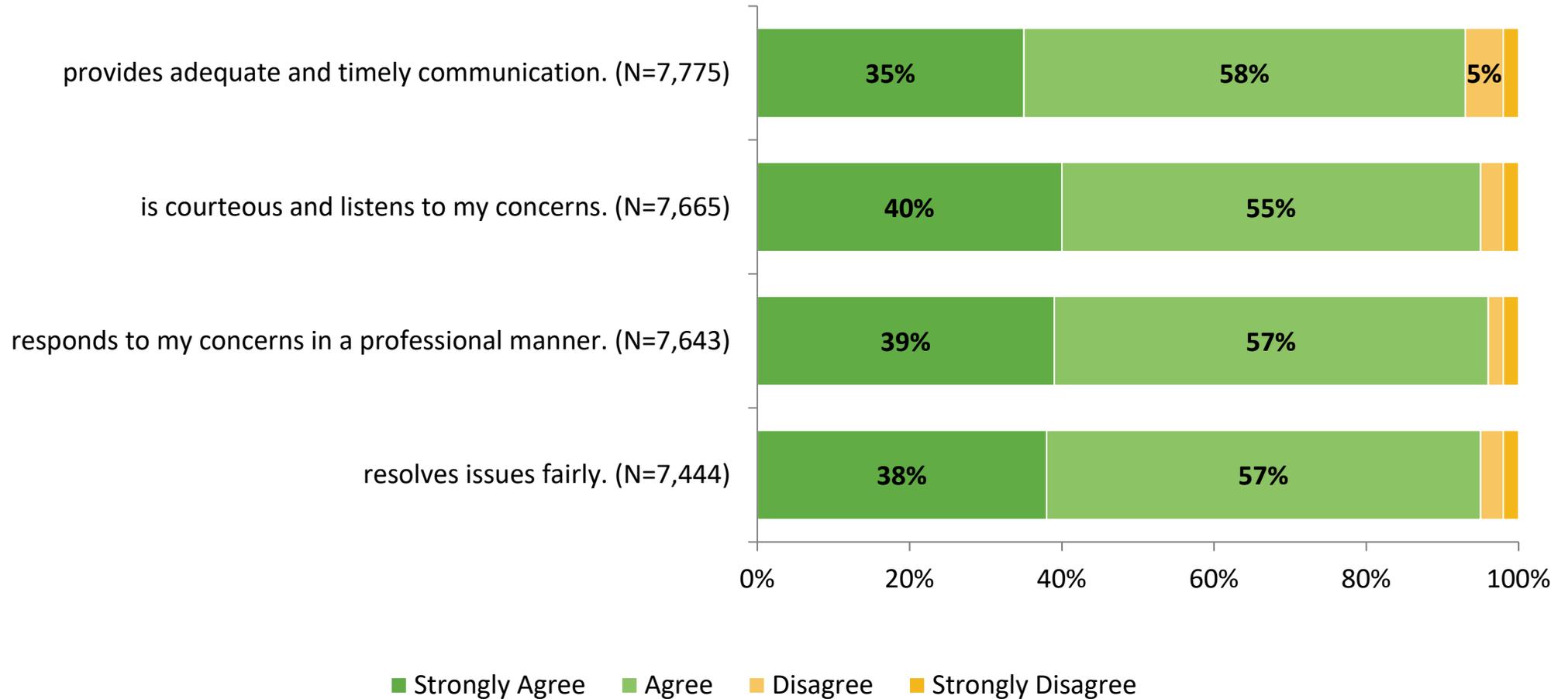
My associate or assistant principal ...



225

## School Leadership – Guidance Counselor

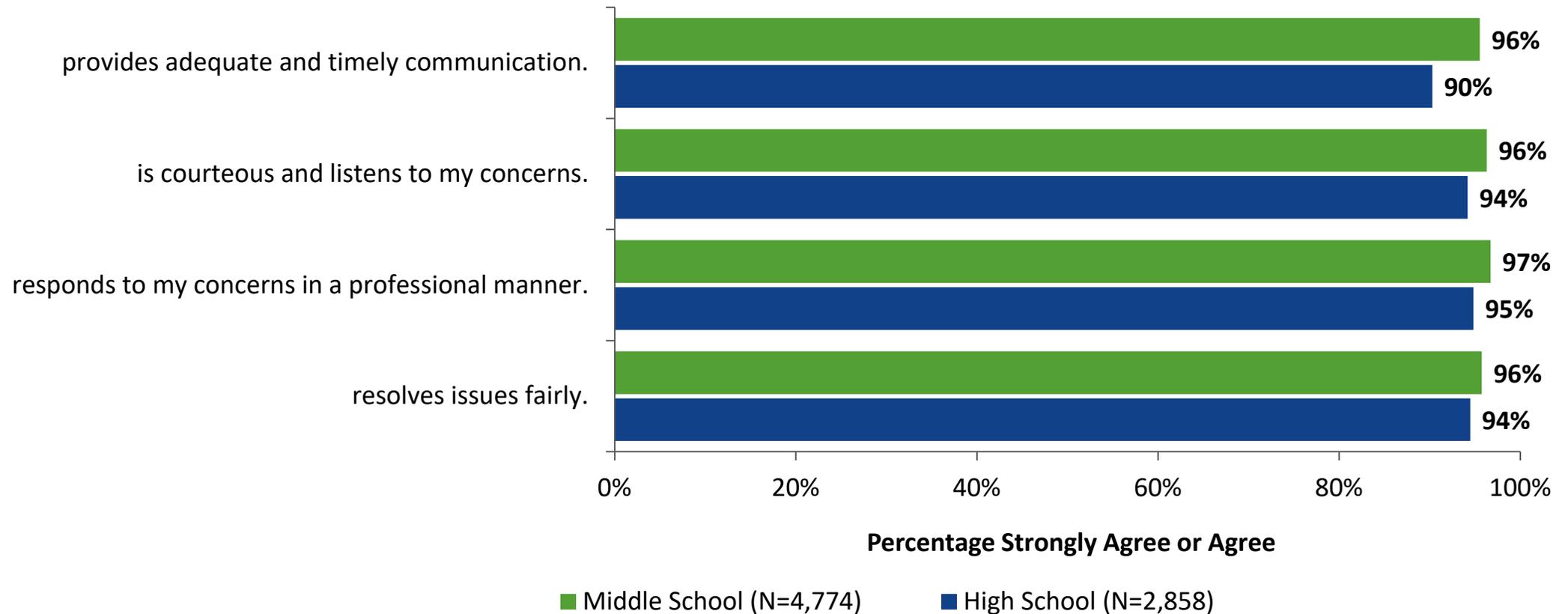
My guidance counselor...



226

# School Leadership and Administration: Guidance Counselor by Secondary Grade Level

My guidance counselor ...

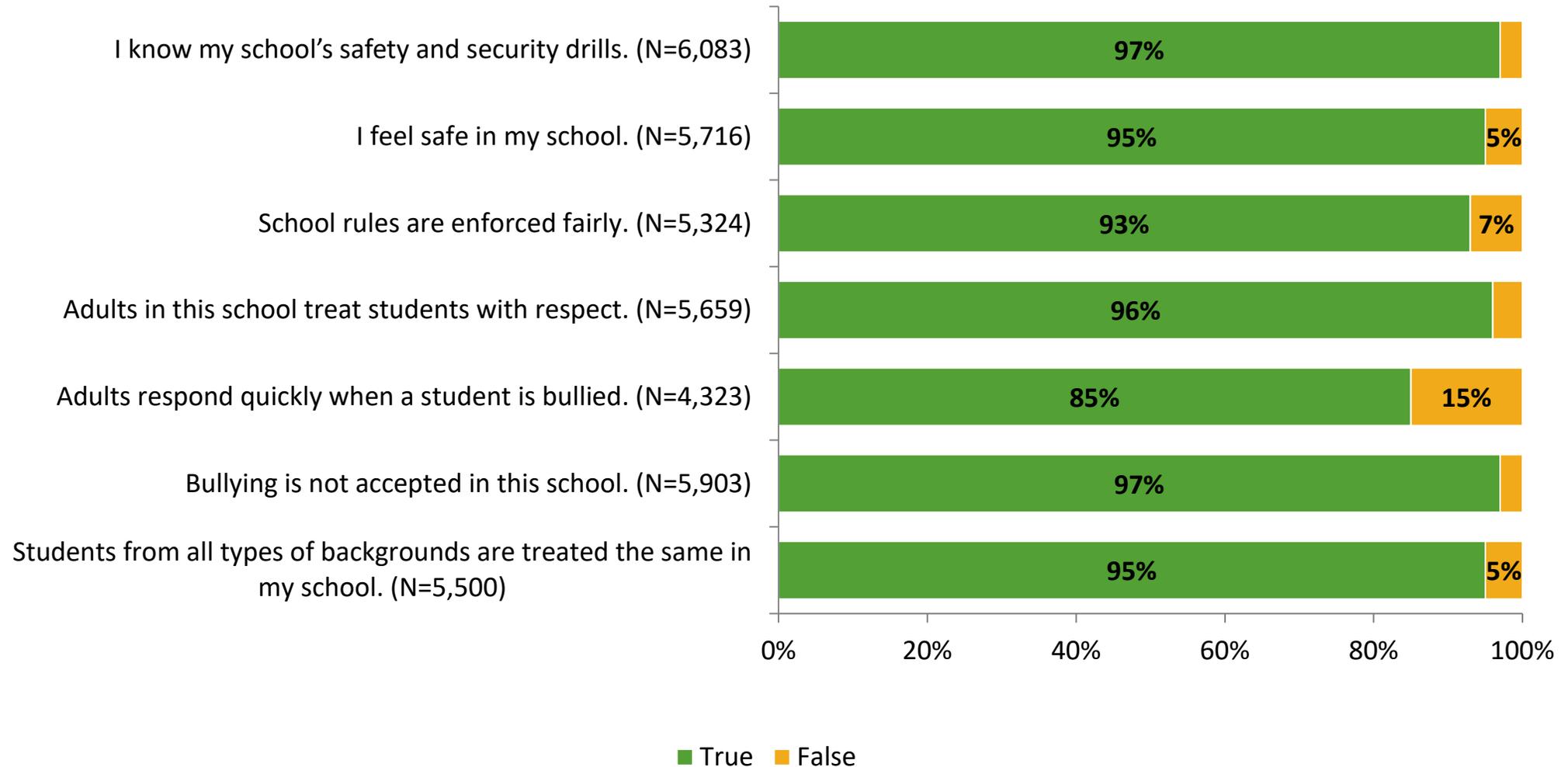


227

# Safety and Behavior

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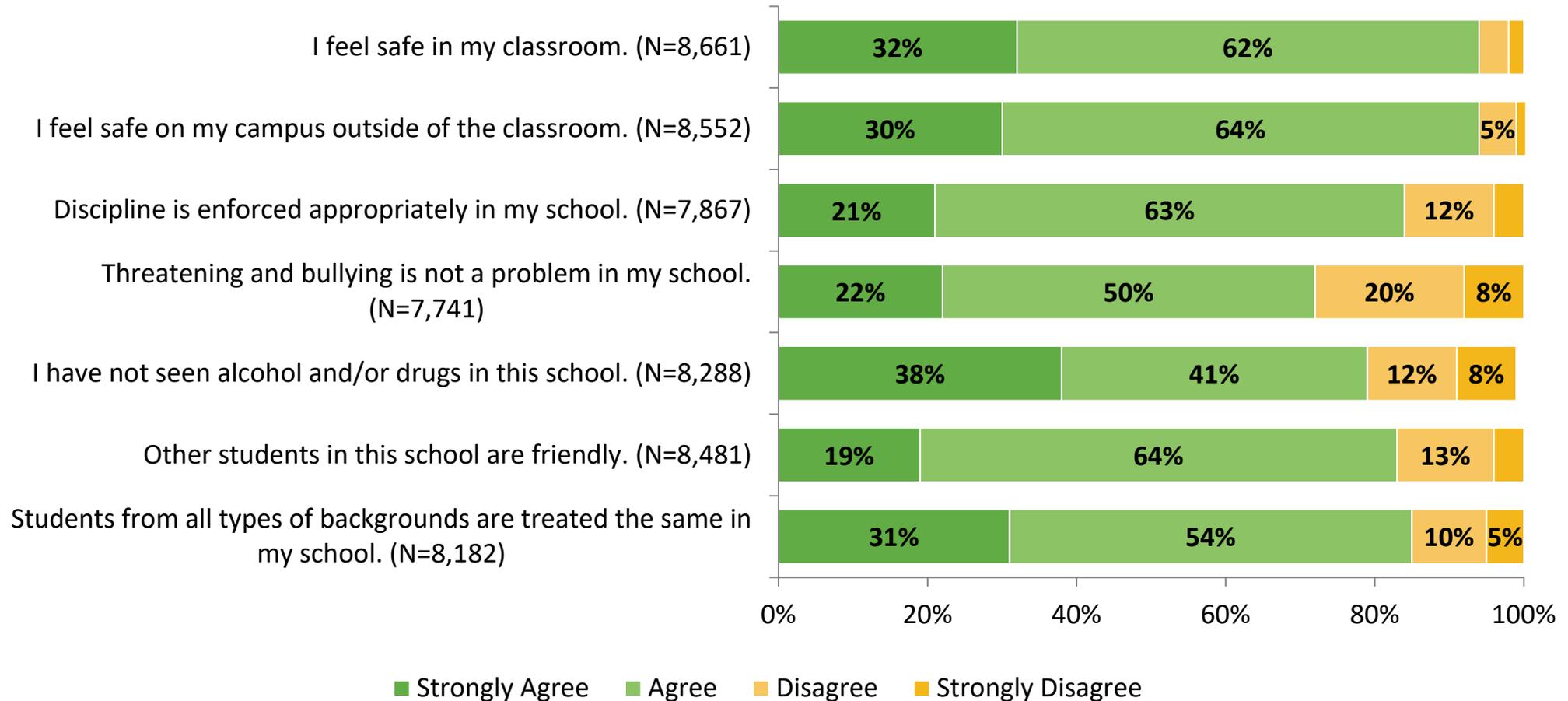
# Safety and Behavior



229

# Safety and Behavior

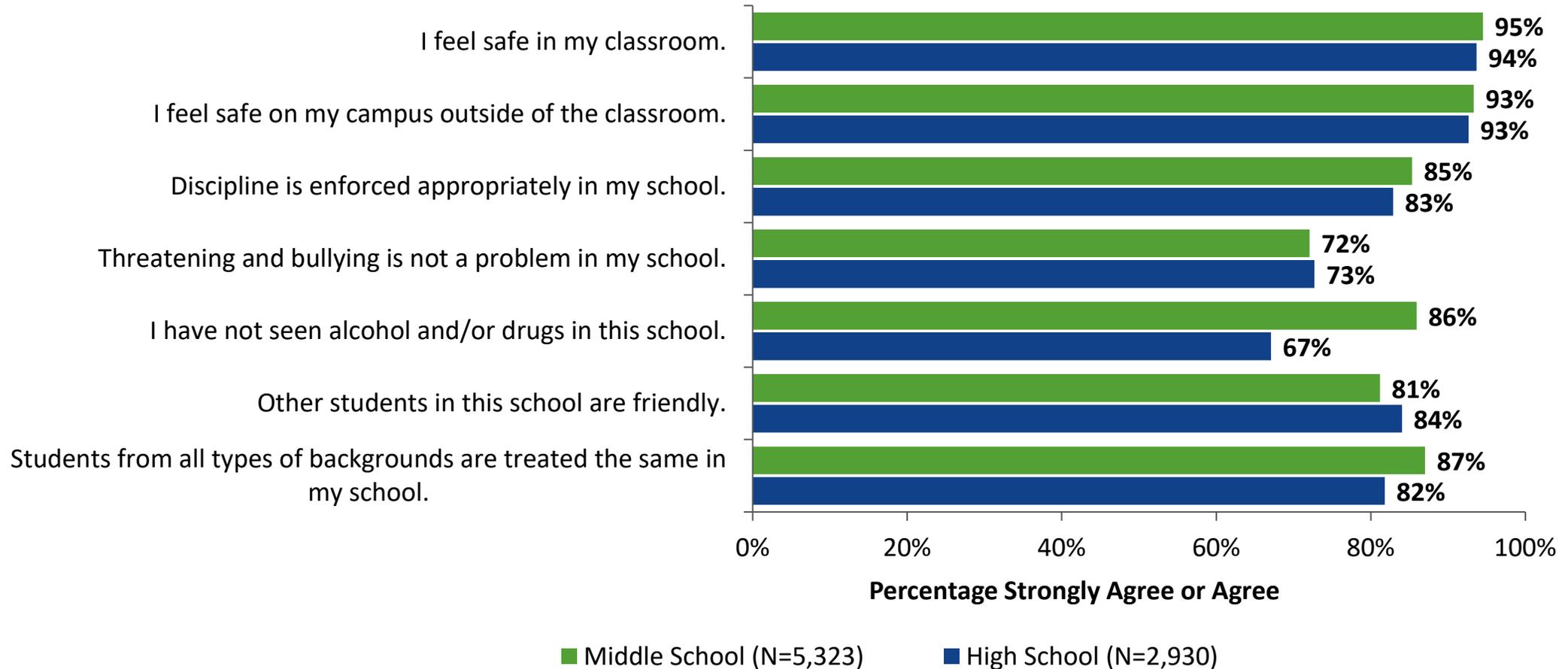
How strongly do you disagree or agree with the following statements?



230

# Safety and Behavior by Secondary Grade Level

How strongly do you agree or disagree with the following statements?



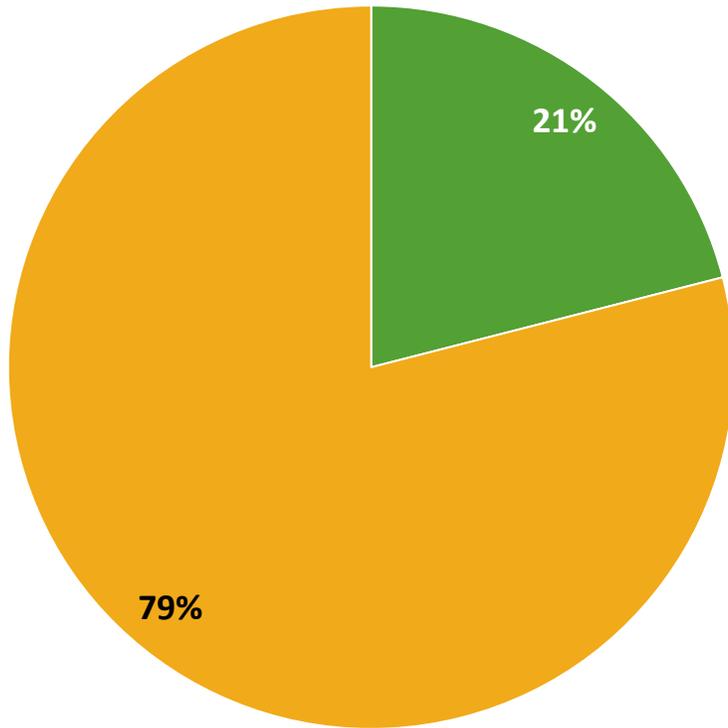
231

# Bus Transportation

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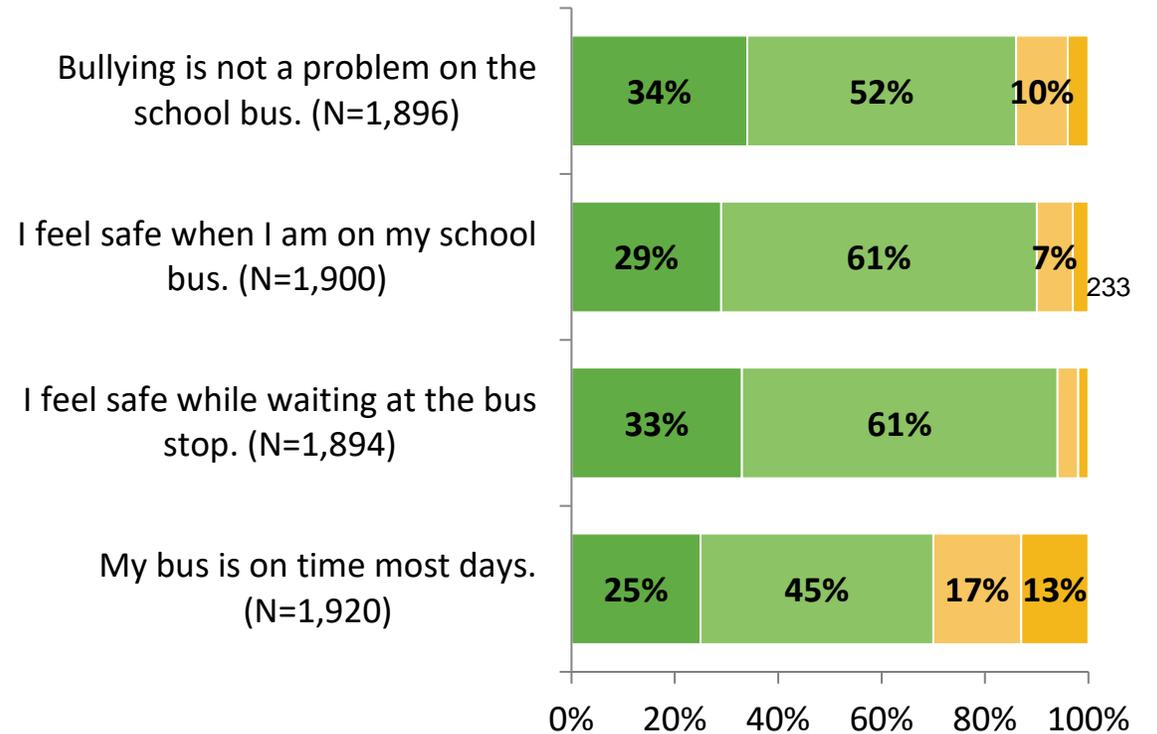
# Bus Transportation

Do you ride the bus to and/or from school? (N=9,631)



■ Yes ■ No

How strongly do you disagree or agree with the following statements?

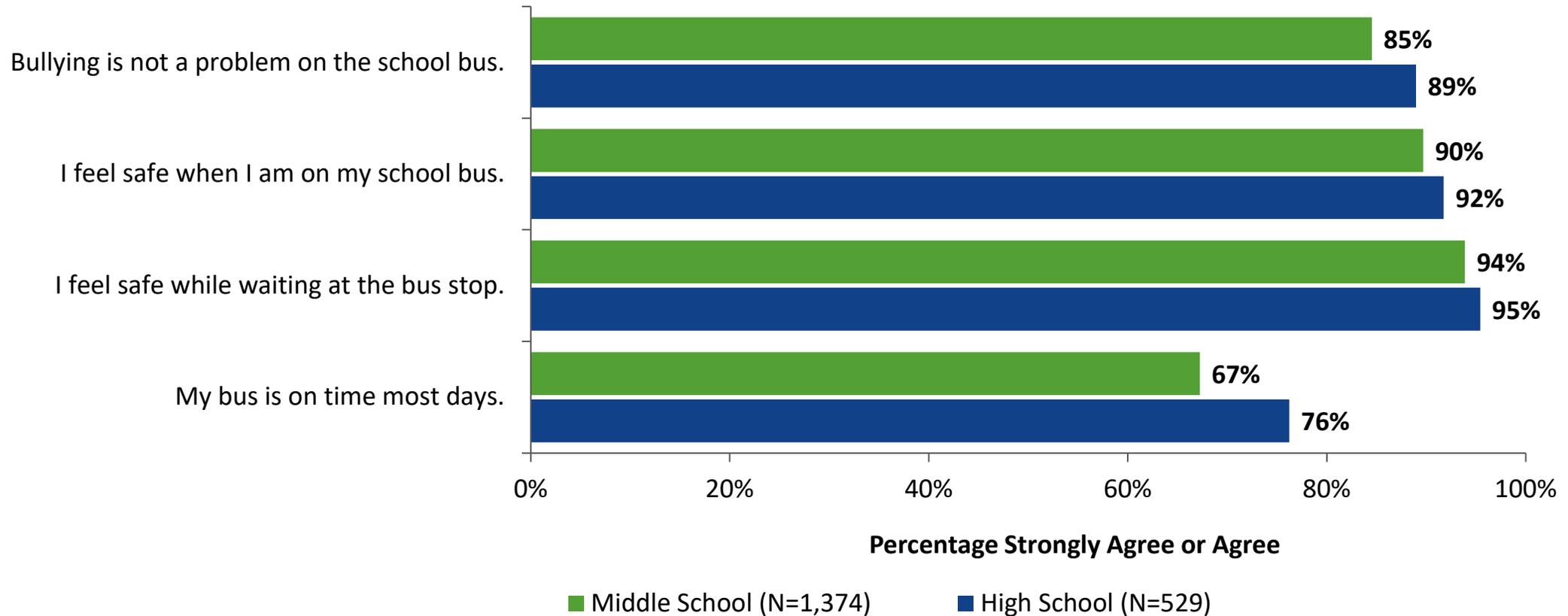


■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree

Note: Note: Only participants who said they ride a LISD bus were given these questions. Don't Know responses have been excluded from calculations.

# Bus Transportation by Secondary Grade Level

How strongly do you agree or disagree with the following statements?



234

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

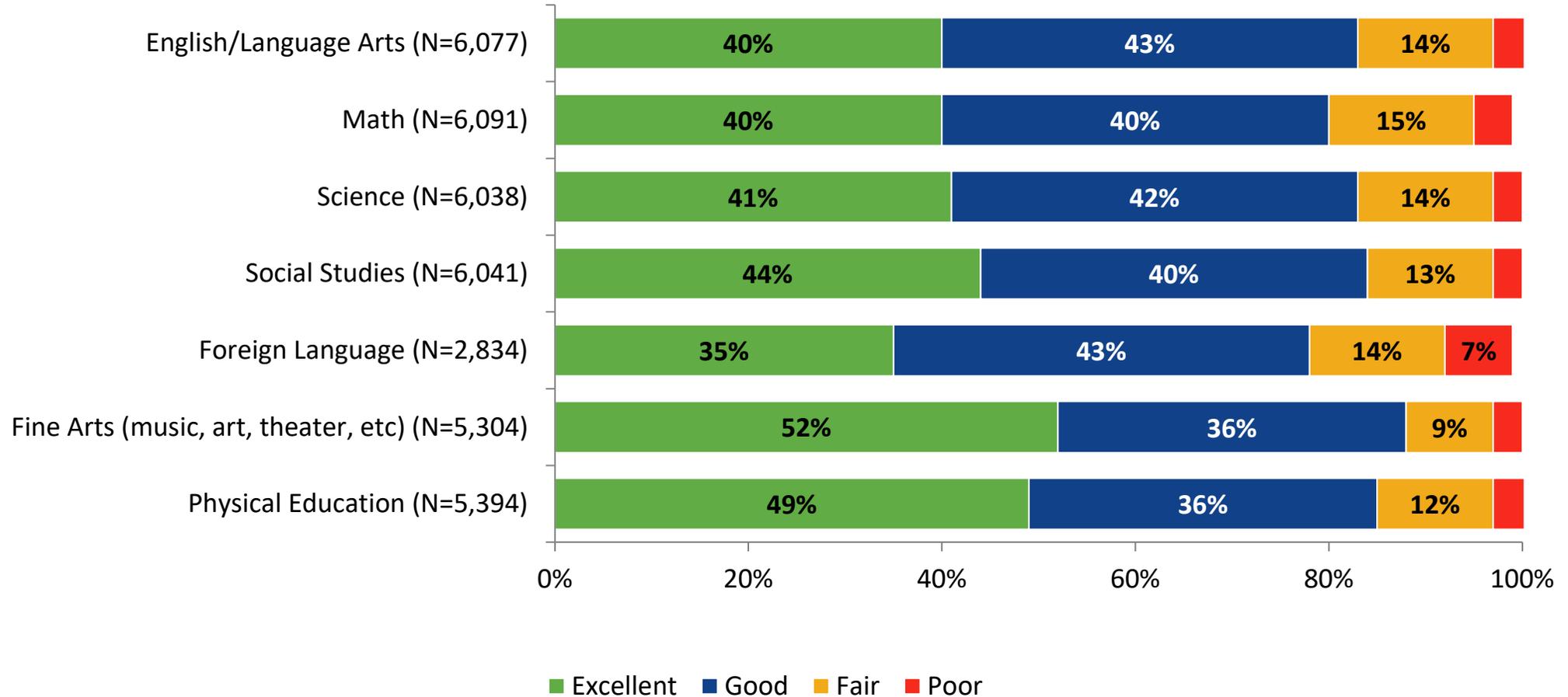
Note: Only participants who said they regularly ride a LISD bus were given these questions. Don't Know responses have been excluded from calculations.

# Programs and Services

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## Programs and Services – Middle School

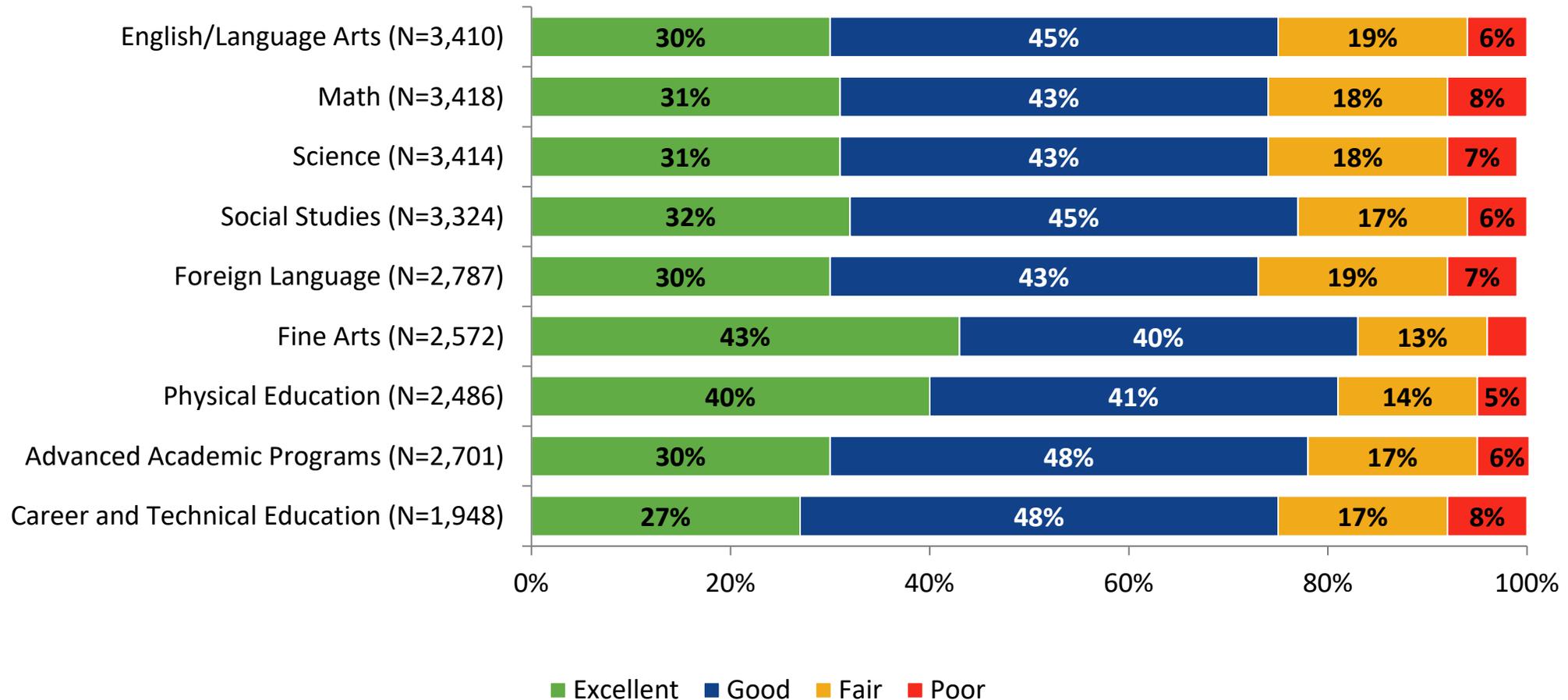
Please rate the overall quality of each program or service listed below, based on your experiences this school year.



236

## Programs and Services – High School

Please rate the overall quality of each program or service listed below, based on your experiences this school year.



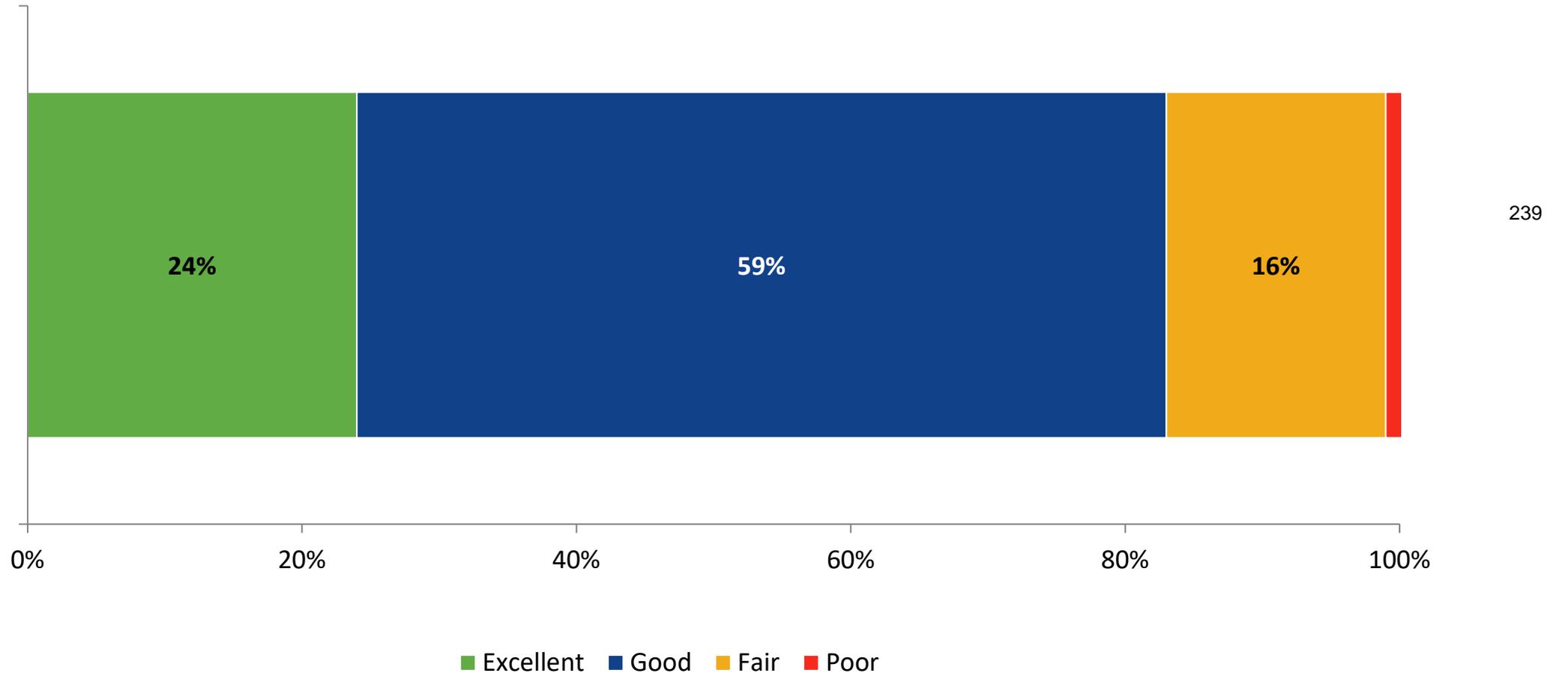
237

# Facilities and Materials

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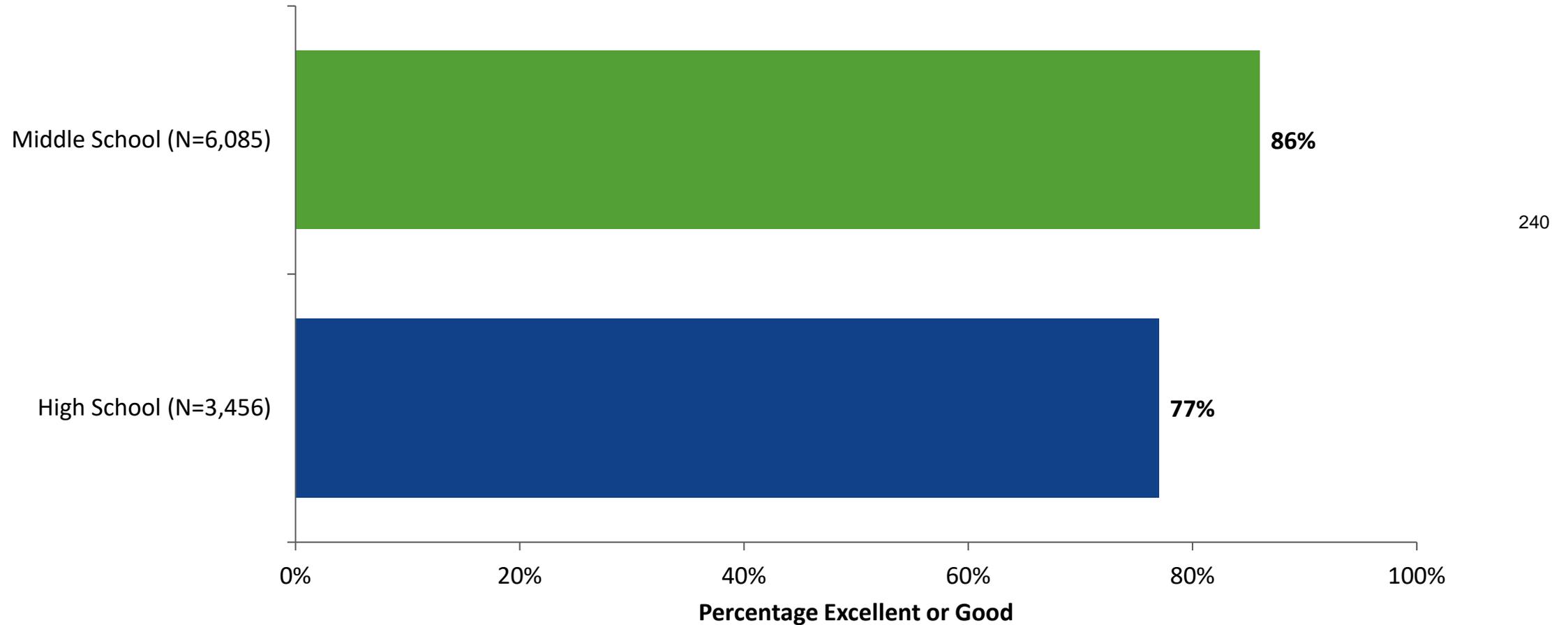
# Overall Quality of Facilities

Overall, how would you rate the facilities in your school? (N=9,541)



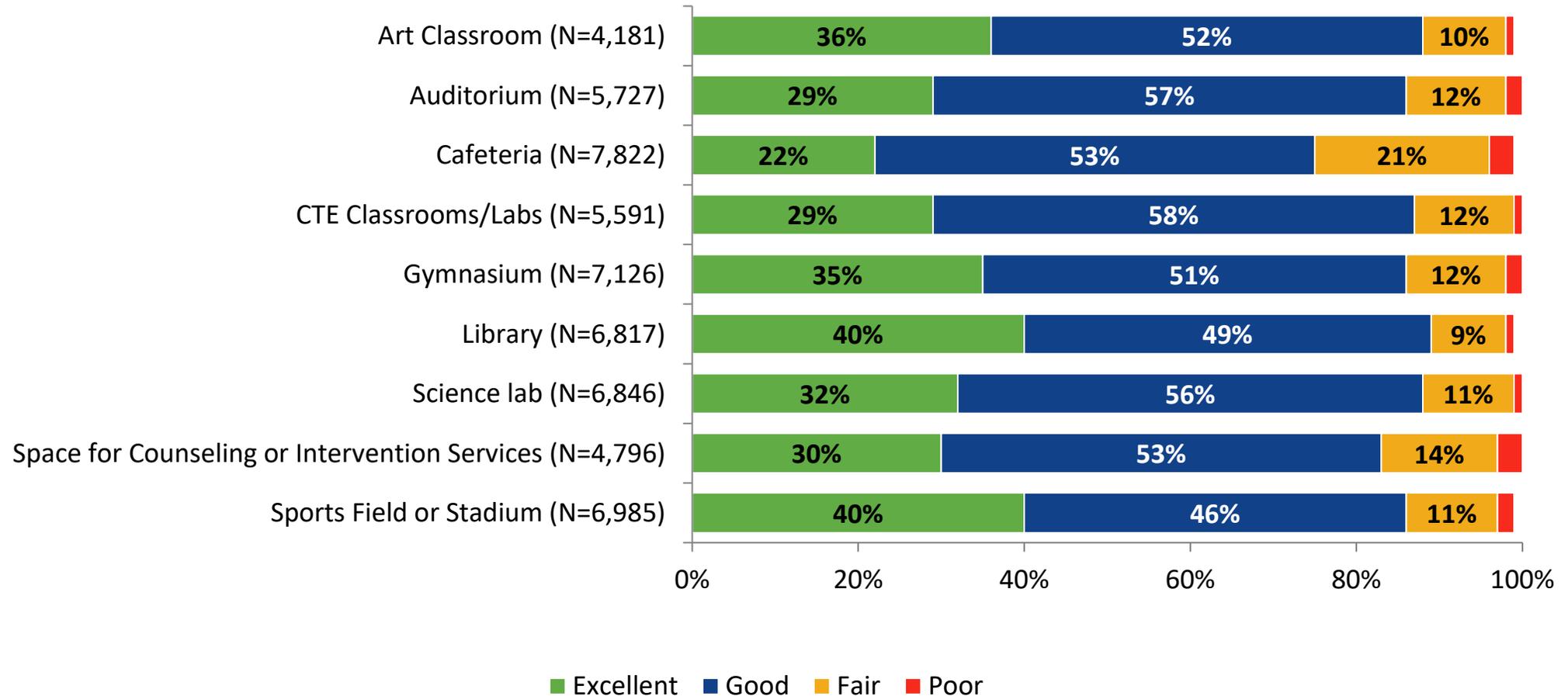
# Overall Quality of Facilities by Secondary Grade Level

Overall, how would you rate the facilities in your school?



# Facilities

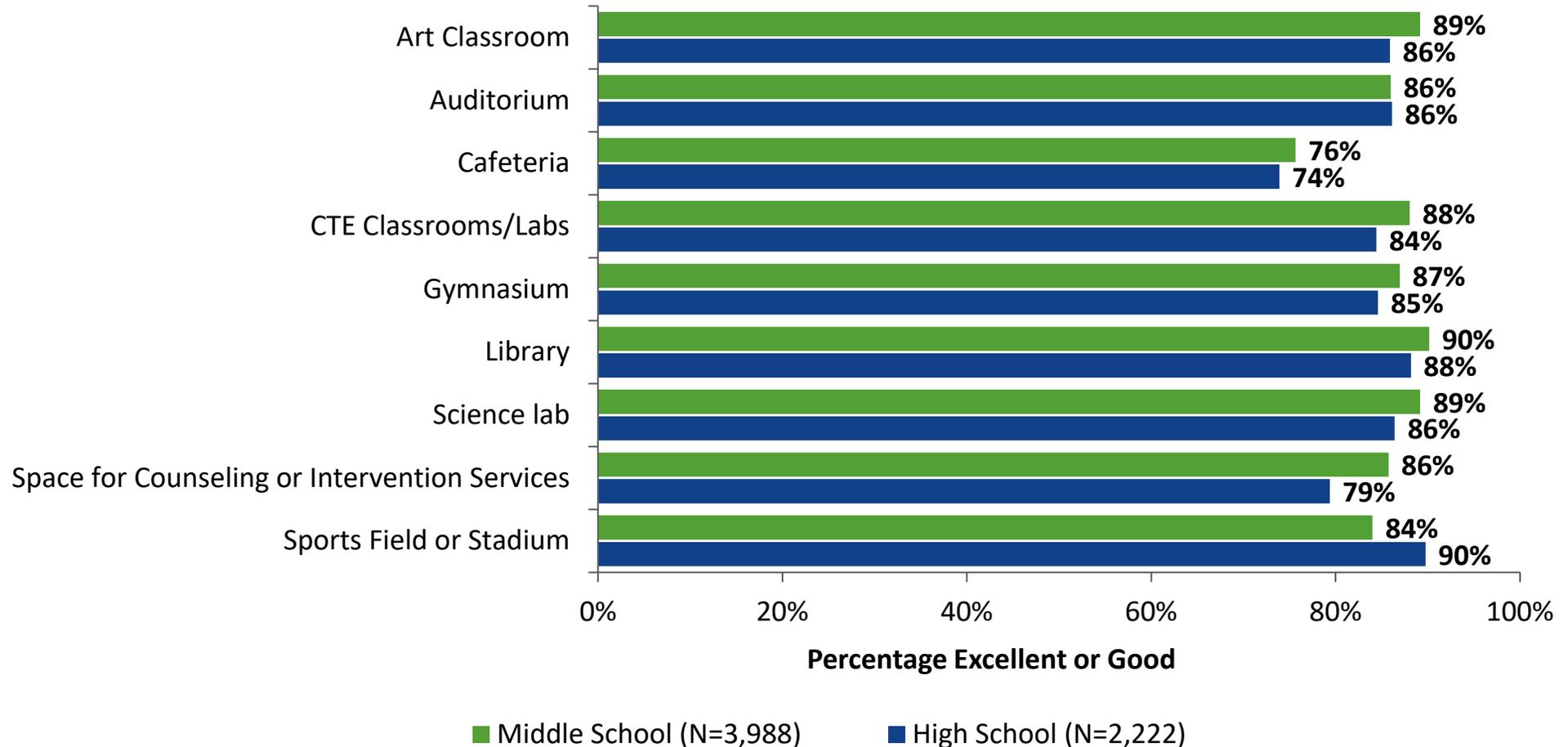
Please rate the condition of the following facilities in your school.



241

# Facilities by Secondary Grade Level

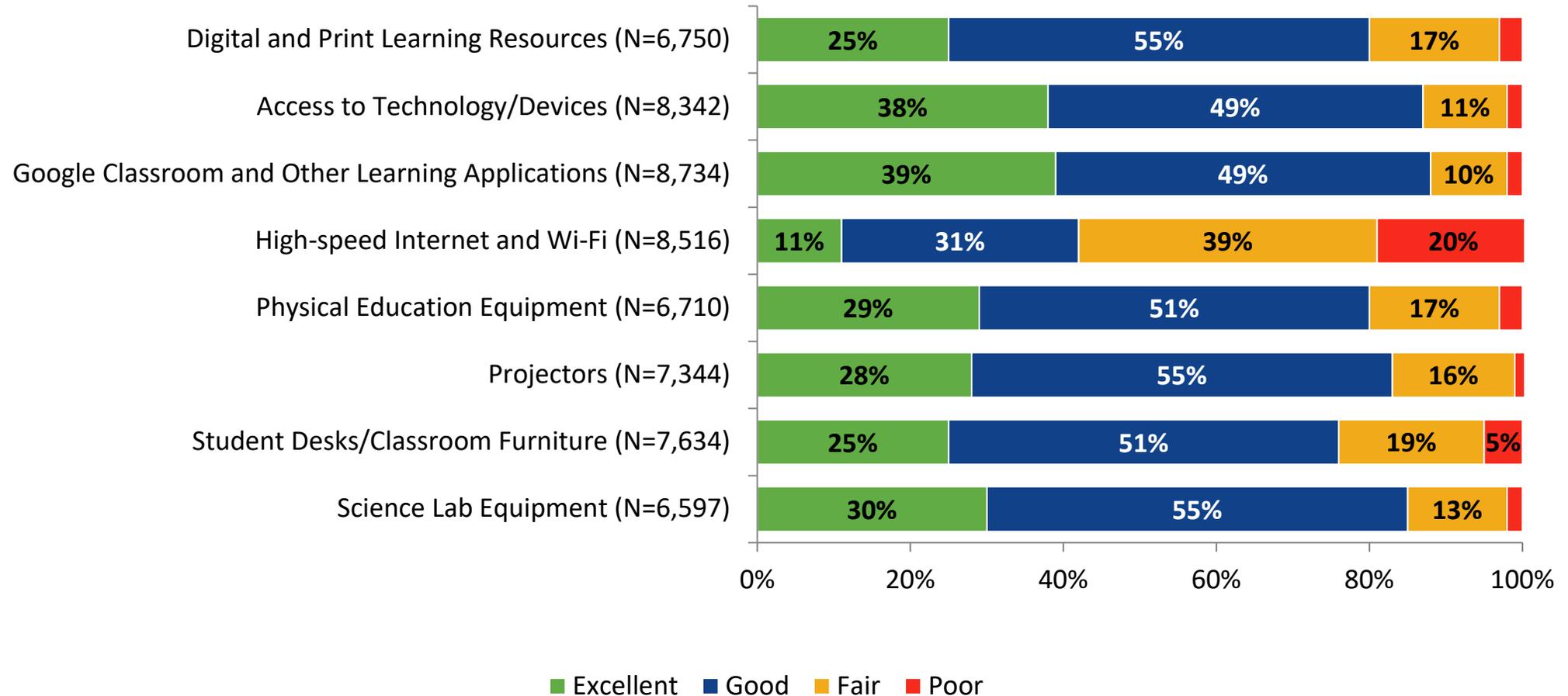
Please rate the condition of the following facilities in your school.



242

# Materials

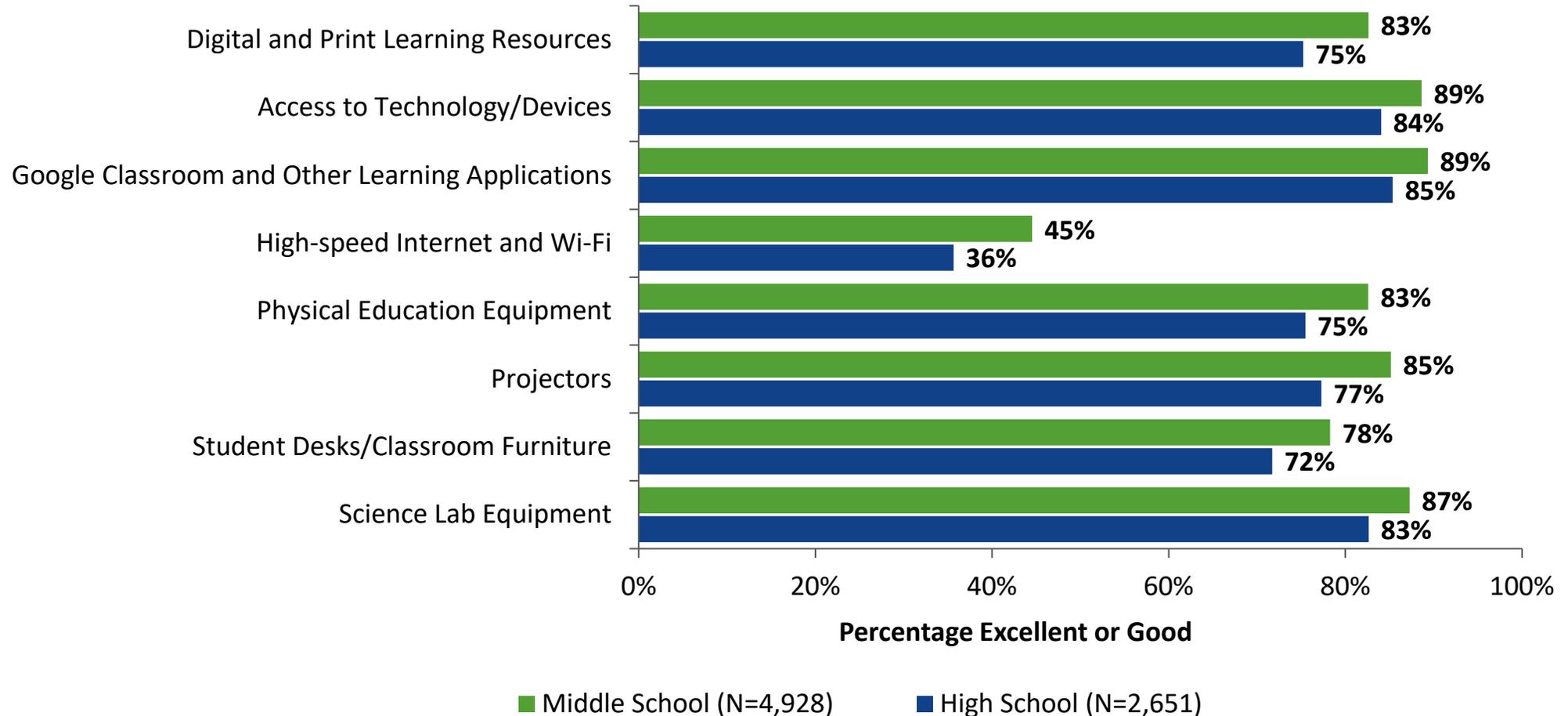
Please rate the adequacy of the following classroom materials in your school.



243

# Materials by Secondary Grade Level

Please rate the condition of the following facilities in your school.



244

## Facilities Needing Improvement

Please select THREE areas where your school's facilities most need improvement. (N=8,402)

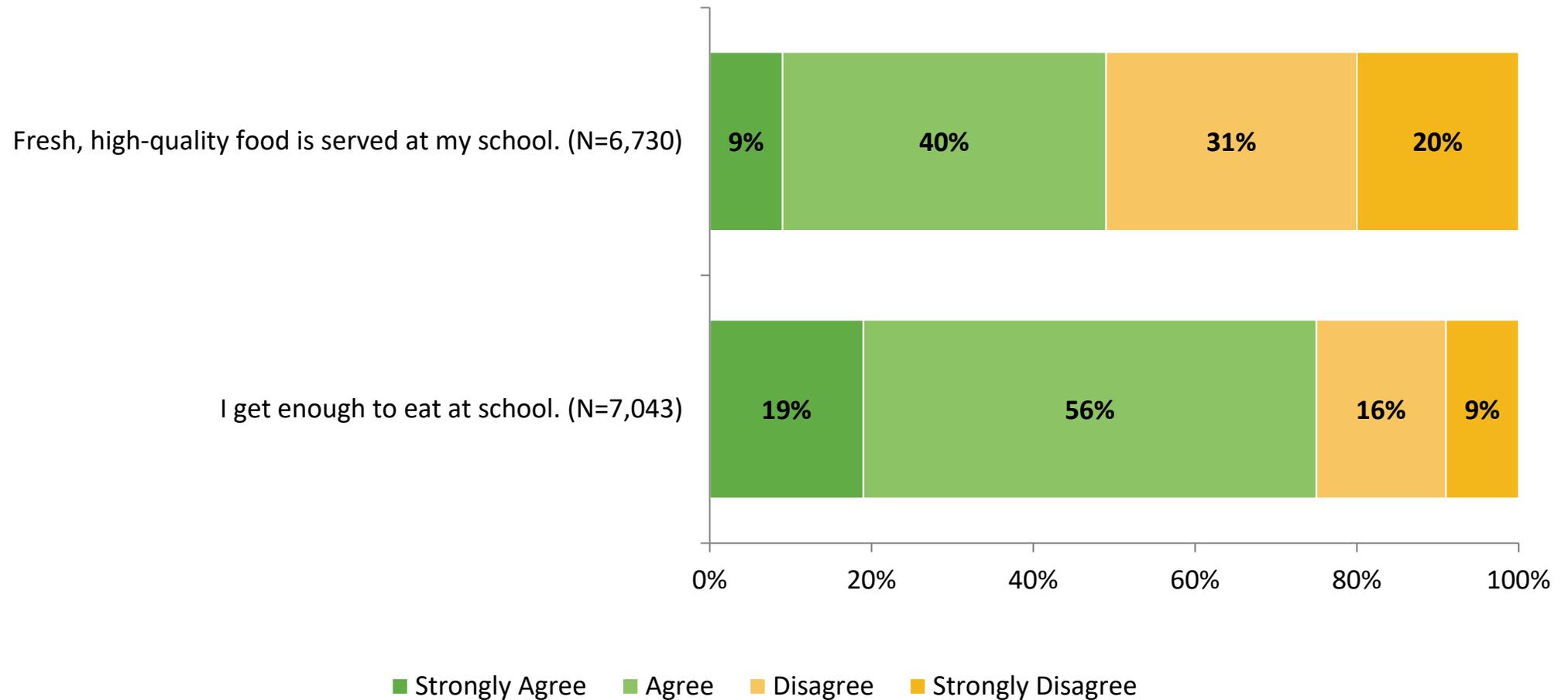
Response	Weighted Score	Relative Weighted Score	Overall Rank
Technology to meet the learning needs of students (including hardware, software, and Internet speed access)	7972	100	1
Thermal comfort (including heating and cooling)	6480	81	2
Adequacy and functionality of the parking, bus loop, and student drop-off areas	5682	71	3
Equipment and furniture	4109	52	4 <sup>245</sup>
Appearance and functionality of the classrooms	3865	48	5
Athletic facilities (including fields and stadiums)	3463	43	6
Neatness and cleanliness	3453	43	7
Availability and functionality of the outdoor spaces and playfields/playgrounds	3361	42	8
Safety and security (including perimeter lighting, security cameras, and security officers)	2883	36	9
Materials, resources, and equipment for children with special needs	2496	31	10
Communications systems (including PA, phones, and emergency call buttons)	2385	30	11
Exterior appearance	2245	28	12
Lighting levels in the classroom	2018	25	13

# Nutrition

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# Nutrition

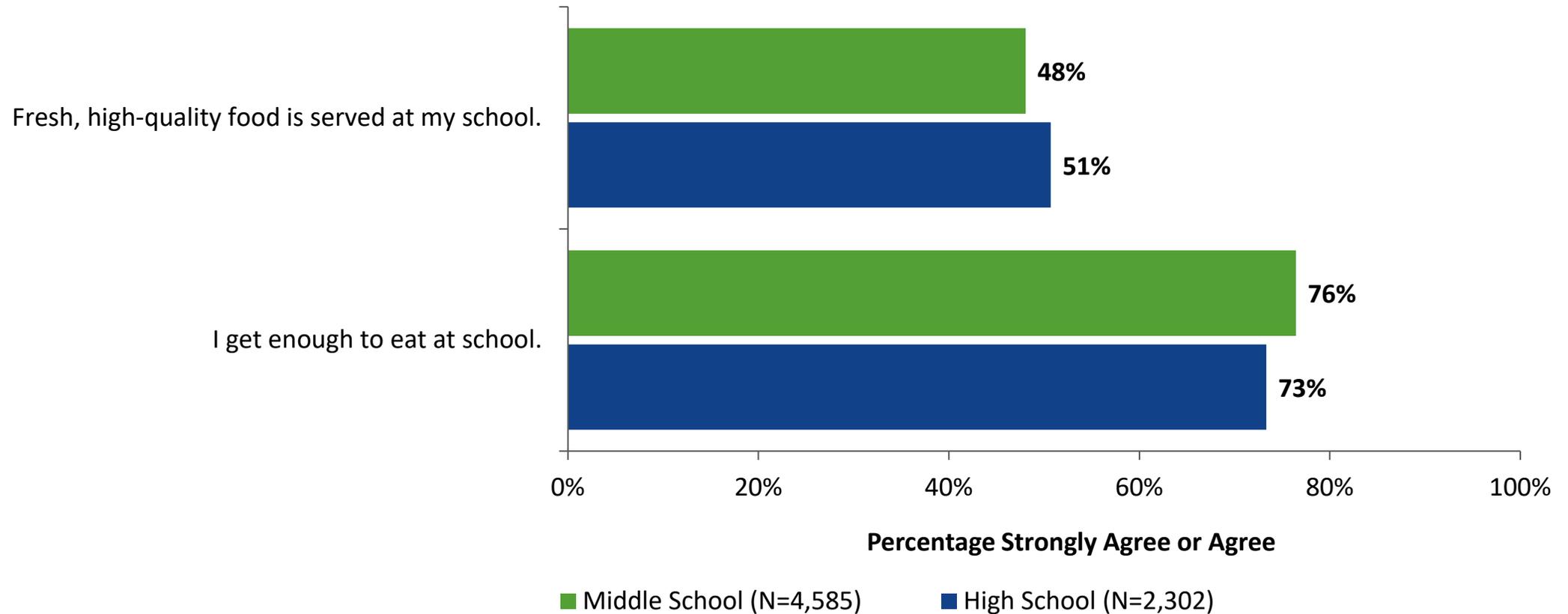
How strongly do you disagree or agree with the following statements?



247

# Nutrition by Secondary Grade Level

How strongly do you disagree or agree with the following statements?



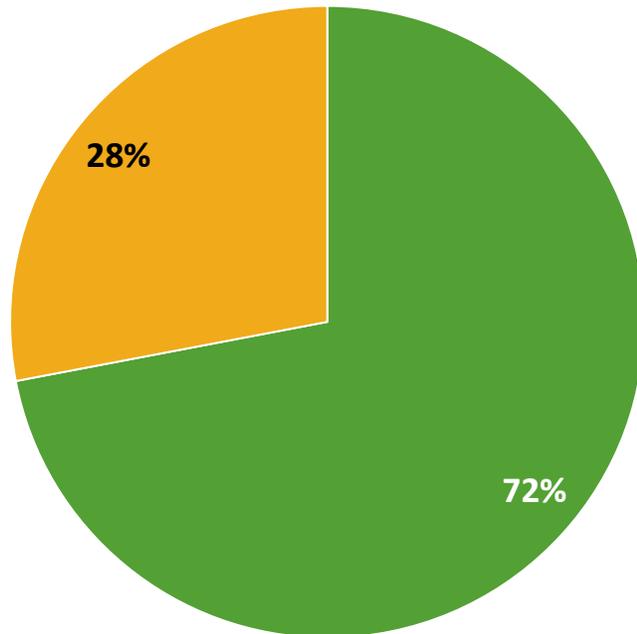
248

# Co-Curricular/Extracurricular Activities

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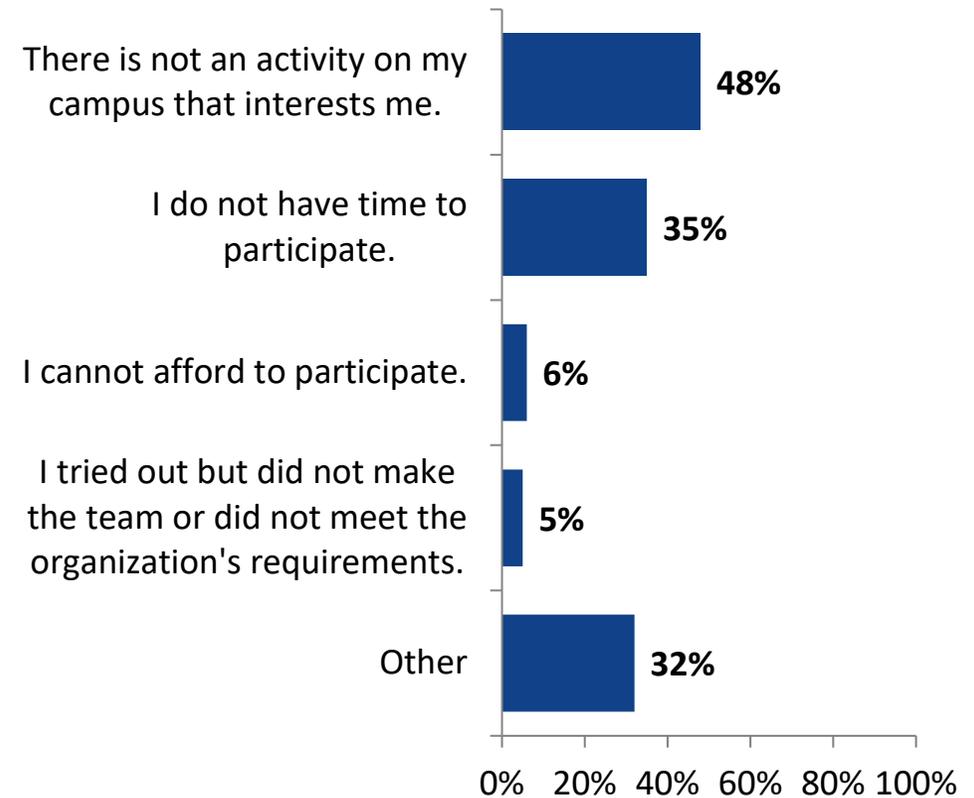
## Co-curricular/Extracurricular Activities

Do you participate in co-curricular or extracurricular activities, teams, or organizations (e.g., athletics, fine arts, academics, CTE, service, or student leadership)?  
(N=9,623)



■ Yes ■ No

Please indicate why you do not participate in co-curricular or extracurricular activities, teams, or organizations. (N=2,604)

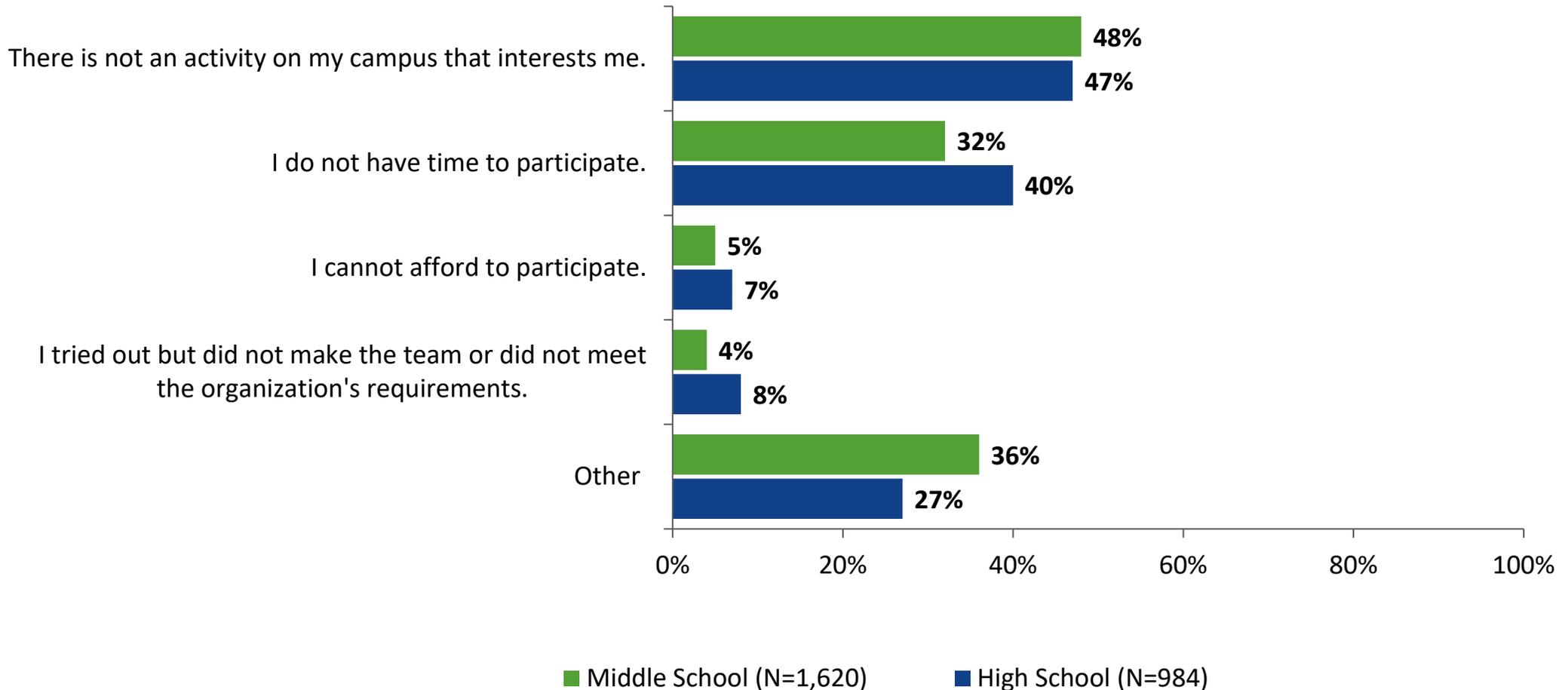


250

*Note: Only participants who said they did not participate in a co-curricular answered this question. Percentages added may exceed 100 since a participant may select more than one answer for this question.*

# Co-Curriculars by Secondary Grade Level

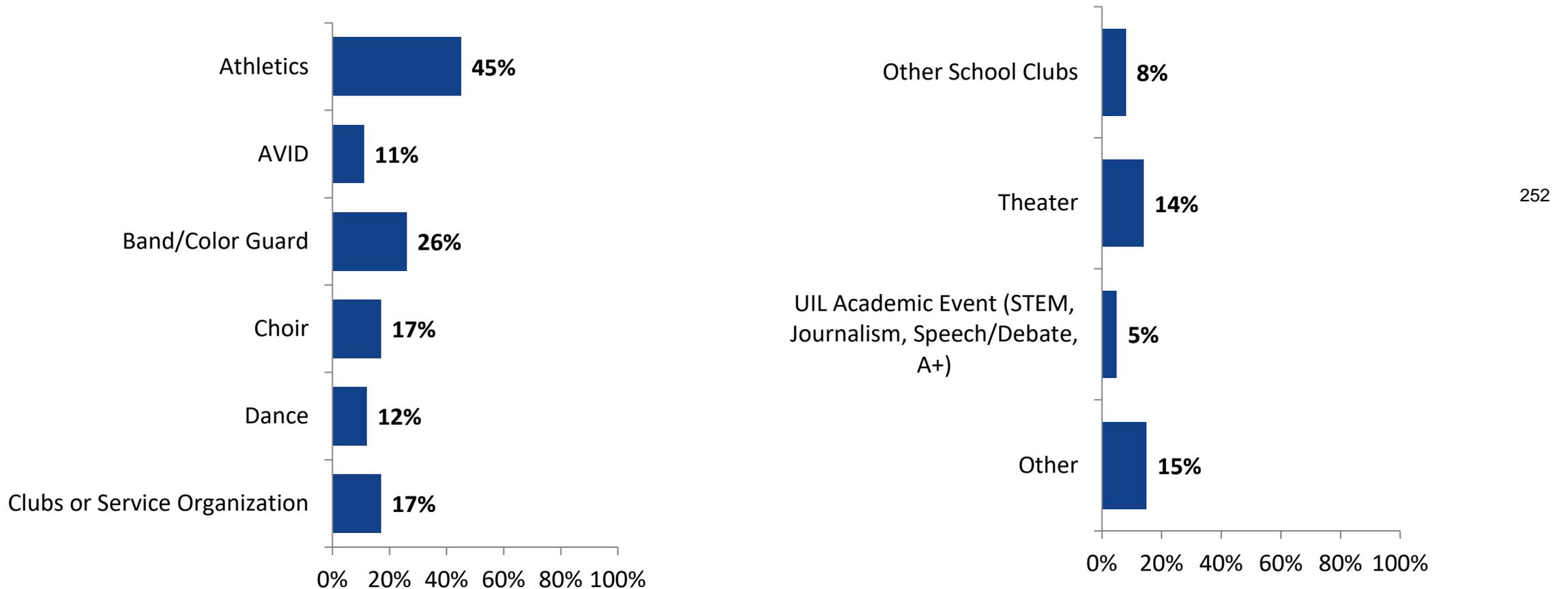
Please indicate why you do not participate in co-curricular or extracurricular activities, teams, or organizations.



251

## Co-curricular/Extracurricular Activities (Continued)

In which of the following activities do you participate? (N=6,947)

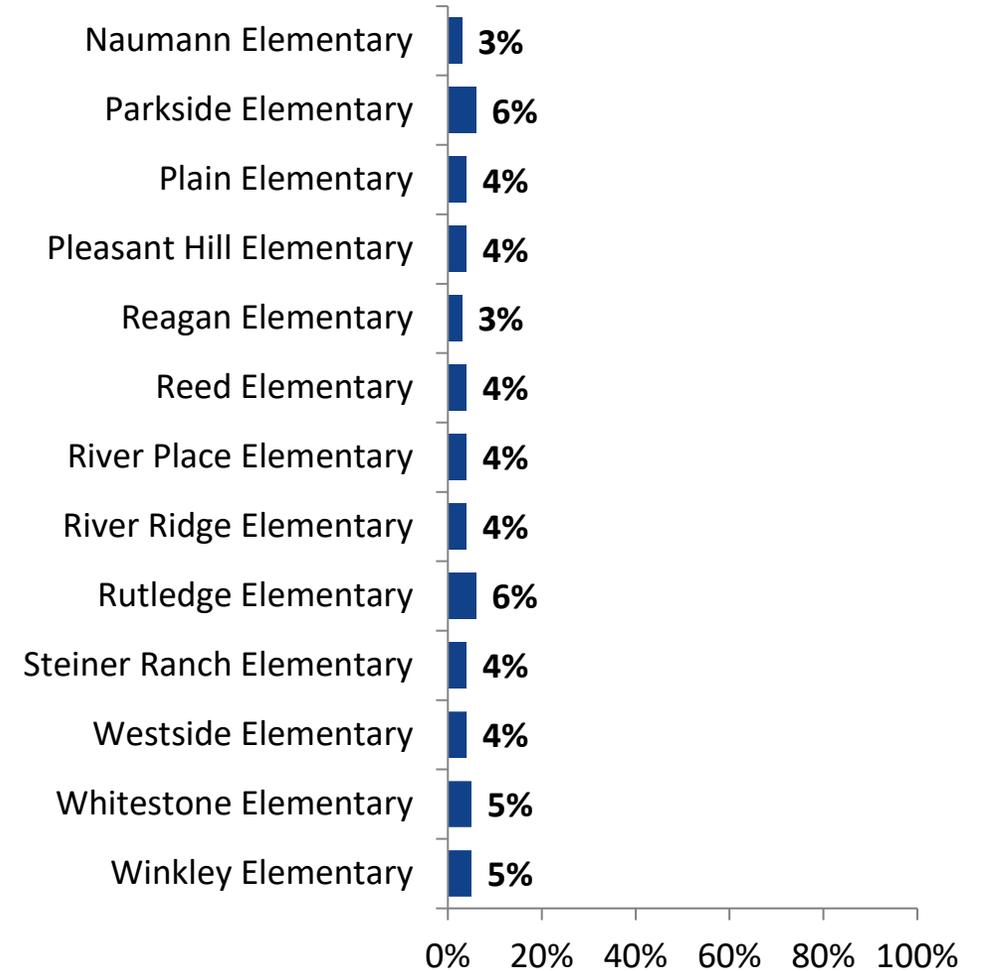
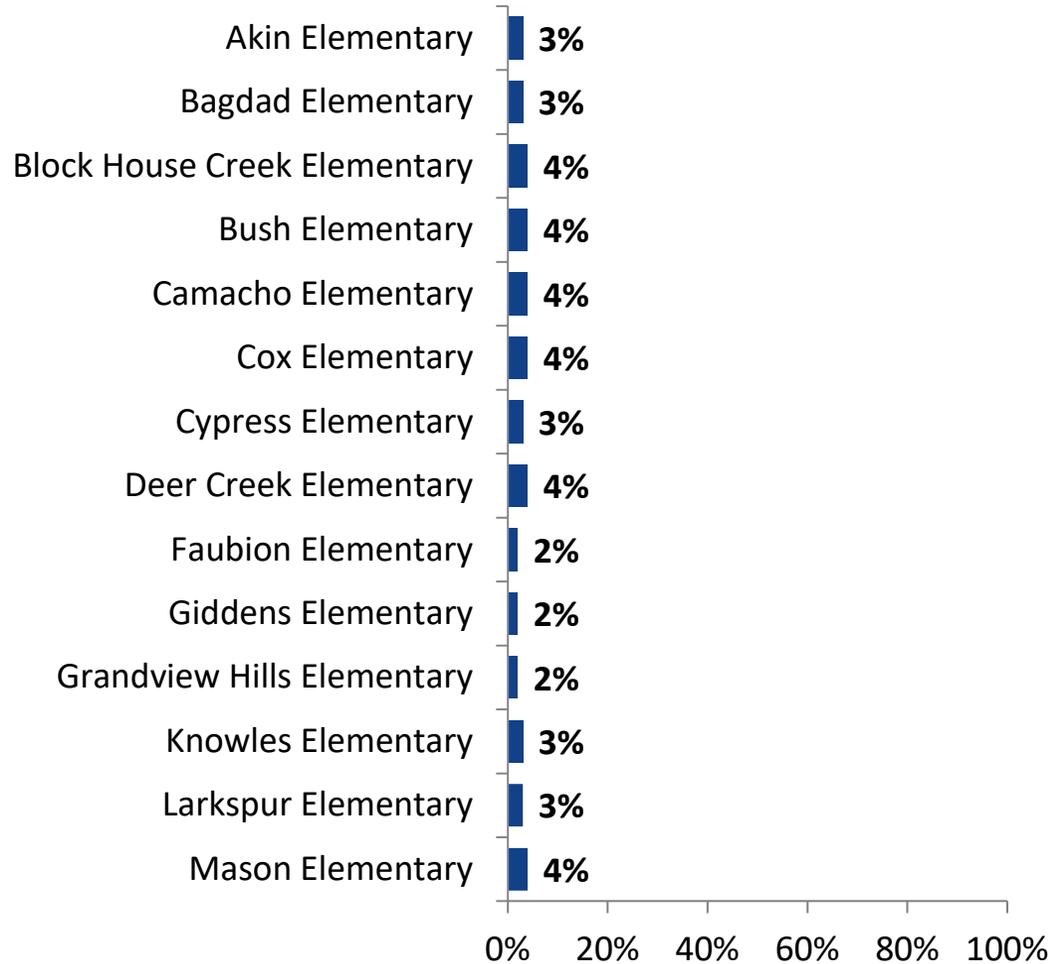


Note: Only participants who said they did participate in a co-curricular answered this question. Percentages added may exceed 100 since a participant may select more than one answer for this question.

# Participant Profile

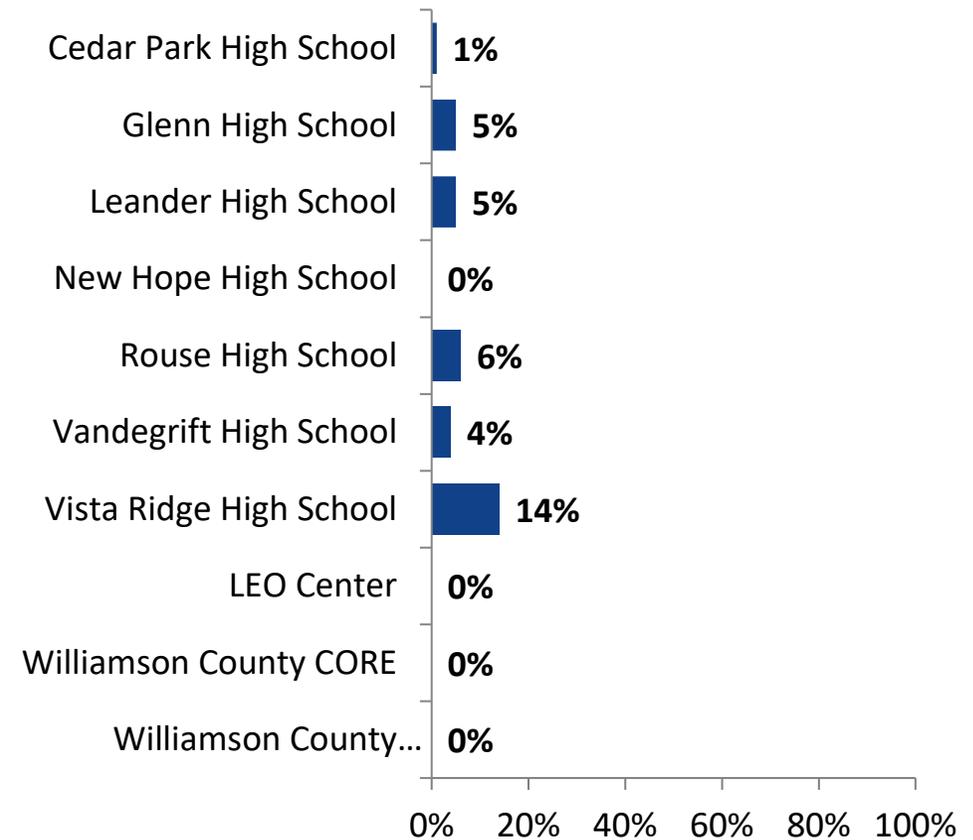
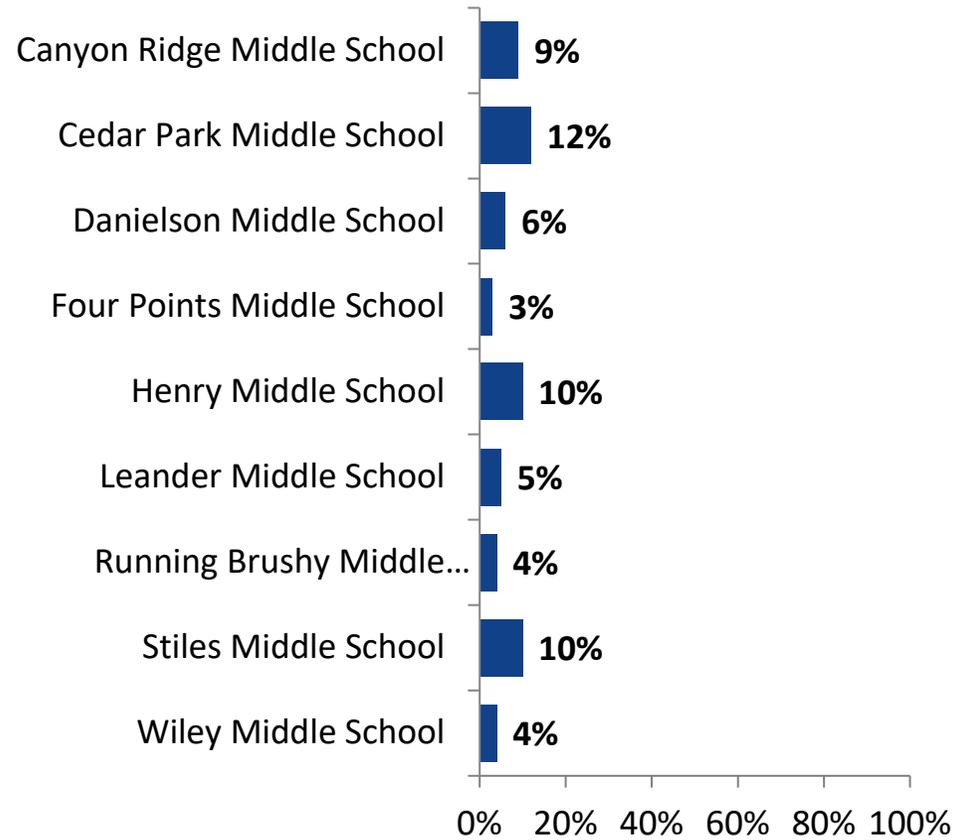
---

# Elementary Campuses



254

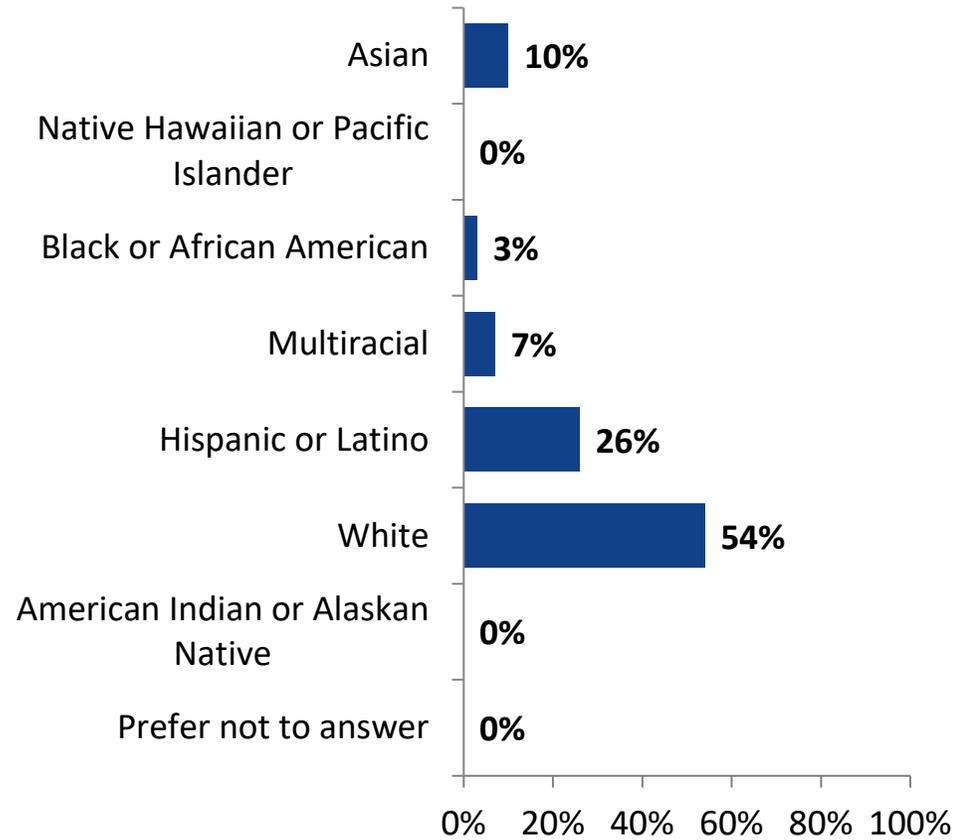
## Secondary Campuses



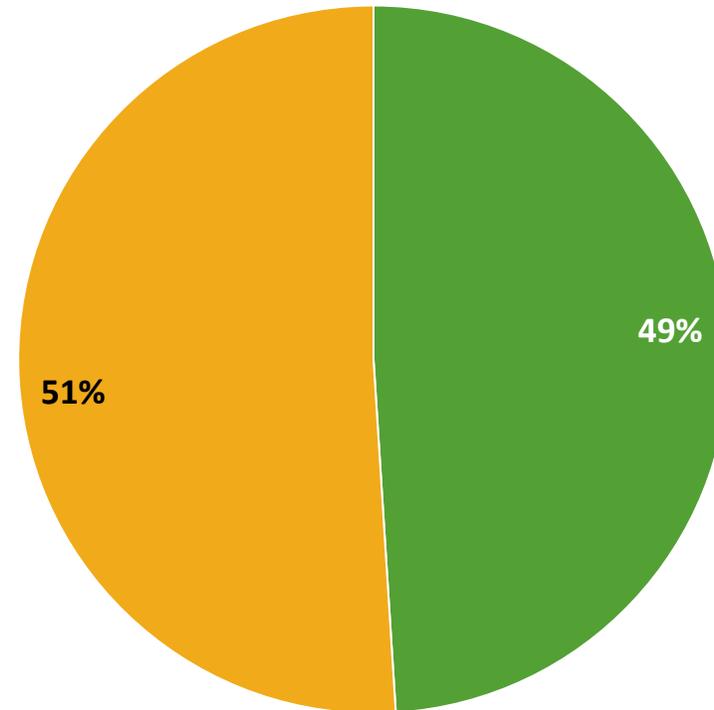
255

# Elementary Student Demographics

Race/Ethnicity (N=6,196)



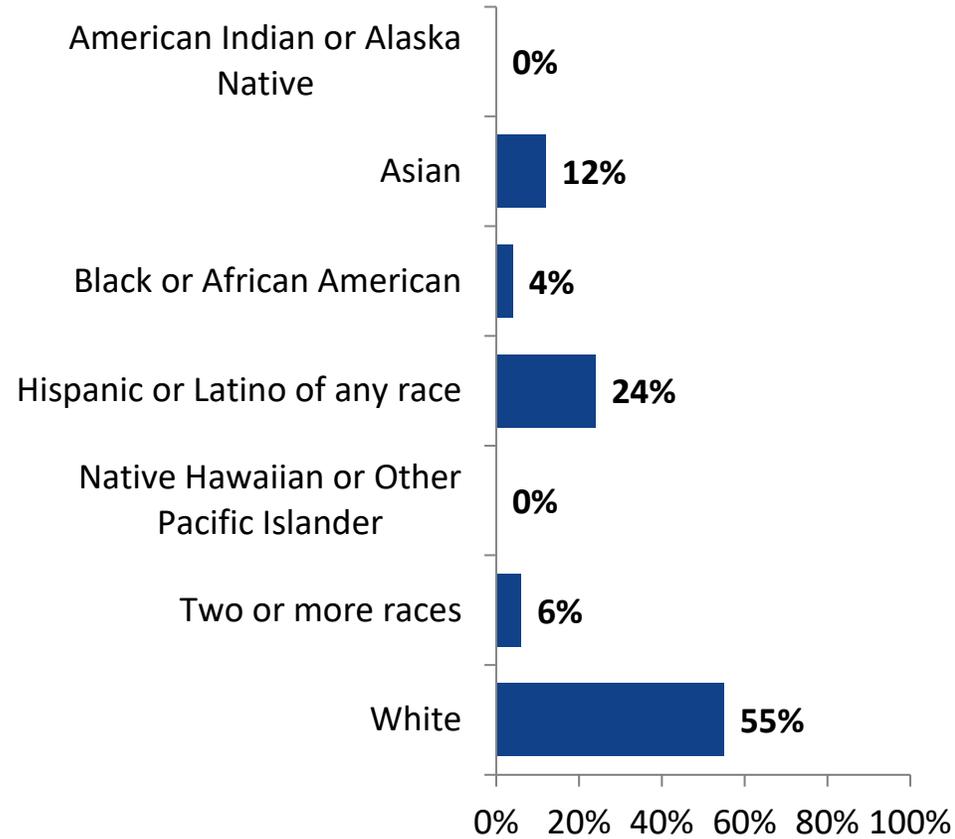
Gender (N=6,196)



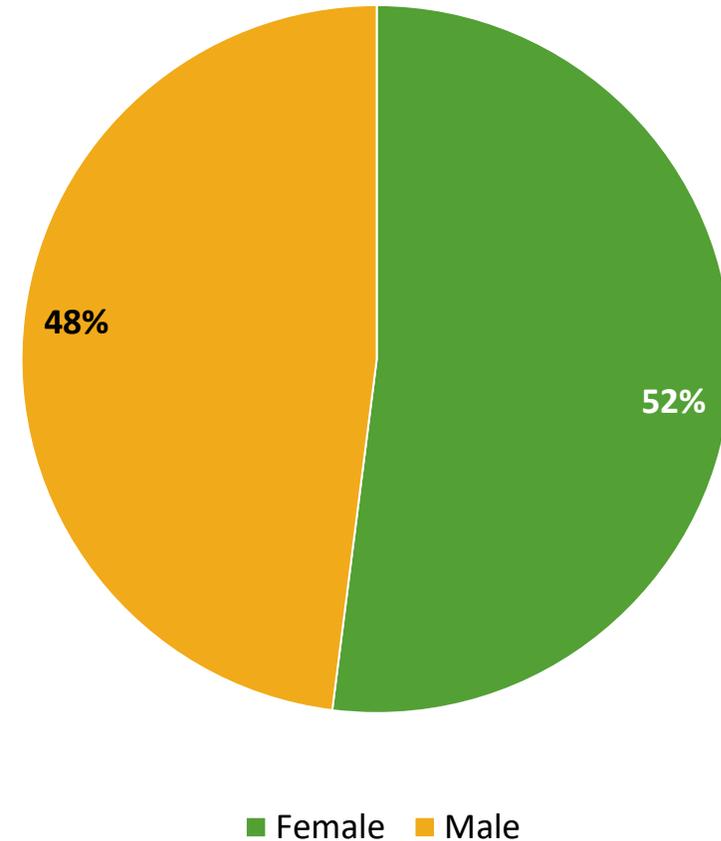
Female Male

# Secondary Student Demographics

Race/Ethnicity (N=9,654)



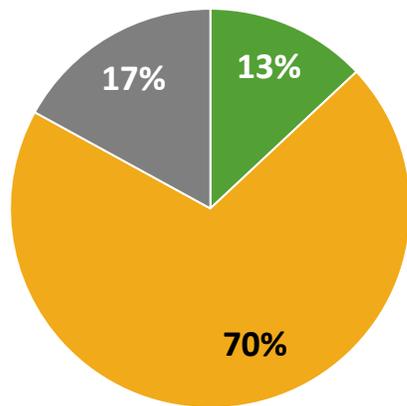
Gender (N=9,654)



257

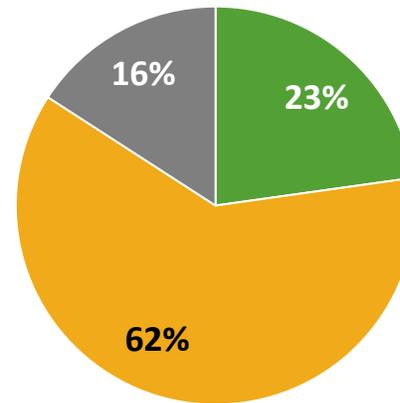
# Elementary Student Demographics (Continued)

SPED Services (N=6,196)



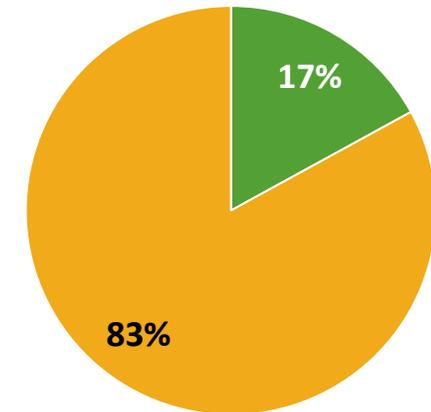
■ Yes ■ No ■ NULL

Gifted Program (N=6,196)



■ Yes ■ No ■ NULL

Free/Reduced Price Lunch (N=6,196)

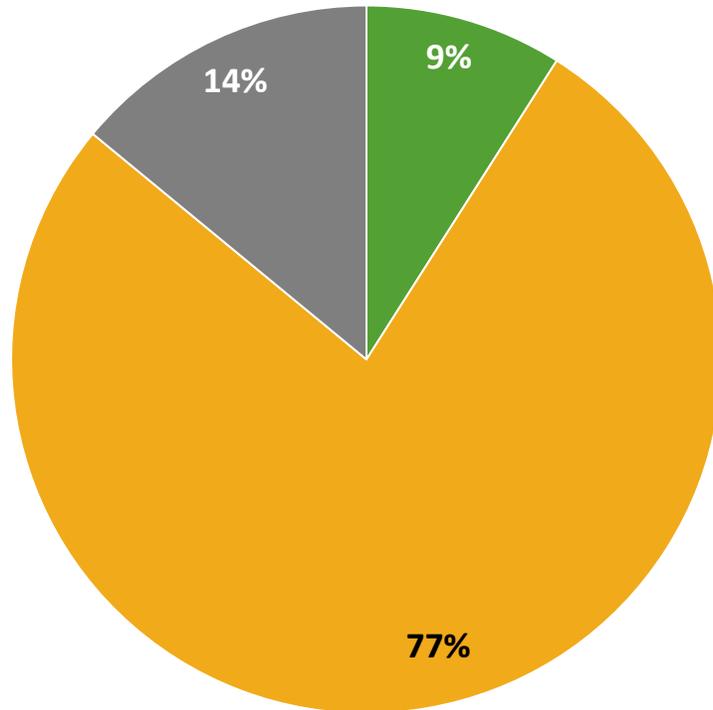


■ Yes ■ No ■ NULL

258

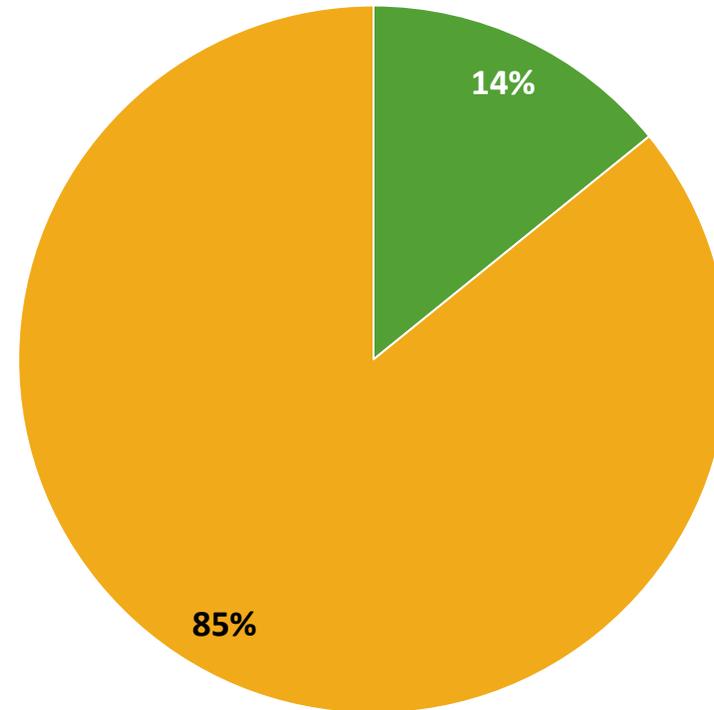
## Secondary Student Demographics (Continued)

Free/Reduced Lunch (N=9,654)



■ Yes ■ No ■ N/A

SpecEd (N=9,654)



■ Yes ■ No ■ N/A

259



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[www.k12insight.com](http://www.k12insight.com)

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Report on BrightBytes Survey Results  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Jennifer Collins and Carie Spannagel  
**Attachments:** Report on BrightBytes Survey Results Presentation

---

## **Background Information:**

BrightBytes is an online survey tool that gathers information from our students, teachers, and parents on our ongoing technology use in the classroom. The Teaching and Learning survey provides insights to determine technology effectiveness in improving student learning through the CASE™ framework, including classroom, access, skills, and environment domains. LISD began implementation of the BrightBytes survey in 2017, providing the District with trend data over time. The survey results allow district and campus teams to measure growth in the 5 Cs (collaboration, creativity, collaboration, critical thinking, and citizenship) and connections to the updated graduate profile.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# Report on BrightBytes Survey Results

---

June 10, 2021

# Outcomes

- BrightBytes Survey Purpose
- Dive into the Data
- Discuss data usage



**BrightBytes** is an online survey tool to gather information around technology from our students, teachers, and parents. The Technology & Learning module provides insights into the factors that determine the effectiveness of technology in improving student achievement.

The heart of the module is CASE™, a research-based framework developed by a team of educational researchers, higher ed statisticians, and K-12 practitioners. The CASE™ framework includes classroom, access, skill, and environment domains.

# Data Collection Timeline and Participants

- Participants
  - 3rd- 12th grade students
  - Teachers
  - Parents
- Spring 2021 Collection (March- April)
- Began using BrightBytes in 2017
  - 2020\*: Due to COVID, we did not hit our statistical significance for data collection which affects our trend data.

265

CASE™ Score Legend ● Beginning ● Emerging ● Proficient ● Advanced ● Exemplary

Show More +

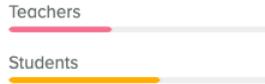
CASE™ Score

**1121 Advanced** ↗ Up since last data collection

## Classroom



### Use of the 4Cs



### Digital Citizenship



### Assessment

### Assistive Technology

## Access



### Access at School



### Access at Home



## Skills



### Foundational



### Online



### Multimedia



## Environment



### The 3Ps



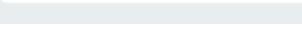
### Support



### Professional Learning



### Beliefs



## Trends

[Overall !\[\]\(53cd4328bdd9d723f77cbc64d97d20d5\_img.jpg\)](#) Domains

CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

● Exemplary

Show More (+)

CASE™ Score

1121 Advanced

BENCHMARKS	DATE	OVERALL	CLASSROOM	ACCESS	SKILLS	ENVIRONMENT
All Technology & Learning	As of May 25, 2021	1077	1012	1194	1120	1080
Texas	As of May 25, 2021	1083	1017	1191	1129	1091

Districts

Schools

268

DISTRICTS	DATE RANGE	OVERALL	CLASSROOM	ACCESS	SKILLS	ENVIRONMENT
Leander Isd	Jan 1, 2021 to Present	1121 ↗	1069 ↗	1227 ↗	1155 ↗	1117 ↗

# Classroom



## Use of the 4Cs

Teachers



Students



## Digital Citizenship

Teachers



Students



## Assessment



## Assistive Technology



### CASE™ Score Legend

● Beginning

● Emerging

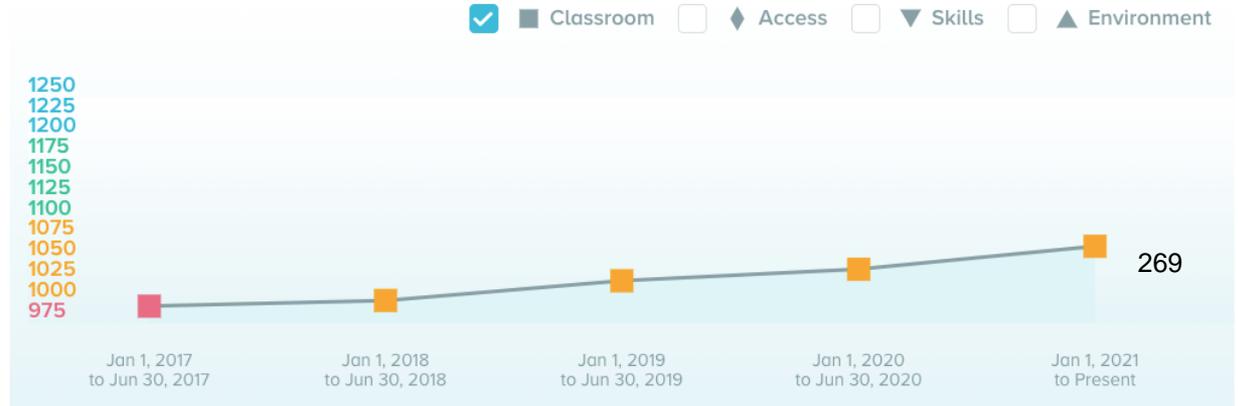
● Proficient

● Advanced

● Exemplary

## Trends

[Domains](#) [Success Indicators](#)



# Access



## Access at School

Teachers



Students



## Access at Home

Teachers



Students



### CASE™ Score Legend

● Beginning

● Emerging

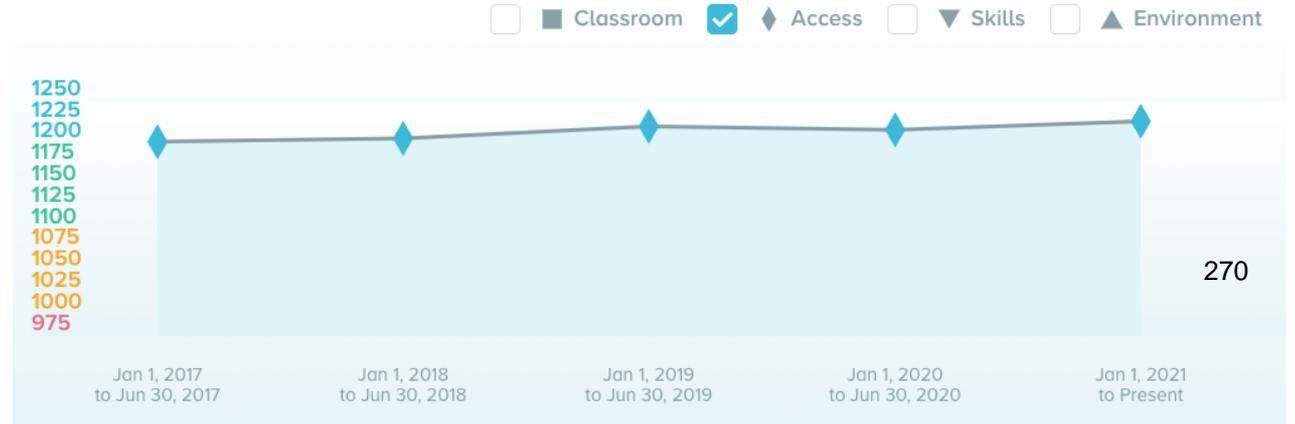
● Proficient

● Advanced

● Exemplary

## Trends

[Domains](#) [Success Indicators](#)



# Skills



## Foundational

Teachers



Students



## Online

Teachers



Students



## Multimedia

Teachers



Students



## CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

● Exemplary

## Trends

Domains Success Indicators

Classroom  Access  Skills  Environment

1250  
1225  
1200  
1175  
1150  
1125  
1100  
1075  
1050  
1025  
1000  
975

Jan 1, 2017  
to Jun 30, 2017

Jan 1, 2018  
to Jun 30, 2018

Jan 1, 2019  
to Jun 30, 2019

Jan 1, 2020  
to Jun 30, 2020

Jan 1, 2021  
to Present

271

# Environment



The 3Ps



Support



Professional Learning



Beliefs



CASE™ Score Legend

● Beginning

● Emerging

● Proficient

● Advanced

● Exemplary

## Trends

[Domains](#) [Success Indicators](#)



## Next Steps with the BrightBytes Data:

- mLISD Empowered Learning Steering Committee & Campus Teams review the data to help inform improvement plans
- Provide support to campus and district leadership teams
- Begin to make connections to the updated LISD Graduate Profile
- Measurement of the 5 Cs and deeper learning within our system
  - Creativity, Critical Thinking, Collaboration, Communication, and Citizenship

# DISCUSSION

---

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Report on STAAR Assessment Results  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Brenda Cruz & Emily Gray  
**Attachments:** Report on STAAR Assessment Results Presentation

---

## **Background Information:**

The 2021 STAAR participation and performance results for Leander ISD have been released by the Texas Education Agency. The district results will be presented by Brenda Cruz, Director of State Assessment and Accountability and Emily Gray, Sr. Coordinator of K-12 Academic Measures.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# Report on STAAR Assessment Results

---

July 22, 2021

# Transition of State Assessment



Average Participation  
Spring 2019:  
98-99%



Average Participation  
Spring 2020:  
0% (STAAR waived)



Average Participation Spring 2021:  
Elem. - 76%  
MS - 44%  
HS - 72% plus 14%  
substitute assessment

277

For 2021: Per the Commissioner of Education, virtual students were not required to participate in state assessment if concerns were present due to Covid 19

# So what does this mean for our system?

- We should not compare the data to our past performance
- We should not compare our data to other districts
- We should examine other student, campus and district measures

*Critical and Creative Thinkers*

*Compassionate Community Contributors*

*Adaptive and Reflective Individuals*

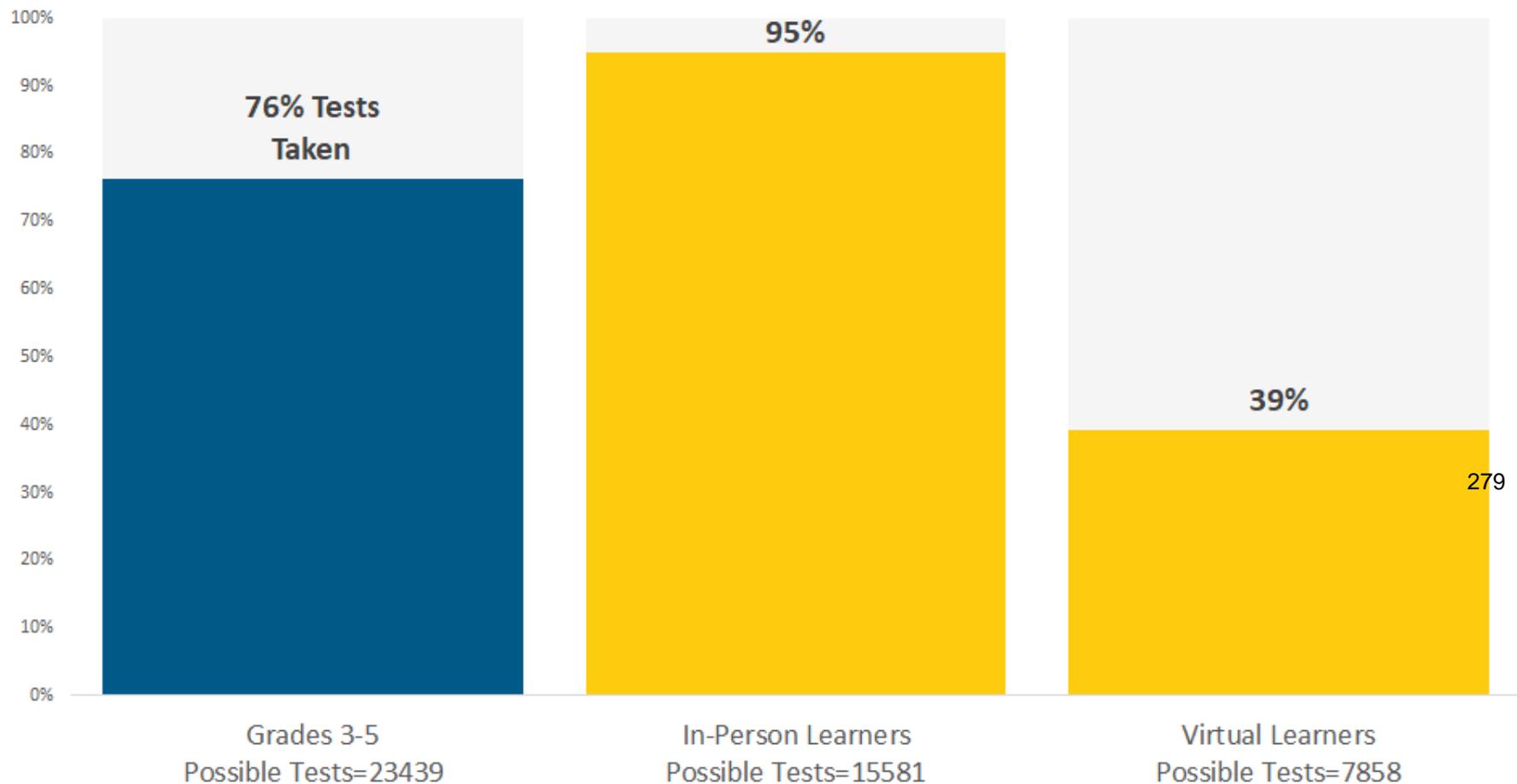
*Skilled Communicators and Collaborators*



278

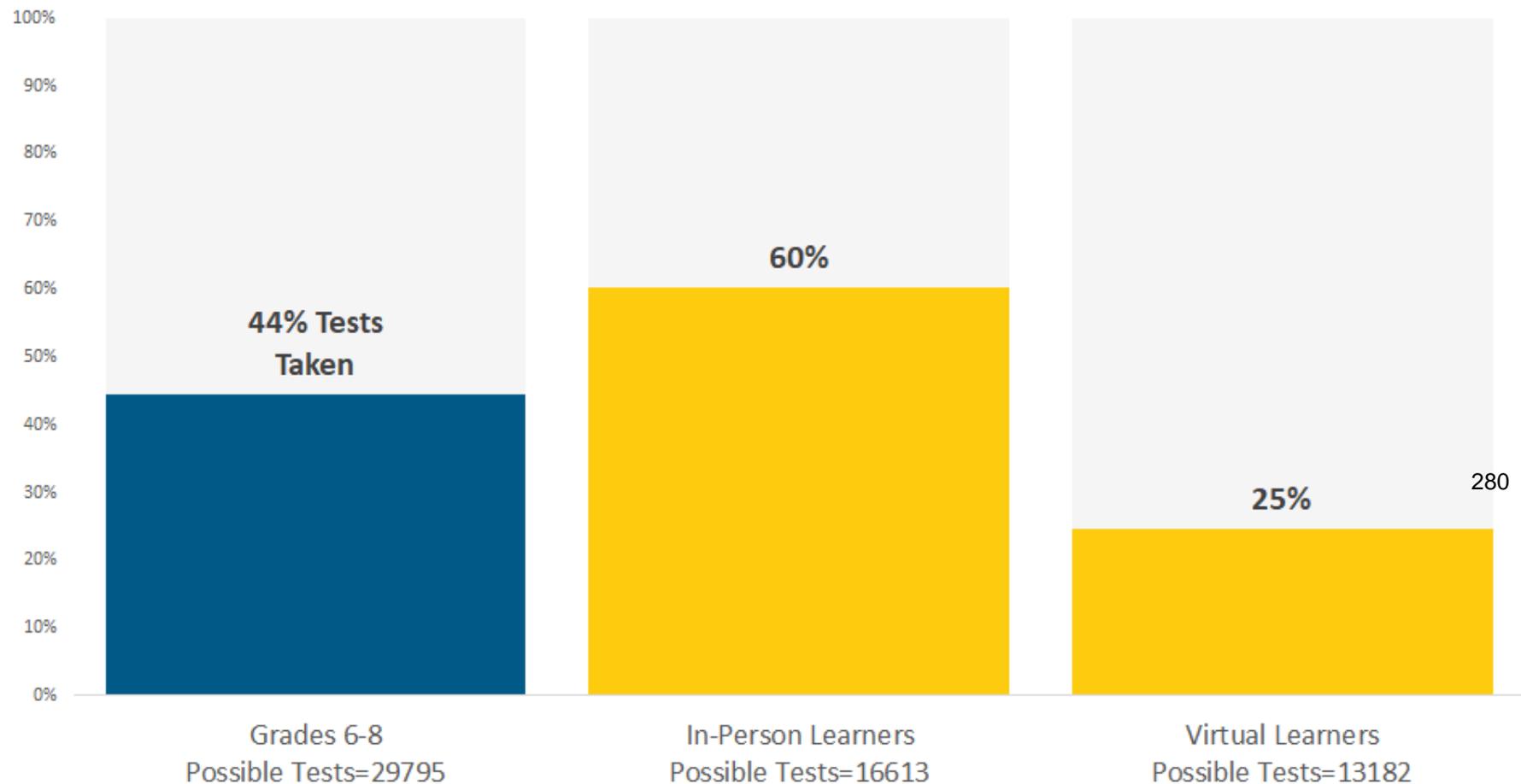
# LISD Elementary 2020-21 STAAR Participation by Student Group

## All Tests Grades 3-5



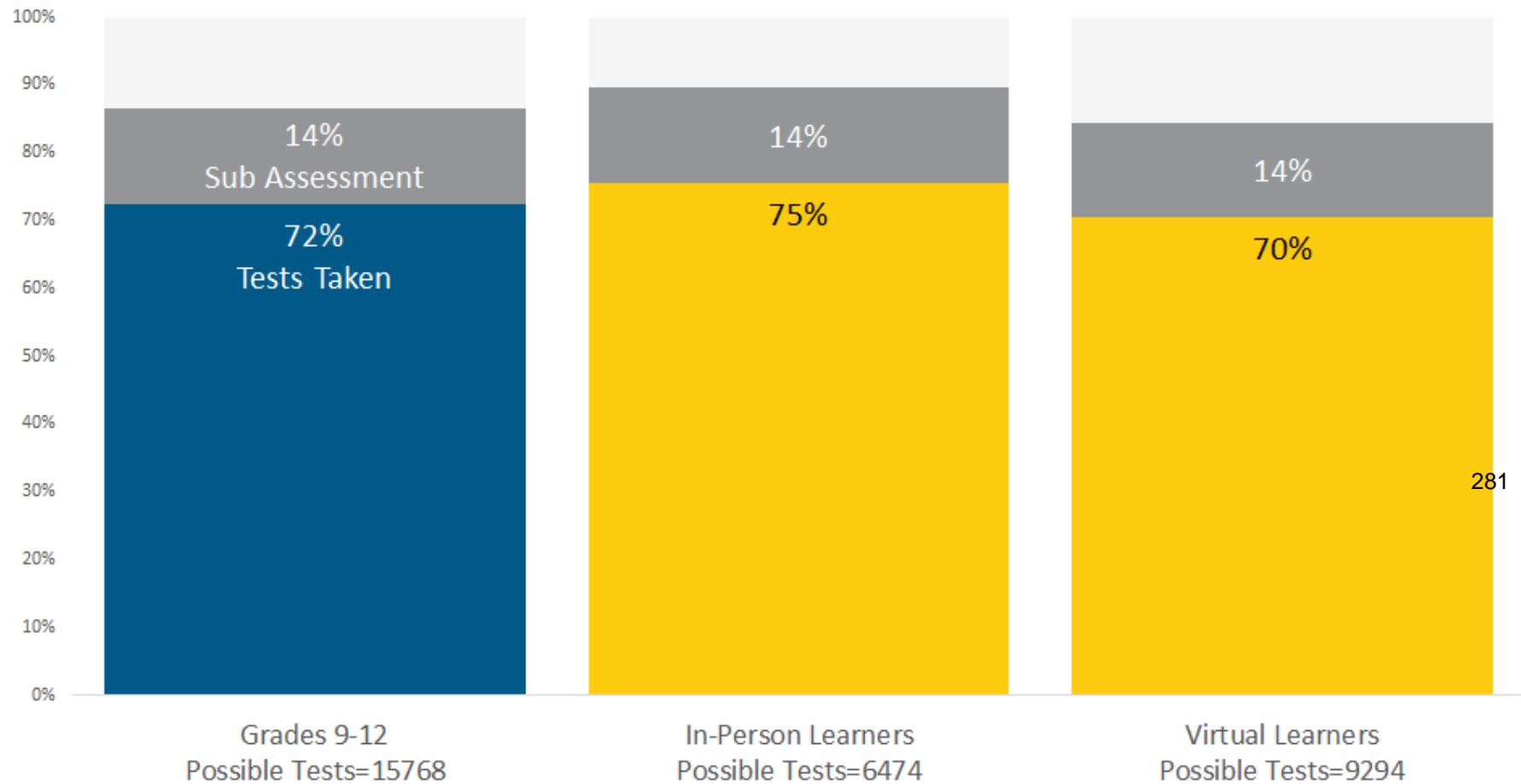
# LISD Middle School 2020-21 STAAR Participation by Student Group

## All Tests Grades 6-8



# LISD High School 2021 STAAR Participation by Student Group

## All Tests Grades 9-12



## Leander ISD 2021 STAAR Math Performance

LISD STAAR Test Summary	Participation			Performance of Tested Students		
	Enrolled Students	# Tested	% Tested	% Approaches or Better	% Meets or Better	% Masters
<b>Math</b>	<b>20739</b>	<b>13157</b>	<b>63%</b>	<b>74%</b>	<b>47%</b>	<b>25%</b>
<b>3</b>	<b>2763</b>	<b>2236</b>	<b>81%</b>	<b>72%</b>	<b>41%</b>	<b>22%</b>
<b>4</b>	<b>2923</b>	<b>2231</b>	<b>76%</b>	<b>67%</b>	<b>42%</b>	<b>24%</b>
<b>5</b>	<b>3040</b>	<b>2249</b>	<b>74%</b>	<b>79%</b>	<b>54%</b>	<b>31%</b>
<b>6</b>	<b>3136</b>	<b>1714</b>	<b>55%</b>	<b>79%</b>	<b>52%</b>	<b>24%</b>
<b>7</b>	<b>1879</b>	<b>723</b>	<b>38%</b>	<b>50%</b>	<b>17%</b>	<b>5%</b>
<b>8</b>	<b>3522</b>	<b>1335</b>	<b>38%</b>	<b>79%</b>	<b>56%</b>	<b>21%</b>
<b>A1*</b>	<b>3476</b>	<b>2669</b>	<b>77%</b>	<b>80%</b>	<b>50%</b>	<b>31%</b>
<b>Sub Assessment</b>		<b>263</b>	<b>8%</b>			

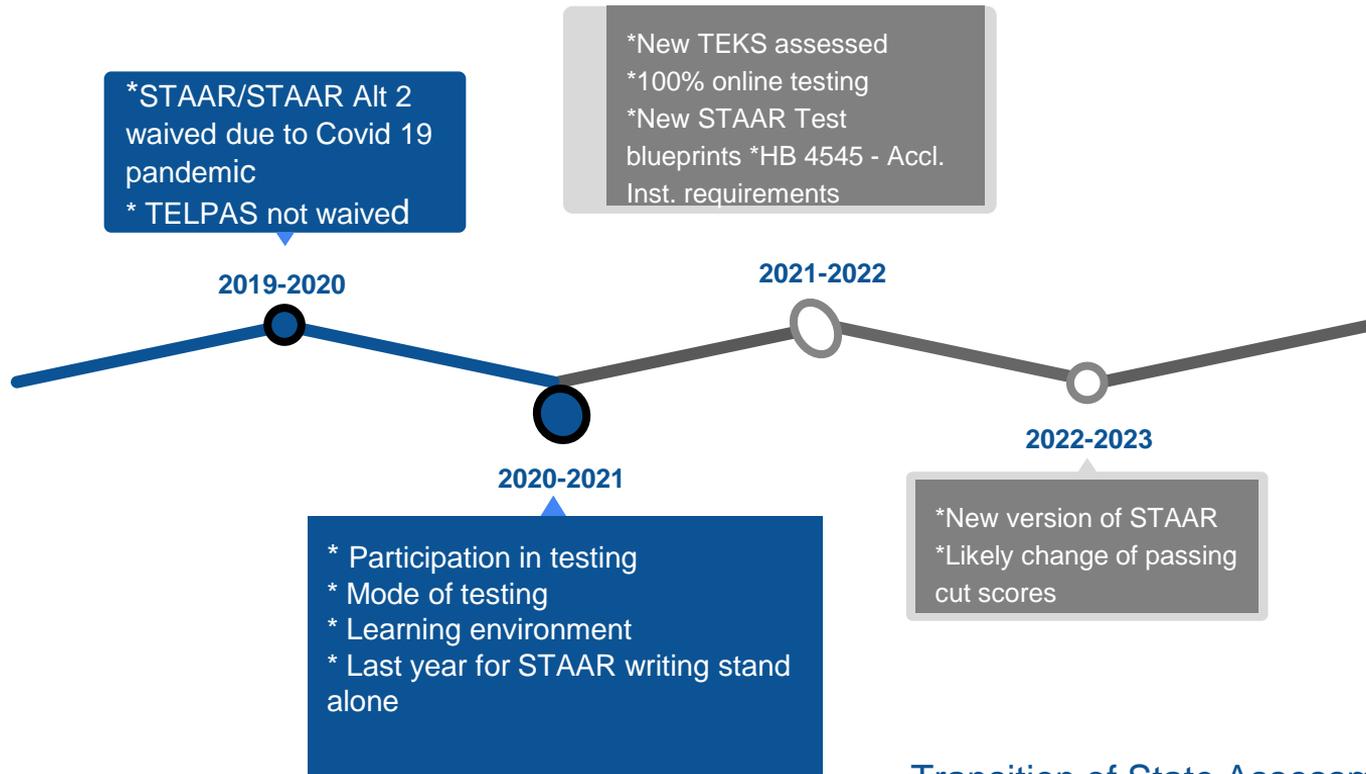
## Leander ISD 2021 STAAR Reading Performance

LISD STAAR Test Summary	Participation			Performance of Tested Students		
	Enrolled Students	# Tested	% Tested	% Approaches or Better	% Meets or Better	% Masters
Reading	25770	15390	60%	79%	58%	28%
3	2763	2211	80%	80%	56%	31%
4	2928	2231	76%	71%	45%	23%
5	3043	2240	74%	82%	60%	43%
6	3157	1749	55%	76%	50%	25%
7	3391	1428	42%	78%	57%	37%
8	3327	1238	37%	84%	62%	37%
E1*	3605	1302	36%	68%	50%	9%
Sub Assessment E2	3556	1922	53%	85%	75%	19%

## Leander ISD 2021 STAAR Performance - Science, Soc. St. and Writing

LISD STAAR Test Summary	Participation			Performance of Tested Students		
	Enrolled Students	# Tested	% Tested	% Approaches or Better	% Meets or Better	% Masters
Science	9941	6555	66%	84%	61%	33%
5	3043	2231	73%	73%	39%	17%
8	3327	1208	36%	83%	63%	44%
BI	3571	3116	87%	93%	76%	40%
Social Studies	6234	3718	60%	88%	70%	48%
8	3327	1165	35%	74%	46%	26%
US	2907	2553	88%	94%	82%	57%
Writing	6319	3730	59%	67%	40%	13%
4	2928	2246	77%	65%	37%	12%
7	3391	1484	44%	69%	44%	16%

# The Changing Landscape of State Assessment

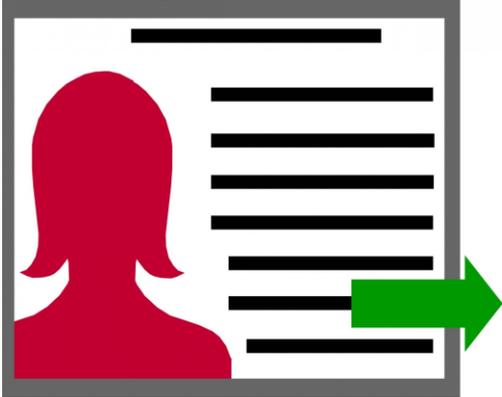


285

Transition of State Assessment and Accountability

# Glimpse of an Elementary Student's Academic Reading Journey...

## Classroom -----Campus/District -----State / National



- Daily Formative Assessments
- Running Records
- Observation
- Portfolios:
  - Compositions / Rubrics
  - Written Response
  - Reading surveys
  - Goals
  - Work samples
  - High Frequency Words
  - Letter Identification
  - Reading Lists (count of books read)
  - To Be Read List
  - Etc.

- Collaborative Common Assessments
- Performance Tasks
- Report Card
- Student Surveys
- Observation:
  - Walk Throughs
  - Evidence of Curriculum
  - Student Engagement
  - Student Passion for Learning

*What did I hear students talking about?*

*What did I see students doing?*

*What evidence did I see?*
- Graduate Profile

- ISIP
- STAAR / TELPAS
- NWEA MAP

## Core Beliefs

As a public school organization, we hold these truths as our core beliefs:

- 1 Each and every student is at the heart of our decisions. This requires a focus on students and all elements that impact their overall student experience in order for them to reach their maximum potential.
- 2 LISD life-changers (each and every staff member) should be empowered so they can inspire our students to own their learning.



## Vision

The #1LISD community cultivates each student individually to produce the most sought after creators of our future world.



## Mission

We will cultivate each individual student b287

- Knowing and appreciating them
- Creating a safe and supportive environment to nurture their personal growth
- Partnering with each family

# Discussion

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Legislative Update  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Colby Nichols (Ancira Strategic Partners, LLP)  
**Attachments:** N/A

---

**Background Information:**

Colby Nichols with Ancira Strategic Partners will be present to provide a legislative update.

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A



# Leander ISD - 87th Legislative Session Wrap-up

Colby Nichols  
Ancira Strategic Partners, LLP



# Student Data Privacy

- **HB 363/SB 1526**
  - Requires state-approved/adopted vendors adhere to a statewide data-sharing agreement and masking standard (TSDS).
  - Allows customization of data fields but prohibits vendors from making changes contingent upon purchase.
  - Excludes national assessment providers.
  - Effective date is Fall 2023 (working collaboratively with partners)
  - Districts will not be burdened with additional work to de-mask the data.
- **HB 1525**
  - Section 14

291

# Virtual Education

- HB 1468 (DID NOT PASS)
  - Special session?
  - Waivers?
  - District/Charter run programs
    - i. ADA funding (asynchronous/synchronous)
    - ii. Teachers were prohibited from teaching both remote and in-person.
    - iii. No poaching (reasonable access to a school facility)
    - iv. School had discretion
    - v. Hybrid Programs
    - vi. MOU for non-participating districts
- SB 27

# Local Control

- Federal Funds
  - HB 4465 (discretion on expenditure of funds)(did not pass)
    - Assisted with substitute language.
  - HB 4545
    - Commissioner could contract on behalf of the District to purchase certain instructional materials.
    - Supplemental instruction or master teacher
- Section 25 of 1525
  - 40% of local funds held back (did not pass)
- Fund balance legislation

# SB 1365 - Accountability

- Failed twice
  - Once in committee and HB 3270
  - Due Process changes
    - Limited appeal
    - Court where campus resides
  - D is not the same as F
    - Label = needs improvement
    - Three Ds = F sanctions
    - Maximum of 7 Ds before the final hammer
    - Only overall rating of a campus matters for these purposes (not domain)
    - C resets the chain
    - C or better for 2021-2022 = a rating, if not then “Not Rated”

294

# Mental Health

- School Safety Allotment
  - Same level of funding
- Compensatory Education
  - Social/Emotional learning
  - Instructional Coaches
  - Attendance officers

# Fast Growth Solutions

- New Fast Growth Allotment
  - No longer based upon quartile growth but rather how many students over 250 you have gained in the previous 5 years.
  - Tiered levels
  - Leander lost substantially, but Formula Transition Grant recovered most of the funds.
  - Open question as to whether this could be better for LISD in the long run.
- Formula Transition Grant
  - Capped at 400 million
  - Still set to expire in 2025

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Report on Community Bond Survey Results  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Jimmy Disler, Matt Gamble (Baselice and Associates, Inc.)  
**Attachments:** Community Bond Survey Results Presentation *(to be loaded to BoardBook prior to the meeting)*

---

## **Background Information:**

Matt Gamble, with Baselice and Associates, Inc. will present the results of the recently conducted community bond survey. As a reminder, this survey was conducted to measure initial and informed levels of support or opposition for a bond proposal(s).

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# LEANDER ISD VOTER SURVEY

July 8 - 13, 2021

298

**N = 350 respondents**

**margin of error:  $\pm 5.2\%$**

**BASELICE**  
& Associates, Inc.

# EXPERIENCE IN SCHOOL BOND RESEARCH

Baselice & Associates, Inc. has conducted opinion research on ballot measures for the following school districts:

Abilene ISD	Comal ISD	Gregory-Portland ISD	Lindale ISD	Round Rock ISD
Aledo ISD	Coppell ISD	HEB ISD	Little Elm ISD	San Angelo ISD
Alief ISD	Corpus Christi ISD	Hialeah School District	Lumberton ISD	San Antonio ISD
Alvarado ISD	Dripping Springs ISD	Houston ISD	Mansfield ISD	San Marcos ISD
Alvin ISD	Dumas ISD	Jarrell ISD	Marshall ISD	Sanger ISD
Argyle ISD	Duncanville ISD	Joshua ISD	McKinney ISD	Sealy ISD
Aubrey ISD	Eanes ISD	Judson ISD	Mesquite ISD	Seguin ISD
Austin ISD	Ector Co ISD	Katy ISD	Midland ISD	Sherman ISD <sup>299</sup>
Azle ISD	El Paso ISD	Kaufman ISD	Midlothian ISD	Socorro ISD
Bastrop ISD	EMS SD	Keller ISD	Montgomery ISD	South San Antonio ISD
Birdville ISD	Fort Smith	Killeen ISD	Nacogdoches ISD	Spring ISD
Boerne ISD	Fredericksburg ISD	Klein ISD	New Caney ISD	Stephenville ISD
BPT ISD	Frisco ISD	Lago Vista ISD	North East ISD	Temple ISD
Burnet CISD	Garland ISD	Lampasas ISD	North Lamar ISD	Terrell ISD
Caddo Parish ISD	GCISD	Lancaster ISD	Northwest ISD	Tyler ISD
Canyon ISD	Godley ISD	Lee Co. School District	Pflugerville ISD	Victoria ISD
Cedar Hill ISD	Granbury ISD	Lewisville ISD	Plano ISD	Waxahachie ISD
Clear Creek ISD	Grand Prairie ISD	Liberty Hill ISD	Red Oak ISD	Whitesboro ISD
Cleburne ISD	Greenville ISD		Richardson ISD	Wichita Falls ISD
Clifton ISD			Rockwall ISD	Ysleta ISD

# OBJECTIVES



**1**

**To assess general attitudes about Leander ISD.**



**2**

**To assess INITIAL levels of support & opposition on various bond proposals.**



**3**

**To measure the favorability of potential bond projects and test the impact of additional information pertaining to a bond package.**



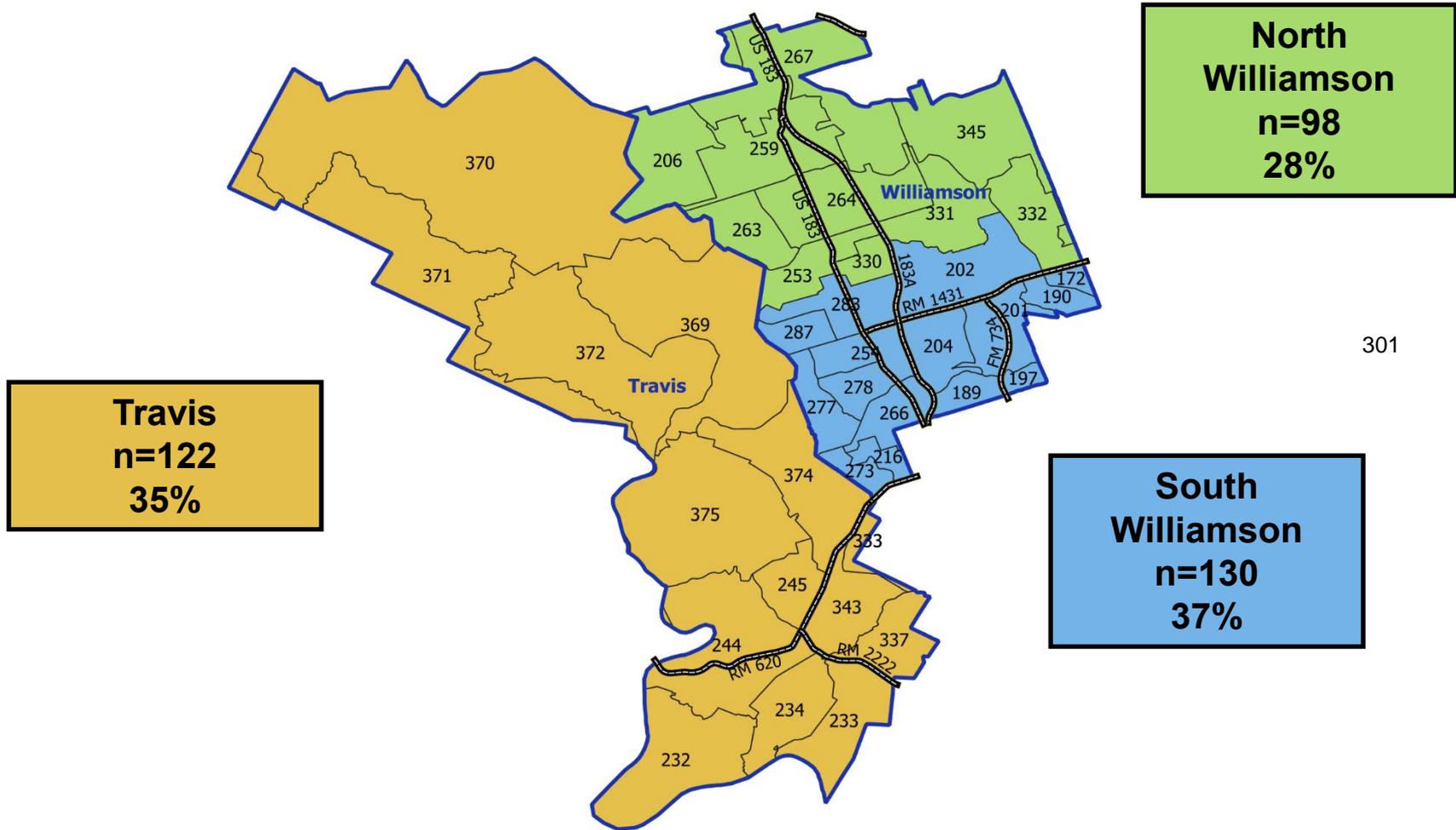
**4**

**To assess INFORMED levels of support & opposition on various bond proposals.**

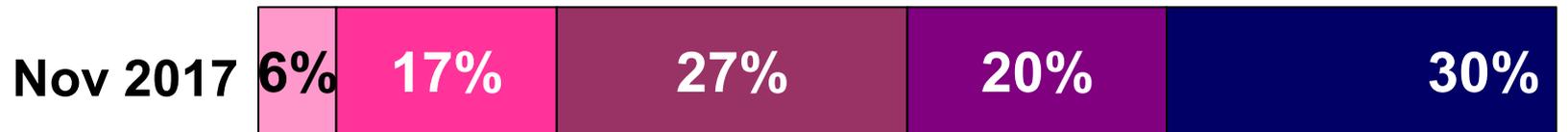
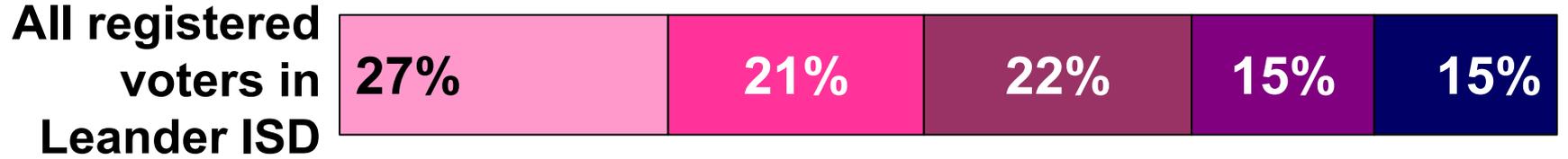
300

# DISTRIBUTION OF INTERVIEWS

The number of interviews in each region is based on an average of voter registration and voter turnout in recent elections.

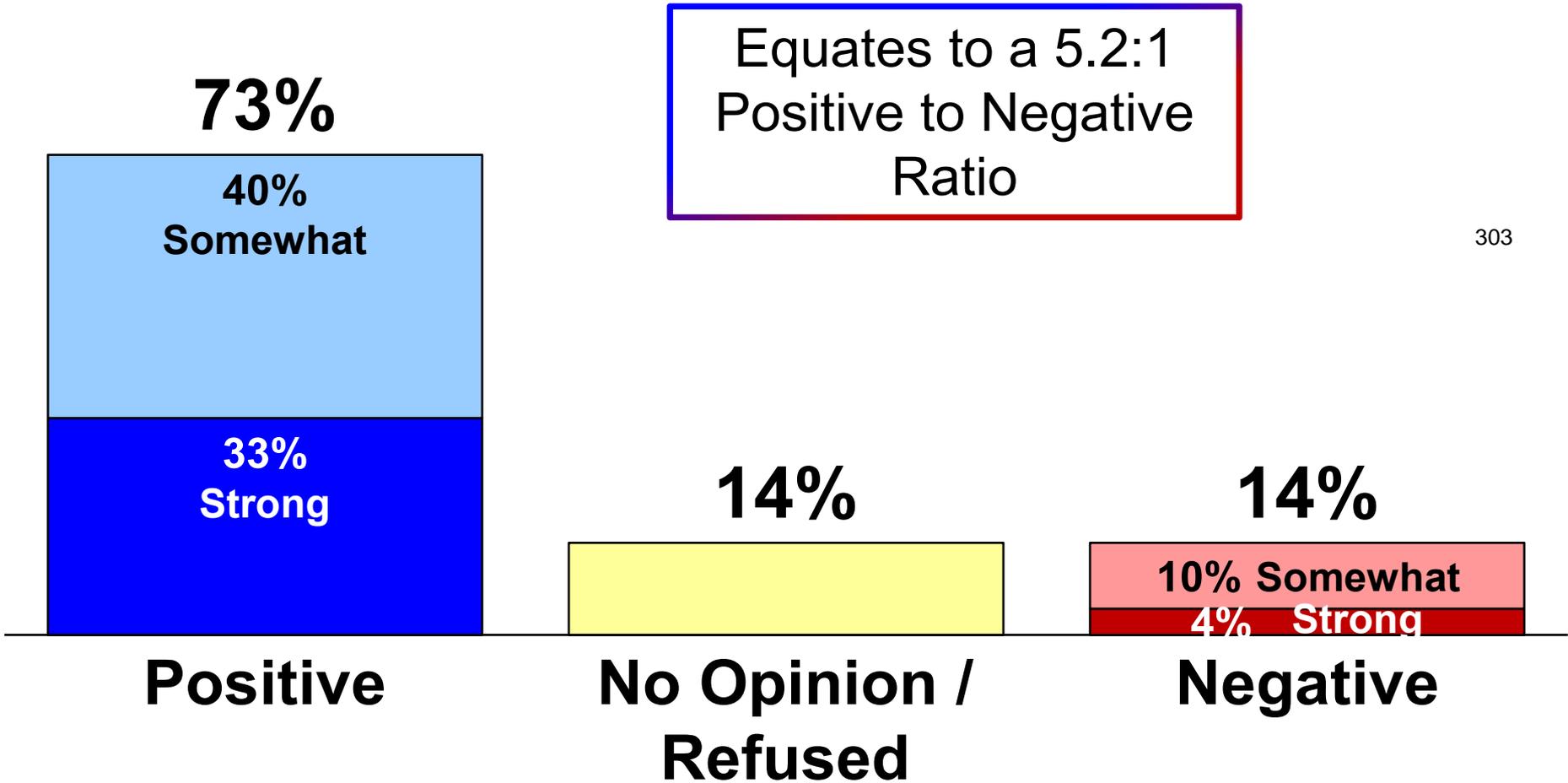


# AGE DEMOGRAPHICS



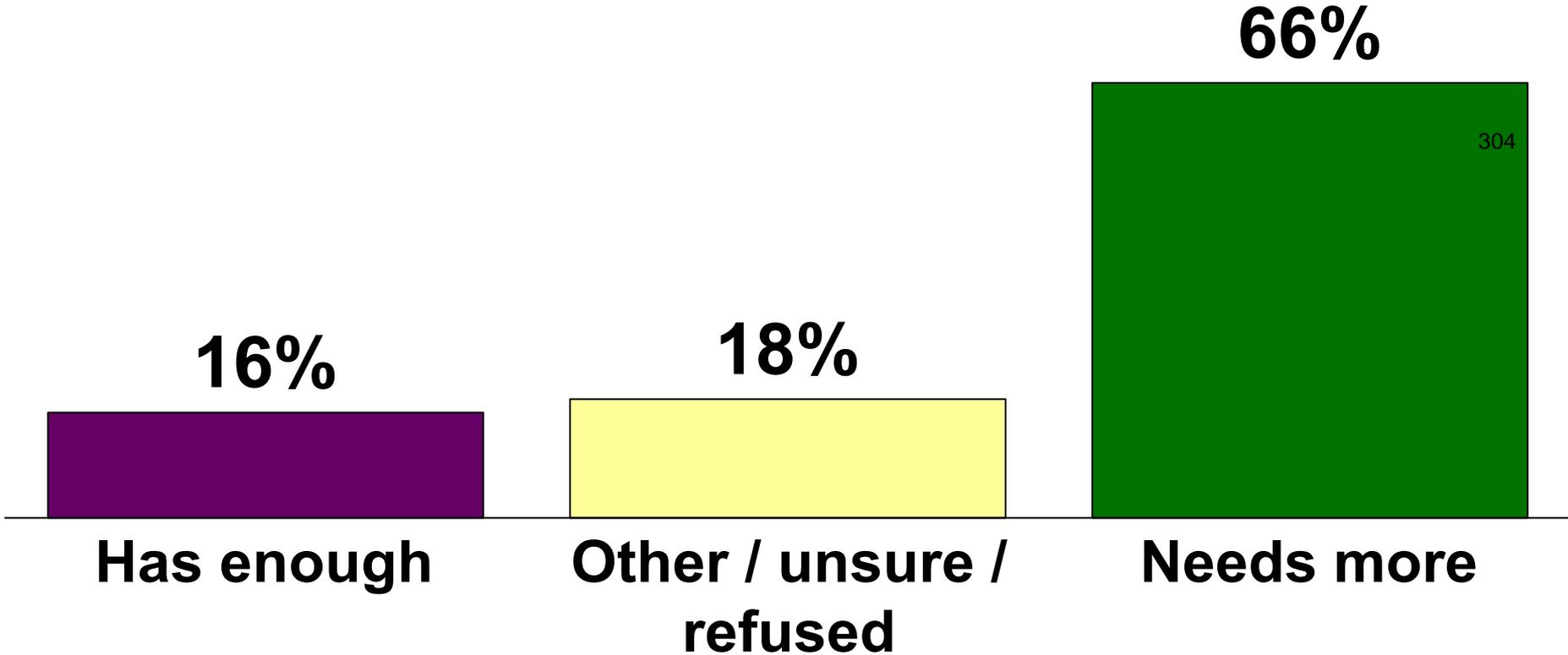
302

Q2. Do you have a strong positive, somewhat positive, somewhat negative, or strong negative impression of Leander Independent School District?



303

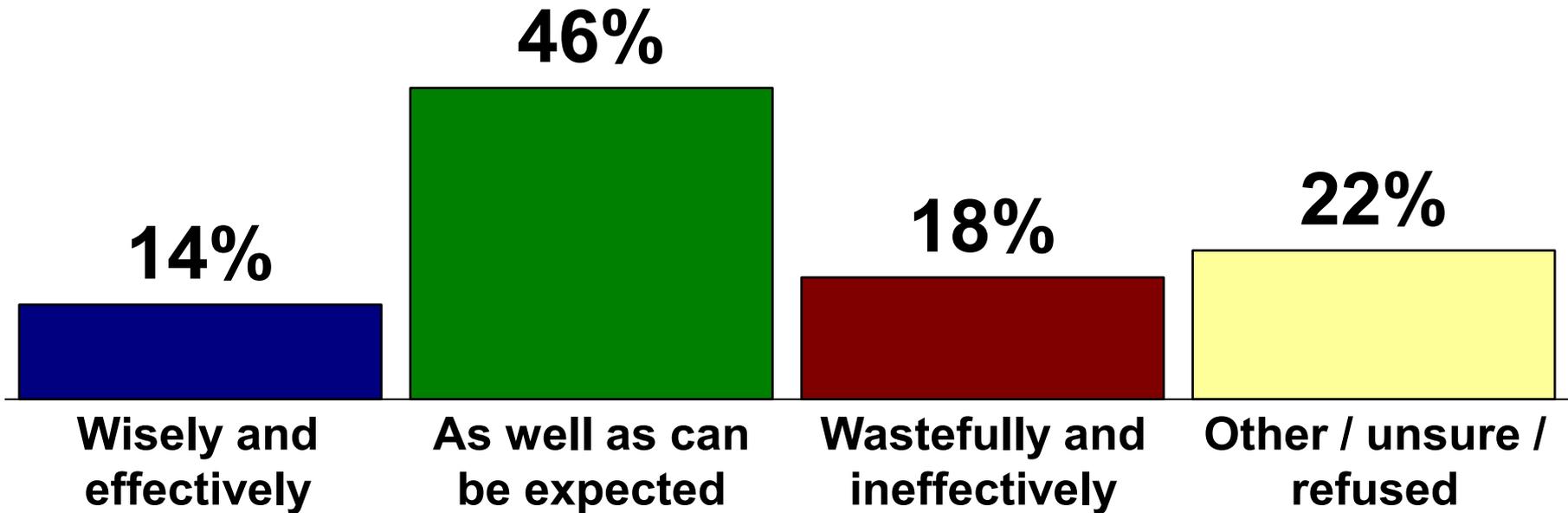
Q6. Do you think Leander ISD currently has enough schools and classrooms to meet the growth over the next ten years, or do you think more are needed?



Q7. Which one of the following best describes your opinion of how Leander ISD manages the money it has to operate the school district?

Three out of five (60%)  
say as well as can be  
expected or better

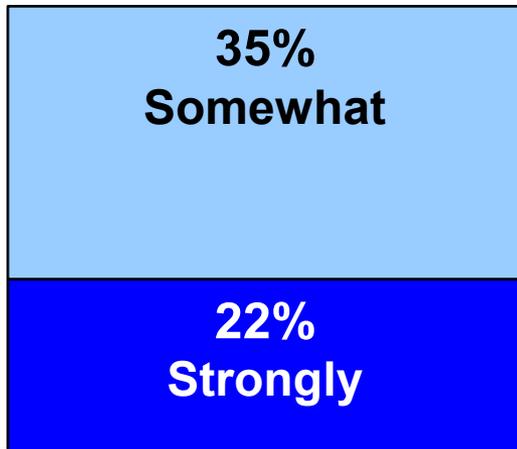
305



Q8. Do you approve or disapprove of the job being done by the (**Ver X:** Leander ISD school board / **Ver Y:** central administration of Leander ISD)?

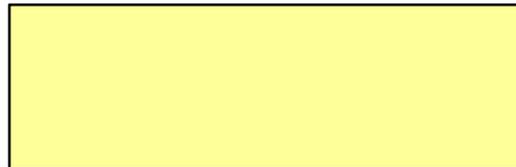
	Approve	Unsure	Disapprove
Version X: Board	61%	16%	23%
Version Y: Admin	51%	28%	21%

**56%**



**Approve**

**21%**



**Other / unsure /  
refused**

**22%**



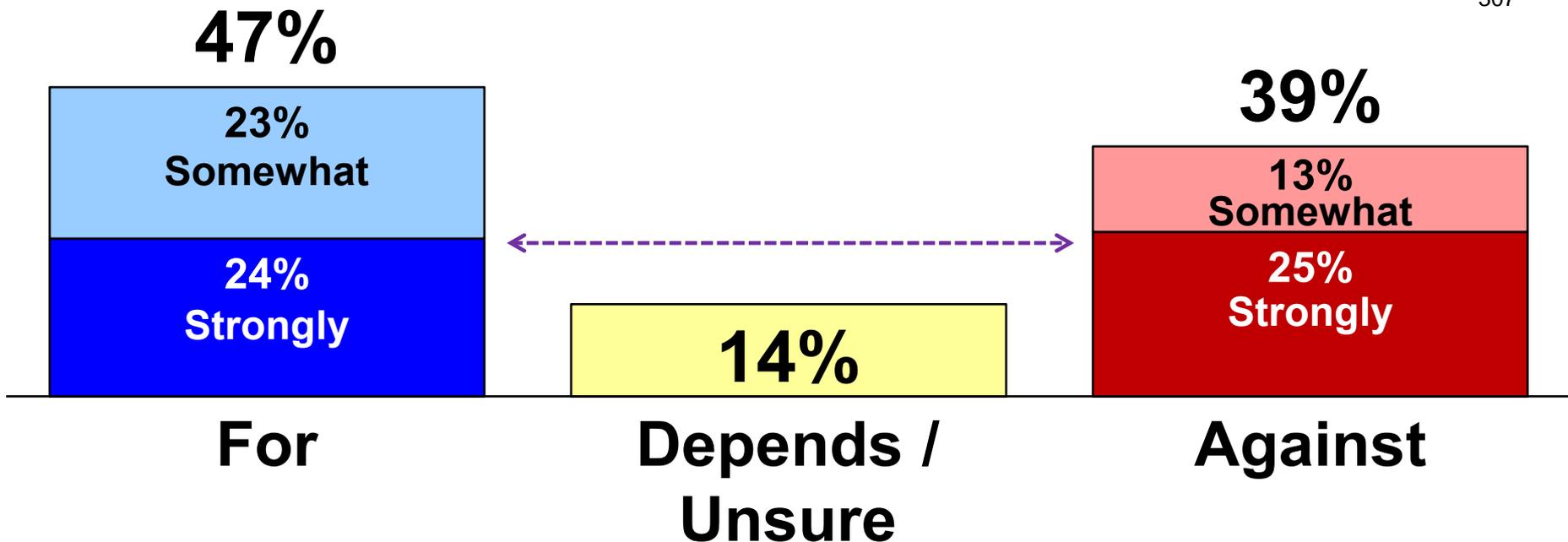
**Disapprove**

306

## INITIAL BALLOT ON \$839 MILLION

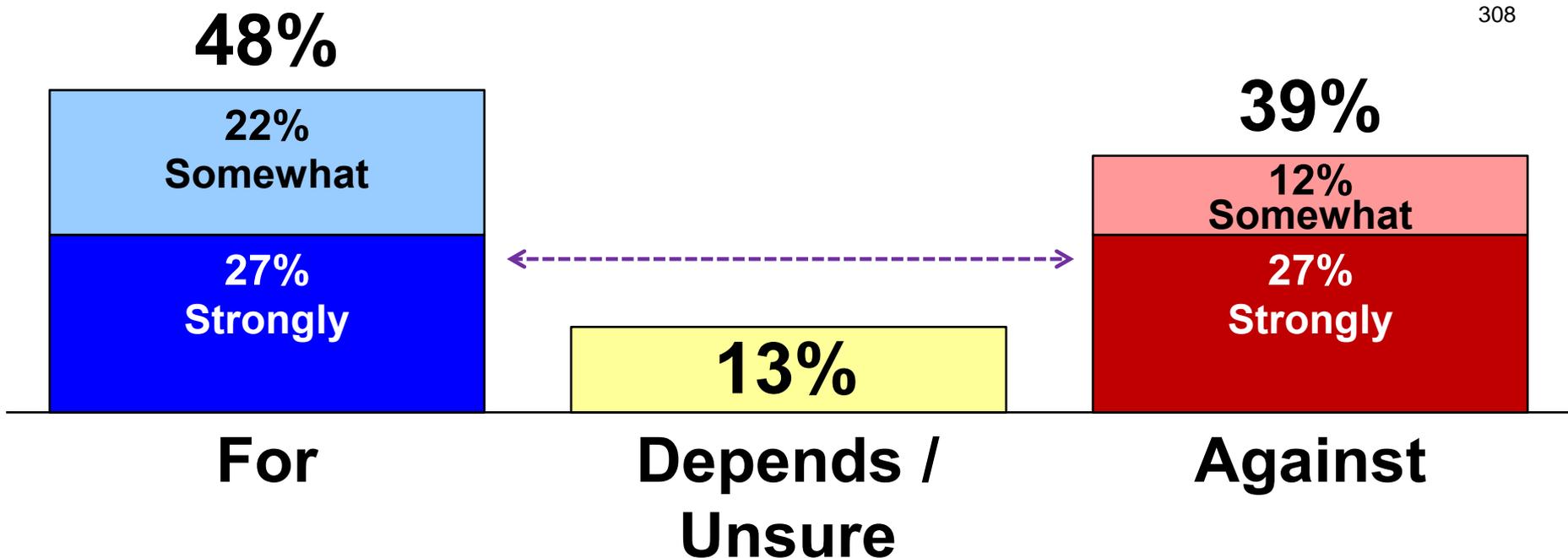
Q3. Leander ISD is considering calling a bond election for this November, and voters may be presented with multiple propositions. If an election were held today, please tell me if you would vote for or against the following propositions. The issuance of \$839 million in bonds for the construction, renovation and the equipment of school buildings and the purchase of school buses, and the levying of a property tax increase, sufficient and without limit, to pay for the principal and interest of the bonds.

307

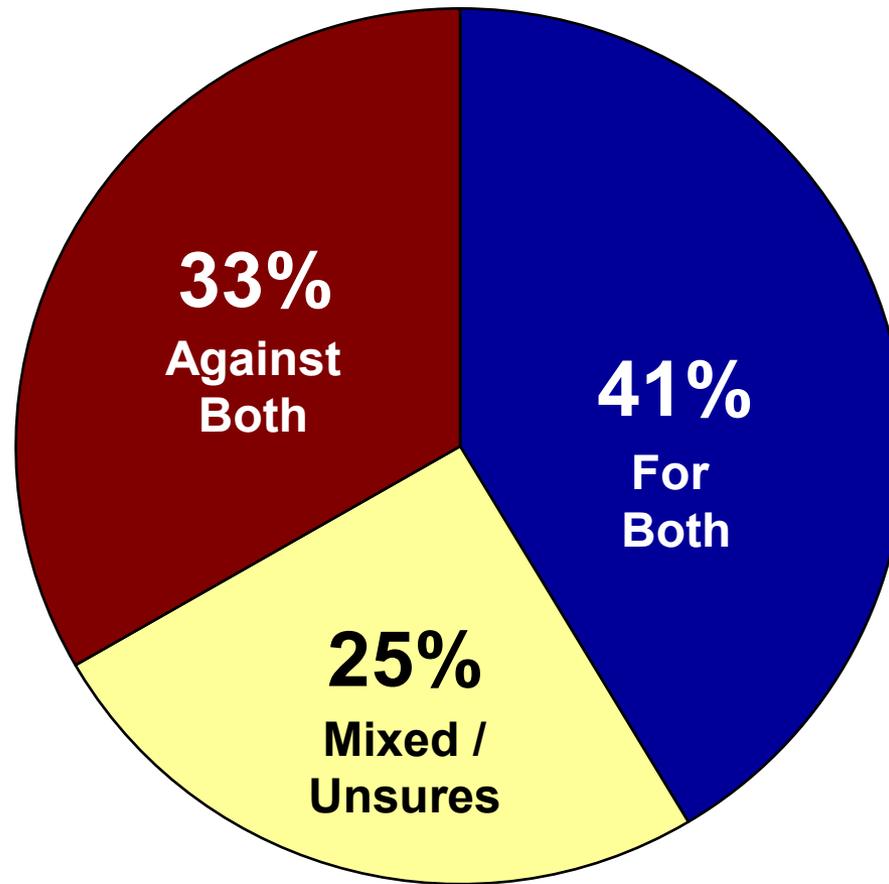


## INITIAL BALLOT ON \$94 MILLION

Q4. Leander ISD is considering calling a bond election for this November, and voters may be presented with multiple propositions. If an election were held today, please tell me if you would vote for or against the following propositions. The issuance of \$94 million in bonds for technology improvements and the purchase of electronic learning devices and the levying of a property tax increase, sufficient and without limit, to pay for the principal and interest of the bonds.



# COMBINATION OF INITIAL BALLOTS ON \$839 MILLION AND \$94 MILLION



309

## INITIAL BALLOT ON \$839 MILLION

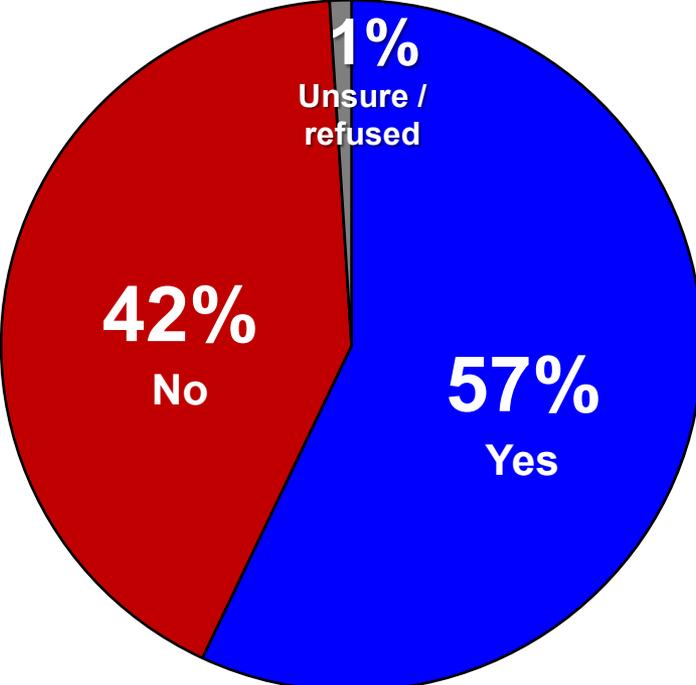
	Base	For / Strongly	Against / Strongly	TOTAL FOR	TOTAL AGAINST	DEPENDS / UNSURE	NET FOR
<b>Total</b>	<b>350</b>	<b>24%</b>	<b>25%</b>	<b>47%</b>	<b>39%</b>	<b>14%</b>	<b>8%</b>
<b>R1X-Self-Reported Local Elections Voting</b>							
Votes all	124	27%	30%	43%	41%	15%	2%
Does not vote all	226	23%	23%	49%	38%	13%	12%
<b>QQD2B-Children in LISD schools</b>							
Yes	123	29%	20%	54%	33%	13%	20%
No	226	22%	28%	44%	42%	14%	2%

## INITIAL BALLOT ON \$94 MILLION

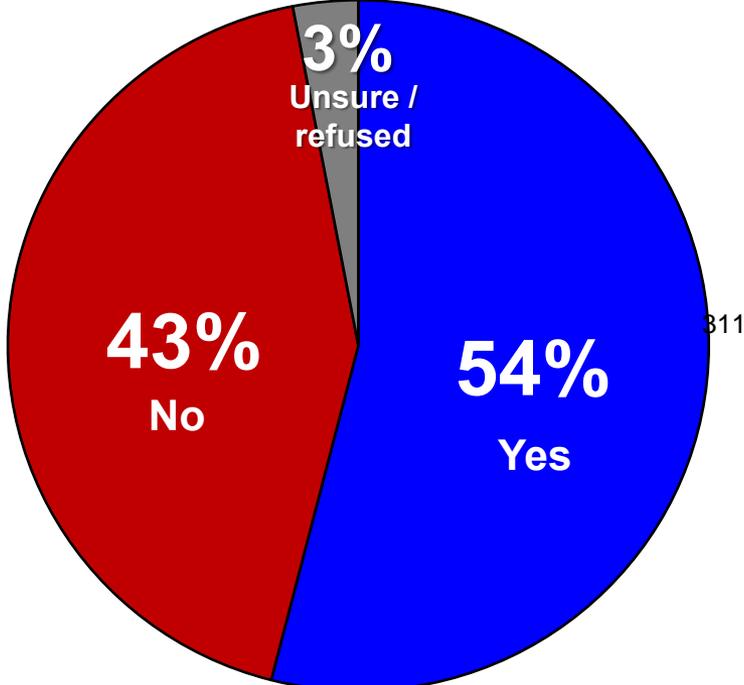
310

	Base	For / Strongly	Against / Strongly	TOTAL FOR	TOTAL AGAINST	DEPENDS / UNSURE	NET FOR
<b>Total</b>	<b>350</b>	<b>27%</b>	<b>27%</b>	<b>48%</b>	<b>39%</b>	<b>13%</b>	<b>10%</b>
<b>R1X-Self-Reported Local Elections Voting</b>							
Votes all	124	33%	35%	44%	44%	13%	0%
Does not vote all	226	23%	22%	51%	36%	13%	15%
<b>QQD2B-Children in LISD schools</b>							
Yes	123	32%	23%	57%	33%	9%	24%
No	226	23%	29%	43%	42%	15%	1%

Q9. Did you know that school districts must seek voter approval for bonds, even when the bonds can be issued without an increase in the property tax rate?

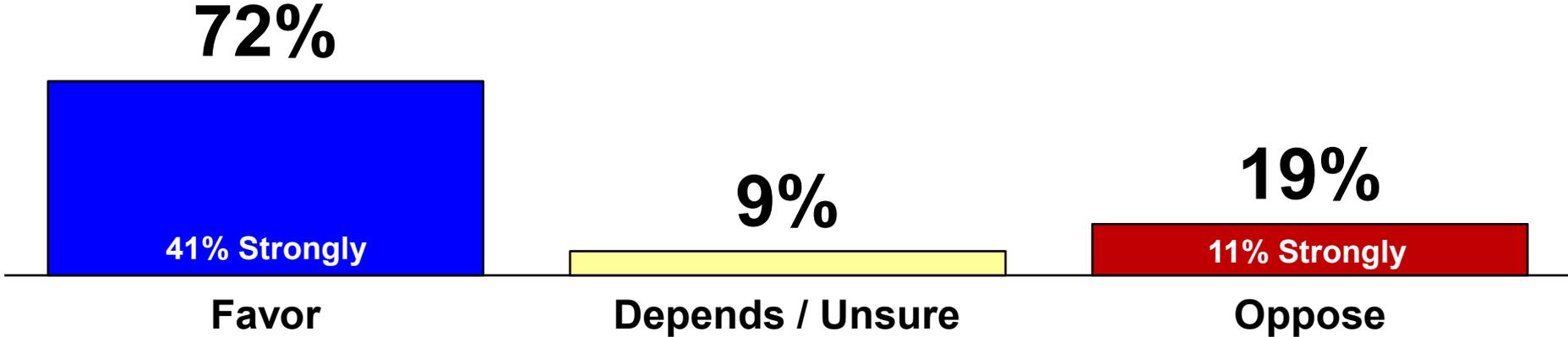


Q10. Would you be surprised to know that (**Ver Y:** due to growth in the tax base and the paying off of past bonds,) Leander ISD can issue up to \$1 billion in bonds without an increase in the property tax rate?

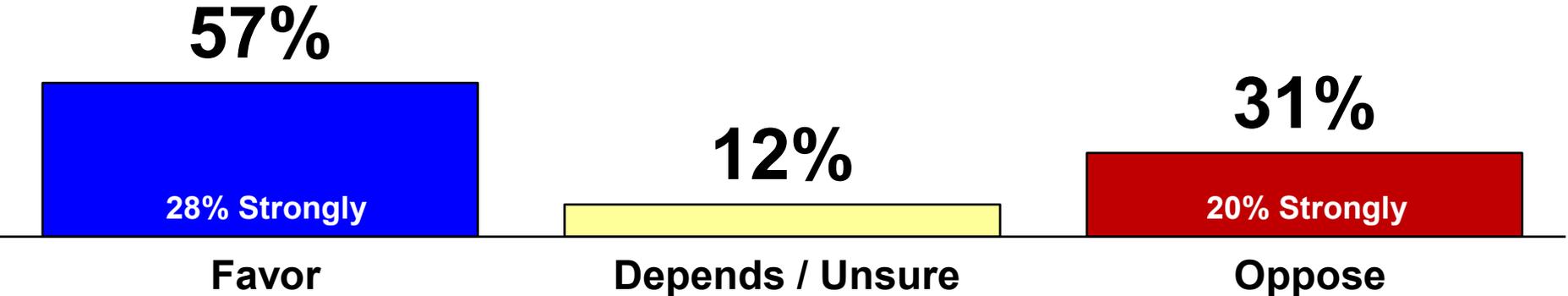


	Yes Surprised	No, Not Surprised
Ver X	61%	39%
Ver Y	47%	53%

Q11. Knowing that tax rates would NOT increase, do you strongly favor, somewhat favor, somewhat oppose, or strongly oppose the proposed bonds for Leander ISD?

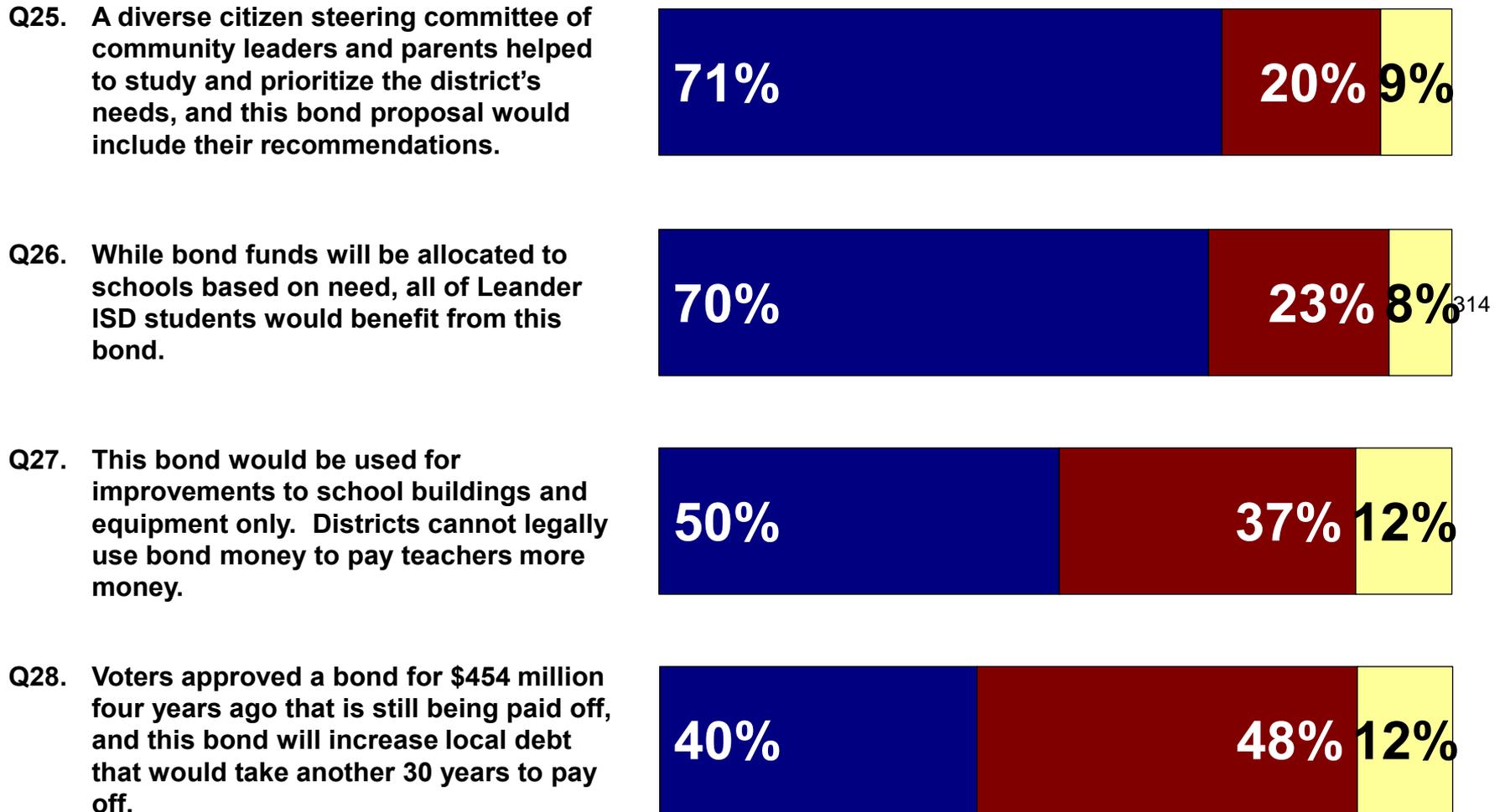


Q12. State law now requires the official ballot language for all school bonds to say quote - it's a property tax increase - end quote, even if the tax rate is not going to increase. This is because taxpayers are being asked to extend the tax rate to pay for new debt. Knowing this, do you strongly favor, somewhat favor, somewhat oppose, or strongly oppose the proposed bonds for Leander ISD?



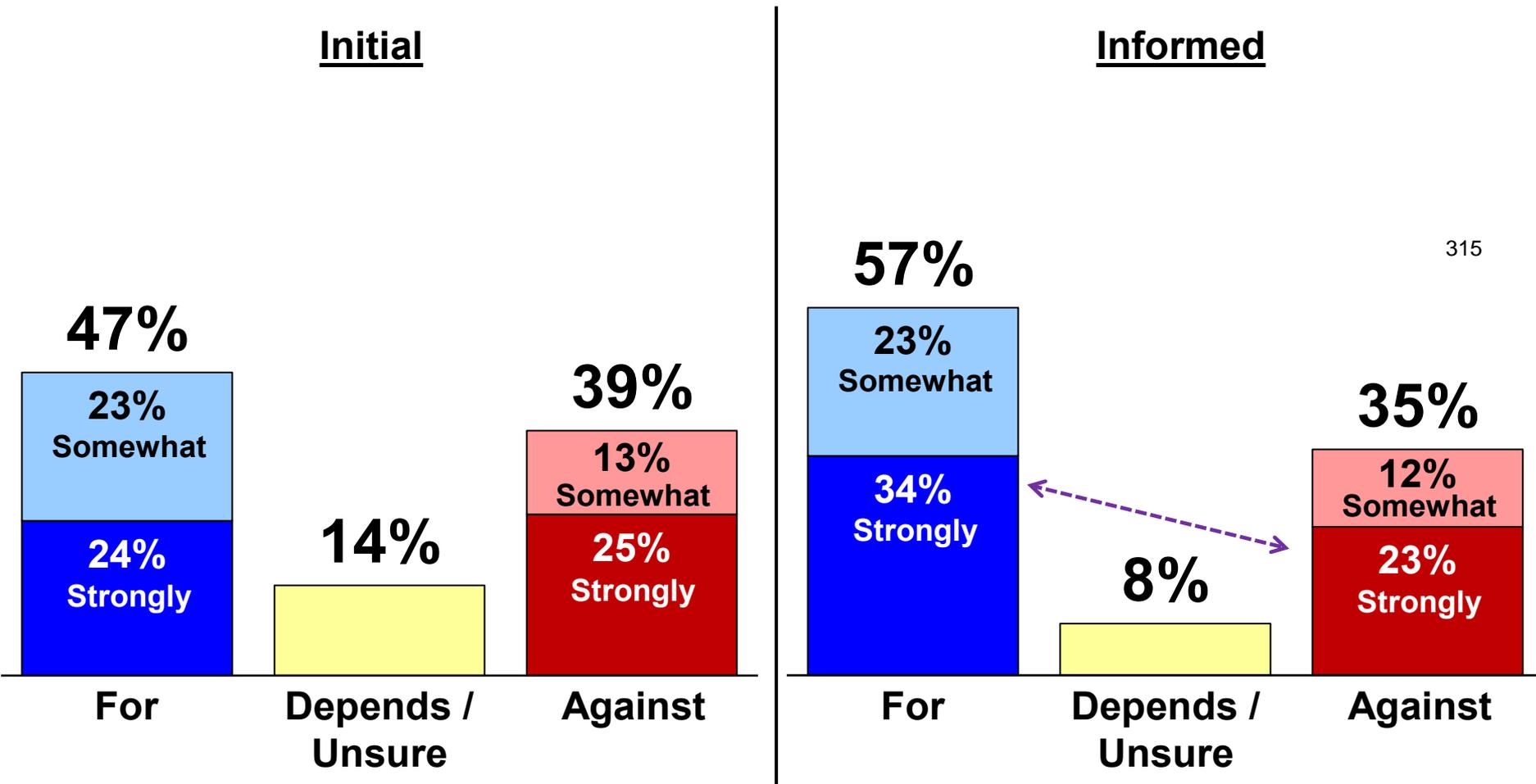
<b>Please tell me if you favor or oppose each one of the following projects or elements that could be included in a bond package.</b>		<b>Total Favor</b>	<b>Total Oppose</b>	<b>Depends / Unsure</b>
Q17	The bond could allow for maintenance and repair of school buildings such as replacing worn out air conditioning and heating systems, old carpet, repainting, and upgrades to roofing, plumbing and electrical systems.	<b>82%</b>	<b>13%</b>	<b>5%</b>
Q21	The bond could allow for upgrades for various Career Technology Education programs which gives students hands on learning and helps prepare them for college and careers.	<b>81%</b>	<b>13%</b>	<b>6%</b>
Q18	The bond could allow for improvements to create more equity for students throughout the district by bringing some of the older schools closer to the same standards as newer schools.	<b>76%</b>	<b>17%</b>	<b>7%</b>
Q23	Over 50% of the district's buses are at or already over their 15 year life span and this bond could allow for the purchase of replacement buses as well as some additional buses needed for growth.	<b>76%</b>	<b>17%</b>	<b>7%</b>
Q13	Over the past ten years Leander ISD has grown by over 8,000 students and is expecting to grow by another 12,000 over the next ten years. This bond could allow the district to accommodate growing student enrollment.	<b>75%</b>	<b>18%</b>	<b>7%</b>
Q14	This bond will allow the district to (Ver A: stay ahead of growth / Ver B: keep up with growth as it occurs) to ensure existing schools and classrooms do not become overcrowded.	<b>75%</b>	<b>18%</b>	<b>7%</b>
Q19	The bond could allow for improvements to technology such as upgrades to infrastructure to increase speed and reliability and the purchase of electronic learning devices for teachers, students and classrooms to give students the tools they need for today's 21st Century learning.	<b>75%</b>	<b>18%</b>	<b>7%</b> <sup>313</sup>
Q20	The bond could allow for upgrades to campus safety and security with the installation of additional security cameras.	<b>74%</b>	<b>22%</b>	<b>4%</b>
Q22	The bond could allow for improvements to fine arts programs such as upgrades to sound systems and stage lighting at middle schools and high schools, and replacing worn out musical instruments at high schools.	<b>72%</b>	<b>21%</b>	<b>7%</b>
Q15	In order to accommodate growth, this bond could allow for the construction of five new elementary schools and one new middle school, as well as adding classroom space at Leander and Cedar Park High Schools and a larger expansion at Vista Ridge High School.	<b>70%</b>	<b>21%</b>	<b>9%</b>
Q16	The bond could allow for building a few smaller, specialized high schools to give students and families more choice in their education, and would also serve to free up space for growth at the traditional high schools.	<b>62%</b>	<b>28%</b>	<b>10%</b>
Q24	The current administration building was built in 2001 and since then the district has doubled the number of students it serves and more space is needed for all the support services of the district. The bond could allow for a (Ver A: 19 million dollar / Ver B: major) expansion of the central administration building, which is the next step of a long-range plan to expand the central offices as the district grows.	<b>59%</b>	<b>34%</b>	<b>7%</b>

Now, here is some more information about the bond package. After each statement I read, please tell me if you strongly favor, somewhat favor, somewhat oppose or strongly oppose the bond package.



# INFORMED BALLOT ON \$839 MILLION

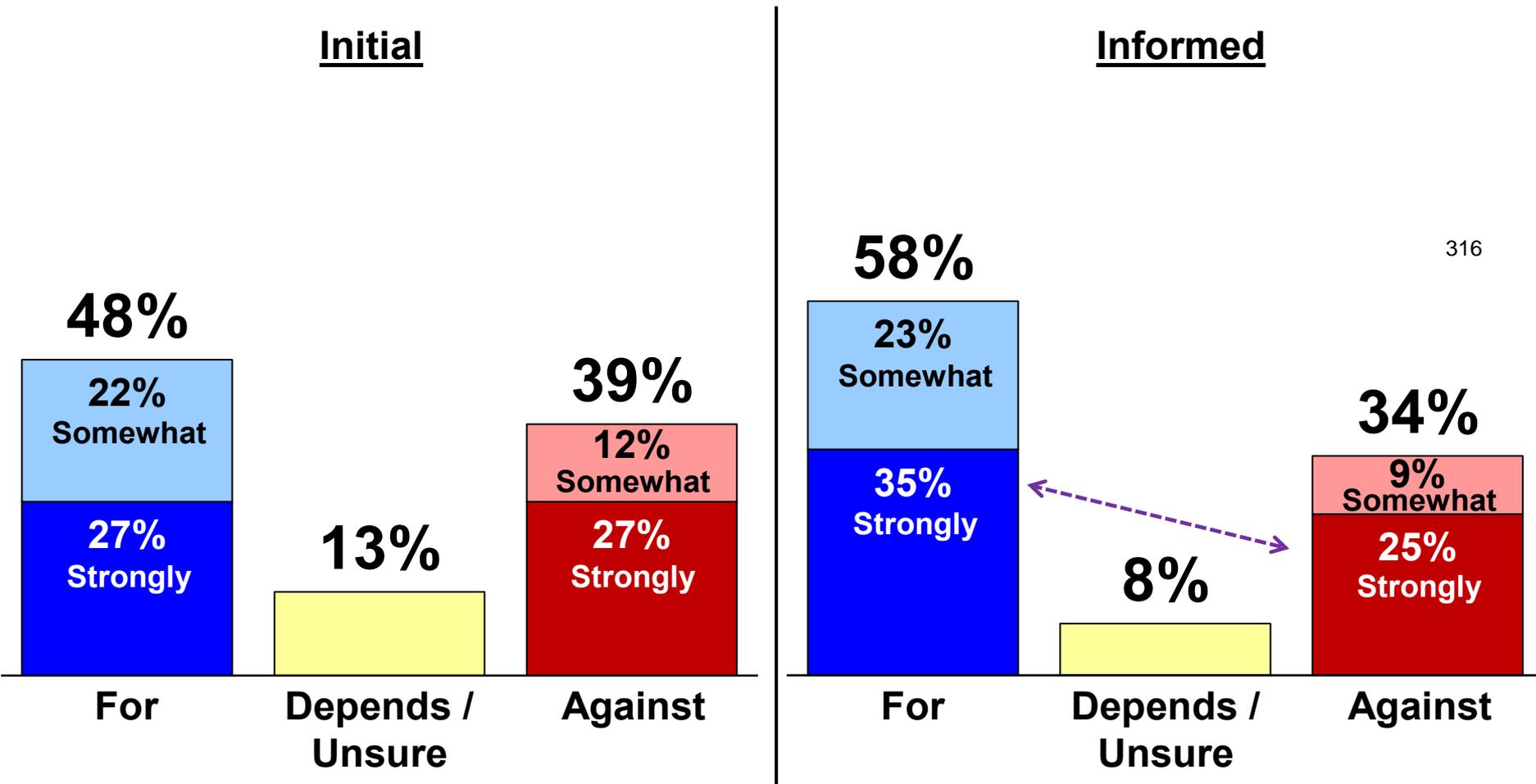
Q29. The issuance of \$839 million in bonds for the construction, renovation and the equipment of school buildings and the purchase of school buses, and the levying of a property tax increase, sufficient and without limit, to pay for the principal and interest of the bonds.



315

# INFORMED BALLOT ON \$94 MILLION

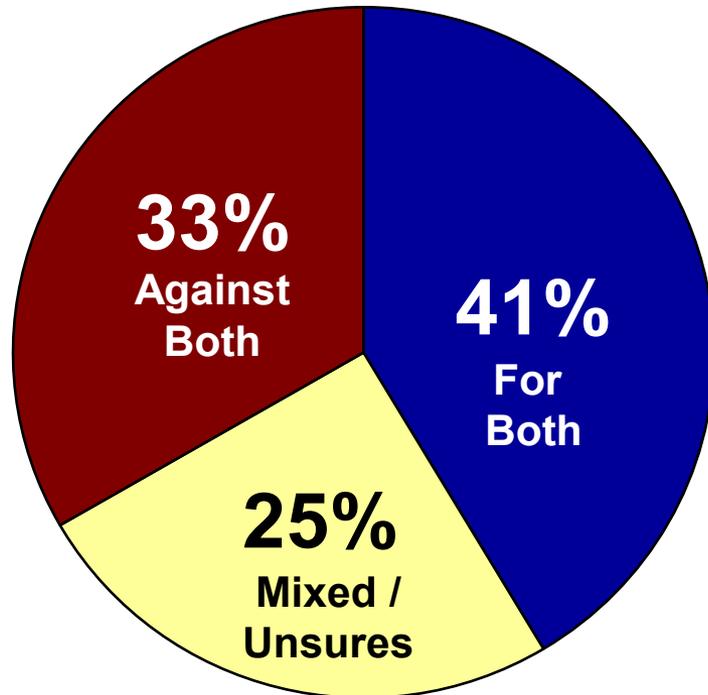
Q30. The issuance of \$94 million in bonds for technology improvements and the purchase of electronic learning devices and the levying of a property tax increase, sufficient and without limit, to pay for the principal and interest of the bonds.



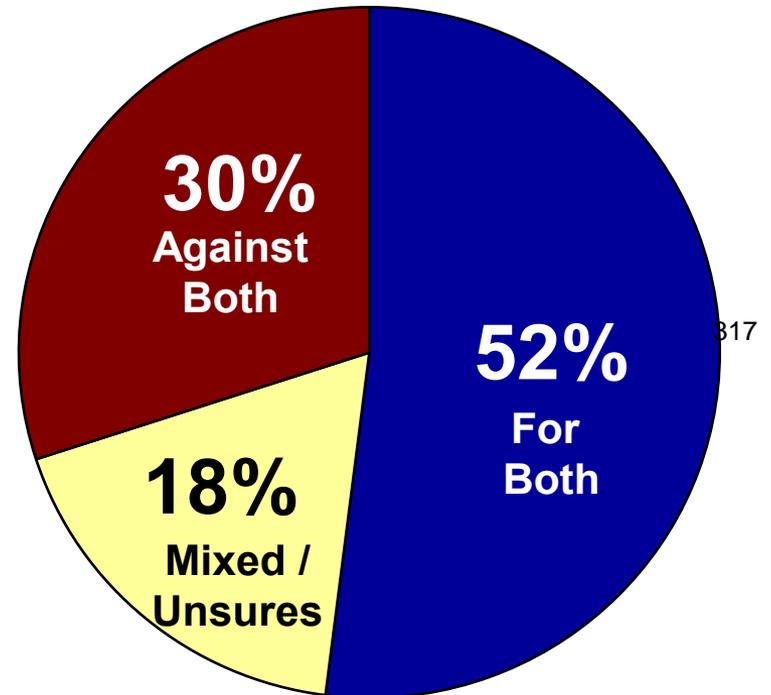
316

# COMBINATION OF INITIAL AND INFORMED BALLOTS ON \$839M AND \$94M

Initial



Informed



## INFORMED BALLOT ON \$839 MILLION

	Base	For / Strongly	Against / Strongly	TOTAL FOR	TOTAL AGAINST	DEPENDS / UNSURE	NET FOR
<b>Total</b>	<b>350</b>	<b>34%</b>	<b>23%</b>	<b>57%</b>	<b>35%</b>	<b>8%</b>	<b>22%</b>
<b>R1X-Self-Reported Local Elections Voting</b>							
Votes all	124	37%	28%	52%	40%	8%	12%
Does not vote all	226	33%	19%	60%	32%	8%	28%
<b>QQD2B-Children in LISD schools</b>							
Yes	123	38%	20%	60%	31%	9%	29%
No	226	32%	24%	55%	37%	8%	18%

## INFORMED BALLOT ON \$94 MILLION

318

	Base	For / Strongly	Against / Strongly	TOTAL FOR	TOTAL AGAINST	DEPENDS / UNSURE	NET FOR
<b>Total</b>	<b>350</b>	<b>35%</b>	<b>25%</b>	<b>58%</b>	<b>34%</b>	<b>8%</b>	<b>23%</b>
<b>R1X-Self-Reported Local Elections Voting</b>							
Votes all	124	36% ←→ 34%	34%	51%	42%	7%	9%
Does not vote all	226	35%	20%	62%	30%	8%	31%
<b>QQD2B-Children in LISD schools</b>							
Yes	123	42%	19%	64%	28%	8%	36%
No	226	32% ←→ 29%	29%	54%	38%	7%	16%

# PROJECTS THAT CORRELATES MOST WITH SUPPORT OF THE BOND PACKAGE

## Total Sample

## Parents

## Non-Parents

The bond could allow for maintenance and repair of school buildings such as replacing worn out air conditioning and heating systems, old carpet, repainting, and upgrades to roofing, plumbing and electrical systems (Q17).

The bond could allow for improvements to technology such as upgrades to infrastructure to increase speed and reliability and the purchase of electronic learning devices for teachers, students and classrooms to give students the tools they need for today's 21st Century learning (Q19).

The bond could allow for improvements to technology such as upgrades to infrastructure to increase speed and reliability and the purchase of electronic learning devices for teachers, students and classrooms to give students the tools they need for today's 21st Century learning (Q19).

This bond will allow the district to (Ver A: stay ahead of growth / Ver B: keep up with growth as it occurs) to ensure existing schools and classrooms do not become overcrowded (Q14).

In order to accommodate growth, this bond could allow for the construction of five new elementary schools and one new middle school, as well as adding classroom space at Leander and Cedar Park High Schools and a larger expansion at Vista Ridge High School (Q15).

The bond could allow for improvements to create more equity for students throughout the district by bringing some of the older schools closer to the same standards as newer schools (Q18).

In order to accommodate growth, this bond could allow for the construction of five new elementary schools and one new middle school, as well as adding classroom space at Leander and Cedar Park High Schools and a larger expansion at Vista Ridge High School (Q15).

This bond will allow the district to (Ver A: stay ahead of growth / Ver B: keep up with growth as it occurs) to ensure existing schools and classrooms do not become overcrowded (Q14).

The bond could allow for upgrades to campus safety and security with the installation of additional security cameras (Q20).

The bond could allow for upgrades for various Career Technology Education programs which gives students hands on learning and helps prepare them for college and careers (Q21).

The bond could allow for upgrades for various Career Technology Education programs which gives students hands on learning and helps prepare them for college and careers (Q21).

# PROJECTS THAT CORRELATES MOST WITH SUPPORT OF THE BOND PACKAGE

## Total Sample

## Parents

## Non-Parents

The bond could allow for maintenance and repairs such as replacing worn out air conditioning and heating systems, old carpet, repainting, and upgrades to electrical systems (Q17).

Improvements to schools: Basic Repairs

The bond could allow for improvements to technology such as upgrades to infrastructure, network speed and reliability, and learning devices for teachers and classrooms to give students the tools they need for today's 21st Century learning (Q19).

Improvements to schools: Technology

The bond could allow for improvements to technology such as upgrades to infrastructure, network speed and reliability, and learning devices for teachers and classrooms to give students the tools they need for today's 21st Century learning (Q19).

Improvements to schools: Technology

This bond will allow the district to (Ver A: stay ahead of growth as it occurs, Ver B: keep up with growth as it occurs) existing schools and classrooms do not become overcrowded (Q14).

Growth

In order to accommodate growth, this bond could allow for the construction of five new elementary schools and one new middle school, as well as adding classroom space at Leander and Cedar Park High Schools and a larger expansion at Vista Ridge High School (Q15).

Growth

The bond could allow for improvements to equity throughout the district by leveling the playing field of the older schools closer to the same standards as newer schools (Q18).

Improvements to schools: Equity

In order to accommodate growth, this bond could allow for the construction of five new elementary schools and one new middle school, as well as adding classroom space at Leander and Cedar Park High Schools and a larger expansion at Vista Ridge High School (Q15).

Growth

This bond will allow the district to (Ver A: stay ahead of growth as it occurs, Ver B: keep up with growth as it occurs) existing schools and classrooms do not become overcrowded (Q14).

Growth

The bond could allow for upgrades to safety such as the installation of fire extinguishers and smoke detectors throughout the district (Q20).

Improvements to schools: Safety

The bond could allow for upgrades for various Career Technology Education programs that focus on hands-on learning and helps prepare students for college and careers (Q21).

CTE

The bond could allow for upgrades for various Career Technology Education programs that focus on hands-on learning and helps prepare students for college and careers (Q21).

CTE

# CONCLUSIONS



1

Results show two healthy indicators for proceeding with a bond election at this time. First, the district has a 5.2:1 positive to negative image ratio, and second, two-thirds of respondents (66%) believe more schools and classrooms are needed.



2

Both initial ballots show a plurality of respondents would vote for the bonds. However, intensity figures on both measures indicate a toss-up if the election were held today. The most likely voters are leaning against in their intensity.

321



3

After hearing more information about the bonds, a majority of respondents favor each proposal, and strong support outweighs strong opposition. Intensity on the technology bond informed ballot is tight among the most likely voters, indicating voter turnout to be critical to success.



4

Regression analysis shows which messages and elements correlate most with support. For the total sample it is a mix of growth, basic maintenance, and technology/devices. Parents are driven more by specific improvements to schools whereas non-parents are driven mostly by growth. CTE is important for both parents and non-parents.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

<b>Agenda Item:</b>	Discussion of Citizens' Facility Advisory Committee Recommendations and Other Items Related to Possible Future Bond Election
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Jimmy Disler and Steering Committee Co-chairs Jeremy Trimble and Shaun Cranston
<b>Attachments:</b>	Presentation ( <i>to be loaded to BoardBook prior to the meeting</i> ) LISD Debt Proforma Including Potential 2021 Bond Authorization

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## **Background Information:**

Administration will provide answers and related information to Trustee questions that arose from the July 6, 2021 Board Meeting. Administration will also be available to answer any additional questions regarding the Citizens' Facility Advisory Committee recommendations and other items related to a possible future bond election. Steering Committee co-chairs, Mr. Jeremy Trimble and Mr. Shaun Cranston, will also be available at the meeting.

## **Administrative Recommendation:**

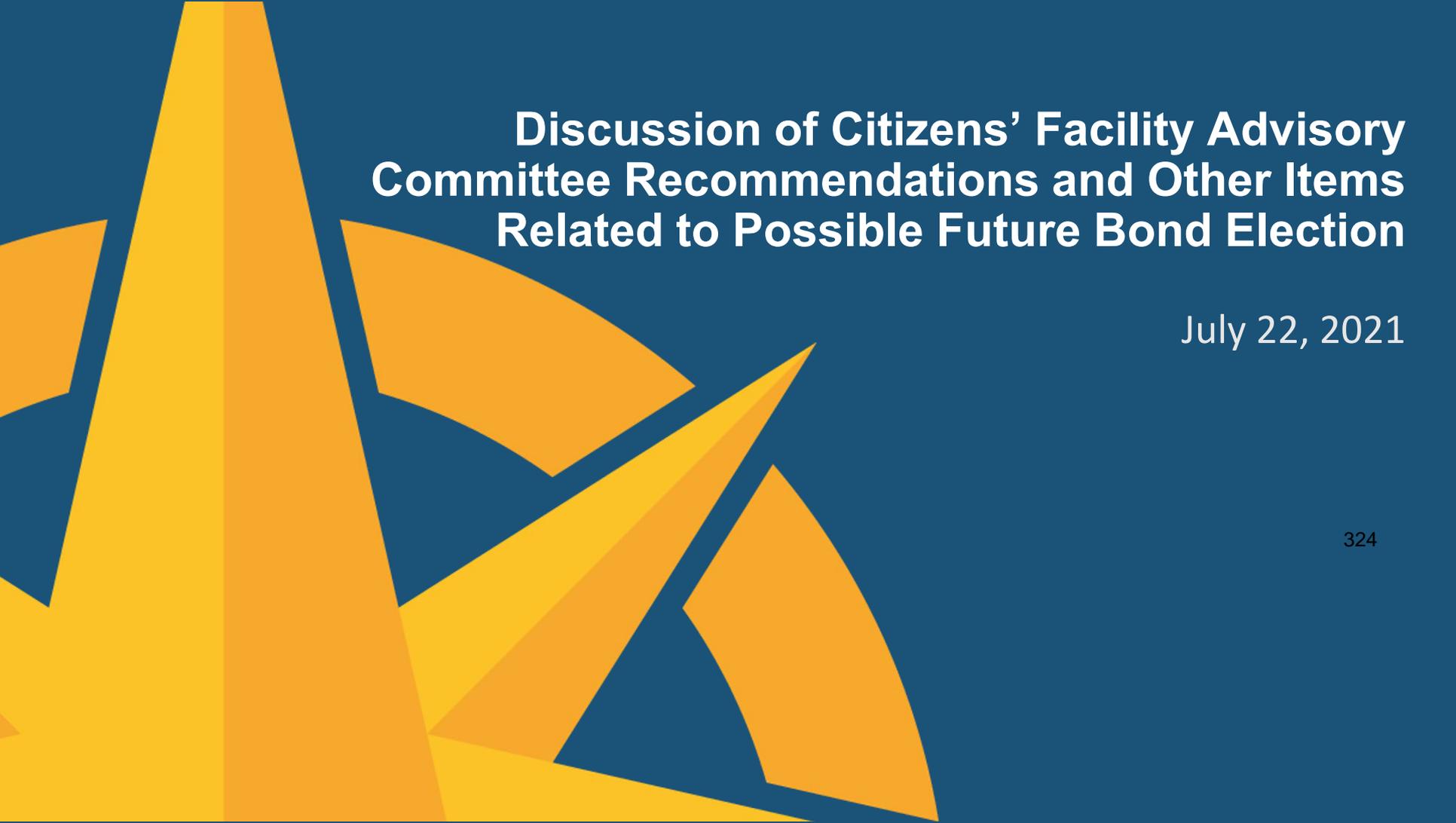
N/A

## **Sample Motion:**

N/A

**Leander Independent School District  
\$933,000,000 Bond Election (Nov. 2021)**

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
Year	Net Freeze Adjusted Taxable Value	Growth Rate	Existing Debt Service Pymts	PROJECTED Future 2017 Auth. & 2021 Auth. Bond Issuances					Future Debt Service	Assumed I&S Tax Rate	I&S Tax Levy	I&S Funds Available for for Bond Prepayments / Add'l Capacity
				\$165MM Ser 2022	\$225MM Ser 2023	\$225MM Ser 2024	\$200MM Ser 2025	\$183MM Ser 2026				
				2022	\$ 30,011,633,357	15.0%	\$ 111,601,843	\$ 9,320,000				
2023	33,009,206,692	10.0%	109,069,182	9,309,100	12,695,000	-	-	-	131,073,282	0.46000	160,678,857	29,605,575
2024	34,657,872,027	5.0%	109,048,807	9,309,210	12,697,490	13,490,000	-	-	144,545,507	0.46000	168,111,040	23,565,533
2025	35,696,531,188	3.0%	109,050,932	9,309,760	12,698,900	13,490,955	12,715,000	-	157,265,547	0.46000	172,793,315	15,527,769
2026	36,053,137,499	1.0%	109,041,557	9,310,560	12,699,040	13,489,815	12,715,480	11,634,000	168,890,452	0.46000	174,400,897	5,510,445
2027	36,053,137,499	0.0%	109,044,182	9,311,420	12,697,720	13,491,365	12,713,760	11,632,200	168,890,647	0.46000	174,400,897	5,510,250
2028	36,053,137,499	0.0%	109,046,682	9,312,150	12,699,750	13,490,175	12,714,600	11,633,920	168,897,277	0.46000	174,400,897	5,503,620
2029	36,053,137,499	0.0%	109,036,682	9,312,560	12,699,750	13,491,030	12,717,520	11,633,680	168,891,222	0.46000	174,400,897	5,509,675
2030	36,053,137,499	0.0%	109,041,182	9,312,460	12,697,530	13,488,500	12,717,040	11,636,240	168,892,952	0.46000	174,400,897	5,507,945
2031	36,053,137,499	0.0%	109,041,057	9,311,660	12,697,900	13,487,370	12,712,920	11,636,120	168,887,027	0.46000	174,400,897	5,513,870
2032	36,053,137,499	0.0%	109,138,640	9,309,970	12,695,480	13,492,210	12,714,920	11,633,080	168,984,300	0.46000	174,400,897	5,416,596
2033	36,053,137,499	0.0%	109,079,315	9,312,200	12,700,080	13,487,375	12,717,320	11,631,880	168,928,170	0.46000	174,400,897	5,472,726
2034	36,053,137,499	0.0%	109,090,731	9,312,970	12,696,130	13,487,865	12,714,640	11,632,040	168,934,376	0.46000	174,400,897	5,466,520
2035	36,053,137,499	0.0%	103,787,588	9,312,090	12,698,630	13,488,035	12,716,640	11,633,080	163,636,063	0.46000	174,400,897	10,764,834
2036	36,053,137,499	0.0%	102,331,445	9,309,370	12,697,010	13,487,455	12,712,600	11,634,520	162,172,400	0.46000	174,400,897	12,228,497
2037	36,053,137,499	0.0%	102,452,220	9,309,620	12,696,080	13,490,695	12,717,280	11,635,880	162,301,775	0.46000	174,400,897	12,099,122
2038	36,053,137,499	0.0%	69,384,345	9,312,460	12,695,460	13,492,110	12,714,720	11,636,680	129,235,775	0.46000	174,400,897	45,165,122
2039	36,053,137,499	0.0%	68,794,695	9,312,510	12,699,770	13,491,270	12,714,680	11,636,440	128,649,365	0.46000	174,400,897	45,751,532
2040	36,053,137,499	0.0%	66,137,970	9,309,580	12,698,440	13,487,745	12,716,440	11,634,680	125,984,855	0.46000	174,400,897	48,416,042
2041	36,053,137,499	0.0%	71,538,668	9,313,480	12,696,280	13,491,105	12,714,280	11,635,920	131,389,733	0.46000	174,400,897	43,011,164
2042	36,053,137,499	0.0%	90,083,350	9,313,640	12,697,910	13,490,490	12,712,720	11,634,440	149,932,550	0.46000	174,400,897	24,468,347
2043	36,053,137,499	0.0%	70,337,310	9,309,870	12,697,760	13,490,470	12,716,040	11,634,760	130,186,210	0.46000	174,400,897	44,214,687
2044	36,053,137,499	0.0%	79,687,610	9,311,980	12,695,450	13,490,400	12,713,280	11,636,160	139,534,880	0.46000	174,400,897	34,866,017
2045	36,053,137,499	0.0%	82,442,730	9,309,400	12,695,600	13,489,635	12,713,960	11,632,920	142,284,245	0.46000	174,400,897	32,116,652
2046	36,053,137,499	0.0%	49,723,750	9,311,940	12,697,640	13,487,530	12,717,120	11,634,560	109,572,540	0.46000	174,400,897	64,828,357
2047	36,053,137,499	0.0%	50,961,175	9,314,030	12,696,000	13,488,440	12,716,800	11,635,120	110,811,565	0.46000	174,400,897	63,589,332
2048	36,053,137,499	0.0%	50,927,875	9,310,290	12,695,300	13,491,505	12,717,280	11,633,880	110,776,130	0.46000	174,400,897	63,624,767
2049	36,053,137,499	0.0%	50,889,325	9,310,530	12,699,970	13,490,865	12,712,600	11,635,120	110,738,410	0.46000	174,400,897	63,662,487
2050	36,053,137,499	0.0%	48,872,425	9,309,180	12,699,250	13,490,875	12,717,040	11,632,880	108,721,650	0.46000	174,400,897	65,679,247
2051	36,053,137,499	0.0%	5,212,025	9,310,860	12,697,760	13,490,675	12,714,160	11,636,440	65,061,920	0.46000	174,400,897	109,338,977
2052	36,053,137,499	0.0%	-	-	12,699,930	13,489,405	12,713,240	11,634,600	50,537,175	0.46000	174,400,897	123,863,722
2053	36,053,137,499	0.0%	-	-	-	13,491,205	12,713,080	11,636,640	37,840,925	0.46000	174,400,897	136,559,972
2054	36,053,137,499	0.0%	-	-	-	-	12,717,480	11,636,360	24,353,840	0.46000	174,400,897	150,047,057
2055	36,053,137,499	0.0%	-	-	-	-	-	11,632,800	11,632,800	0.46000	174,400,897	162,768,097
2056	36,053,137,499	0.0%	-	-	-	-	-	-	-	0.46000	174,400,897	174,400,897
			\$ 2,583,895,297	\$ 279,344,850	\$ 380,929,010	404,696,570	381,454,640	349,037,040	4,258,435,563			



# Discussion of Citizens' Facility Advisory Committee Recommendations and Other Items Related to Possible Future Bond Election

July 22, 2021

# PURPOSE

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Continue discussion of bond proposal presented by Citizens' Facility Advisory Committee:

- Answer trustee questions from July 6, 2021 board meeting
- Provide clarifying details

# Schools of Choice

Thinking differently about long-range facilities planning will allow us to:

- Enhance the Student Experience
  - Opportunities
  - Access
  - Choice
  
- Maximize Resources: Manage Growth and Facilities
  - Attract students strategically from across district
  - Smaller enrollment - greater facilities flexibility
  - Reduced footprint compared to comprehensive HS

326

## Topic: CFAC Proposal For Schools of Choice

- School of Choice #1: New Hope High School
- School of Choice #2: Early College High School
- School of Choice #3

\*HS 7 to open 2028-2029 (future bond)

## New Hope High School (SOC #1)

- New build on Halsey property
- Increase capacity
- Redesign with post-secondary focus
- Expand CTE opportunities
- Increase learning flexibility-expanded virtual options

328

\*HS 7 to open 2028-2029 (future bond)

# Early College High School (SOC #2)

## Location

- Start on ACC-San Gabriel campus (22-23)
- New build at ACC

## Purpose of ECHS

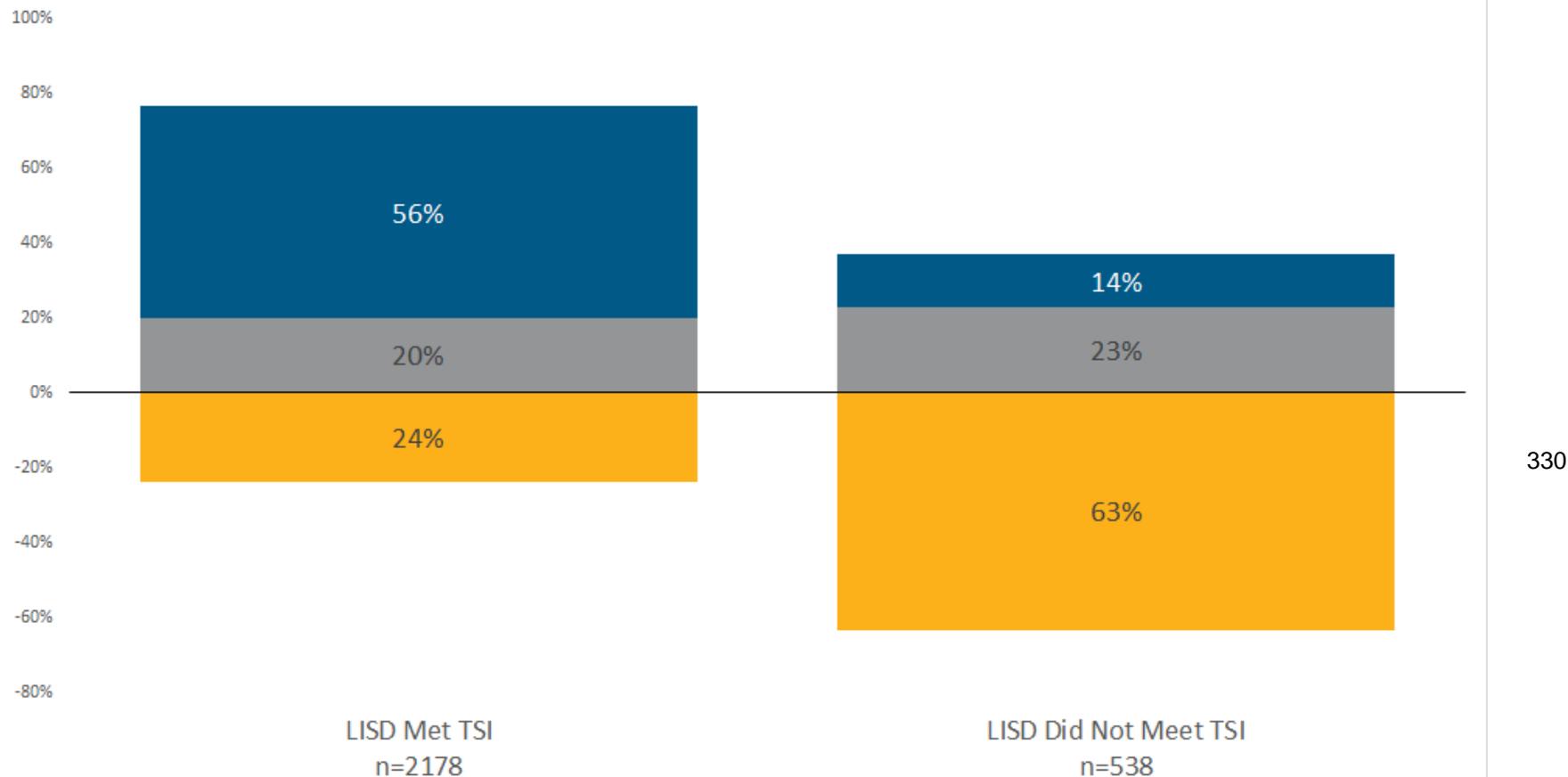
- Reduces barriers to college access
- Enables students to earn Associates Degree (60+ college credits) at no cost
- Provides critical academic and social supports to students
- Creates a seamless transition from high school to college
- Develops critical soft skills needed for college and career success

329

\*HS 7 to open 2028-2029 (future bond)

# College Attendance in Fall After Graduation of Class of 2020 by TSI Status

■ Not Found in College   ■ Found in 2-year College   ■ Found in 4-year College



## School of Choice #3:

- New build on Halsey property
- Program theme based on community feedback, student interest, Central Texas Workforce Commission data:
  - STEM/IT/Computer Sciences
  - Health Professions
  - School of Innovation/Design

331

\*HS 7 to open 2028-2029 (future bond)

## Enhancing Student Experience: Early Childhood

Strategic Investments at Nauman Elementary and Faubion Elementary to support Early Childhood expansion\*

- Explosive growth in Full day PreK for four-year olds
- Half day PK for three year olds
- Tuition based pilot

332

\*formerly under-utilized campuses

## Student Experience: New 18+ Services Facility

- Updated technology and spaces for work based learning and job skills training to improve employment outcomes
- Improved transition-to-adulthood experience
- Community access for our students away from a HS campus
- Streamlined services in a least restrictive setting where students can work together to improve outcomes for independence
- Strengthen the 18+ team and PLC opportunities

333

## Student Experience: Vista Ridge High School Expansion

- Increase enrollment capacity at VRHS
- Maintain flexibility at CPHS
  - Neighborhood regeneration
  - Potential future SOC site

# Final Thoughts

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*Schools of Choice... “bring together those who support choice to further diversity and equity, along with those who tout the market-based implications of offering alternatives to traditional public schools.”*

Choices Worth Making: Creating, Sustaining, and Expanding Diverse Magnet Schools.  
A Manual For Stakeholders. 2017

335

*“Both Democratic and Republican policymakers have embraced school choice.”*

National School Board Association - Center for Public Education Jan 2017

# Process for development of SOCs

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## August 2021

- Initial presentation to the Board of Trustees regarding ECHS

## September and October 2021

- Meet with 8th grade students for initial information session
- Finalize MOU with ACC

## November 2021

- Present to the Board of Trustees for approval to proceed with ECHS designation.
- Submit designation application pending approval by the Board.

## December 2021

- Receive approval status from TEA

## January 2022

- Being recruitment and information sessions for the 2022-2023 incoming 9th grade class

## August 2022

- Welcome our incoming 9th grade students to LISD Early College High School

336

## Next steps:

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- Additional feedback loops on School of Choice #3 themes
  - Community
  - Students
- Continue
  - planning for Early College High School opening 2022-2023
  - Redesigning New Hope High School with a focus on post-secondary opportunities

# Major Maintenance

## Two Categories

### **Major Maintenance - M&O**

Historically funded by 2 cents of levy

“Minor” in Nature:

- Kitchen equipment
- Parking lot repairs
- Turf replacement/repairs

10-year plan updated annually

2021-22 funded by bond savings

NOT included in 2021 Bond Proposal

### **Major Maintenance - Potential Bond**

#### **Capital Renewal Projects**

Has been included in prior bond projects

“Major” in Nature:

- Roofing replacement
- HVAC replacement
- Capital improvement

Renaming to avoid confusion

339

# Major Maintenance/Capital Renewal



Year	Campus	Capital Renewal: HVAC Update	Furniture Replacement	Capital Renewal: Roof Work	Total HVAC Update Furniture Replacement Roof Work
2021	Cedar Park HS	\$22,525,000	\$2,105,000	\$2,039,970	\$26,669,970
2022	Vista Ridge HS	\$36,464,000	\$2,105,000		\$38,569,000
2021	Cedar Park MS	Completed in 2021	\$750,000		\$750,000
2021	Henry MS	\$13,780,000	\$1,000,000	\$895,170	\$15,675,170
2021	Leander MS	Completed in 2020	\$750,000		\$750,000
2021	Running Brushy MS	\$16,144,860	\$1,000,000		\$17,144,860
2023	Canyon Ridge MS	\$16,695,000	\$1,000,000		\$17,695,000
2021	Bagdad Elem.	\$10,941,320	\$750,000		\$11,691,320
2021	Bush	\$8,745,000	\$750,000	\$147,075	\$9,642,075
2021	Cox	\$11,099,612	\$750,000	\$26,235	\$11,875,847
2021	Faubion	Completed in 2011	\$750,000		\$750,000
2021	Giddens	Completed 2019	\$750,000		\$750,000
2021	Mason	Completed 2011	\$750,000		\$750,000
2021	Naumann	\$10,941,320	\$750,000		\$11,691,320
2021	Steiner Ranch	Completed 2021	\$750,000		\$750,000
2022	Knowles	\$9,562,260	\$750,000		\$10,312,260
2023	Deer Creek	\$10,176,000	\$750,000	\$147,870	\$11,073,870
2023	Pleasant Hill	\$10,176,000	\$750,000	\$147,870	\$11,073,870
2021	Don Tew PAC	\$3,339,000			\$3,339,000
2021	South PAC	\$3,307,200			\$3,307,200
		\$183,896,572	\$16,960,000	\$3,404,190	\$204,260,762

340

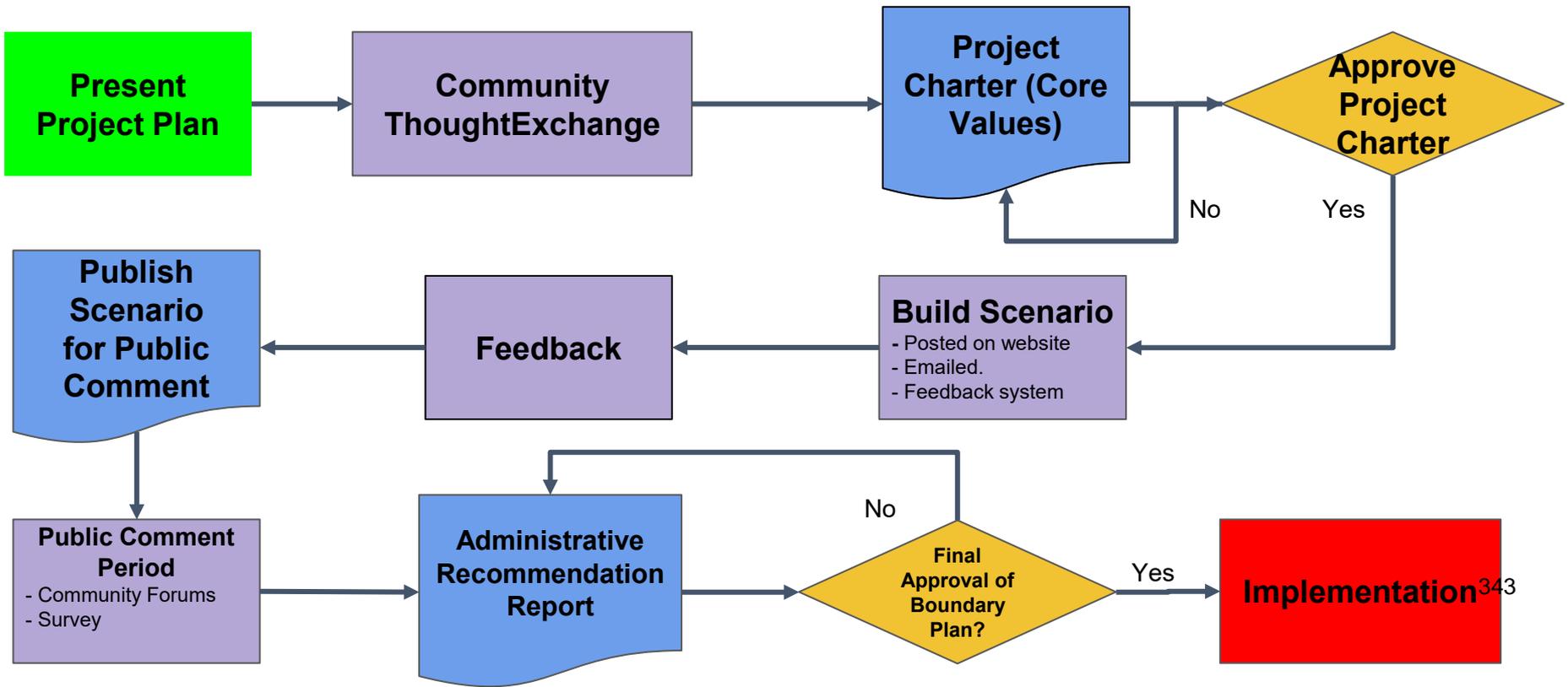
Included in 2021 Ten Year Capital Renewal Plan - Potential Bond Projects

# Playgrounds

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- Shade Structures
  - 15 Elementary Schools will receive Shade Structures
  - District will take on maintenance of existing Shade Structures
  
- GaGa Pits
  - Will add GaGa Pits to Elementary Schools that do not have an existing GaGa Pit
  - District will take on maintenance of existing GaGa Pits

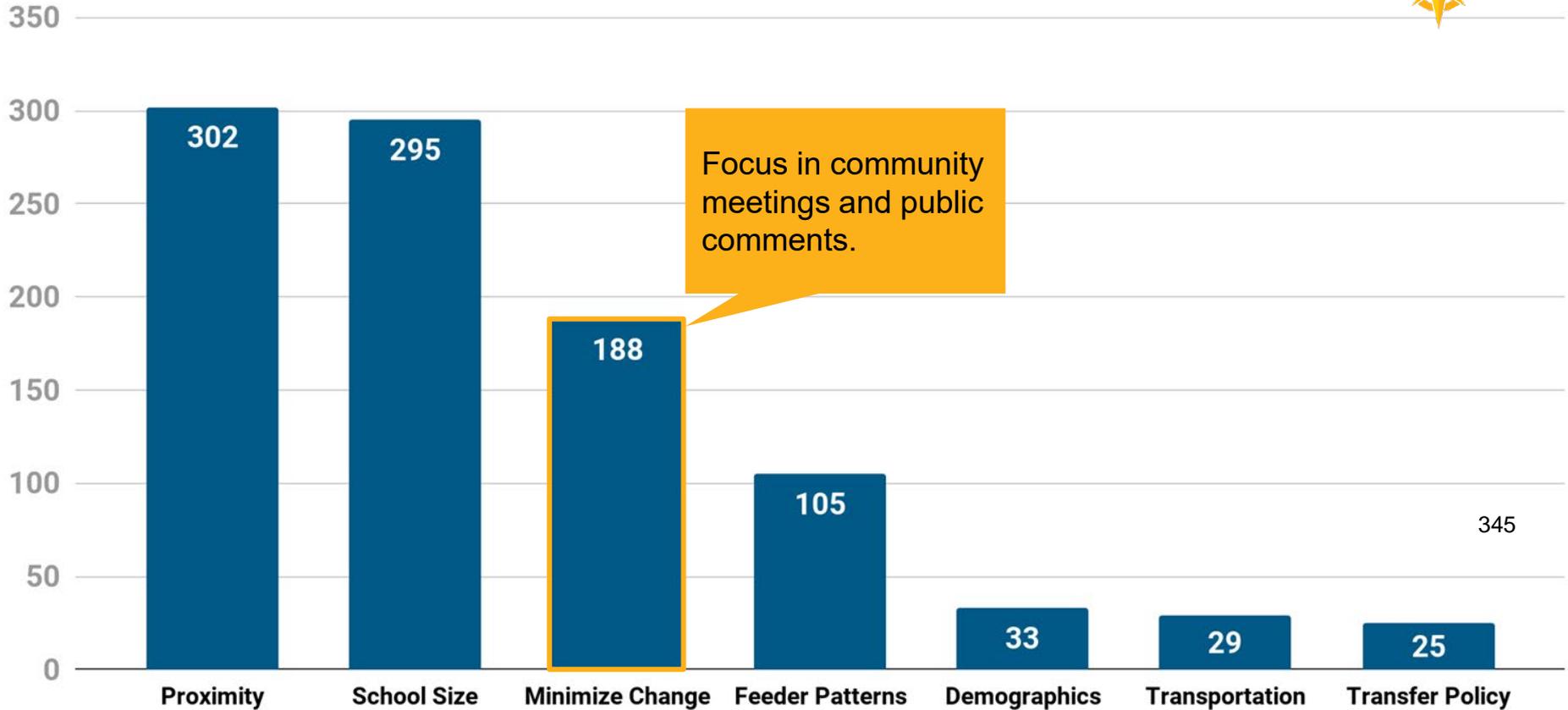
# Attendance Zoning



# Attendance Zoning Board Review Process

<p><b>Month One</b></p>	<ul style="list-style-type: none"> <li>● Present Process and Timeline</li> <li>● Collect Community Input on Charter</li> <li>● Present Proposed Charter to Board</li> </ul>
<p><b>Months Two - Three</b></p>	<ul style="list-style-type: none"> <li>● Finalize Charter</li> <li>● Draft Scenarios, Submit for Public Feedback</li> <li>● Create Final Scenario</li> <li>● Host Minimum of 2 Public Forums</li> <li>● Record Feedback</li> </ul>
<p><b>Month Four</b></p>	<ul style="list-style-type: none"> <li>● Present Administrative Recommendation Report<sup>344</sup></li> <li>● Board Discussion and Action</li> </ul>

## Past Timeline for Zoning



## Community Feedback - ES 28/29 Zoning

# Demographic Projections - Elementary



Projected RESIDENT EE-5th Grade Students

Elementary School	2020-21		Projected RESIDENT EE-5th Grade Students									
	Functional Capacity	Current Enrollment	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
Akin	834	888	1,006	1,031	1,087	1,138	1,175	1,211	1,243	1,282	1,323	1,371
Bagdad	653	665	621	694	770	854	931	1,030	1,124	1,218	1,313	1,425
Block House	529	489	634	656	690	731	760	779	788	797	806	815
Bush	652	552	571	552	514	508	505	504	503	503	503	503
Camacho	812	705	1,030	1,069	1,142	1,195	1,223	1,249	1,268	1,289	1,301	1,303
Cox	735	608	657	690	705	728	722	721	720	720	720	721
Cypress	791	526	609	629	626	621	628	628	625	625	624	624
Deer Creek	835	658	580	567	556	523	514	509	508	506	505	506
Faubion	590	346	487	494	496	484	476	477	477	475	475	475
Giddens	638	498	681	699	717	728	728	731	731	731	733	736
Grandview	527	421	457	479	510	515	524	524	524	524	523	524
Knowles	628	645	621	610	620	640	639	634	631	629	624	623
Larkspur	835	892	921	1,040	1,145	1,215	1,288	1,349	1,383	1,418	1,448	1,481
Mason	680	634	841	914	1,008	1,099	1,169	1,242	1,323	1,389	1,432	1,484
Naumann	786	443	539	557	579	577	574	575	575	576	579	583
Parkside	753	779	1,036	1,064	1,105	1,145	1,224	1,318	1,400	1,475	1,545	1,622
Plain	811	750	975	1,130	1,276	1,421	1,521	1,595	1,648	1,660	1,678	1,702
Pleasant Hill	745	640	903	1,000	1,106	1,199	1,288	1,394	1,492	1,559	1,602	1,640
Reagan	864	832	919	899	899	896	897	906	911	914	917	920
Reed	675	660	623	628	639	657	666	680	686	685	684	684
River Place	776	679	848	867	883	903	902	914	928	937	942	943
River Ridge	754	527	530	479	452	433	423	421	420	419	419	421
Rutledge	842	943	1,080	1,100	1,111	1,093	1,079	1,083	1,086	1,091	1,093	1,097
Steiner	632	516	597	621	638	643	637	637	637	637	639	641
Westside	725	565	625	642	650	674	662	662	666	671	676	681
Whitestone	787	884	796	835	860	848	843	853	861	870	879	891
Winkley	775	712	790	802	798	810	793	790	785	782	780	781
<b>Projected Resident Elementary Students:</b>	<b>19,664</b>		<b>19,977</b>	<b>20,748</b>	<b>21,582</b>	<b>22,278</b>	<b>22,791</b>	<b>23,416</b>	<b>23,943</b>	<b>24,382</b>	<b>24,763</b>	<b>25,197</b>

Yellow highlighted  $\geq 120\%$ . Blue highlighted  $\leq 80\%$ .

\*The 2020 Demographic Report came before we had Tarvin ES and ES 29 zoned for the 2021 and 2022 school years.

Year	Total Utilization	Schools $\geq 120\%$	Schools $\leq 80\%$
2021	102%	7	4
2022	106%	9	4
2023	110%	9	4
2024	113%	10	5
2025	116%	10	5
2026	119%	10	5
2027	122%	10	5
2028	124%	11	5
2029	126%	11	5
2030	128%	11	5

346

# Demographic Projections - Secondary

Projected RESIDENT 6th-8th Grade Students

Middle School	2020-21		Projected Enrollment									
	Functional Capacity	Current Enrollment	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
Canyon Ridge	1,358	1,178	1,192	1,146	1,046	953	911	862	843	812	799	784
Cedar Park	1,358	1,318	1,368	1,284	1,248	1,216	1,277	1,307	1,311	1,305	1,308	1,315
Danielson	1,358	1,173	1,172	1,282	1,410	1,593	1,850	2,081	2,247	2,329	2,405	2,491
Four Points	958	674	702	691	674	678	699	728	733	731	722	715
Henry	1,358	1,317	1,337	1,290	1,247	1,227	1,267	1,302	1,321	1,295	1,277	1,255
Leander	1,200	838	936	971	985	977	1,046	1,122	1,168	1,170	1,168	1,159
Running Brushy	1,200	1,118	1,229	1,226	1,265	1,307	1,373	1,425	1,481	1,467	1,445	1,422
Stiles	1,358	1,461	1,452	1,482	1,522	1,648	1,764	1,860	1,881	1,891	1,924	1,955
Wiley	1,358	796	869	884	887	898	971	1,043	1,088	1,078	1,076	1,066

Projected RESIDENT 9th-12th Grade Students

High School	2020-21		Projected Enrollment									
	Functional Capacity	Current Enrollment	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
Cedar Park	2,400	2,034	1950	1880	1811	1737	1617	1555	1549	1557	1625	1683
Glenn	2,400	1,963	2158	2374	2570	2773	2969	3118	3268	3502	3724	3951
Leander	2,400	2,278	2229	2304	2362	2409	2420	2399	2409	2458	2483	2519
Rouse	2,400	1,997	1952	2001	2101	2255	2317	2406	2490	2625	2710	2866
Vandegrift	2,900	2,797	2739	2671	2639	2506	2486	2421	2343	2269	2188	2037
Vista Ridge	2,400	2,665	2689	2781	2805	2830	2818	2760	2771	2826	2814	2789

Yellow highlighted  $\geq 120\%$ . Blue highlighted  $\leq 80\%$ .

Year	Total Utilization	Schools $\geq 120\%$	Schools $\leq 80\%$
2021	91%	0	3
2022	92%	0	3
2023	93%	0	4
2024	95%	1	4
2025	98%	3	4
2026	100%	3	4
2027	102%	4	3
2028	103%	4	4
2029	105%	4	5
2030	106%	3	5

Pros	Cons
<ul style="list-style-type: none"><li>● Create Opportunities for Efficiency (ex. Reduced Staffing Costs)</li><li>● Reduce Number of Schools Immediately Needed</li></ul>	<ul style="list-style-type: none"><li>● Districtwide Disruption</li><li>● Updated Process (Need More Systems for Community Feedback and Participation)</li><li>● Impacts to Transportation (More Buses, Drivers)</li><li>● Unintended Consequences (Impact to Special Programs, UIL Activities, etc.)</li><li>● Managing Transfers and Grandfathering</li><li>● Needs Could Change Based on Bond Election Results</li></ul> <p>348</p>

## Administrative Recommendation:

Continue to create a Bond package for a November 2021 election. Then, depending on the outcome of that election, start a comprehensive zoning discussion with the community in January 2022 effective August 2023.

# Financial Information

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- The 2007 and 2017 issues defined the specific purpose as:

**“constructing, acquiring, renovating, improving and equipping school buildings of the District and the purchase of necessary sites therefor, and acquiring school buses”**

- Future elections subject to new legislation requiring separate propositions for certain capital initiatives, as follows.

- a) Stadium with seating capacity for more than 1,000 spectators;
- b) Natatorium;
- c) Recreational facility other than a gymnasium, playground, or play area;
- d) Technology;
- e) Performing arts facility; and
- f) Housing for teachers

350

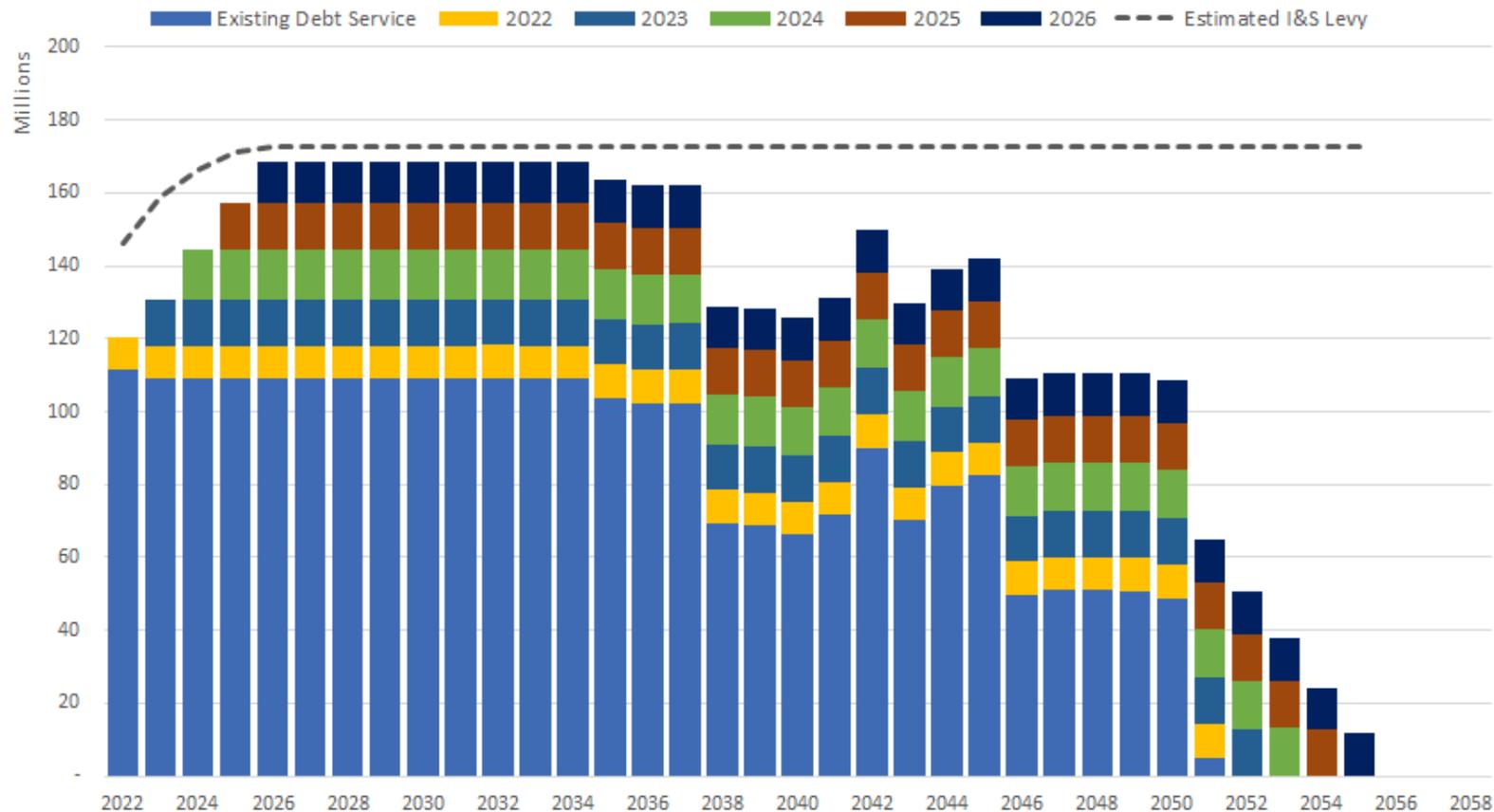
## Indicative Bond Program - \$933MM Bond Election



- PFM evaluated capacity for a potential bond election of \$933 million
- Assumptions include the following:
  - **Bonds issued in installments over five years following November 2021 election**
    - \$65MM from 2017 authorization to issue in winter 2022 – *use of Wells Fargo note purchase program for interim financing needs now through winter 2022*
    - \$933MM from 2021 authorization to issue in installments from 2022-2026
  - **15% tax base growth for FY 2022, 10% for FY 2023, 5% growth for FY 2024, 3% growth for FY 2025, 1% for FY 2026 – constant thereafter**
  - **I&S tax rate of \$0.4625 for FY 2022 and \$0.4600 constant I&S rate thereafter**
  - AAA-rated bonds backed by PSF / AA-underlying rating
  - District continues its early retirement of debt with I&S cash
  - Current interest bonds only – no CABs issued
  - 30-year level debt service structures

351

# Baseline \$933MM Bond Program – Projected Debt Service



352

# Baseline \$933MM Bond Program – Debt Service Proforma

Leander Independent School District												
\$933,000,000 Bond Election (Nov. 2021)												
1	2	3	4	5	6	7	8	9	10	11	12	13
Year	Net Freeze Adjusted Taxable Value	Growth Rate	Existing Debt Service Pymts	PROJECTED Future 2017 Auth. & 2021 Auth. Bond Issuances					Future Debt Service	Assumed I&S Tax Rate	I&S Tax Levy	I&S Funds Available for for Bond Prepayments / Add'l Capacity
				\$165MM Ser 2022	\$225MM Ser 2023	\$225MM Ser 2024	\$200MM Ser 2025	\$183MM Ser 2026				
2022	\$ 30,011,633,357	15.0%	\$ 111,601,843	\$ 9,320,000	\$ -	\$ -	\$ -	\$ -	\$ 120,921,843	\$ 0.46250	\$ 147,943,155	\$ 27,021,312
2023	33,009,206,692	10.0%	109,069,182	9,309,100	12,695,000	-	-	-	131,073,282	0.46000	160,678,857	29,605,575
2024	34,657,872,027	5.0%	109,048,807	9,309,210	12,697,490	13,490,000	-	-	144,545,507	0.46000	168,111,040	23,565,533
2025	35,696,531,188	3.0%	109,050,932	9,309,760	12,698,900	13,490,955	12,715,000	-	157,265,547	0.46000	172,793,315	15,527,769
2026	36,053,137,499	1.0%	109,041,557	9,310,560	12,699,040	13,489,815	12,715,480	11,634,000	168,890,452	0.46000	174,400,897	5,510,445
2027	36,053,137,499	0.0%	109,044,182	9,311,420	12,697,720	13,491,365	12,713,760	11,632,200	168,890,647	0.46000	174,400,897	5,510,250
2028	36,053,137,499	0.0%	109,046,682	9,312,150	12,699,750	13,490,175	12,714,600	11,633,920	168,897,277	0.46000	174,400,897	5,503,620
2029	36,053,137,499	0.0%	109,036,682	9,312,560	12,699,750	13,491,030	12,717,520	11,633,680	168,891,222	0.46000	174,400,897	5,509,675
2030	36,053,137,499	0.0%	109,041,182	9,312,460	12,697,530	13,488,500	12,717,040	11,636,240	168,892,952	0.46000	174,400,897	5,507,945
2031	36,053,137,499	0.0%	109,041,057	9,311,660	12,697,900	13,487,370	12,712,920	11,636,120	168,887,027	0.46000	174,400,897	5,513,870
2032	36,053,137,499	0.0%	109,138,640	9,309,970	12,695,480	13,492,210	12,714,920	11,633,080	168,984,300	0.46000	174,400,897	5,416,596
2033	36,053,137,499	0.0%	109,079,315	9,312,200	12,700,080	13,487,375	12,717,320	11,631,880	168,928,170	0.46000	174,400,897	5,472,726
2034	36,053,137,499	0.0%	109,090,731	9,312,970	12,696,130	13,487,865	12,714,640	11,632,040	168,934,376	0.46000	174,400,897	5,466,520
2035	36,053,137,499	0.0%	103,787,588	9,312,090	12,698,630	13,488,035	12,716,640	11,633,080	163,636,063	0.46000	174,400,897	10,764,834
2036	36,053,137,499	0.0%	102,331,445	9,309,370	12,697,010	13,487,455	12,712,600	11,634,520	162,172,400	0.46000	174,400,897	12,228,497
2037	36,053,137,499	0.0%	102,452,220	9,309,620	12,696,080	13,490,695	12,717,280	11,635,880	162,301,775	0.46000	174,400,897	12,099,122
2038	36,053,137,499	0.0%	69,384,345	9,312,460	12,695,460	13,492,110	12,714,720	11,636,680	129,235,775	0.46000	174,400,897	45,165,122
2039	36,053,137,499	0.0%	68,794,695	9,312,510	12,699,770	13,491,270	12,714,680	11,636,440	128,649,365	0.46000	174,400,897	45,751,532
2040	36,053,137,499	0.0%	66,137,970	9,309,580	12,698,440	13,487,745	12,716,440	11,634,680	125,984,855	0.46000	174,400,897	48,416,042
2041	36,053,137,499	0.0%	71,538,668	9,313,480	12,696,280	13,491,105	12,714,280	11,635,920	131,389,733	0.46000	174,400,897	43,011,164
2042	36,053,137,499	0.0%	90,083,350	9,313,640	12,697,910	13,490,490	12,712,720	11,634,440	149,932,550	0.46000	174,400,897	24,468,347
2043	36,053,137,499	0.0%	70,337,310	9,309,870	12,697,760	13,490,470	12,716,040	11,634,760	130,186,210	0.46000	174,400,897	44,214,687
2044	36,053,137,499	0.0%	79,687,610	9,311,980	12,695,450	13,490,400	12,713,280	11,636,160	139,534,880	0.46000	174,400,897	34,866,017
2045	36,053,137,499	0.0%	82,442,730	9,309,400	12,695,600	13,489,635	12,713,960	11,632,920	142,284,245	0.46000	174,400,897	32,116,652
2046	36,053,137,499	0.0%	49,723,750	9,311,940	12,697,640	13,487,530	12,717,120	11,634,560	109,572,540	0.46000	174,400,897	64,828,357
2047	36,053,137,499	0.0%	50,961,175	9,314,030	12,696,000	13,488,440	12,716,800	11,635,120	110,811,565	0.46000	174,400,897	63,589,332
2048	36,053,137,499	0.0%	50,927,875	9,310,290	12,695,300	13,491,505	12,717,280	11,633,880	110,776,130	0.46000	174,400,897	63,624,767
2049	36,053,137,499	0.0%	50,889,325	9,310,530	12,699,970	13,490,865	12,712,600	11,635,120	110,738,410	0.46000	174,400,897	63,662,487
2050	36,053,137,499	0.0%	48,872,425	9,309,180	12,699,250	13,490,875	12,717,040	11,632,880	108,721,650	0.46000	174,400,897	65,679,247
2051	36,053,137,499	0.0%	5,212,025	9,310,860	12,697,760	13,490,675	12,714,160	11,636,440	65,061,920	0.46000	174,400,897	109,338,977
2052	36,053,137,499	0.0%	-	-	12,699,930	13,489,405	12,713,240	11,634,600	50,537,175	0.46000	174,400,897	123,863,722
2053	36,053,137,499	0.0%	-	-	-	13,491,205	12,713,080	11,636,640	37,840,925	0.46000	174,400,897	136,559,972
2054	36,053,137,499	0.0%	-	-	-	-	12,717,480	11,636,360	24,353,840	0.46000	174,400,897	150,047,057
2055	36,053,137,499	0.0%	-	-	-	-	-	11,632,800	11,632,800	0.46000	174,400,897	162,768,097
2056	36,053,137,499	0.0%	-	-	-	-	-	-	-	0.46000	174,400,897	174,400,897
			\$ 2,583,895,297	\$ 279,344,850	\$ 380,929,010	404,696,570	381,454,640	349,037,040	4,258,435,563			

## Historical and Projected Use of I&S Cash to Prepay Debt



- The District has historically used excess I&S collections to defease CABs or contribute to bond refundings

Transaction Date	Cash Used for Refunding and Defeasance of CABs
8/9/2017	\$12,870,525
9/13/2018	27,529,264
5/21/2019	12,156,364
9/9/2020	8,752,421
6/23/2021	20,000,000
2022*	27,021,312
2023*	29,605,575
2024*	23,565,533
2025*	15,527,769

# Discussion

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Review and Consider Changes to Board Member Committee Assignments  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing  
**Attachments:** N/A

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## **Background Information:**

Following is a list of administrative committees on which Board Members currently serve. The Board will review and consider changes to the assignments.

LISD administrative committees on which Board Members currently serve:

- Board Operating Procedures Review Committee: Jim MacKay and Anna Smith
- Community Based Accountability System Committee: Aaron Johnson, Jim MacKay and Anna Smith
- Community Curriculum Advisory Committee (CCAC): Gloria Gonzales-Dholakia and Elexis Grimes
- Equity and Diversity Advisory Committee: Gloria Gonzales-Dholakia and Christine Mauer
- Legislative Committee: Trish Bode, Elexis Grimes, Anna Smith
- Policy Review Committee: Aaron Johnson, Gloria Gonzales-Dholakia, Elexis Grimes
- School Health Advisory Committee (SHAC): Aaron Johnson
- School Safety and Security Committee (Board President and one additional Board member required): Board President Trish Bode and Elexis Grimes

Non-LISD committees/boards on which LISD Board members represent the District:

- City of Austin Regional Affordability Committee: Jim MacKay
- City of Cedar Park Key 6: LISD Board President
- City of Leander Key 6: LISD Board President
- LEEF Board Ex-Officio Director: Elexis Grimes

Although not a committee, the Board's liaison to the Internal Auditor is Jim MacKay and Anna Smith.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A (No formal Board action is required to make changes to Board member assignments.)

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Discuss Superintendent Performance Goals  
**Purpose (this meeting):**  Discussion Item/Report Only       Action Requested  
**Administrator Responsible:** Bruce Gearing  
**Attachments:** Update on Superintendent Performance Goals Presentation (from June 17 meeting)

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**Background Information:**

Superintendent Gearing provided the Board of Trustees with an update on the Superintendent Performance Goals at the June 17 meeting. This agenda item will provide an opportunity for additional discussion.

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A



# Update on Superintendent Performance Goals

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June 17, 2021

# District Goal #1

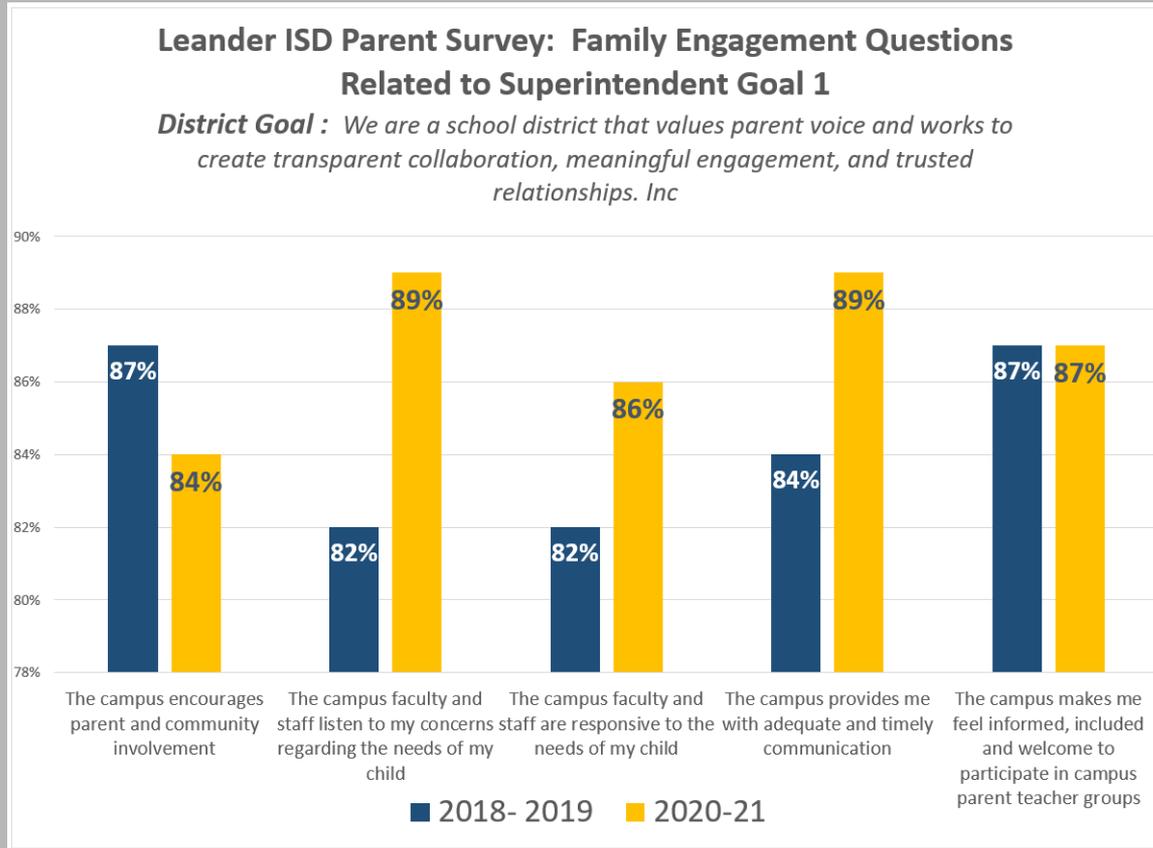
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We are a school district that values parent voice and works to create transparent collaboration, meaningful engagement, and trusted relationships. Increase the percent of stakeholders who feel engaged with and connected to the schools, the district and the Board of Trustees.

## Key Performance Indicators

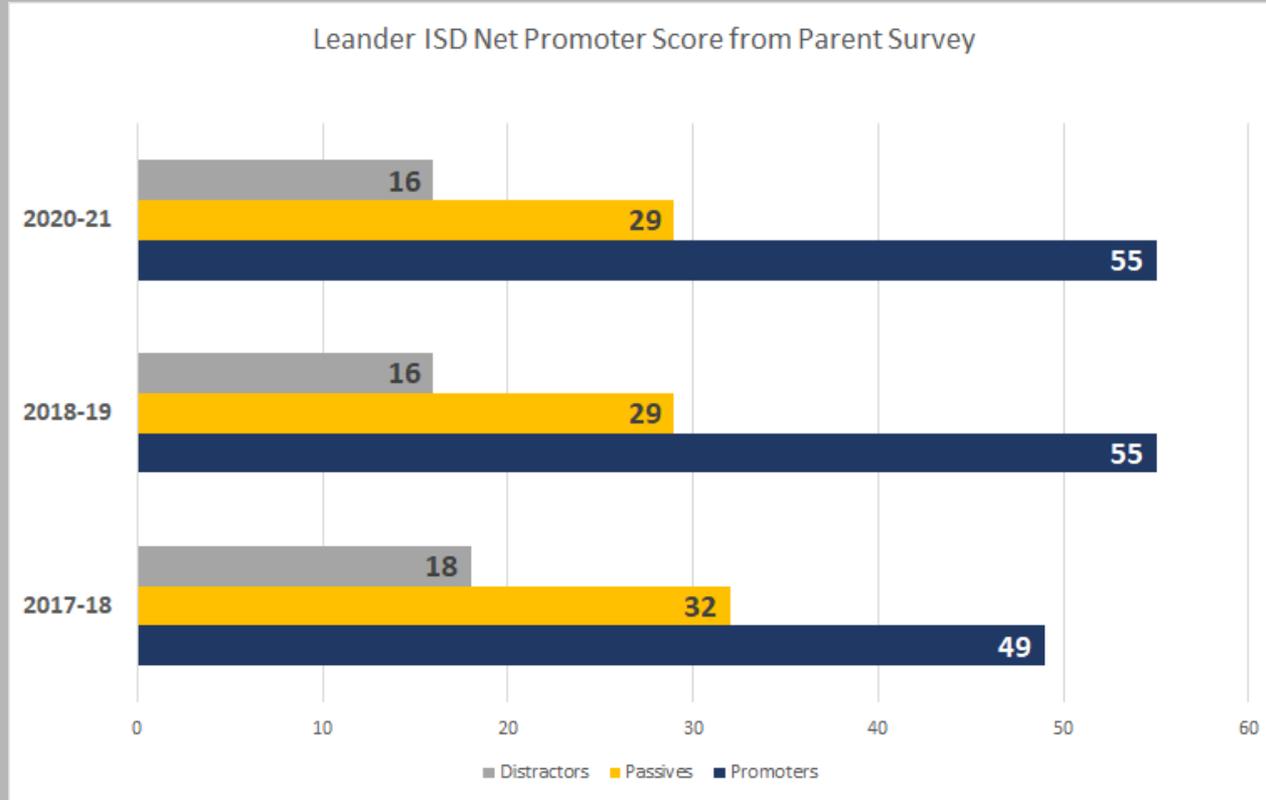
- [Parent Survey Results - Board Presentation June 10](#)
- Copia Report Recommendation & Action Steps - [Board Presentation May 6](#)
- Equity & Diversity Listening Sessions and Action Steps - [Board Presentation June 10](#)
- Graduate Profile Refinement Feedback Loops - *Upcoming Board Presentation on June 17*
- [Community Curriculum Advisory Committee Recommendations](#)

# Key Performance Indicator: Parent Survey Results



360

## Key Performance Indicator: Parent Survey Results



361

## District Goal #2

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**Our learning environments foster student passions for learning and prepares them to meet our graduate profile.**

### Key Performance Indicators

- Superintendent's Student Advisory Council Feedback to Drive Improvement
- Deeper Learning Institute for Staff
- Increase Teacher and Student Use of the 4 C's
- Student Survey Results
- Increase percentage of students who are engaged in student-led or school-sponsored<sup>362</sup> activities, extra- and co-curricular activities
- Increase in % of students who graduate with an Endorsement

# Key Performance Indicators for Goal 2

## Superintendent's Student Advisory Council Feedback to Drive Improvement

- Provided important feedback that drove improvements to our virtual learning processes and the phase in of in-person learning opportunities throughout the fall and winter of 2020-21.
- Provided feedback on the current LISD Graduate Profile which led to the redesign process.
- Spent the spring studying and focusing on improving student empowerment throughout LISD and presented their PDSA for Student Empowerment to the Board of Trustees on [May 20, 2021](#).



# Key Performance Indicators for Goal 2



## Deeper Learning Institute for Staff

- Six Deeper Learning Institutes were held during the 2020-2021 school year allowing 38 Teaching and Learning staff to participate in the experience.
- A vital role in creating deeper learning for each student is having a support team who understands the work of the campus and can support campus leadership on this journey.

# Key Performance Indicators for Goal 2

## Increase teacher and student use of the 4 C's within their learning experiences

(Communication, Collaboration, Critical Thinking, and Creativity) as measured by the BrightBytes Technology and Learning Survey.

Year	<i>Overall Technology and Learning</i>	<i>Student Use of 4 C's</i>	<i>Teacher Use of 4 C's</i>
2017	1080	1032	915
2018	1085	1024	925
2019	1092	1045	936
2020*	1102	1060	956
<b>2021</b>	<b>1121</b>	<b>1092</b>	<b>999</b>
<i>2021 Target</i>	<i>1122</i>	<i>1088</i>	<i>1005</i>
<i>2024-25 Goal "Exemplary"</i>	<i>1200</i>	<i>1200</i>	<i>1200</i>

365

# Key Performance Indicators for Goal 2

Percent of survey respondents with a positive sense of future pathways (*Baseline survey in Spring 2021*)

***Survey Response: My Teachers show me how lessons relate to life outside of school.***

<b><i>Level</i></b>	<b><i>2018</i></b>	<b><i>2019</i></b>	<b><i>2021</i></b>
<i>Elementary</i>	71%	66%	88% *
<i>Middle</i>	51%	52%	56%
<i>High</i>	43%	44%	38%
<i>District Average</i>	55%	54%	60%

*\*Elementary question changed to “My teacher gives real-life examples in class”*

*Baseline Questions on Student Survey:*

- I have the opportunity to engage in learning that is relevant to my interests, passions, or goals. (MS= 68%, HS = 64%)*
- A guidance counselor or transition coordinator has advised me about how to find a job. (28% Agree/ Strongly Agree)*
- A guidance counselor or transition coordinator has advised me about how to get into college. (69% Agree/ Strongly Agree)*
- A guidance counselor or transition coordinator has explored post-high school career and education paths with me. (61% Agree/ Strongly Agree)*

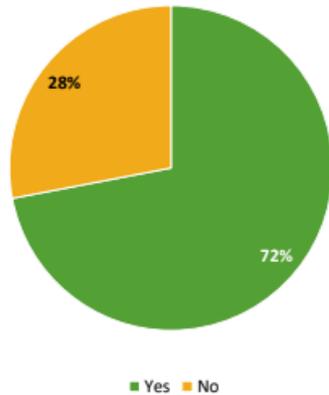
366

# Key Performance Indicators for Goal 2

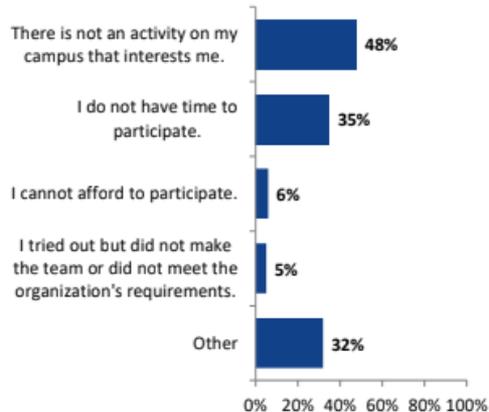
Increase percentage of students who are engaged in student-led or school-sponsored activities, extra- and co-curricular activities.

## Co-curricular/Extracurricular Activities

Do you participate in co-curricular or extracurricular activities, teams, or organizations (e.g., athletics, fine arts, academics, CTE, service, or student leadership)?  
(N=9,623)



Please indicate why you do not participate in co-curricular or extracurricular activities, teams, or organizations. (N=2,604)



Note: Only participants who said they did not participate in a co-curricular answered this question. Percentages added may exceed 100 since a participant may select more than one answer for this question.

K12 Insight  
© 2021

## Enrollment

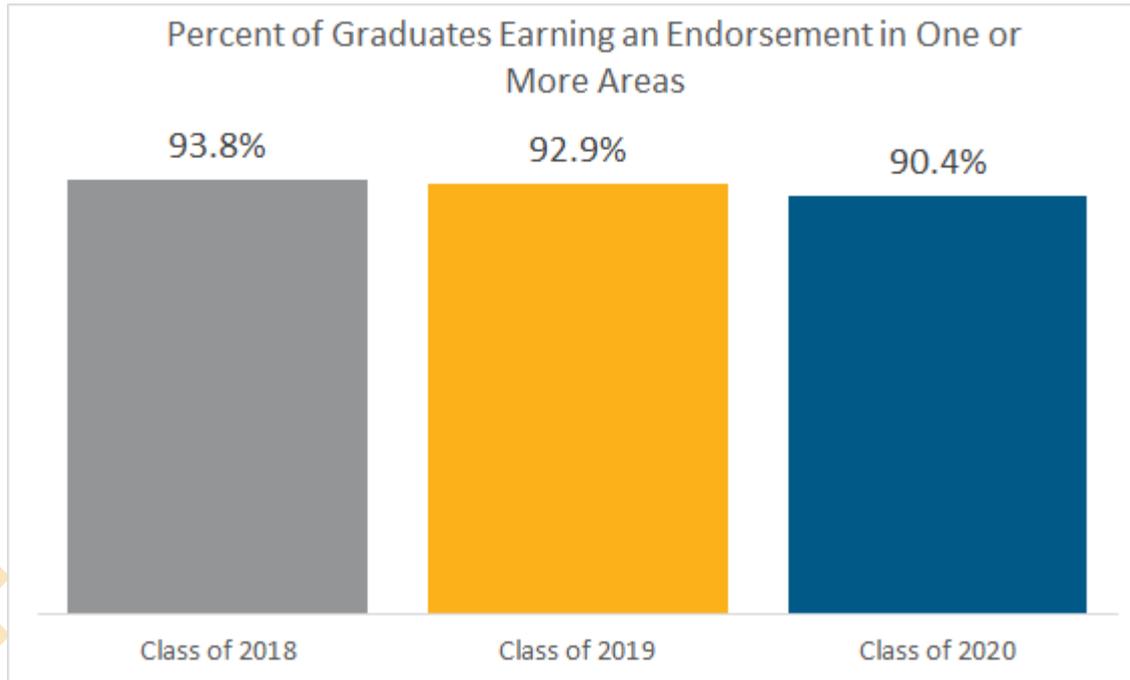
**54%** of MS/HS students are enrolled in a CTE Course (46% in MS and 60% of HS)

**34%** of secondary students participated in athletics

**40%** of secondary students <sup>367</sup> participated in Fine Arts (beyond the "Intro" level courses)

# Key Performance Indicators for Goal 2

## Increase % of students who graduate with an Endorsement



## District Goal #3

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**We have learning spaces that are appropriate to meet the needs of our growing and changing population.**

### Key Performance Indicators

- **Long Range Facilities Plan Developed** - [Administration presented the Long Range Facility Plan to the Board of Trustees on December 17, 2020.](#)
- **Citizens' Facility Advisory Committee Process Completed** - The 2021 Citizens' Facility Advisory Committee (CFAC) kicked off its work on March 2, 2021. Approximately 175 community members volunteered to serve on CFAC including five subcommittees; High School, Middle School, Elementary School, Ancillary Services and Information Technology Services. 369
- **Research and Development around Schools of Choice** - A plan has been developed to strategically maximize use of current capacity at underutilized campuses and create efficient smaller learning communities focused on career specializations and innovative instructional approaches.



# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Strategic Planning Discussion  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Sarah Grissom  
**Attachments:** N/A

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## **Background Information:**

At the May 13th special meeting, the Board of Trustees engaged in a collaborative process to narrow the focus as we begin long-range planning to achieve the vision and mission. Through discussion and continuous improvement tools, the Board of Trustees identified priority goal areas to drive the strategic planning process. At tonight's meeting, the Board of Trustees will review the process from the last meeting and further refine the priority goal areas.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

<b>Agenda Item:</b>	Report on 2021 Employee Engagement Survey Results
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Karie Lynn McSpadden
<b>Attachments:</b>	2021 Executive Summary – UT Employee Engagement Survey 2021 Employee Engagement Survey Results Presentation

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## **Background Information:**

We continue to work in collaboration with the Institute for Organizational Excellence at UT Austin to complete the employee engagement survey. The Institute for Organizational Excellence (IOE) at UT Austin's School of Social Work has been assisting educational providers, non-profits, and governmental entities in this assessment area for over 30 years. In February, we invited all employees to take part in this employee engagement survey, and the results are in.

Employee Engagement focuses on the sense of trust and the level of employees' participation in carrying out their work responsibilities towards delivering high quality work. The district scored exceptionally high in the areas of Strategic, Workgroup, and Employee Engagement. We have distributed the results to the Principals and Directors to review with their leadership teams.

The Executive Summary is also attached for your review. Please call Karie Lynn McSpadden if you have any questions.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# 2020-2021 Employee Engagement Survey Results

June 10, 2021

373

The purpose of this presentation is to review the 2020-2021 Employee Engagement Survey Results.

## Constructs

Similar items are grouped together, and their scores are averaged to produce 12 construct measures



Workgroup



Strategic



Supervision



Workplace



Community



Information Systems



Internal Communication



Pay



Benefits



Employee Development



Job Satisfaction



Employee Engagement

375

# UT Employee Engagement Survey



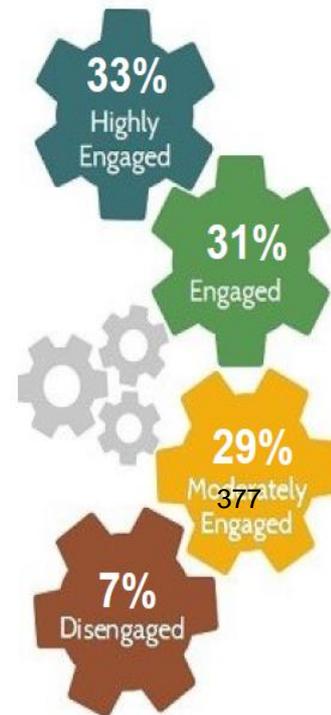
376

## Employees – Overall Score

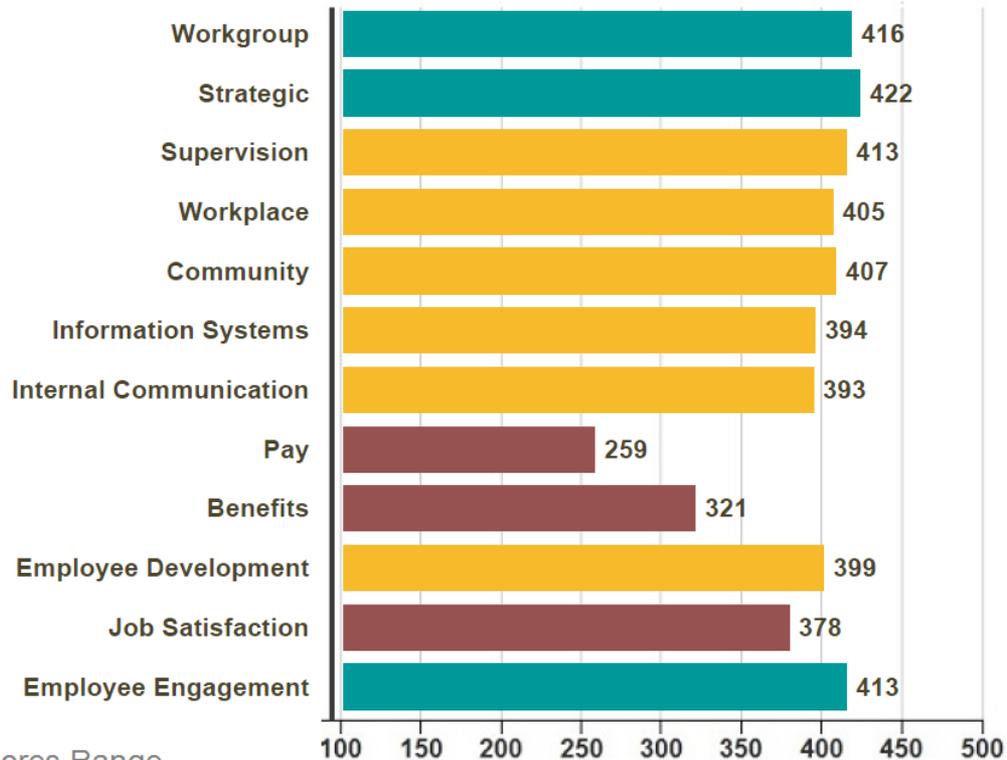
	School Year	School Year	School Year	School Year
	17-18	18-19	19-20	20-21
Overall Score	380	380	386	390

### Overall Score

The overall score is a broad indicator for comparison purposes with other entities. Scores above 350 are desirable, and when scores dip below 300, there should be cause for concern. Scores above 400 are the product of a highly engaged workforce. Your Overall Score from last time was 386.



### Construct Scores



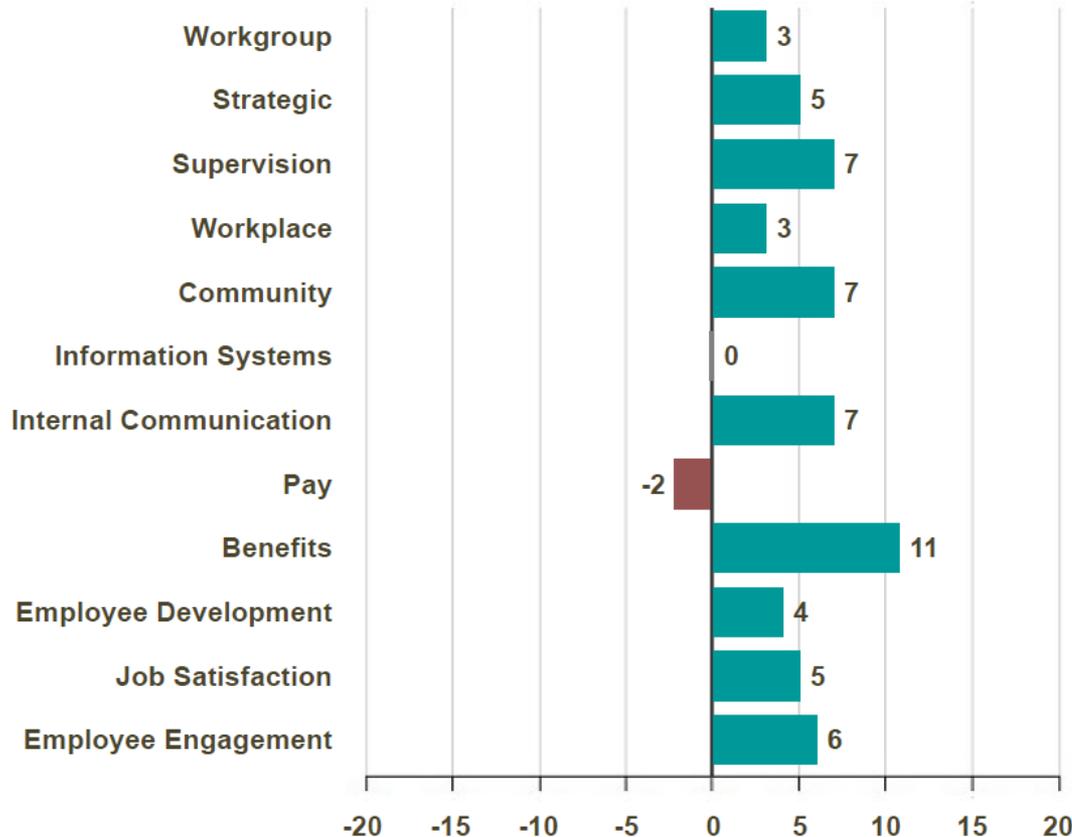
Scores Range  
100 (low) - 500 (high)

### Employee Response Rate

	School Year	School Year	School Year	School Year
	17-18	18-19	19-20	20-21
Response Rate	70.30%	74.20%	68.50%	68.10%

378

## Constructs Scores Over Time



## Has Change Occured?

Variation in scores from year to year is normal, even when nothing has changed. Analyzing trend data requires a bringing patterns into focus, digging deeper into data, and asking questions about issues surrounding the workplace.

Pay close attention to changes of more than 15 points in either direction. Were there any new policies or organizational changes that might have affected the scores? Were these areas a point of focus for your change initiatives?

# Employees – Areas of Strength and Concern

## Areas of Strength

19-20



**Strategic** **Score: 417**  
The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. Higher scores suggest that employees understand their role in the organization and consider the organization's reputation to be positive.



**Workgroup** **Score: 413**  
The workgroup construct captures employees' perceptions of the people they work with on a daily basis and their effectiveness. Higher scores suggest that employees view their workgroup as effective, cohesive and open to the opinions of all members.



**Employee Engagement** **Score: 407**  
The employee engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. Higher scores suggest that employees feel their ideas count, their work impacts the organization and their well-being and development are valued.

## Areas of Strength

20-21



**Strategic** **Score: 422**  
The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. Higher scores suggest that employees understand their role in the organization and consider the organization's reputation to be positive.



**Workgroup** **Score: 416**  
The workgroup construct captures employees' perceptions of the people they work with on a daily basis and their effectiveness. Higher scores suggest that employees view their workgroup as effective, cohesive and open to the opinions of all members.



**Employee Engagement** **Score: 413**  
The employee engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. Higher scores suggest that employees feel their ideas count, their work impacts the organization and their well-being and development are valued.

## Areas of Concern



**Pay** **Score: 261**  
The pay construct captures employees' perceptions about how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. Lower scores suggest that pay is a central concern or reason for discontent and is not comparable to similar organizations.



**Benefits** **Score: 310**  
The benefits construct captures employees' perceptions about how the benefits package compares to packages at similar organizations and how flexible it is. Lower scores suggest that employees perceive benefits as less than needed or unfair in comparison to similar jobs in the community.



**Job Satisfaction** **Score: 373**  
The job satisfaction construct captures employees' perceptions about the overall work situation and ability to maintain work-life balance. Lower scores suggest that employees feel overworked, unable to perform at their best and unhappy with their work.

## Areas of Concern



**Pay** **Score: 259**  
The pay construct captures employees' perceptions about how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. Lower scores suggest that pay is a central concern or reason for discontent and is not comparable to similar organizations. **380**



**Benefits** **Score: 321**  
The benefits construct captures employees' perceptions about how the benefits package compares to packages at similar organizations and how flexible it is. Lower scores suggest that employees perceive benefits as less than needed or unfair in comparison to similar jobs in the community.



**Job Satisfaction** **Score: 378**  
The job satisfaction construct captures employees' perceptions about the overall work situation and ability to maintain work-life balance. Lower scores suggest that employees feel overworked, unable to perform at their best and unhappy with their work.

## Engagement Questions

WORKGROUP	CONSTRUCT SCORE	SCORE	AGREEMENT
2	In my workgroup, my ideas and opinions count.	4.21	84%
STRATEGIC	CONSTRUCT SCORE	SCORE	AGREEMENT
5	Our institution is known for the quality of work we provide.	4.2	85%
6	I know how my work impacts others in the organization.	4.32	90%
SUPERVISION	CONSTRUCT SCORE	SCORE	AGREEMENT
10	My supervisor provides me with a clear understanding of my work responsibilities.	4.21	86%
11	My supervisor recognizes outstanding work.	4.01	76%
12	I am given the opportunity to do my best work.	4.19	85%
14	My supervisor evaluates my performance fairly.	4.23	84%
WORKPLACE	CONSTRUCT SCORE	SCORE	AGREEMENT
18	I have adequate resources and equipment to do my job.	3.96	78%
COMMUNITY	CONSTRUCT SCORE	SCORE	AGREEMENT
21	The people I work with care about my personal well-being.	4.21	85%
22	I trust the people in my workplace.	4.05	78%
EMPLOYEE DEVELOPMENT	CONSTRUCT SCORE	SCORE	AGREEMENT
37	Learning opportunities/ staff development is made available to me so that I can do my job better.	4.01	80%
38	Learning opportunities/ staff development is made available to me for personal growth and development.	3.94	77%



# Employee Engagement Questions - YOY Comparison

Question No.	Question	2018	2017	2016	2015
2	In my work group, my opinions and ideas count.	4.11	4.15	4.14	3.83
5	Our institution is known for the quality of work we provide.	4.08	4.16	4.17	4.16
6	I know how my work impacts others in the organization.	4.26	4.28	4.25	4.17
10	My supervisor provides me with a clear understanding of my work responsibilities.	4.08	4.14	4.16	4.4
11	My supervisor recognizes outstanding work.	3.84	3.9	3.94	3.96
12	I am given the opportunity to do my best work.	4.01	4.12	4.13	4.21
14	My supervisor evaluates my performance fairly.	4.1	4.14	4.17	4.07
18	I have adequate resources and equipment to do my job.	3.77	3.87	3.9	3.77
21	The people I work with care about my personal well-being.	4.12	4.17	4.17	4.21
22	I trust the people in my workplace.	3.94	3.97	3.98	
37	Learning opportunities/staff development is made available to me so that I can do my job better.	3.87	4.03	4.09	4.19
38	Learning opportunities/staff development is made available to me for personal growth and development.	3.75	3.93	4	4.14



# Employee Engagement Questions - YOY Comparison

QUESTION NO.	QUESTION	2021	2020	2019	2018
2	In my workgroup, my ideas and opinions count.	4.21	4.17%	4.12%	4.11%
5	Our institution is known for the quality of work we provide.	4.2	4.17%	4.11%	4.08%
6	I know how my work impacts others in the organization.	4.32	4.30%	4.26%	4.26%
10	My supervisor provides me with a clear understanding of my work responsibilities.	4.21	4.17%	4.13%	4.08%
11	My supervisor recognizes outstanding work.	4.01	3.93%	3.86%	3.84%
12	I am given the opportunity to do my best work.	4.19	4.09%	4.03%	4.01%
14	My supervisor evaluates my performance fairly.	4.23	4.19%	4.14%	4.10%
18	I have adequate resources and equipment to do my job.	3.96	3.89%	3.77%	3.77%
21	The people I work with care about my personal well-being.	4.21	4.18%	4.12%	4.12%
22	I trust the people in my workplace.	4.05	3.98%	3.91%	3.94%
37	Learning opportunities/ staff development is made available to me so that I can do my job better.	4.01	3.94%	3.91%	3.87%
38	Learning opportunities/ staff development is made available to me for personal growth and development.	3.94	3.86%	3.81%	3.75%



UT INSTITUTE OF ORGANIZATIONAL EXCELLENCE PRESENTS

## FOCUS FORWARD

### UTILIZING THE UT ENGAGEMENT SURVEY FOR CONTINUOUS IMPROVEMENT



#### MAY 2018 SURVEY RESULTS RECEIVED

Data and summaries will be shared and reviewed with Cabinet, Principals, Directors, and Executive Directors. Several types of benchmark scores provide relevant external comparisons, and breakdown categories can be used to make internal comparisons.

#### JUNE-SEPTEMBER 2018 REVIEW SURVEY DATA

Principals and department heads should review and analyze results through creating reports and/or presentations that will tell the story of their data to their stakeholders. Utilization of PLC best practices is encouraged.



#### SEPTEMBER-OCTOBER 2018 SHARE WITH ALL EMPLOYEES

Share data with your leadership team. Determine the best way to share data with stakeholders. Identify who will be involved in developing a plan for continuous improvement. Consider including staff during this plan development process.

#### JULY-OCTOBER 2018 ENGAGE EMPLOYEES IN CHANGE

Review your department's strengths and brainstorm on how to best address opportunities and gain additional feedback. Utilize feedback tools like comment cards, "hot dots", World Cafe, etc. to allow them to express their ideas.



#### SEPTEMBER-NOVEMBER 2018 MOVE FORWARD WITH CHANGE

384



Compile the priority change topics and action points, and present them to your leadership team and stakeholders. Discuss the administrative protocols for implementing the changes. Determine the plan of action, set a reasonable timeline, and keep staff and stakeholders informed of progress of improvement efforts.

# Questions?

385

SEE

# SURVEY OF EMPLOYEE ENGAGEMENT

Leander Independent School District

Executive Summary

**2021**

# Executive Summary

## Table of Contents

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Introduction .....	1
The Survey .....	2
Employee Engagement .....	3
People .....	4
Constructs .....	5
Areas of Strength and Concern .....	6
Climate .....	7
Focus Forward .....	8
Appendix A: Demographic Items .....	A1
Appendix B: Primary Items .....	B1
Appendix C: Additional Items .....	C1
Appendix D: Engagement Items .....	D1
Appendix E: Constructs and Related Items .....	E1
Appendix F: Survey Customization Sheet .....	F1

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## Introduction

**THANK YOU** for your participation in the Survey of Employee Engagement (SEE). We trust that you will find this information helpful in your leadership planning and organizational development efforts. The SEE is specifically focused on the key drivers relative to the ability to engage employees towards successfully fulfilling the vision and mission of the organization.

Inside this report, you will find many tools to assist you in understanding the engagement of your employees. Your first indication of engagement will be the response rate of your employees. From there, we share with you the overall score for your organization, averaging all survey items. You will also find a breakdown of the levels of engagement found among your employees. We have provided demographic information about the employees surveyed as well as what percent are leaving or retiring in the near future. Then, this report contains a breakdown of the scoring for each construct we surveyed, highlighting areas of strength and areas of concern. Finally, we have provided Focus Forward action items throughout the report and a timeline suggesting how to move forward with what you have learned from the survey results.

Your report represents aggregate data, but some organizations will want further information. For example, the SEE makes it possible to see results broken down by demographic groupings. We would enjoy hearing how you've used the data, and what you liked and disliked about the SEE experience. We are here to help you engage your employees in achieving your vision and mission.



Noel Landuyt  
Associate Director  
Institute for Organizational Excellence

## Organization Profile

 <p><b>Leander Independent School District</b></p> <p><b>Organizational Leadership:</b> Bruce Gearing, Superintendent</p> <p><b>Benchmark Categories:</b> Size 5: Organizations with 1001 to 10,000 employees Mission K12 : Education for grades K through 12</p>	<p><b>Survey Administration</b></p> <p>Collection Period: 02/03/2021 through 03/26/2021</p> <p>Survey Liaison: John West Director of Workforce Management 204 W. South Street Leander, TX 78646</p> <p>(512) 570-0103 john.west@leanderisd.org</p>
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# The Survey

48
Primary  
Items

## Primary Items

The Survey of Employee Engagement (SEE) consists of a series of 48 primary items used to assess essential and fundamental aspects of how the organization functions. The items are on a 5-point scale from Strongly Disagree (1) to Strongly Agree (5).

## Demographic Items

Also included on the SEE instrument are a series of items to ascertain the demography of the respondents.

## Constructs

Similar items are grouped together, and their scores are averaged to produce twelve construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

12
Constructs

  
 Workgroup

  
 Strategic

  
 Supervision

  
 Workplace

  
 Community

  
 Information  
Systems

  
 Internal  
Communication

  
 Pay

  
 Benefits

  
 Employee  
Development

  
 Job  
Satisfaction

  
 Employee  
Engagement

2
Key  
Scores

## Overall Score

The Overall Score is an average of all survey items and represents the overall score for the organization. It is a broad indicator for comparison purposes with other entities.

## Levels of Employee Engagement

Twelve items crossing several survey constructs have been selected to assess the level of engagement (high, moderate, or low) among individual employees.

172

## Breakout Categories

Organizations can use breakout categories to get a cross-sectional look at specific functional or geographic areas. Your organization had a total of 172 breakout categories.

13

## Additional Items

Organizations can customize their survey with up to 20 additional items. These items can target issues specific to the organization. Your organization added 13 additional items.

# Employee Engagement

## 68%

About the same as last time

### Response Rate

The response rate to the survey is your first indication of the level of employee engagement in your organization. Of the 5449 employees invited to take the survey, 3708 responded for a response rate of 68%. As a general rule, rates higher than 50% suggest soundness, while rates lower than 30% may indicate problems. At 68%, your response rate is considered high. High rates mean that employees have an investment in the organization and are willing to contribute towards making improvements within the workplace. With this level of engagement, employees have high expectations from leadership to act upon the survey results.

### Overall Score

The overall score is a broad indicator for comparison purposes with other entities. Scores above 350 are desirable, and when scores dip below 300, there should be cause for concern. Scores above 400 are the product of a highly engaged workforce. **Your Overall Score from last time was 386.**



### Levels of Employee Engagement

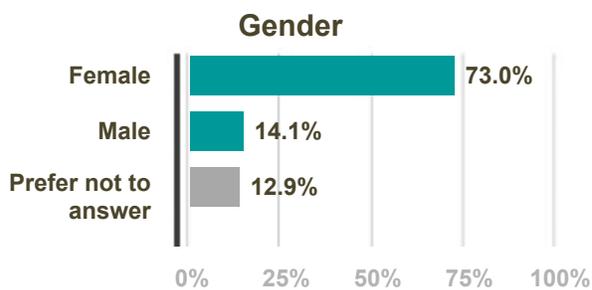
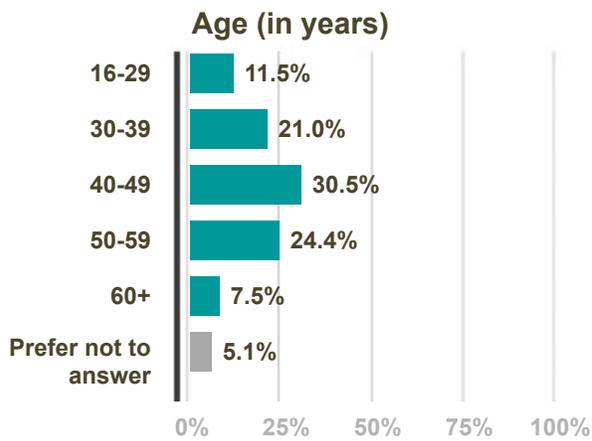
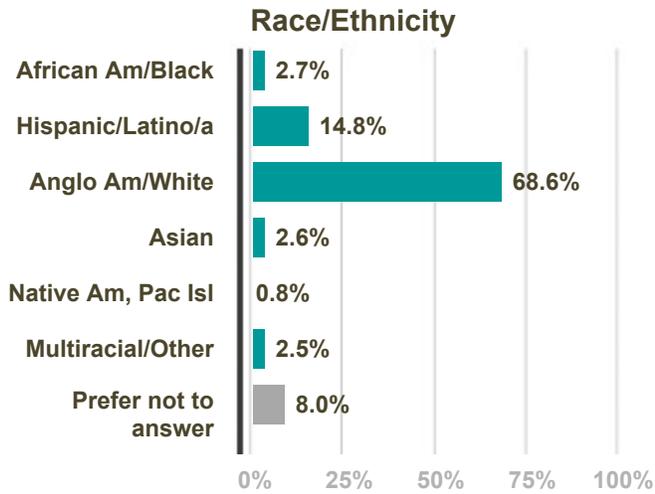
Twelve items crossing several survey constructs have been selected to assess the level of engagement among individual employees. For this organization, 33% of employees are Highly Engaged, 31% are Engaged, 29% are Moderately Engaged, and 7% are Disengaged.

Highly Engaged employees are willing to go above and beyond in their employment. Engaged employees are more present in the workplace and show an effort to help out. Moderately Engaged employees are physically present, but put minimal effort towards accomplishing the job. Disengaged employees are disinterested in their jobs and may be actively working against their coworkers.

For comparison purposes, according to nationwide polling data, about 30% of employees are Highly Engaged or Engaged, 50% are Moderately Engaged, and 20% are Disengaged. While these numbers may seem intimidating, they offer a starting point for discussions on how to further engage employees. Focus on building trust, encouraging the expression of ideas, and providing employees with the resources, guidance, and training they need to do their best work.

# People

Examining demographic data is an important aspect of determining the level of consensus and shared viewpoints across the organization. A diverse workforce helps ensure that different ideas are understood, and that those served see the organization as representative of the community. Gender, race/ethnicity, and age are just a few ways to measure diversity. While percentages can vary among different organizations, extreme imbalances should be a cause for concern.



### YEARS OF SERVICE With this Organization

23% New Hires (0-2 years)  
42% Experienced (3-10 years)  
32% Very Experienced (11+ years)  
4% Did Not Answer

*Each figure represents about 41.2 employees.*

## FOCUS FORWARD >>>

**6% INTEND TO LEAVE**

Understand why people are leaving your organization by examining retention factors such as working conditions, market competitiveness, or upcoming retirement.

**10% CAN RETIRE**

This percentage of respondents indicated that they are or will be eligible for retirement within two years.

## Constructs

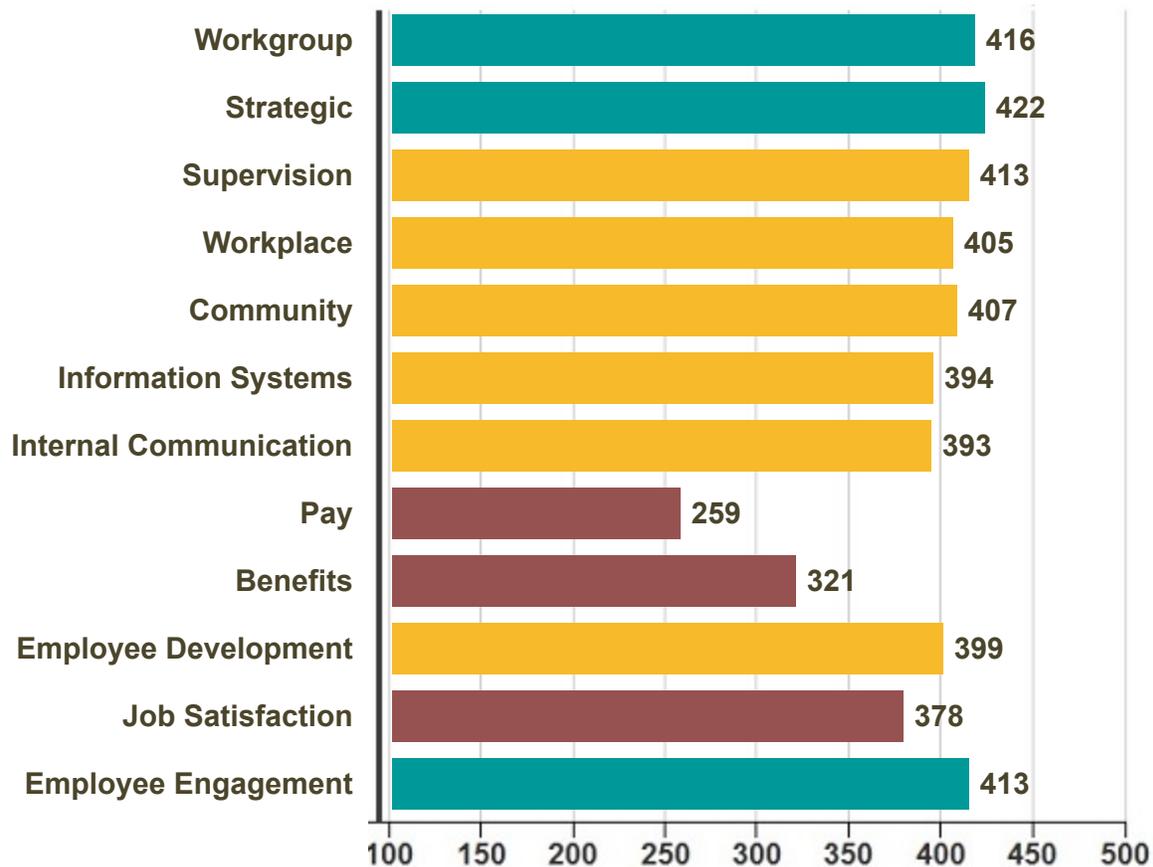
Similar items are grouped together and their scores are averaged and multiplied by 100 to produce 12 construct measures. These constructs capture the concepts most utilized by leadership and drive organizational performance and engagement.

Each construct is displayed below with its corresponding score. Constructs have been coded below to highlight the organization's areas of strength and concern. The three highest are green, the three lowest are red, and all others are yellow. Scores typically range from 300 to 400, and 350 is a tipping point between positive and negative perceptions. The lowest score for a construct is 100, while the highest is 500.

### FOCUS FORWARD >>>

Every organization faces different challenges depending on working conditions, resources, and job characteristics. On the next page, we highlight the constructs that are relative strengths and concerns for your organization. While it is important to examine areas of concern, this is also an opportunity to recognize and celebrate areas that employees have judged to be strengths. All organizations start in a different place, and there is always room for improvement within each area.

Construct Scores



## Constructs Over Time

One of the benefits of continuing to participate in the survey is that over time data shows how employees' views have changed as a result of implementing efforts suggested by previous survey results.

Positive changes indicate that employees perceive the issue as having improved since the previous survey.

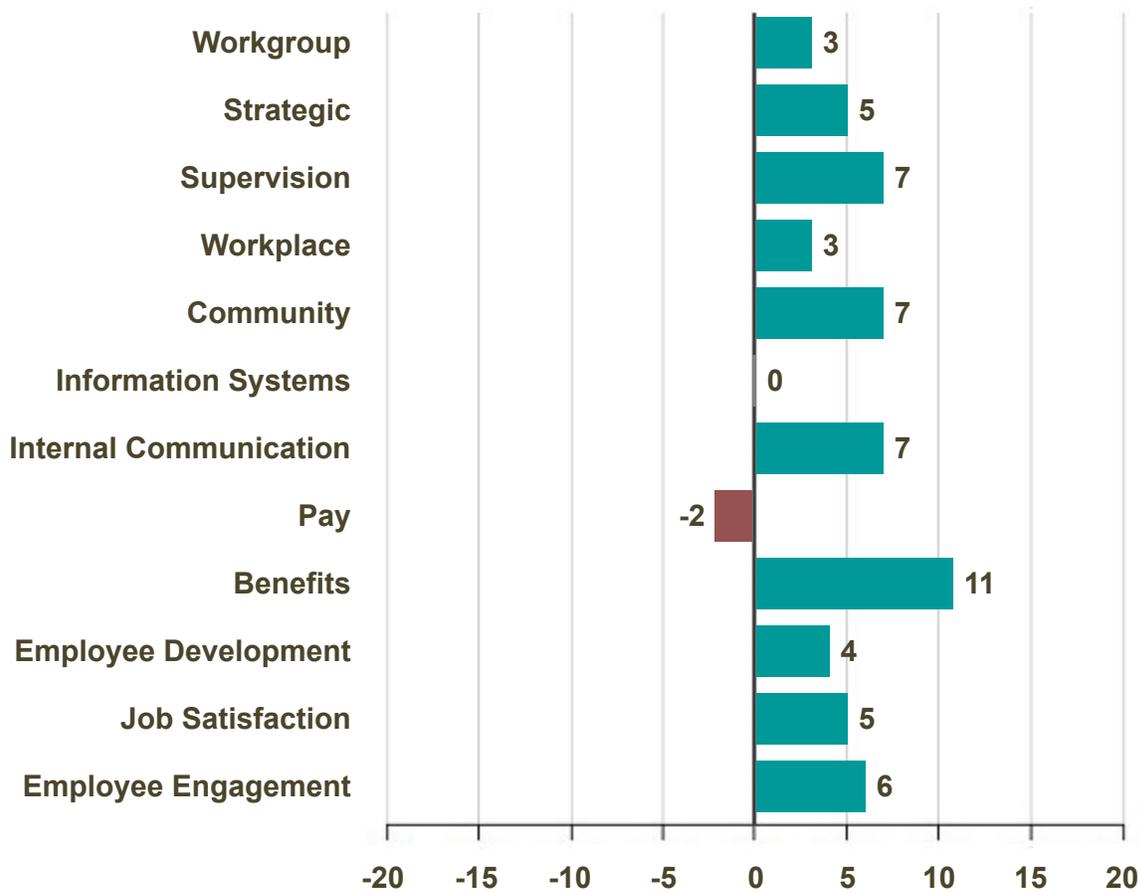
Negative changes indicate that the employees perceive that the issue has worsened since the previous survey. Negative changes of greater than 40 points and having 8 or more negative construct changes should be a source of concern for the organization and should be discussed with employees and organizational leadership.

## Has Change Occured?

Variation in scores from year to year is normal, even when nothing has changed. Analyzing trend data requires a bringing patterns into focus, digging deeper into data, and asking questions about issues surrounding the workplace.

Pay close attention to changes of more than 15 points in either direction. Were there any new policies or organizational changes that might have affected the scores? Were these areas a point of focus for your change initiatives?

Constructs Scores Over Time



## Areas of Strength and Concern

### Areas of Strength



#### Strategic

**Score: 422**

The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. Higher scores suggest that employees understand their role in the organization and consider the organization's reputation to be positive.



#### Workgroup

**Score: 416**

The workgroup construct captures employees' perceptions of the people they work with on a daily basis and their effectiveness. Higher scores suggest that employees view their workgroup as effective, cohesive and open to the opinions of all members.



#### Employee Engagement

**Score: 413**

The employee engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. Higher scores suggest that employees feel their ideas count, their work impacts the organization and their well-being and development are valued.

### Areas of Concern



#### Pay

**Score: 259**

The pay construct captures employees' perceptions about how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. Lower scores suggest that pay is a central concern or reason for discontent and is not comparable to similar organizations.



#### Benefits

**Score: 321**

The benefits construct captures employees' perceptions about how the benefits package compares to packages at similar organizations and how flexible it is. Lower scores suggest that employees perceive benefits as less than needed or unfair in comparison to similar jobs in the community.



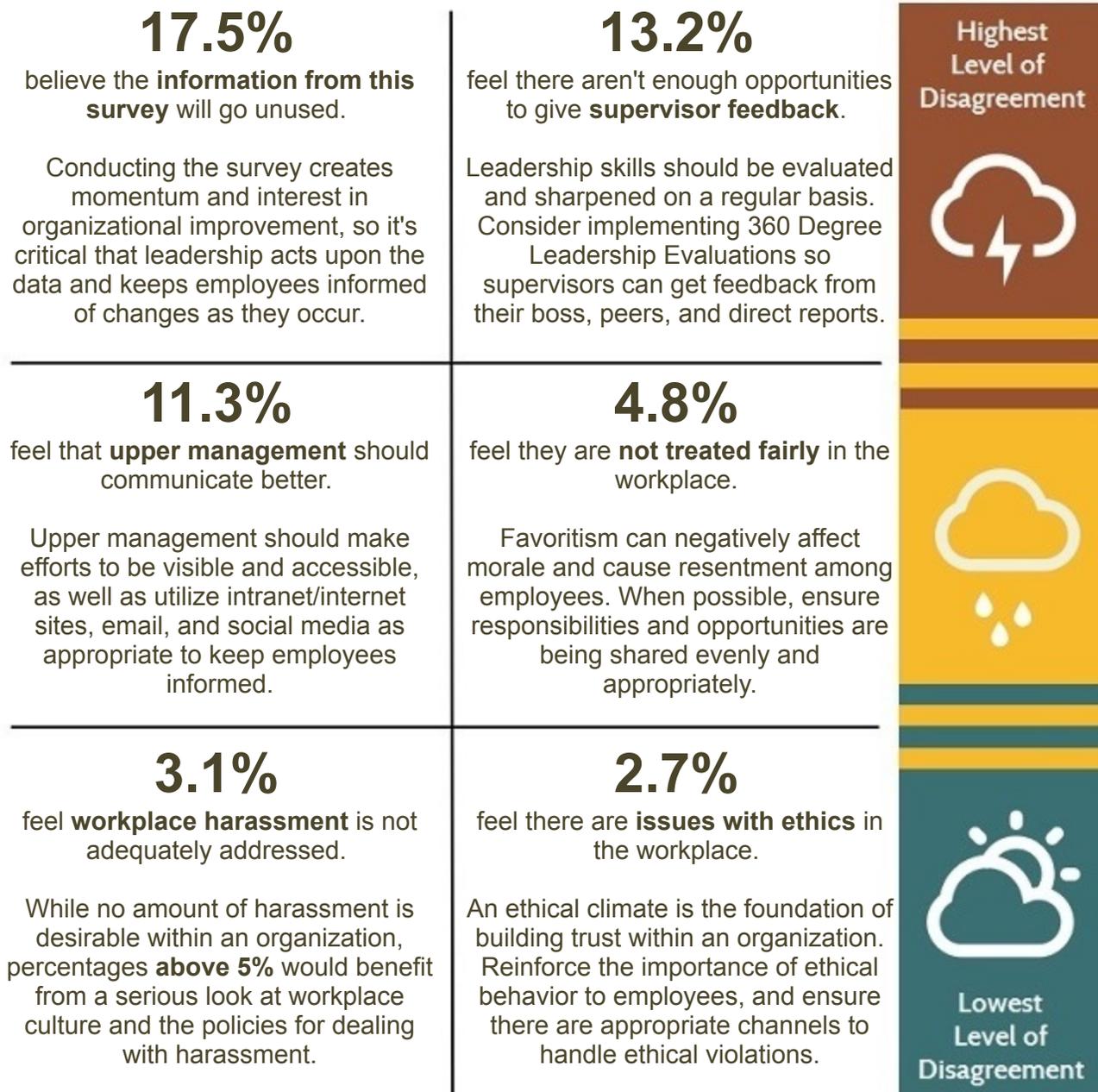
#### Job Satisfaction

**Score: 378**

The job satisfaction construct captures employees' perceptions about the overall work situation and ability to maintain work-life balance. Lower scores suggest that employees feel overworked, unable to perform at their best and unhappy with their work.

# Climate

The climate in which employees work does, to a large extent, determine the efficiency and effectiveness of an organization. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions. Below are the percentages of employees who marked disagree or strongly disagree for each of the 6 climate items.



## FOCUS FORWARD >>>

After the survey data has been compiled, the results are returned approximately one to two months after data collection stops. Survey results are provided in several formats to provide maximum flexibility in interpreting the data and sharing the data with the entire organization. The quick turnaround in reporting allows for immediate action upon the results while they are still current.

### Survey Results Received

Executive Summaries, Data Reports, and Excel data are provided for the organization as a whole and for breakout categories. Any of these formats can be used alone or in combination to create rich information on which employees can base their ideas for change.



APR  
2021

MAY  
2021



### Review Survey Data

Review the data and summaries with the executive staff, and develop a plan for circulating the data to all employees. Several types of benchmark scores provide relevant external comparisons, and breakdown categories can be used to make internal comparisons.

### Share with All Employees

Share results by creating reports, newsletters, or PowerPoint presentations providing data along with illustrations pertinent to the organization. Have employees participate in small work unit groups to review reports as they are distributed.



JUN  
2021

JUL  
2021



### Engage Employees in Change

Designate the Change Team composed of a diagonal slice across the organization that will guide the effort. Review the organization's strengths and brainstorm on how to best address weaknesses. Provide employees with comment cards to express their ideas.

### Move Forward with Change

Have the Change Team compile the priority change topics and action points, and present them to the executive staff. Discuss the administrative protocols for implementing the changes. Determine the plan of action, set a reasonable timeline, and keep employees informed of changes.



SEP  
2021

NOV  
2021



### Sharpen Your Focus

Further data breakdowns and custom reports are available. We also offer leadership assessments, employee pulse and exit surveys, and customer satisfaction surveys. Consultation time for presentations and focus groups is available as well. Please contact us at any time: [www.survey.utexas.edu](http://www.survey.utexas.edu)

### Resurvey

Administer the Survey of Employee Engagement again to document the effectiveness of your change efforts.



JAN  
2023

## Demographic Items

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Survey respondent information reports the response rate and frequency information for all demographic variables that were asked of participants. Response Rate is a good indicator of employees' willingness to engage in efforts to improve the organization. Scope of Participation is a gauge to see whether or not employees by demographic characteristics participated in the survey.

### Response Rate

Your response rate is the percentage of surveys distributed divided by the number of valid surveys received. For category reports, we only report the response rate for the organization as a whole.

### What is a good response rate?

If your organization sampled employees, the answer must take into consideration size, sampling strategy, variance, and error tolerance. When all employees are surveyed (census), a general rule for organizations of at least 500, is that a 30% rate is a low, but an acceptable level of response. In general, response rates of greater than 50% (regardless of number of employees) indicate a strong level of participation.

### What about non-respondents?

First, you should review the scope of participation discussed in the following paragraph. Second, you need to ascertain whether or not a more focused effort is needed to determine why some groups did not respond.

### Scope of Participation

Respondent information is used as a gauge of the scope of participation. For example, the percentages of male and female respondents should roughly mirror your organization's gender composition. This should be true for the other demographic categories. If not, consider whether or not additional efforts need to be made to engage those low participating categories. It is important to note the following:

- If less than five respondents selected a demographic variable, "Less Than Five" and "Not Available" is reported to protect the respondents' anonymity.
- Participants have the option to skip items or select prefer not to answer. Both of these non-responses are combined to give a total "Prefer not to answer" count.

## Demographic Items

Total Respondents: 3708  
 Surveys Distributed: 5449  
 Response Rate: 68.05%

**Number  
of Survey  
Respondents**

**Percent  
of Survey  
Respondents**

### My highest education level

Did not earn high school diploma or equivalent:	35	0.94%
High school diploma or equivalent:	227	6.12%
Some college:	306	8.25%
Associate's Degree:	149	4.02%
Bachelor's Degree:	1753	47.28%
Master's Degree:	1135	30.61%
Doctoral Degree:	29	0.78%
Prefer not to answer:	74	2.00%

### I am

Female:	2706	72.98%
Male:	523	14.10%
Prefer not to answer:	479	12.92%

### My annual salary (before taxes)

Less than \$15,000:	102	2.75%
\$15,000-\$25,000:	430	11.60%
\$25,001-\$35,000:	280	7.55%
\$35,001-\$45,000:	180	4.85%
\$45,001-\$50,000:	408	11.00%
\$50,001-\$60,000:	1403	37.84%
\$60,001-\$75,000:	519	14.00%
More than \$75,000:	191	5.15%
Prefer not to answer:	195	5.26%

### My age (in years)

16-29:	426	11.49%
30-39:	779	21.01%
40-49:	1131	30.50%
50-59:	905	24.41%
60+:	277	7.47%
Prefer not to answer:	190	5.12%

## Demographic Items

Total Respondents: 3708  
 Surveys Distributed: 5449  
 Response Rate: 68.05%

**Number  
of Survey  
Respondents**

**Percent  
of Survey  
Respondents**

### Years of service with this organization

Less than 1:	376	10.14%
1-2:	463	12.49%
3-5:	819	22.09%
6-10:	729	19.66%
11-15:	599	16.15%
16+:	584	15.75%
Prefer not to answer:	138	3.72%

### My race/ethnic identification

African-American or Black:	99	2.67%
Hispanic or Latino/a:	550	14.83%
Anglo-American or White:	2543	68.58%
Asian:	97	2.62%
American Indian or Pacific Islander:	30	0.81%
Multiracial or Other:	91	2.45%
Prefer not to answer:	298	8.04%

### I am currently in a supervisory role.

Yes:	407	10.98%
No:	3152	85.01%
Prefer not to answer:	149	4.02%

### I received a promotion during the past two years.

Yes:	263	7.09%
No:	3313	89.35%
Prefer not to answer:	132	3.56%

### I received a merit increase during the past two years.

Yes:	531	14.32%
No:	2936	79.18%
Prefer not to answer:	241	6.50%

## Demographic Items

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Total Respondents: 3708  
 Surveys Distributed: 5449  
 Response Rate: 68.05%

	<b>Number of Survey Respondents</b>	<b>Percent of Survey Respondents</b>
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### I plan to be working for this organization in one year.

Yes:	3107	83.79%
No:	207	5.58%
Prefer not to answer:	394	10.63%

### I am eligible for retirement within the next two years.

Yes:	380	10.25%
No:	3145	84.82%
Prefer not to answer:	183	4.94%

## Primary Items

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For the primary items (numbered 1-48), participants were asked to indicate how they agreed with each positively phrased statement. If participants did not have information or the item did not apply, they were to select don't know/not applicable.

Each primary item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

### Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

### Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.
- **Organizational Categories** are benchmarked against the organization as a whole.

### Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

# Primary Items

 <p><b>1. My work group cooperates to get the job done.</b></p> <div style="background-color: #008080; color: white; padding: 5px; text-align: center; font-weight: bold;">90% Agreement</div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1867</td> <td>1478</td> <td>203</td> <td>116</td> <td>22</td> <td>18</td> </tr> <tr> <td>Percentage:</td> <td>50.40%</td> <td>39.90%</td> <td>5.48%</td> <td>3.13%</td> <td>0.59%</td> <td>0.49%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1867	1478	203	116	22	18	Percentage:	50.40%	39.90%	5.48%	3.13%	0.59%	0.49%	<p style="color: #008080; font-weight: bold; text-align: center;">90% Agreement</p> <p><b>SCORE:</b> 4.37                  Std. Dev.: 0.78                  Total Respondents: 3704</p> <p><b>BENCHMARKS</b>                  Past Score: 4.31                  Similar Mission: None                  Similar Size: 4.15                  All Orgs: 4.26</p>
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 <p><b>2. In my work group, my opinions and ideas count.</b></p> <div style="background-color: #008080; color: white; padding: 5px; text-align: center; font-weight: bold;">84% Agreement</div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1616</td> <td>1489</td> <td>361</td> <td>161</td> <td>50</td> <td>22</td> </tr> <tr> <td>Percentage:</td> <td>43.69%</td> <td>40.25%</td> <td>9.76%</td> <td>4.35%</td> <td>1.35%</td> <td>0.59%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1616	1489	361	161	50	22	Percentage:	43.69%	40.25%	9.76%	4.35%	1.35%	0.59%	<p style="color: #008080; font-weight: bold; text-align: center;">84% Agreement</p> <p><b>SCORE:</b> 4.21                  Std. Dev.: 0.89                  Total Respondents: 3699</p> <p><b>BENCHMARKS</b>                  Past Score: 4.17                  Similar Mission: None                  Similar Size: 3.92                  All Orgs: 4.05</p>
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 <p><b>3. My work group regularly uses performance data to improve the quality of our work.</b></p> <div style="background-color: #008080; color: white; padding: 5px; text-align: center; font-weight: bold;">72% Agreement</div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1051</td> <td>1626</td> <td>624</td> <td>220</td> <td>68</td> <td>106</td> </tr> <tr> <td>Percentage:</td> <td>28.44%</td> <td>44.01%</td> <td>16.89%</td> <td>5.95%</td> <td>1.84%</td> <td>2.87%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1051	1626	624	220	68	106	Percentage:	28.44%	44.01%	16.89%	5.95%	1.84%	2.87%	<p style="color: #008080; font-weight: bold; text-align: center;">72% Agreement</p> <p><b>SCORE:</b> 3.94                  Std. Dev.: 0.94                  Total Respondents: 3695</p> <p><b>BENCHMARKS</b>                  Past Score: 3.97                  Similar Mission: None                  Similar Size: 3.54                  All Orgs: 3.61</p>
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Respondents:	1051	1626	624	220	68	106																
Percentage:	28.44%	44.01%	16.89%	5.95%	1.84%	2.87%																
 <p><b>4. In my work group, there is a real feeling of teamwork.</b></p> <div style="background-color: #008080; color: white; padding: 5px; text-align: center; font-weight: bold;">80% Agreement</div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th style="color: #008080;">Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1581</td> <td>1384</td> <td>414</td> <td>218</td> <td>81</td> <td>18</td> </tr> <tr> <td>Percentage:</td> <td>42.78%</td> <td>37.45%</td> <td>11.20%</td> <td>5.90%</td> <td>2.19%</td> <td>0.49%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1581	1384	414	218	81	18	Percentage:	42.78%	37.45%	11.20%	5.90%	2.19%	0.49%	<p style="color: #008080; font-weight: bold; text-align: center;">80% Agreement</p> <p><b>SCORE:</b> 4.13                  Std. Dev.: 0.98                  Total Respondents: 3696</p> <p><b>BENCHMARKS</b>                  Past Score: 4.06                  Similar Mission: None                  Similar Size: 3.76                  All Orgs: 3.89</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1581	1384	414	218	81	18																
Percentage:	42.78%	37.45%	11.20%	5.90%	2.19%	0.49%																

## Primary Items

 <p><b>5. Our institution is known for the quality of work we provide.</b></p> <p style="text-align: center;"><b>85% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1403</td> <td>1745</td> <td>402</td> <td>91</td> <td>26</td> <td>32</td> </tr> <tr> <td>Percentage:</td> <td>37.93%</td> <td>47.17%</td> <td>10.87%</td> <td>2.46%</td> <td>0.70%</td> <td>0.87%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1403	1745	402	91	26	32	Percentage:	37.93%	47.17%	10.87%	2.46%	0.70%	0.87%	<p style="text-align: center;"><b>85% Agreement</b></p> <p><b>SCORE:</b> 4.20  Std. Dev.: 0.78  Total Respondents: 3699</p> <p><b>BENCHMARKS</b>  Past Score: 4.17  Similar Mission: None  Similar Size: 3.92  All Orgs: 4.05</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1403	1745	402	91	26	32																
Percentage:	37.93%	47.17%	10.87%	2.46%	0.70%	0.87%																
 <p><b>6. I know how my work impacts others in the organization.</b></p> <p style="text-align: center;"><b>90% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1612</td> <td>1723</td> <td>250</td> <td>75</td> <td>16</td> <td>24</td> </tr> <tr> <td>Percentage:</td> <td>43.57%</td> <td>46.57%</td> <td>6.76%</td> <td>2.03%</td> <td>0.43%</td> <td>0.65%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1612	1723	250	75	16	24	Percentage:	43.57%	46.57%	6.76%	2.03%	0.43%	0.65%	<p style="text-align: center;"><b>90% Agreement</b></p> <p><b>SCORE:</b> 4.32  Std. Dev.: 0.73  Total Respondents: 3700</p> <p><b>BENCHMARKS</b>  Past Score: 4.30  Similar Mission: None  Similar Size: 4.19  All Orgs: 4.31</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1612	1723	250	75	16	24																
Percentage:	43.57%	46.57%	6.76%	2.03%	0.43%	0.65%																
 <p><b>7. We develop services to meet the needs of those we serve.</b></p> <p style="text-align: center;"><b>90% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1631</td> <td>1680</td> <td>262</td> <td>77</td> <td>18</td> <td>24</td> </tr> <tr> <td>Percentage:</td> <td>44.18%</td> <td>45.50%</td> <td>7.10%</td> <td>2.09%</td> <td>0.49%</td> <td>0.65%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1631	1680	262	77	18	24	Percentage:	44.18%	45.50%	7.10%	2.09%	0.49%	0.65%	<p style="text-align: center;"><b>90% Agreement</b></p> <p><b>SCORE:</b> 4.32  Std. Dev.: 0.74  Total Respondents: 3692</p> <p><b>BENCHMARKS</b>  Past Score: 4.23  Similar Mission: None  Similar Size: 3.87  All Orgs: 3.98</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1631	1680	262	77	18	24																
Percentage:	44.18%	45.50%	7.10%	2.09%	0.49%	0.65%																
 <p><b>8. Our organization communicates effectively with the public.</b></p> <p style="text-align: center;"><b>79% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1257</td> <td>1663</td> <td>462</td> <td>185</td> <td>56</td> <td>69</td> </tr> <tr> <td>Percentage:</td> <td>34.05%</td> <td>45.04%</td> <td>12.51%</td> <td>5.01%</td> <td>1.52%</td> <td>1.87%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1257	1663	462	185	56	69	Percentage:	34.05%	45.04%	12.51%	5.01%	1.52%	1.87%	<p style="text-align: center;"><b>79% Agreement</b></p> <p><b>SCORE:</b> 4.07  Std. Dev.: 0.90  Total Respondents: 3692</p> <p><b>BENCHMARKS</b>  Past Score: 3.98  Similar Mission: None  Similar Size: 3.66  All Orgs: 3.85</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1257	1663	462	185	56	69																
Percentage:	34.05%	45.04%	12.51%	5.01%	1.52%	1.87%																

## Primary Items

 <p><b>9. I have a good understanding of our mission, vision, and strategic plan.</b></p> <p style="text-align: center;"><b>87% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1389</td> <td>1820</td> <td>310</td> <td>125</td> <td>38</td> <td>13</td> </tr> <tr> <td>Percentage:</td> <td>37.59%</td> <td>49.26%</td> <td>8.39%</td> <td>3.38%</td> <td>1.03%</td> <td>0.35%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1389	1820	310	125	38	13	Percentage:	37.59%	49.26%	8.39%	3.38%	1.03%	0.35%	<p style="text-align: center;"><b>87% Agreement</b></p> <p><b>SCORE:</b> 4.19  Std. Dev.: 0.81  Total Respondents: 3695</p> <p><b>BENCHMARKS</b>  Past Score: 4.16  Similar Mission: None  Similar Size: 4.12  All Orgs: 4.22</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1389	1820	310	125	38	13																
Percentage:	37.59%	49.26%	8.39%	3.38%	1.03%	0.35%																
 <p><b>10. My supervisor provides me with a clear understanding of my work responsibilities.</b></p> <p style="text-align: center;"><b>86% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1554</td> <td>1629</td> <td>310</td> <td>135</td> <td>63</td> <td>12</td> </tr> <tr> <td>Percentage:</td> <td>41.97%</td> <td>43.99%</td> <td>8.37%</td> <td>3.65%</td> <td>1.70%</td> <td>0.32%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1554	1629	310	135	63	12	Percentage:	41.97%	43.99%	8.37%	3.65%	1.70%	0.32%	<p style="text-align: center;"><b>86% Agreement</b></p> <p><b>SCORE:</b> 4.21  Std. Dev.: 0.87  Total Respondents: 3703</p> <p><b>BENCHMARKS</b>  Past Score: 4.17  Similar Mission: None  Similar Size: 4.05  All Orgs: 4.11</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1554	1629	310	135	63	12																
Percentage:	41.97%	43.99%	8.37%	3.65%	1.70%	0.32%																
 <p><b>11. My supervisor recognizes outstanding work.</b></p> <p style="text-align: center;"><b>76% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1322</td> <td>1489</td> <td>534</td> <td>248</td> <td>88</td> <td>19</td> </tr> <tr> <td>Percentage:</td> <td>35.73%</td> <td>40.24%</td> <td>14.43%</td> <td>6.70%</td> <td>2.38%</td> <td>0.51%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1322	1489	534	248	88	19	Percentage:	35.73%	40.24%	14.43%	6.70%	2.38%	0.51%	<p style="text-align: center;"><b>76% Agreement</b></p> <p><b>SCORE:</b> 4.01  Std. Dev.: 1.00  Total Respondents: 3700</p> <p><b>BENCHMARKS</b>  Past Score: 3.93  Similar Mission: None  Similar Size: 3.89  All Orgs: 4.02</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1322	1489	534	248	88	19																
Percentage:	35.73%	40.24%	14.43%	6.70%	2.38%	0.51%																
 <p><b>12. I am given the opportunity to do my best work.</b></p> <p style="text-align: center;"><b>85% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1512</td> <td>1615</td> <td>340</td> <td>177</td> <td>41</td> <td>10</td> </tr> <tr> <td>Percentage:</td> <td>40.92%</td> <td>43.71%</td> <td>9.20%</td> <td>4.79%</td> <td>1.11%</td> <td>0.27%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1512	1615	340	177	41	10	Percentage:	40.92%	43.71%	9.20%	4.79%	1.11%	0.27%	<p style="text-align: center;"><b>85% Agreement</b></p> <p><b>SCORE:</b> 4.19  Std. Dev.: 0.87  Total Respondents: 3695</p> <p><b>BENCHMARKS</b>  Past Score: 4.09  Similar Mission: None  Similar Size: 3.98  All Orgs: 4.06</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1512	1615	340	177	41	10																
Percentage:	40.92%	43.71%	9.20%	4.79%	1.11%	0.27%																

## Primary Items

 <p><b>13. My supervisor is consistent when administering policies concerning employees.</b></p> <p style="text-align: center;"><b>75% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1321</td> <td>1454</td> <td>498</td> <td>253</td> <td>116</td> <td>45</td> </tr> <tr> <td>Percentage:</td> <td>35.83%</td> <td>39.44%</td> <td>13.51%</td> <td>6.86%</td> <td>3.15%</td> <td>1.22%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1321	1454	498	253	116	45	Percentage:	35.83%	39.44%	13.51%	6.86%	3.15%	1.22%	<p style="text-align: center;"><b>75% Agreement</b></p> <p><b>SCORE:</b> 3.99            Std. Dev.: 1.03            Total Respondents: 3687</p> <p><b>BENCHMARKS</b>            Past Score: 3.90            Similar Mission: None            Similar Size: 3.81            All Orgs: 3.88</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1321	1454	498	253	116	45																
Percentage:	35.83%	39.44%	13.51%	6.86%	3.15%	1.22%																
 <p><b>14. My supervisor evaluates my performance fairly.</b></p> <p style="text-align: center;"><b>84% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1528</td> <td>1571</td> <td>391</td> <td>86</td> <td>43</td> <td>72</td> </tr> <tr> <td>Percentage:</td> <td>41.40%</td> <td>42.56%</td> <td>10.59%</td> <td>2.33%</td> <td>1.16%</td> <td>1.95%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1528	1571	391	86	43	72	Percentage:	41.40%	42.56%	10.59%	2.33%	1.16%	1.95%	<p style="text-align: center;"><b>84% Agreement</b></p> <p><b>SCORE:</b> 4.23            Std. Dev.: 0.82            Total Respondents: 3691</p> <p><b>BENCHMARKS</b>            Past Score: 4.19            Similar Mission: None            Similar Size: 4.01            All Orgs: 4.07</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1528	1571	391	86	43	72																
Percentage:	41.40%	42.56%	10.59%	2.33%	1.16%	1.95%																
 <p><b>15. Given the type of work I do, my physical workplace meets my needs.</b></p> <p style="text-align: center;"><b>84% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1396</td> <td>1715</td> <td>313</td> <td>189</td> <td>65</td> <td>14</td> </tr> <tr> <td>Percentage:</td> <td>37.81%</td> <td>46.45%</td> <td>8.48%</td> <td>5.12%</td> <td>1.76%</td> <td>0.38%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1396	1715	313	189	65	14	Percentage:	37.81%	46.45%	8.48%	5.12%	1.76%	0.38%	<p style="text-align: center;"><b>84% Agreement</b></p> <p><b>SCORE:</b> 4.14            Std. Dev.: 0.90            Total Respondents: 3692</p> <p><b>BENCHMARKS</b>            Past Score: 4.13            Similar Mission: None            Similar Size: 3.99            All Orgs: 4.14</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1396	1715	313	189	65	14																
Percentage:	37.81%	46.45%	8.48%	5.12%	1.76%	0.38%																
 <p><b>16. My workplace is well maintained.</b></p> <p style="text-align: center;"><b>84% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1356</td> <td>1743</td> <td>339</td> <td>191</td> <td>58</td> <td>8</td> </tr> <tr> <td>Percentage:</td> <td>36.70%</td> <td>47.17%</td> <td>9.17%</td> <td>5.17%</td> <td>1.57%</td> <td>0.22%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1356	1743	339	191	58	8	Percentage:	36.70%	47.17%	9.17%	5.17%	1.57%	0.22%	<p style="text-align: center;"><b>84% Agreement</b></p> <p><b>SCORE:</b> 4.13            Std. Dev.: 0.89            Total Respondents: 3695</p> <p><b>BENCHMARKS</b>            Past Score: 4.00            Similar Mission: None            Similar Size: 3.78            All Orgs: 3.92</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1356	1743	339	191	58	8																
Percentage:	36.70%	47.17%	9.17%	5.17%	1.57%	0.22%																

## Primary Items

 <p><b>17. There are sufficient procedures to ensure the safety of employees in the workplace.</b></p> <p><b>77% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1201</td> <td>1630</td> <td>462</td> <td>270</td> <td>119</td> <td>14</td> </tr> <tr> <td>Percentage:</td> <td>32.49%</td> <td>44.10%</td> <td>12.50%</td> <td>7.31%</td> <td>3.22%</td> <td>0.38%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1201	1630	462	270	119	14	Percentage:	32.49%	44.10%	12.50%	7.31%	3.22%	0.38%	<p><b>77% Agreement</b></p> <p><b>SCORE: 3.96</b> Std. Dev.: 1.02 Total Respondents: 3696</p> <p><b>BENCHMARKS</b> Past Score: 4.06 Similar Mission: None Similar Size: 3.94 All Orgs: 4.06</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1201	1630	462	270	119	14																
Percentage:	32.49%	44.10%	12.50%	7.31%	3.22%	0.38%																
 <p><b>18. I have adequate resources and equipment to do my job.</b></p> <p><b>78% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1124</td> <td>1753</td> <td>419</td> <td>297</td> <td>80</td> <td>8</td> </tr> <tr> <td>Percentage:</td> <td>30.54%</td> <td>47.62%</td> <td>11.38%</td> <td>8.07%</td> <td>2.17%</td> <td>0.22%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1124	1753	419	297	80	8	Percentage:	30.54%	47.62%	11.38%	8.07%	2.17%	0.22%	<p><b>78% Agreement</b></p> <p><b>SCORE: 3.96</b> Std. Dev.: 0.97 Total Respondents: 3681</p> <p><b>BENCHMARKS</b> Past Score: 3.89 Similar Mission: None Similar Size: 3.74 All Orgs: 3.96</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1124	1753	419	297	80	8																
Percentage:	30.54%	47.62%	11.38%	8.07%	2.17%	0.22%																
 <p><b>19. The people I work with treat each other with respect.</b></p> <p><b>86% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1523</td> <td>1636</td> <td>341</td> <td>137</td> <td>50</td> <td>7</td> </tr> <tr> <td>Percentage:</td> <td>41.23%</td> <td>44.29%</td> <td>9.23%</td> <td>3.71%</td> <td>1.35%</td> <td>0.19%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1523	1636	341	137	50	7	Percentage:	41.23%	44.29%	9.23%	3.71%	1.35%	0.19%	<p><b>86% Agreement</b></p> <p><b>SCORE: 4.21</b> Std. Dev.: 0.86 Total Respondents: 3694</p> <p><b>BENCHMARKS</b> Past Score: 4.10 Similar Mission: None Similar Size: 3.88 All Orgs: 3.97</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1523	1636	341	137	50	7																
Percentage:	41.23%	44.29%	9.23%	3.71%	1.35%	0.19%																
 <p><b>20. My organization works to attract, develop, and retain people with diverse backgrounds.</b></p> <p><b>67% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>961</td> <td>1502</td> <td>785</td> <td>269</td> <td>119</td> <td>61</td> </tr> <tr> <td>Percentage:</td> <td>25.99%</td> <td>40.63%</td> <td>21.23%</td> <td>7.28%</td> <td>3.22%</td> <td>1.65%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	961	1502	785	269	119	61	Percentage:	25.99%	40.63%	21.23%	7.28%	3.22%	1.65%	<p><b>67% Agreement</b></p> <p><b>SCORE: 3.80</b> Std. Dev.: 1.02 Total Respondents: 3697</p> <p><b>BENCHMARKS</b> Past Score: 3.74 Similar Mission: None Similar Size: 3.59 All Orgs: 3.71</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	961	1502	785	269	119	61																
Percentage:	25.99%	40.63%	21.23%	7.28%	3.22%	1.65%																

# Primary Items

 <p><b>21. The people I work with care about my personal well-being.</b></p> <p style="text-align: center;"><b>85% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1538</td> <td>1585</td> <td>392</td> <td>132</td> <td>35</td> <td>13</td> </tr> <tr> <td>Percentage:</td> <td>41.62%</td> <td>42.90%</td> <td>10.61%</td> <td>3.57%</td> <td>0.95%</td> <td>0.35%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1538	1585	392	132	35	13	Percentage:	41.62%	42.90%	10.61%	3.57%	0.95%	0.35%	<p style="text-align: center;"><b>85% Agreement</b></p> <p><b>SCORE:</b> 4.21                  Std. Dev.: 0.84                  Total Respondents: 3695</p> <p><b>BENCHMARKS</b>                  Past Score: 4.18                  Similar Mission: None                  Similar Size: 3.90                  All Orgs: 3.99</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1538	1585	392	132	35	13																
Percentage:	41.62%	42.90%	10.61%	3.57%	0.95%	0.35%																
 <p><b>22. I trust the people in my workplace.</b></p> <p style="text-align: center;"><b>78% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1262</td> <td>1629</td> <td>541</td> <td>185</td> <td>58</td> <td>12</td> </tr> <tr> <td>Percentage:</td> <td>34.23%</td> <td>44.18%</td> <td>14.67%</td> <td>5.02%</td> <td>1.57%</td> <td>0.33%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1262	1629	541	185	58	12	Percentage:	34.23%	44.18%	14.67%	5.02%	1.57%	0.33%	<p style="text-align: center;"><b>78% Agreement</b></p> <p><b>SCORE:</b> 4.05                  Std. Dev.: 0.91                  Total Respondents: 3687</p> <p><b>BENCHMARKS</b>                  Past Score: 3.98                  Similar Mission: None                  Similar Size: 3.69                  All Orgs: 3.80</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1262	1629	541	185	58	12																
Percentage:	34.23%	44.18%	14.67%	5.02%	1.57%	0.33%																
 <p><b>23. My work group uses the latest technologies to communicate and interact.</b></p> <p style="text-align: center;"><b>83% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1171</td> <td>1886</td> <td>421</td> <td>150</td> <td>29</td> <td>21</td> </tr> <tr> <td>Percentage:</td> <td>31.84%</td> <td>51.28%</td> <td>11.45%</td> <td>4.08%</td> <td>0.79%</td> <td>0.57%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1171	1886	421	150	29	21	Percentage:	31.84%	51.28%	11.45%	4.08%	0.79%	0.57%	<p style="text-align: center;"><b>83% Agreement</b></p> <p><b>SCORE:</b> 4.10                  Std. Dev.: 0.81                  Total Respondents: 3678</p> <p><b>BENCHMARKS</b>                  Past Score: 3.97                  Similar Mission: None                  Similar Size: 3.51                  All Orgs: 3.61</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1171	1886	421	150	29	21																
Percentage:	31.84%	51.28%	11.45%	4.08%	0.79%	0.57%																
 <p><b>24. Our computer systems provide reliable information.</b></p> <p style="text-align: center;"><b>73% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>801</td> <td>1909</td> <td>580</td> <td>275</td> <td>93</td> <td>31</td> </tr> <tr> <td>Percentage:</td> <td>21.71%</td> <td>51.75%</td> <td>15.72%</td> <td>7.45%</td> <td>2.52%</td> <td>0.84%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	801	1909	580	275	93	31	Percentage:	21.71%	51.75%	15.72%	7.45%	2.52%	0.84%	<p style="text-align: center;"><b>73% Agreement</b></p> <p><b>SCORE:</b> 3.83                  Std. Dev.: 0.94                  Total Respondents: 3689</p> <p><b>BENCHMARKS</b>                  Past Score: 3.90                  Similar Mission: None                  Similar Size: 3.70                  All Orgs: 3.83</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	801	1909	580	275	93	31																
Percentage:	21.71%	51.75%	15.72%	7.45%	2.52%	0.84%																

## Primary Items

<p> <b>25. Support is available for the technologies we use.</b></p> <p style="text-align: center;"><b>80% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1037</td> <td>1914</td> <td>440</td> <td>214</td> <td>65</td> <td>15</td> </tr> <tr> <td>Percentage:</td> <td>28.14%</td> <td>51.94%</td> <td>11.94%</td> <td>5.81%</td> <td>1.76%</td> <td>0.41%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1037	1914	440	214	65	15	Percentage:	28.14%	51.94%	11.94%	5.81%	1.76%	0.41%	<p style="text-align: center;"><b>80% Agreement</b></p> <p><b>SCORE:</b> 3.99            Std. Dev.: 0.89            Total Respondents: 3685</p> <p><b>BENCHMARKS</b>            Past Score: 4.03            Similar Mission: None            Similar Size: 3.80            All Orgs: 3.91</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1037	1914	440	214	65	15																
Percentage:	28.14%	51.94%	11.94%	5.81%	1.76%	0.41%																
<p> <b>26. Our computer systems enable me to quickly find the information I need.</b></p> <p style="text-align: center;"><b>73% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>813</td> <td>1886</td> <td>589</td> <td>273</td> <td>86</td> <td>29</td> </tr> <tr> <td>Percentage:</td> <td>22.12%</td> <td>51.31%</td> <td>16.02%</td> <td>7.43%</td> <td>2.34%</td> <td>0.79%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	813	1886	589	273	86	29	Percentage:	22.12%	51.31%	16.02%	7.43%	2.34%	0.79%	<p style="text-align: center;"><b>73% Agreement</b></p> <p><b>SCORE:</b> 3.84            Std. Dev.: 0.93            Total Respondents: 3676</p> <p><b>BENCHMARKS</b>            Past Score: 3.87            Similar Mission: None            Similar Size: 3.61            All Orgs: 3.75</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	813	1886	589	273	86	29																
Percentage:	22.12%	51.31%	16.02%	7.43%	2.34%	0.79%																
<p> <b>27. The communication channels I must go through at work are reasonable.</b></p> <p style="text-align: center;"><b>80% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>917</td> <td>2024</td> <td>478</td> <td>183</td> <td>63</td> <td>17</td> </tr> <tr> <td>Percentage:</td> <td>24.90%</td> <td>54.97%</td> <td>12.98%</td> <td>4.97%</td> <td>1.71%</td> <td>0.46%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	917	2024	478	183	63	17	Percentage:	24.90%	54.97%	12.98%	4.97%	1.71%	0.46%	<p style="text-align: center;"><b>80% Agreement</b></p> <p><b>SCORE:</b> 3.97            Std. Dev.: 0.86            Total Respondents: 3682</p> <p><b>BENCHMARKS</b>            Past Score: 3.92            Similar Mission: None            Similar Size: 3.59            All Orgs: 3.79</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	917	2024	478	183	63	17																
Percentage:	24.90%	54.97%	12.98%	4.97%	1.71%	0.46%																
<p> <b>28. My work atmosphere encourages open and honest communication.</b></p> <p style="text-align: center;"><b>73% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1061</td> <td>1606</td> <td>569</td> <td>296</td> <td>130</td> <td>10</td> </tr> <tr> <td>Percentage:</td> <td>28.89%</td> <td>43.74%</td> <td>15.50%</td> <td>8.06%</td> <td>3.54%</td> <td>0.27%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1061	1606	569	296	130	10	Percentage:	28.89%	43.74%	15.50%	8.06%	3.54%	0.27%	<p style="text-align: center;"><b>73% Agreement</b></p> <p><b>SCORE:</b> 3.87            Std. Dev.: 1.04            Total Respondents: 3672</p> <p><b>BENCHMARKS</b>            Past Score: 3.79            Similar Mission: None            Similar Size: 3.52            All Orgs: 3.65</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1061	1606	569	296	130	10																
Percentage:	28.89%	43.74%	15.50%	8.06%	3.54%	0.27%																

# Primary Items

<p> <b>29. The communications I receive at work are timely and informative.</b></p> <p><b>77% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1034</td> <td>1808</td> <td>507</td> <td>246</td> <td>81</td> <td>8</td> </tr> <tr> <td>Percentage:</td> <td>28.07%</td> <td>49.08%</td> <td>13.76%</td> <td>6.68%</td> <td>2.20%</td> <td>0.22%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1034	1808	507	246	81	8	Percentage:	28.07%	49.08%	13.76%	6.68%	2.20%	0.22%	<p><b>77% Agreement</b></p> <p><b>SCORE: 3.94</b>                  Std. Dev.: 0.94                  Total Respondents: 3684</p> <p><b>BENCHMARKS</b>                  Past Score: 3.87                  Similar Mission: None                  Similar Size: 3.51                  All Orgs: 3.70</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1034	1808	507	246	81	8																
Percentage:	28.07%	49.08%	13.76%	6.68%	2.20%	0.22%																
<p> <b>30. My pay keeps pace with the cost of living.</b></p> <p><b>20% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>143</td> <td>578</td> <td>716</td> <td>1184</td> <td>1053</td> <td>21</td> </tr> <tr> <td>Percentage:</td> <td>3.87%</td> <td>15.64%</td> <td>19.38%</td> <td>32.04%</td> <td>28.50%</td> <td>0.57%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	143	578	716	1184	1053	21	Percentage:	3.87%	15.64%	19.38%	32.04%	28.50%	0.57%	<p><b>20% Agreement</b></p> <p><b>SCORE: 2.34</b>                  Std. Dev.: 1.16                  Total Respondents: 3695</p> <p><b>BENCHMARKS</b>                  Past Score: 2.38                  Similar Mission: None                  Similar Size: 2.34                  All Orgs: 2.61</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	143	578	716	1184	1053	21																
Percentage:	3.87%	15.64%	19.38%	32.04%	28.50%	0.57%																
<p> <b>31. Salaries are competitive with similar jobs in the community.</b></p> <p><b>36% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>214</td> <td>1127</td> <td>998</td> <td>873</td> <td>432</td> <td>48</td> </tr> <tr> <td>Percentage:</td> <td>5.80%</td> <td>30.53%</td> <td>27.03%</td> <td>23.65%</td> <td>11.70%</td> <td>1.30%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	214	1127	998	873	432	48	Percentage:	5.80%	30.53%	27.03%	23.65%	11.70%	1.30%	<p><b>36% Agreement</b></p> <p><b>SCORE: 2.95</b>                  Std. Dev.: 1.12                  Total Respondents: 3692</p> <p><b>BENCHMARKS</b>                  Past Score: 2.99                  Similar Mission: None                  Similar Size: 2.50                  All Orgs: 2.75</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	214	1127	998	873	432	48																
Percentage:	5.80%	30.53%	27.03%	23.65%	11.70%	1.30%																
<p> <b>32. I feel I am paid fairly for the work I do.</b></p> <p><b>22% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>154</td> <td>663</td> <td>819</td> <td>1224</td> <td>817</td> <td>20</td> </tr> <tr> <td>Percentage:</td> <td>4.17%</td> <td>17.93%</td> <td>22.15%</td> <td>33.11%</td> <td>22.10%</td> <td>0.54%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	154	663	819	1224	817	20	Percentage:	4.17%	17.93%	22.15%	33.11%	22.10%	0.54%	<p><b>22% Agreement</b></p> <p><b>SCORE: 2.49</b>                  Std. Dev.: 1.14                  Total Respondents: 3697</p> <p><b>BENCHMARKS</b>                  Past Score: 2.47                  Similar Mission: None                  Similar Size: 2.70                  All Orgs: 2.97</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	154	663	819	1224	817	20																
Percentage:	4.17%	17.93%	22.15%	33.11%	22.10%	0.54%																

## Primary Items

 <p><b>33. Retirement benefits are competitive with similar jobs in the community.</b></p> <p><b>32% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>172</td> <td>1019</td> <td>1281</td> <td>615</td> <td>366</td> <td>238</td> </tr> <tr> <td>Percentage:</td> <td>4.66%</td> <td>27.61%</td> <td>34.71%</td> <td>16.66%</td> <td>9.92%</td> <td>6.45%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	172	1019	1281	615	366	238	Percentage:	4.66%	27.61%	34.71%	16.66%	9.92%	6.45%	<p><b>32% Agreement</b></p> <p><b>SCORE: 3.00</b>                      Std. Dev.: 1.05                      Total Respondents: 3691</p> <p><b>BENCHMARKS</b>                      Past Score: 2.94                      Similar Mission: None                      Similar Size: 3.68                      All Orgs: 3.85</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	172	1019	1281	615	366	238																
Percentage:	4.66%	27.61%	34.71%	16.66%	9.92%	6.45%																
 <p><b>34. Health insurance benefits are competitive with similar jobs in the community.</b></p> <p><b>35% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>191</td> <td>1102</td> <td>1019</td> <td>673</td> <td>457</td> <td>253</td> </tr> <tr> <td>Percentage:</td> <td>5.17%</td> <td>29.82%</td> <td>27.58%</td> <td>18.21%</td> <td>12.37%</td> <td>6.85%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	191	1102	1019	673	457	253	Percentage:	5.17%	29.82%	27.58%	18.21%	12.37%	6.85%	<p><b>35% Agreement</b></p> <p><b>SCORE: 2.97</b>                      Std. Dev.: 1.13                      Total Respondents: 3695</p> <p><b>BENCHMARKS</b>                      Past Score: 2.81                      Similar Mission: None                      Similar Size: 3.82                      All Orgs: 3.95</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	191	1102	1019	673	457	253																
Percentage:	5.17%	29.82%	27.58%	18.21%	12.37%	6.85%																
 <p><b>35. Benefits can be selected to meet individual needs.</b></p> <p><b>66% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>435</td> <td>1991</td> <td>725</td> <td>242</td> <td>131</td> <td>168</td> </tr> <tr> <td>Percentage:</td> <td>11.78%</td> <td>53.93%</td> <td>19.64%</td> <td>6.55%</td> <td>3.55%</td> <td>4.55%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	435	1991	725	242	131	168	Percentage:	11.78%	53.93%	19.64%	6.55%	3.55%	4.55%	<p><b>66% Agreement</b></p> <p><b>SCORE: 3.67</b>                      Std. Dev.: 0.91                      Total Respondents: 3692</p> <p><b>BENCHMARKS</b>                      Past Score: 3.56                      Similar Mission: None                      Similar Size: 3.76                      All Orgs: 3.86</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	435	1991	725	242	131	168																
Percentage:	11.78%	53.93%	19.64%	6.55%	3.55%	4.55%																
 <p><b>36. I believe I have a career with this school/district.</b></p> <p><b>77% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1143</td> <td>1711</td> <td>619</td> <td>120</td> <td>53</td> <td>48</td> </tr> <tr> <td>Percentage:</td> <td>30.94%</td> <td>46.32%</td> <td>16.76%</td> <td>3.25%</td> <td>1.43%</td> <td>1.30%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1143	1711	619	120	53	48	Percentage:	30.94%	46.32%	16.76%	3.25%	1.43%	1.30%	<p><b>77% Agreement</b></p> <p><b>SCORE: 4.03</b>                      Std. Dev.: 0.86                      Total Respondents: 3694</p> <p><b>BENCHMARKS</b>                      Past Score: 4.04                      Similar Mission: None                      Similar Size: 3.88                      All Orgs: 3.90</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1143	1711	619	120	53	48																
Percentage:	30.94%	46.32%	16.76%	3.25%	1.43%	1.30%																

## Primary Items

<div data-bbox="151 180 217 254"></div> <p><b>37. Learning opportunities/staff development is made available to me so that I can do my job better.</b></p> <div data-bbox="147 275 1045 323"> <p style="text-align: center;"><b>80% Agreement</b></p> </div> <table border="1" data-bbox="207 369 987 512"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1071</td> <td>1889</td> <td>451</td> <td>193</td> <td>62</td> <td>23</td> </tr> <tr> <td>Percentage:</td> <td>29.03%</td> <td>51.21%</td> <td>12.23%</td> <td>5.23%</td> <td>1.68%</td> <td>0.62%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1071	1889	451	193	62	23	Percentage:	29.03%	51.21%	12.23%	5.23%	1.68%	0.62%	<p style="text-align: center;"><b>80% Agreement</b></p> <p><b>SCORE:</b> 4.01  Std. Dev.: 0.88  Total Respondents: 3689</p> <p><b>BENCHMARKS</b>  Past Score: 3.94  Similar Mission: None  Similar Size: 3.70  All Orgs: 3.80</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1071	1889	451	193	62	23																
Percentage:	29.03%	51.21%	12.23%	5.23%	1.68%	0.62%																
<div data-bbox="151 579 217 653"></div> <p><b>38. Learning opportunities/staff development is made available to me for personal growth and development.</b></p> <div data-bbox="147 667 1045 716"> <p style="text-align: center;"><b>77% Agreement</b></p> </div> <table border="1" data-bbox="207 762 987 905"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1002</td> <td>1821</td> <td>530</td> <td>225</td> <td>75</td> <td>33</td> </tr> <tr> <td>Percentage:</td> <td>27.18%</td> <td>49.40%</td> <td>14.38%</td> <td>6.10%</td> <td>2.03%</td> <td>0.90%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1002	1821	530	225	75	33	Percentage:	27.18%	49.40%	14.38%	6.10%	2.03%	0.90%	<p style="text-align: center;"><b>77% Agreement</b></p> <p><b>SCORE:</b> 3.94  Std. Dev.: 0.92  Total Respondents: 3686</p> <p><b>BENCHMARKS</b>  Past Score: 3.86  Similar Mission: None  Similar Size: 3.58  All Orgs: 3.65</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1002	1821	530	225	75	33																
Percentage:	27.18%	49.40%	14.38%	6.10%	2.03%	0.90%																
<div data-bbox="151 978 217 1041"></div> <p><b>39. My work environment supports a balance between work and personal life.</b></p> <div data-bbox="147 1062 1045 1110"> <p style="text-align: center;"><b>64% Agreement</b></p> </div> <table border="1" data-bbox="207 1157 987 1299"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>764</td> <td>1581</td> <td>636</td> <td>449</td> <td>242</td> <td>17</td> </tr> <tr> <td>Percentage:</td> <td>20.71%</td> <td>42.86%</td> <td>17.24%</td> <td>12.17%</td> <td>6.56%</td> <td>0.46%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	764	1581	636	449	242	17	Percentage:	20.71%	42.86%	17.24%	12.17%	6.56%	0.46%	<p style="text-align: center;"><b>64% Agreement</b></p> <p><b>SCORE:</b> 3.59  Std. Dev.: 1.14  Total Respondents: 3689</p> <p><b>BENCHMARKS</b>  Past Score: 3.53  Similar Mission: None  Similar Size: 3.62  All Orgs: 3.87</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	764	1581	636	449	242	17																
Percentage:	20.71%	42.86%	17.24%	12.17%	6.56%	0.46%																
<div data-bbox="151 1377 217 1440"></div> <p><b>40. I feel free to be myself at work.</b></p> <div data-bbox="147 1461 1045 1509"> <p style="text-align: center;"><b>78% Agreement</b></p> </div> <table border="1" data-bbox="207 1556 987 1698"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1055</td> <td>1811</td> <td>475</td> <td>244</td> <td>98</td> <td>15</td> </tr> <tr> <td>Percentage:</td> <td>28.53%</td> <td>48.97%</td> <td>12.84%</td> <td>6.60%</td> <td>2.65%</td> <td>0.41%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1055	1811	475	244	98	15	Percentage:	28.53%	48.97%	12.84%	6.60%	2.65%	0.41%	<p style="text-align: center;"><b>78% Agreement</b></p> <p><b>SCORE:</b> 3.95  Std. Dev.: 0.96  Total Respondents: 3698</p> <p><b>BENCHMARKS</b>  Past Score: 3.91  Similar Mission: None  Similar Size: 3.69  All Orgs: 3.82</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1055	1811	475	244	98	15																
Percentage:	28.53%	48.97%	12.84%	6.60%	2.65%	0.41%																

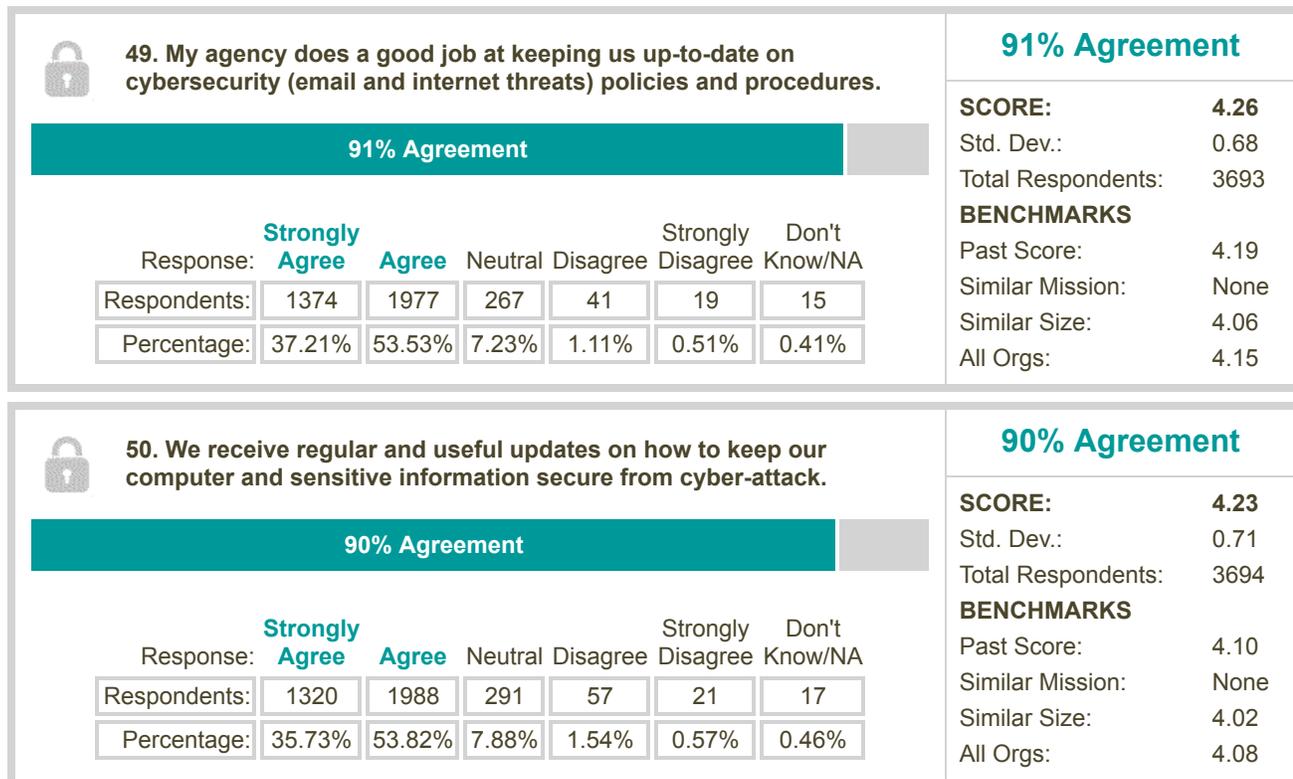
# Primary Items

 <p><b>41. The amount of work I am asked to do is reasonable.</b></p> <p><b>58% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>511</td> <td>1630</td> <td>679</td> <td>585</td> <td>286</td> <td>8</td> </tr> <tr> <td>Percentage:</td> <td>13.81%</td> <td>44.07%</td> <td>18.36%</td> <td>15.82%</td> <td>7.73%</td> <td>0.22%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	511	1630	679	585	286	8	Percentage:	13.81%	44.07%	18.36%	15.82%	7.73%	0.22%	<p><b>58% Agreement</b></p> <p><b>SCORE: 3.41</b>                  Std. Dev.: 1.14                  Total Respondents: 3699</p> <p><b>BENCHMARKS</b>                  Past Score: 3.28                  Similar Mission: None                  Similar Size: 3.56                  All Orgs: 3.71</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	511	1630	679	585	286	8																
Percentage:	13.81%	44.07%	18.36%	15.82%	7.73%	0.22%																
 <p><b>42. I am proud to tell people that I work for this organization.</b></p> <p><b>84% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1315</td> <td>1801</td> <td>475</td> <td>64</td> <td>28</td> <td>15</td> </tr> <tr> <td>Percentage:</td> <td>35.56%</td> <td>48.70%</td> <td>12.84%</td> <td>1.73%</td> <td>0.76%</td> <td>0.41%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1315	1801	475	64	28	15	Percentage:	35.56%	48.70%	12.84%	1.73%	0.76%	0.41%	<p><b>84% Agreement</b></p> <p><b>SCORE: 4.17</b>                  Std. Dev.: 0.77                  Total Respondents: 3698</p> <p><b>BENCHMARKS</b>                  Past Score: 4.18                  Similar Mission: None                  Similar Size: 4.04                  All Orgs: 4.12</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1315	1801	475	64	28	15																
Percentage:	35.56%	48.70%	12.84%	1.73%	0.76%	0.41%																
 <p><b>43. Harassment is not tolerated at my workplace.</b></p> <p><b>88% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1652</td> <td>1604</td> <td>273</td> <td>93</td> <td>23</td> <td>46</td> </tr> <tr> <td>Percentage:</td> <td>44.76%</td> <td>43.46%</td> <td>7.40%</td> <td>2.52%</td> <td>0.62%</td> <td>1.25%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1652	1604	273	93	23	46	Percentage:	44.76%	43.46%	7.40%	2.52%	0.62%	1.25%	<p><b>88% Agreement</b></p> <p><b>SCORE: 4.31</b>                  Std. Dev.: 0.77                  Total Respondents: 3691</p> <p><b>BENCHMARKS</b>                  Past Score: 4.25                  Similar Mission: None                  Similar Size: 4.13                  All Orgs: 4.20</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1652	1604	273	93	23	46																
Percentage:	44.76%	43.46%	7.40%	2.52%	0.62%	1.25%																
 <p><b>44. Employees are generally ethical in my workplace.</b></p> <p><b>89% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1382</td> <td>1907</td> <td>276</td> <td>82</td> <td>18</td> <td>18</td> </tr> <tr> <td>Percentage:</td> <td>37.52%</td> <td>51.78%</td> <td>7.49%</td> <td>2.23%</td> <td>0.49%</td> <td>0.49%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1382	1907	276	82	18	18	Percentage:	37.52%	51.78%	7.49%	2.23%	0.49%	0.49%	<p><b>89% Agreement</b></p> <p><b>SCORE: 4.24</b>                  Std. Dev.: 0.73                  Total Respondents: 3683</p> <p><b>BENCHMARKS</b>                  Past Score: 4.19                  Similar Mission: None                  Similar Size: 4.00                  All Orgs: 4.14</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1382	1907	276	82	18	18																
Percentage:	37.52%	51.78%	7.49%	2.23%	0.49%	0.49%																

## Primary Items

 <p><b>45. I believe we will use the information from this survey to improve our workplace.</b></p> <p><b>57% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>764</td> <td>1326</td> <td>920</td> <td>393</td> <td>252</td> <td>27</td> </tr> <tr> <td>Percentage:</td> <td>20.75%</td> <td>36.01%</td> <td>24.99%</td> <td>10.67%</td> <td>6.84%</td> <td>0.73%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	764	1326	920	393	252	27	Percentage:	20.75%	36.01%	24.99%	10.67%	6.84%	0.73%	<p><b>57% Agreement</b></p> <p><b>SCORE: 3.54</b> Std. Dev.: 1.14 Total Respondents: 3682</p> <p><b>BENCHMARKS</b> Past Score: 3.53 Similar Mission: None Similar Size: 3.33 All Orgs: 3.55</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	764	1326	920	393	252	27																
Percentage:	20.75%	36.01%	24.99%	10.67%	6.84%	0.73%																
 <p><b>46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.</b></p> <p><b>64% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>891</td> <td>1484</td> <td>757</td> <td>318</td> <td>169</td> <td>64</td> </tr> <tr> <td>Percentage:</td> <td>24.19%</td> <td>40.29%</td> <td>20.55%</td> <td>8.63%</td> <td>4.59%</td> <td>1.74%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	891	1484	757	318	169	64	Percentage:	24.19%	40.29%	20.55%	8.63%	4.59%	1.74%	<p><b>64% Agreement</b></p> <p><b>SCORE: 3.72</b> Std. Dev.: 1.07 Total Respondents: 3683</p> <p><b>BENCHMARKS</b> Past Score: 3.68 Similar Mission: None Similar Size: 3.49 All Orgs: 3.59</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	891	1484	757	318	169	64																
Percentage:	24.19%	40.29%	20.55%	8.63%	4.59%	1.74%																
 <p><b>47. Our district/central office administration effectively communicates important information.</b></p> <p><b>72% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>845</td> <td>1804</td> <td>607</td> <td>274</td> <td>142</td> <td>13</td> </tr> <tr> <td>Percentage:</td> <td>22.93%</td> <td>48.96%</td> <td>16.47%</td> <td>7.44%</td> <td>3.85%</td> <td>0.35%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	845	1804	607	274	142	13	Percentage:	22.93%	48.96%	16.47%	7.44%	3.85%	0.35%	<p><b>72% Agreement</b></p> <p><b>SCORE: 3.80</b> Std. Dev.: 1.00 Total Respondents: 3685</p> <p><b>BENCHMARKS</b> Past Score: 3.80 Similar Mission: None Similar Size: 3.39 All Orgs: 3.67</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	845	1804	607	274	142	13																
Percentage:	22.93%	48.96%	16.47%	7.44%	3.85%	0.35%																
 <p><b>48. I am treated fairly in my workplace.</b></p> <p><b>85% Agreement</b></p> <table border="1"> <thead> <tr> <th>Response:</th> <th>Strongly Agree</th> <th>Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1319</td> <td>1801</td> <td>385</td> <td>121</td> <td>55</td> <td>10</td> </tr> <tr> <td>Percentage:</td> <td>35.74%</td> <td>48.79%</td> <td>10.43%</td> <td>3.28%</td> <td>1.49%</td> <td>0.27%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1319	1801	385	121	55	10	Percentage:	35.74%	48.79%	10.43%	3.28%	1.49%	0.27%	<p><b>85% Agreement</b></p> <p><b>SCORE: 4.14</b> Std. Dev.: 0.84 Total Respondents: 3691</p> <p><b>BENCHMARKS</b> Past Score: 4.08 Similar Mission: None Similar Size: 3.82 All Orgs: 3.98</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1319	1801	385	121	55	10																
Percentage:	35.74%	48.79%	10.43%	3.28%	1.49%	0.27%																

## Primary Items



## Additional Items

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Organizations participating in the Survey are invited to submit up to 20 additional items for inclusion in the Survey. These items are included at the end of the online survey or are printed on an insert and included in each employee's survey packet. Please refer to the survey customization sheet that has been included later in this report for more information on additional items submitted by this organization.

\*Additional Items are not included if none were submitted.

Each additional item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to additional items:

### Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

### Benchmark Data

Benchmark and over time data are not available for Additional Items.

### Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

## Additional Items

<p><b>1. My director/principal gives me specific feedback about my performance.</b></p> <div style="text-align: center;">  <p>74% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1214</td> <td>1541</td> <td>516</td> <td>249</td> <td>121</td> <td>60</td> </tr> <tr> <td>Percentage:</td> <td>32.80%</td> <td>41.64%</td> <td>13.94%</td> <td>6.73%</td> <td>3.27%</td> <td>1.62%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1214	1541	516	249	121	60	Percentage:	32.80%	41.64%	13.94%	6.73%	3.27%	1.62%	<p><b>74% Agreement</b></p> <p><b>SCORE:</b> 3.96  <b>Std. Dev.:</b> 1.02  <b>Total Respondents:</b> 3701</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1214	1541	516	249	121	60																
Percentage:	32.80%	41.64%	13.94%	6.73%	3.27%	1.62%																
<p><b>2. My director/principal recognizes outstanding work.</b></p> <div style="text-align: center;">  <p>74% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1271</td> <td>1447</td> <td>563</td> <td>258</td> <td>109</td> <td>41</td> </tr> <tr> <td>Percentage:</td> <td>34.45%</td> <td>39.22%</td> <td>15.26%</td> <td>6.99%</td> <td>2.95%</td> <td>1.11%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1271	1447	563	258	109	41	Percentage:	34.45%	39.22%	15.26%	6.99%	2.95%	1.11%	<p><b>74% Agreement</b></p> <p><b>SCORE:</b> 3.96  <b>Std. Dev.:</b> 1.03  <b>Total Respondents:</b> 3689</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1271	1447	563	258	109	41																
Percentage:	34.45%	39.22%	15.26%	6.99%	2.95%	1.11%																
<p><b>3. My director/principal gives me the opportunity to do my best work.</b></p> <div style="text-align: center;">  <p>83% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1468</td> <td>1589</td> <td>414</td> <td>132</td> <td>52</td> <td>32</td> </tr> <tr> <td>Percentage:</td> <td>39.82%</td> <td>43.10%</td> <td>11.23%</td> <td>3.58%</td> <td>1.41%</td> <td>0.87%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1468	1589	414	132	52	32	Percentage:	39.82%	43.10%	11.23%	3.58%	1.41%	0.87%	<p><b>83% Agreement</b></p> <p><b>SCORE:</b> 4.17  <b>Std. Dev.:</b> 0.87  <b>Total Respondents:</b> 3687</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1468	1589	414	132	52	32																
Percentage:	39.82%	43.10%	11.23%	3.58%	1.41%	0.87%																
<p><b>4. My director/principal is consistent when administering policies concerning employees.</b></p> <div style="text-align: center;">  <p>75% Agreement</p> </div> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Response:</th> <th style="color: #008080;">Strongly Agree</th> <th style="color: #008080;">Agree</th> <th>Neutral</th> <th>Disagree</th> <th>Strongly Disagree</th> <th>Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td>1253</td> <td>1507</td> <td>512</td> <td>227</td> <td>113</td> <td>67</td> </tr> <tr> <td>Percentage:</td> <td>34.06%</td> <td>40.96%</td> <td>13.92%</td> <td>6.17%</td> <td>3.07%</td> <td>1.82%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	1253	1507	512	227	113	67	Percentage:	34.06%	40.96%	13.92%	6.17%	3.07%	1.82%	<p><b>75% Agreement</b></p> <p><b>SCORE:</b> 3.99  <b>Std. Dev.:</b> 1.01  <b>Total Respondents:</b> 3679</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	1253	1507	512	227	113	67																
Percentage:	34.06%	40.96%	13.92%	6.17%	3.07%	1.82%																

## Additional Items

5. My office administration effectively communicates important information. (If you are a campus-based employee who is supervised by a department, please answer based on your department assignment.)

**81% Agreement**

81% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1265	1735	389	151	77	74
Percentage:	34.27%	47.01%	10.54%	4.09%	2.09%	2.00%

**SCORE: 4.09**  
Std. Dev.: 0.90  
Total Respondents: 3691

6. My students understand the daily learning targets.

**87% Agreement**

87% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	552	1215	174	42	0	55
Percentage:	27.09%	59.62%	8.54%	2.06%	0.00%	2.70%

**SCORE: 4.15**  
Std. Dev.: 0.66  
Total Respondents: 2038

7. My students find value/meaning in their learning.

**80% Agreement**

80% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	481	1154	281	61	10	52
Percentage:	23.59%	56.60%	13.78%	2.99%	0.49%	2.55%

**SCORE: 4.02**  
Std. Dev.: 0.74  
Total Respondents: 2039

8. My students regularly assess their progress on achieving learning targets.

**67% Agreement**

67% Agreement

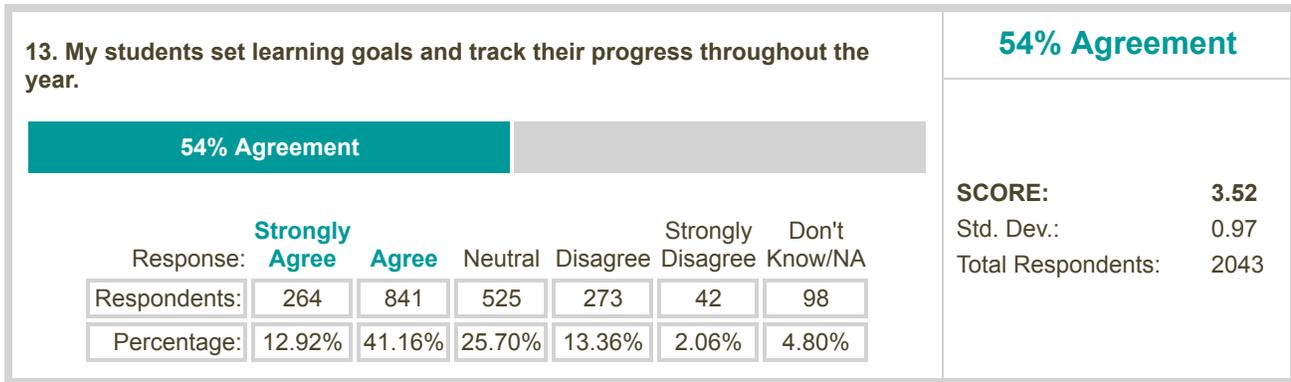
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	340	1029	417	171	6	75
Percentage:	16.68%	50.49%	20.46%	8.39%	0.29%	3.68%

**SCORE: 3.78**  
Std. Dev.: 0.84  
Total Respondents: 2038

## Additional Items

<p><b>9. My students receive the help they need when they are struggling to learn.</b></p> <div style="text-align: center; margin-bottom: 10px;">  <p><b>85% Agreement</b></p> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Response:</th> <th style="text-align: center;">Strongly Agree</th> <th style="text-align: center;">Agree</th> <th style="text-align: center;">Neutral</th> <th style="text-align: center;">Disagree</th> <th style="text-align: center;">Strongly Disagree</th> <th style="text-align: center;">Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td style="text-align: center;">684</td> <td style="text-align: center;">1055</td> <td style="text-align: center;">176</td> <td style="text-align: center;">70</td> <td style="text-align: center;">5</td> <td style="text-align: center;">47</td> </tr> <tr> <td>Percentage:</td> <td style="text-align: center;">33.58%</td> <td style="text-align: center;">51.79%</td> <td style="text-align: center;">8.64%</td> <td style="text-align: center;">3.44%</td> <td style="text-align: center;">0.25%</td> <td style="text-align: center;">2.31%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	684	1055	176	70	5	47	Percentage:	33.58%	51.79%	8.64%	3.44%	0.25%	2.31%	<p><b>85% Agreement</b></p> <p><b>SCORE:</b> 4.18  <b>Std. Dev.:</b> 0.75  <b>Total Respondents:</b> 2037</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	684	1055	176	70	5	47																
Percentage:	33.58%	51.79%	8.64%	3.44%	0.25%	2.31%																
<p><b>10. My students seek additional challenge to learn as much as they can in class.</b></p> <div style="text-align: center; margin-bottom: 10px;">  <p><b>58% Agreement</b></p> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Response:</th> <th style="text-align: center;">Strongly Agree</th> <th style="text-align: center;">Agree</th> <th style="text-align: center;">Neutral</th> <th style="text-align: center;">Disagree</th> <th style="text-align: center;">Strongly Disagree</th> <th style="text-align: center;">Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td style="text-align: center;">308</td> <td style="text-align: center;">871</td> <td style="text-align: center;">466</td> <td style="text-align: center;">279</td> <td style="text-align: center;">53</td> <td style="text-align: center;">68</td> </tr> <tr> <td>Percentage:</td> <td style="text-align: center;">15.06%</td> <td style="text-align: center;">42.59%</td> <td style="text-align: center;">22.79%</td> <td style="text-align: center;">13.64%</td> <td style="text-align: center;">2.59%</td> <td style="text-align: center;">3.33%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	308	871	466	279	53	68	Percentage:	15.06%	42.59%	22.79%	13.64%	2.59%	3.33%	<p><b>58% Agreement</b></p> <p><b>SCORE:</b> 3.56  <b>Std. Dev.:</b> 1.00  <b>Total Respondents:</b> 2045</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	308	871	466	279	53	68																
Percentage:	15.06%	42.59%	22.79%	13.64%	2.59%	3.33%																
<p><b>11. My students interact with other students to help them learn more.</b></p> <div style="text-align: center; margin-bottom: 10px;">  <p><b>74% Agreement</b></p> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Response:</th> <th style="text-align: center;">Strongly Agree</th> <th style="text-align: center;">Agree</th> <th style="text-align: center;">Neutral</th> <th style="text-align: center;">Disagree</th> <th style="text-align: center;">Strongly Disagree</th> <th style="text-align: center;">Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td style="text-align: center;">508</td> <td style="text-align: center;">996</td> <td style="text-align: center;">279</td> <td style="text-align: center;">154</td> <td style="text-align: center;">36</td> <td style="text-align: center;">68</td> </tr> <tr> <td>Percentage:</td> <td style="text-align: center;">24.89%</td> <td style="text-align: center;">48.80%</td> <td style="text-align: center;">13.67%</td> <td style="text-align: center;">7.55%</td> <td style="text-align: center;">1.76%</td> <td style="text-align: center;">3.33%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	508	996	279	154	36	68	Percentage:	24.89%	48.80%	13.67%	7.55%	1.76%	3.33%	<p><b>74% Agreement</b></p> <p><b>SCORE:</b> 3.91  <b>Std. Dev.:</b> 0.93  <b>Total Respondents:</b> 2041</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	508	996	279	154	36	68																
Percentage:	24.89%	48.80%	13.67%	7.55%	1.76%	3.33%																
<p><b>12. My students are actively engaged in class learning activities on a regular basis.</b></p> <div style="text-align: center; margin-bottom: 10px;">  <p><b>76% Agreement</b></p> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Response:</th> <th style="text-align: center;">Strongly Agree</th> <th style="text-align: center;">Agree</th> <th style="text-align: center;">Neutral</th> <th style="text-align: center;">Disagree</th> <th style="text-align: center;">Strongly Disagree</th> <th style="text-align: center;">Don't Know/NA</th> </tr> </thead> <tbody> <tr> <td>Respondents:</td> <td style="text-align: center;">516</td> <td style="text-align: center;">1037</td> <td style="text-align: center;">266</td> <td style="text-align: center;">139</td> <td style="text-align: center;">35</td> <td style="text-align: center;">49</td> </tr> <tr> <td>Percentage:</td> <td style="text-align: center;">25.27%</td> <td style="text-align: center;">50.78%</td> <td style="text-align: center;">13.03%</td> <td style="text-align: center;">6.81%</td> <td style="text-align: center;">1.71%</td> <td style="text-align: center;">2.40%</td> </tr> </tbody> </table>	Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA	Respondents:	516	1037	266	139	35	49	Percentage:	25.27%	50.78%	13.03%	6.81%	1.71%	2.40%	<p><b>76% Agreement</b></p> <p><b>SCORE:</b> 3.93  <b>Std. Dev.:</b> 0.91  <b>Total Respondents:</b> 2042</p>
Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA																
Respondents:	516	1037	266	139	35	49																
Percentage:	25.27%	50.78%	13.03%	6.81%	1.71%	2.40%																

## Additional Items



## Engagement Items

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Employee Engagement items span several constructs, and capture the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. This construct measures the degree to which employees feel that their ideas count, their work impacts the organization and their well being and development is valued.

Each engagement item is returned with the item text and two types of reported numerical data, response data and benchmark data. The following definitions correspond to survey items:

### Response Data

- **Score** is calculated by averaging all item responses on a five point scale ranging from 5=Strongly Agree to 1=Strongly Disagree. If the participant selected Don't Know/Not Applicable, their response is considered a valid response, but it is not used in the calculation of the score.
- **Standard Deviation** calculates the level of agreement. Large deviations indicate greater levels of disagreement. For this report, you can expect standard deviations to be between .7 and 1.10.
- **Total Respondents** is the number of valid responses including Don't Know/Not Applicable. If everyone did not answer every item, the number of respondents for an item is less than the number of respondents reported in your response rate.
- **Respondents** is the number of participants who selected each item (strongly agree, agree, etc.).
- **Percentage** is the number of participants who selected each item (strongly agree, agree, etc.) divided by the total number of valid responses.
- **Percent Agreement** is the number of participants who agreed with the item (strongly agree or agree) divided by the total number of valid responses.

### Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration, if available.
- **Similar Mission** is the average score from organizations that share a similar mission to your organization.
- **Similar Size** is the average score from organizations that are a similar size to your organization.
- **All Organizations** is the average score from all organizations.

### Interpreting Data

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. Regardless of the averages, scores range from areas of strength to areas of concern. In general, most scores are between 3.00 and 4.00. Scores below a 3.25 are of concern because they indicate general dissatisfaction. Scores above 3.75 indicate positive perceptions. When available, over time data provides previous scores from and benchmark data comparative scores. In general (because various factors and statistical test would be needed to confirm), scores that have changed or differ by .2 may be significant.

# Engagement Items



2. In my work group, my opinions and ideas count.

84% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1616	1489	361	161	50	22
Percentage:	43.69%	40.25%	9.76%	4.35%	1.35%	0.59%

84% Agreement

**SCORE:** 4.21

Std. Dev.: 0.89

Total Respondents: 3699

**BENCHMARKS**

Past Score: 4.17

Similar Mission: None

Similar Size: 3.92

All Orgs: 4.05



5. Our institution is known for the quality of work we provide.

85% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1403	1745	402	91	26	32
Percentage:	37.93%	47.17%	10.87%	2.46%	0.70%	0.87%

85% Agreement

**SCORE:** 4.20

Std. Dev.: 0.78

Total Respondents: 3699

**BENCHMARKS**

Past Score: 4.17

Similar Mission: None

Similar Size: 3.92

All Orgs: 4.05



6. I know how my work impacts others in the organization.

90% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1612	1723	250	75	16	24
Percentage:	43.57%	46.57%	6.76%	2.03%	0.43%	0.65%

90% Agreement

**SCORE:** 4.32

Std. Dev.: 0.73

Total Respondents: 3700

**BENCHMARKS**

Past Score: 4.30

Similar Mission: None

Similar Size: 4.19

All Orgs: 4.31



10. My supervisor provides me with a clear understanding of my work responsibilities.

86% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1554	1629	310	135	63	12
Percentage:	41.97%	43.99%	8.37%	3.65%	1.70%	0.32%

86% Agreement

**SCORE:** 4.21

Std. Dev.: 0.87

Total Respondents: 3703

**BENCHMARKS**

Past Score: 4.17

Similar Mission: None

Similar Size: 4.05

All Orgs: 4.11

# Engagement Items



11. My supervisor recognizes outstanding work.

76% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1322	1489	534	248	88	19
Percentage:	35.73%	40.24%	14.43%	6.70%	2.38%	0.51%

76% Agreement

**SCORE:** 4.01  
Std. Dev.: 1.00  
Total Respondents: 3700

**BENCHMARKS**  
Past Score: 3.93  
Similar Mission: None  
Similar Size: 3.89  
All Orgs: 4.02



12. I am given the opportunity to do my best work.

85% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1512	1615	340	177	41	10
Percentage:	40.92%	43.71%	9.20%	4.79%	1.11%	0.27%

85% Agreement

**SCORE:** 4.19  
Std. Dev.: 0.87  
Total Respondents: 3695

**BENCHMARKS**  
Past Score: 4.09  
Similar Mission: None  
Similar Size: 3.98  
All Orgs: 4.06



14. My supervisor evaluates my performance fairly.

84% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1528	1571	391	86	43	72
Percentage:	41.40%	42.56%	10.59%	2.33%	1.16%	1.95%

84% Agreement

**SCORE:** 4.23  
Std. Dev.: 0.82  
Total Respondents: 3691

**BENCHMARKS**  
Past Score: 4.19  
Similar Mission: None  
Similar Size: 4.01  
All Orgs: 4.07



18. I have adequate resources and equipment to do my job.

78% Agreement

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1124	1753	419	297	80	8
Percentage:	30.54%	47.62%	11.38%	8.07%	2.17%	0.22%

78% Agreement

**SCORE:** 3.96  
Std. Dev.: 0.97  
Total Respondents: 3681

**BENCHMARKS**  
Past Score: 3.89  
Similar Mission: None  
Similar Size: 3.74  
All Orgs: 3.96

# Engagement Items

 21. The people I work with care about my personal well-being.

**85% Agreement**

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1538	1585	392	132	35	13
Percentage:	41.62%	42.90%	10.61%	3.57%	0.95%	0.35%

**85% Agreement**

**SCORE: 4.21**  
 Std. Dev.: 0.84  
 Total Respondents: 3695

**BENCHMARKS**  
 Past Score: 4.18  
 Similar Mission: None  
 Similar Size: 3.90  
 All Orgs: 3.99

 22. I trust the people in my workplace.

**78% Agreement**

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1262	1629	541	185	58	12
Percentage:	34.23%	44.18%	14.67%	5.02%	1.57%	0.33%

**78% Agreement**

**SCORE: 4.05**  
 Std. Dev.: 0.91  
 Total Respondents: 3687

**BENCHMARKS**  
 Past Score: 3.98  
 Similar Mission: None  
 Similar Size: 3.69  
 All Orgs: 3.80

 37. Learning opportunities/staff development is made available to me so that I can do my job better.

**80% Agreement**

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1071	1889	451	193	62	23
Percentage:	29.03%	51.21%	12.23%	5.23%	1.68%	0.62%

**80% Agreement**

**SCORE: 4.01**  
 Std. Dev.: 0.88  
 Total Respondents: 3689

**BENCHMARKS**  
 Past Score: 3.94  
 Similar Mission: None  
 Similar Size: 3.70  
 All Orgs: 3.80

 38. Learning opportunities/staff development is made available to me for personal growth and development.

**77% Agreement**

Response:	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know/NA
Respondents:	1002	1821	530	225	75	33
Percentage:	27.18%	49.40%	14.38%	6.10%	2.03%	0.90%

**77% Agreement**

**SCORE: 3.94**  
 Std. Dev.: 0.92  
 Total Respondents: 3686

**BENCHMARKS**  
 Past Score: 3.86  
 Similar Mission: None  
 Similar Size: 3.58  
 All Orgs: 3.65

## Constructs and Related Items

The Survey of Employee Engagement framework is composed of twelve Survey Constructs designed to broadly profile areas of strength and concern so that interventions may be targeted appropriately. Survey Constructs are developed from the Primary Items (numbered 1-48). This Appendix contains a summary of the Survey Constructs and the related Primary Items. Constructs are scored differently from items to denote them as a separate measure. Using this scoring convention, construct scores can range from a low of 100 to a high of 500.

### Your Data

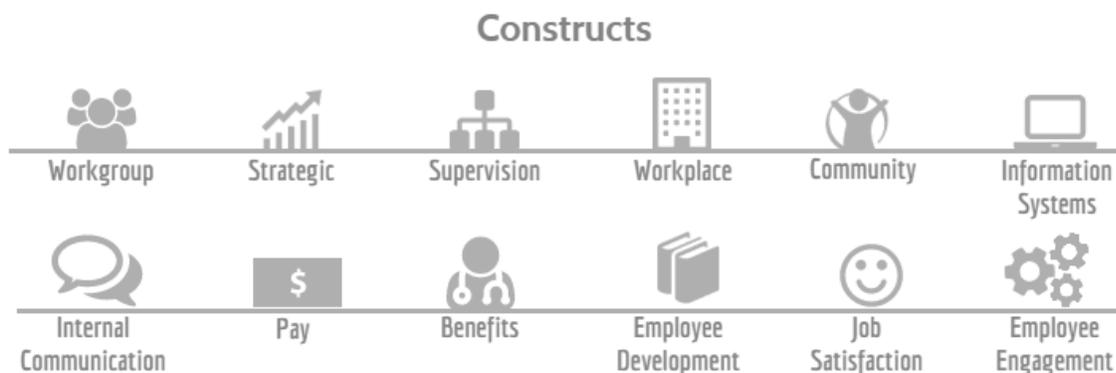
Current Score is calculated by averaging the mean score of the related primary items and then multiplying by 100. For example if the construct score is 389, then the average of the related primary items is 3.89.

### Benchmark Data

- **Past Score** is your organization's score reported from the previous iteration. "None" is reported if there is no past score, if the construct is new or consists of new items, or if no comparative data is available.
- **All Respondents** is the average score from all participants from all organizations.
- **Size Category** is the average score from organizations that are similar size to your organization.
- **Mission** is the average score from organizations of similar mission to your organization.
- **Organizational Categories** are benchmarked against the organization as a whole.

### What is a good score?

Any interpretation of data must be done in context of the organizational setting and environmental factors impacting the organization. In general, most scores are between 300 and 400. Scores below a 325 are of concern because they indicate general dissatisfaction. Scores above 375 indicate positive perceptions.



## Constructs and Related Items



### Workgroup

Construct Score: 416

The workgroup construct captures employees' perceptions of the people they work with on a daily basis and how effective they are. This construct measures the degree to which employees view their workgroup as effective, cohesive and open to the opinions of all members.	Score	Std. Dev.
1. My work group cooperates to get the job done.	4.37	0.78
2. In my work group, my opinions and ideas count.	4.21	0.89
3. My work group regularly uses performance data to improve the quality of our work.	3.94	0.94
4. In my work group, there is a real feeling of teamwork.	4.13	0.98



### Strategic

Construct Score: 422

The strategic construct captures employees' perceptions of their role in the organization and the organization's mission, vision, and strategic plan. This construct measures the degree to which employees understand their role in the organization and consider the organization's reputation to be positive.	Score	Std. Dev.
5. Our institution is known for the quality of work we provide.	4.20	0.78
6. I know how my work impacts others in the organization.	4.32	0.73
7. We develop services to meet the needs of those we serve.	4.32	0.74
8. Our organization communicates effectively with the public.	4.07	0.90
9. I have a good understanding of our mission, vision, and strategic plan.	4.19	0.81



### Supervision

Construct Score: 413

The supervision construct captures employees' perceptions of the nature of supervisory relationships within the organization. This construct measures the degree to which employees view their supervisors as fair, helpful and critical to the workflow.	Score	Std. Dev.
10. My supervisor provides me with a clear understanding of my work responsibilities.	4.21	0.87
11. My supervisor recognizes outstanding work.	4.01	1.00
12. I am given the opportunity to do my best work.	4.19	0.87
13. My supervisor is consistent when administering policies concerning employees.	3.99	1.03
14. My supervisor evaluates my performance fairly.	4.23	0.82



### Workplace

Construct Score: 405

The workplace construct captures employees' perceptions of the total work atmosphere, workplace safety, and the overall feel. This construct measures the degree to which employees see the setting as satisfactory, safe and that adequate tools and resources are available.	Score	Std. Dev.
15. Given the type of work I do, my physical workplace meets my needs.	4.14	0.90
16. My workplace is well maintained.	4.13	0.89
17. There are sufficient procedures to ensure the safety of employees in the workplace.	3.96	1.02
18. I have adequate resources and equipment to do my job.	3.96	0.97



## Constructs and Related Items



### Community

Construct Score: 407

The community construct captures employees' perceptions of the relationships between employees in the workplace, including trust, respect, care, and diversity among colleagues. This construct measures the degree to which employees feel respected, cared for, and have established trust with their colleagues.	Score	Std. Dev.
19. The people I work with treat each other with respect.	4.21	0.86
20. My organization works to attract, develop, and retain people with diverse backgrounds.	3.80	1.02
21. The people I work with care about my personal well-being.	4.21	0.84
22. I trust the people in my workplace.	4.05	0.91



### Information Systems

Construct Score: 394

The information systems construct captures employees' perceptions of whether computer and communication systems prove accessible, accurate, and clear information. This construct measures the degree to which employees view the availability and utility of information positively.	Score	Std. Dev.
23. My work group uses the latest technologies to communicate and interact.	4.10	0.81
24. Our computer systems provide reliable information.	3.83	0.94
25. Support is available for the technologies we use.	3.99	0.89
26. Our computer systems enable me to quickly find the information I need.	3.84	0.93



### Internal Communication

Construct Score: 393

The internal communication construct captures employees' perceptions of whether communication in the organization is reasonable, candid and helpful. This construct measures the degree to which employees view communication with peers, supervisors and other parts of the organization as functional and effective.	Score	Std. Dev.
27. The communication channels I must go through at work are reasonable.	3.97	0.86
28. My work atmosphere encourages open and honest communication.	3.87	1.04
29. The communications I receive at work are timely and informative.	3.94	0.94



### Pay

Construct Score: 259

The pay construct captures employees' perceptions of how well the compensation package offered by the organization holds up when compared to similar jobs in other organizations. This construct measures the degree to which employees view pay as well valued relative to the type of work, work demands and comparable positions.	Score	Std. Dev.
30. My pay keeps pace with the cost of living.	2.34	1.16
31. Salaries are competitive with similar jobs in the community.	2.95	1.12
32. I feel I am paid fairly for the work I do.	2.49	1.14



## Constructs and Related Items



### Benefits

Construct Score: 321

The benefits construct captures employees' perceptions of how the benefits package compares to packages at similar organizations and how flexible it is. This construct measures the degree to which employees see health insurance and retirement benefits as competitive with similar jobs in the community.	Score	Std. Dev.
33. Retirement benefits are competitive with similar jobs in the community.	3.00	1.05
34. Health insurance benefits are competitive with similar jobs in the community.	2.97	1.13
35. Benefits can be selected to meet individual needs.	3.67	0.91



### Employee Development

Construct Score: 399

The employee development construct captures employees' perceptions about the priority given to their personal and job growth needs. This construct measures the degree to which employees feel the organization provides opportunities for growth in organizational responsibilities and personal needs in their careers.	Score	Std. Dev.
36. I believe I have a career with this school/district.	4.03	0.86
37. Learning opportunities/staff development is made available to me so that I can do my job better.	4.01	0.88
38. Learning opportunities/staff development is made available to me for personal growth and development.	3.94	0.92



### Job Satisfaction

Construct Score: 378

The job satisfaction construct captures employees' perceptions about the overall work situation and ability to maintain work-life balance. This construct measures the degree to which employees are pleased with working conditions and their workload.	Score	Std. Dev.
39. My work environment supports a balance between work and personal life.	3.59	1.14
40. I feel free to be myself at work.	3.95	0.96
41. The amount of work I am asked to do is reasonable.	3.41	1.14
42. I am proud to tell people that I work for this organization.	4.17	0.77



### Climate

While not scored as a construct, the following six items assess the climate in which employees work. The appropriate climate is a combination of a safe, non-harassing environment with ethical abiding employees who treat each other with fairness and respect. Moreover, it is an organization with proactive management that communicates and has the capability to make thoughtful decisions.	Score	Std. Dev.
43. Harassment is not tolerated at my workplace.	4.31	0.77
44. Employees are generally ethical in my workplace.	4.24	0.73
45. I believe we will use the information from this survey to improve our workplace.	3.54	1.14
46. I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	3.72	1.07
47. Our district/central office administration effectively communicates important information.	3.80	1.00
48. I am treated fairly in my workplace.	4.14	0.84



## Constructs and Related Items

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### Cybersecurity

While not scored as a construct, the following two items assess the cybersecurity in which employees work.	Score	Std. Dev.
49. My agency does a good job at keeping us up-to-date on cybersecurity (email and internet threats) policies and procedures.	4.26	0.68
50. We receive regular and useful updates on how to keep our computer and sensitive information secure from cyber-attack.	4.23	0.71

## Constructs and Related Items



### Employee Engagement

Construct Score: 413

<p><b>Twelve items spanning several constructs were selected to get a more focused look at Employee Engagement. The Employee Engagement construct captures the degree to which employees are willing to go above and beyond, feel committed to the organization and are present while working. This construct measures the degree to which employees feel that their ideas count, their work impacts the organization and their well being and development is valued at the organization.</b></p>	Score	Std. Dev.
2. In my work group, my opinions and ideas count.	4.21	0.89
5. Our institution is known for the quality of work we provide.	4.20	0.78
6. I know how my work impacts others in the organization.	4.32	0.73
10. My supervisor provides me with a clear understanding of my work responsibilities.	4.21	0.87
11. My supervisor recognizes outstanding work.	4.01	1.00
12. I am given the opportunity to do my best work.	4.19	0.87
14. My supervisor evaluates my performance fairly.	4.23	0.82
18. I have adequate resources and equipment to do my job.	3.96	0.97
21. The people I work with care about my personal well-being.	4.21	0.84
22. I trust the people in my workplace.	4.05	0.91
37. Learning opportunities/staff development is made available to me so that I can do my job better.	4.01	0.88
38. Learning opportunities/staff development is made available to me for personal growth and development.	3.94	0.92



# Survey Customization Sheet

## Organizational Category Codes: Category 1

701 - School Employees

702 - District Office Employees

## Organizational Category Codes: Category 2

203 - Business and Financial Services

206 - Construction and Energy Management

210 - Human Resources

212 - Teaching and Learning

214 - K-12

217 - Plant Services

218 - Risk Management

219 - School and Community Relations

221 - Student Services

222 - Administration - Superintendent

224 - Transportation

226 - Special Education

230 - Administration-Chief Of Staff

313 - Information Technology Services

315 - Facilities and Operations

322 - Custodial Services

323 - Child Nutrition Services

326 - State and Federal Programs

331 - Secondary Curriculum

332 - Elementary Curriculum

333 - Instruction and Professional Learning

334 - College and Career Pathways

335 - Athletics

336 - School Improvement

337 - Campus Activities and Support

801 - Elementary School

802 - Middle School

803 - High School

806 - Other Campus

## Organizational Category Codes: Category 3

101 - Leo Center

102 - New Hope High School

110 - Bagdad Elementary

111 - Block House Creek Elem

112 - Charlotte Ann Cox Elementary

113 - Cypress Elementary

114 - Deer Creek Elementary

115 - Faubion Elementary

116 - Giddens Elementary

117 - Grandview Hills Elementary

118 - Patricia Knowles Elementary

119 - Mason Elementary

120 - Laura Welch Bush Elem

121 - Naumann Elementary

122 - Parkside Elementary

123 - Plain Elementary

124 - Pleasant Hill Elementary

125 - Ronald Reagan Elementary

126 - Reed Elementary

127 - River Place Elementary

128 - River Ridge Elementary

129 - Rutledge Elementary

130 - Westside Elementary

131 - Steiner Ranch Elementary

132 - Whitestone Elementary

133 - Winkley Elementary

140 - Cedar Park High School

141 - Leander High School

142 - Rouse High School

143 - Vandegrift High School

144 - Vista Ridge High School

150 - Canyon Ridge Ms

151 - Cedar Park Middle School

152 - Four Points Middle School

153 - Henry Middle School

154 - Leander Middle School

155 - Running Brushy Middle School

156 - Stiles Middle School

157 - Wiley Middle School

158 - Glenn High School

159 - Camacho Elementary

161 - Monta Jane Akin Elementary

162 - Larkspur Elementary

163 - Danielson Middle School

## Organizational Category Codes: Category 4

901101 - Teachers - Leo Center

901102 - Teachers - New Hope High School

901110 - Teachers - Bagdad Elementary

901111 - Teachers - Block House Creek Elem

901112 - Teachers - Charlotte Ann Cox Elementary

901113 - Teachers - Cypress Elementary

901114 - Teachers - Deer Creek Elementary

901115 - Teachers - Faubion Elementary

901116 - Teachers - Giddens Elementary

901117 - Teachers - Grandview Hills Elementary

901118 - Teachers - Patricia Knowles Elementary

901119 - Teachers - Mason Elementary

901120 - Teachers - Laura Welch Bush Elem

901121 - Teachers - Naumann Elementary

901122 - Teachers - Parkside Elementary

901123 - Teachers - Plain Elementary

901124 - Teachers - Pleasant Hill Elementary	901125 - Teachers - Ronald Reagan Elementary
901126 - Teachers - Reed Elementary	901127 - Teachers - River Place Elementary
901128 - Teachers - River Ridge Elementary	901129 - Teachers - Rutledge Elementary
901130 - Teachers - Westside Elementary	901131 - Teachers - Steiner Ranch Elementary
901132 - Teachers - Whitestone Elementary	901133 - Teachers - Winkley Elementary
901140 - Teachers - Cedar Park High School	901141 - Teachers - Leander High School
901142 - Teachers - Rouse High School	901143 - Teachers - Vandegrift High School
901144 - Teachers - Vista Ridge High School	901150 - Teachers - Canyon Ridge Ms
901151 - Teachers - Cedar Park Middle School	901152 - Teachers - Four Points Middle School
901153 - Teachers - Henry Middle School	901154 - Teachers - Leander Middle School
901155 - Teachers - Running Brushy Middle School	901156 - Teachers - Stiles Middle School
901157 - Teachers - Wiley Middle School	901158 - Teachers - Glenn High School
901159 - Teachers - Camacho Elementary	901161 - Teachers - Monta Jane Akin Elementary
901162 - Teachers - Larkspur Elementary	901163 - Teachers - Danielson Middle School
920101 - Non Teachers - Leo Center	920102 - Non Teachers - New Hope High School
920110 - Non Teachers - Bagdad Elementary	920111 - Non Teachers - Block House Creek Elem
920112 - Non Teachers - Charlotte Ann Cox Elementary	920113 - Non Teachers - Cypress Elementary
920114 - Non Teachers - Deer Creek Elementary	920115 - Non Teachers - Faubion Elementary
920116 - Non Teachers - Giddens Elementary	920117 - Non Teachers - Grandview Hills Elementary
920118 - Non Teachers - Patricia Knowles Elementary	920119 - Non Teachers - Mason Elementary
920120 - Non Teachers - Laura Welch Bush Elem	920121 - Non Teachers - Naumann Elementary
920122 - Non Teachers - Parkside Elementary	920123 - Non Teachers - Plain Elementary
920124 - Non Teachers - Pleasant Hill Elementary	920125 - Non Teachers - Ronald Reagan Elementary
920126 - Non Teachers - Reed Elementary	920127 - Non Teachers - River Place Elementary
920128 - Non Teachers - River Ridge Elementary	920129 - Non Teachers - Rutledge Elementary
920130 - Non Teachers - Westside Elementary	920131 - Non Teachers - Steiner Ranch Elementary
920132 - Non Teachers - Whitestone Elementary	920133 - Non Teachers - Winkley Elementary
920140 - Non Teachers - Cedar Park High School	920141 - Non Teachers - Leander High School
920142 - Non Teachers - Rouse High School	920143 - Non Teachers - Vandegrift High School
920144 - Non Teachers - Vista Ridge High School	920150 - Non Teachers - Canyon Ridge Ms
920151 - Non Teachers - Cedar Park Middle School	920152 - Non Teachers - Four Points Middle School
920153 - Non Teachers - Henry Middle School	920154 - Non Teachers - Leander Middle School
920155 - Non Teachers - Running Brushy Middle School	920156 - Non Teachers - Stiles Middle School
920157 - Non Teachers - Wiley Middle School	920158 - Non Teachers - Glenn High School
920159 - Non Teachers - Camacho Elementary	920161 - Non Teachers - Monta Jane Akin Elementary
920162 - Non Teachers - Larkspur Elementary	920163 - Non Teachers - Danielson Middle School

## Organizational Category Codes: Category 5

901 - Teachers or Instructional Staff	902 - School Administrators
903 - Other School Staff	910 - District Professional Staff
911 - District Other Staff	

## Organizational Category Codes: Category 6

160 - SPED Itinerants	227 - Counselors
228 - Librarian	229 - Nurse

## Additional Items

1. My director/principal gives me specific feedback about my performance.
2. My director/principal recognizes outstanding work.
3. My director/principal gives me the opportunity to do my best work.
4. My director/principal is consistent when administering policies concerning employees.
5. My office administration effectively communicates important information. (If you are a campus-based employee who is supervised by a department, please answer based on your department assignment.)
6. My students understand the daily learning targets.
7. My students find value/meaning in their learning. 431
8. My students regularly assess their progress on achieving learning targets.
9. My students receive the help they need when they are struggling to learn.
10. My students seek additional challenge to learn as much as they can in class.

11. My students interact with other students to help them learn more.
12. My students are actively engaged in class learning activities on a regular basis.
13. My students set learning goals and track their progress throughout the year.



**EMPLOYEE ENGAGEMENT**

INSTITUTE FOR ORGANIZATIONAL EXCELLENCE

F1

# “Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Consider Approval of Additional FTEs for 2021-2022  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Elaine Cogburn  
**Attachments:** N/A

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## **Background Information:**

Board Policy DC Local provides for the addition of positions as follows: “Mindful of the exponential growth of student enrollment in District schools and recognizing that there is a shortage of personnel for positions in schools, the Board authorizes the Superintendent to establish additional positions beyond those planned for in the adopted budget when:

1. The positions are in areas of critical need for the District.
2. The positions are needed for the current and/or following year.
3. Sufficient funds are available in the current adopted budget.
4. The positions are not funded by function 21, 23, or 41.
5. The Board has not previously declined to authorize the positions for the current budget year.

The Superintendent shall advise the Board when additional positions are established.”

Since adoption of the 2021-2022 budget on June 17, 2021, the administration has been monitoring enrollment on a total student basis and at the individual class size based on registrations. As of July 15, the number of registered students is at 41,823 which exceeds the budget projection of 41,749. Fourteen elementary classrooms have registered students exceeding the staffing ratios for those grade levels. To accommodate this need for additional FTEs, the administration has identified positions that can be shifted to ESSER III funding under the federal guidelines for the use of the funds. The district’s ESSER III plan includes \$1,364,000 to cover positions in the General Fund. In accordance with Board Policy DC Local, the Superintendent is advising the Board that 14 positions are being moved to ESSER III funding to allow for the addition of 14 elementary FTEs in the General Fund. All five of the requirements under DC Local have been met to provide for the additional of these positions. Enrollment is being monitored on a weekly basis and additional movement of FTEs will be reported, as necessary. This movement of positions does not increase the overall General Fund budget.

In addition to this update, the Administration is seeking to add back the Finance Department Administrative Assistant position eliminated during the development of the 2021-2022 budget. This position was eliminated by moving the duties to be shared with the Administrative Assistant for the Chief Audit Executive (Internal Audit). This arrangement is no longer feasible and there is not another Administrative Assistant within the district that can take on the shared duties. The position can be funded with General Fund contingency funds thereby not impacting the overall budget deficit.

## **Administrative Recommendation:**

The administration recommends that the Board of Trustees approve the addition of one FTE to the 2021-2022 budget to be funded from contingency funds.

## **Sample Motion:**

I move that the Board of Trustees approve the addition of one FTE to the 2021-2022 budget to be funded from contingency funds.

**Leander Independent School District**  
**Summary of Revenue and Expenditure Projections thru June 30, 2021**  
**Average Daily Attendance (ADA) Hold Harmless in the Fall and Spring Semesters**  
**Fiscal Year 2020-2021**

	Original Budget	Final Amended Budget	Projections on Actual Thru June 2021	Variance	Explanation of Variances
<b>Revenues:</b>					
Taxes (Current & Delinquent)	\$ 261,926,086	\$ 268,512,212	\$ 268,913,140	\$ 400,928	
Taxes (P&I)	760,000	760,000	900,569	140,569	
Other Local	4,804,396	5,808,974	7,219,682	1,410,708	Insurance recovery revenue offsetting other lost local ADA Hold Harmless; no reduction for ESSER II
State - ASF & FSP	77,129,949	70,724,967	69,753,853	(971,114)	
State - Other	19,941,797	18,590,397	18,590,397	-	
Federal	4,165,000	4,807,266	5,291,649	484,383	
<b>Total Revenues</b>	<b>\$ 368,727,228</b>	<b>\$ 369,203,816</b>	<b>\$ 370,669,290</b>	<b>\$ 1,465,474</b>	
<b>Expenditures:</b>					
Payroll Costs	\$ 335,979,759	\$ 329,627,722	\$ 312,696,321	\$ 16,931,401	Savings from positions not filled due to lower enrollment
Contracted Services	12,822,494	21,453,465	16,525,485	4,927,980	
Utilities	8,606,371	8,121,747	7,996,143	125,604	
Supplies and Materials	17,840,578	22,100,805	17,031,528	5,069,277	Savings in supplies due to lower enrollment
Other Operating Costs	4,439,430	3,764,244	2,952,933	811,311	
Debt Service	-	100,000	67,000	33,000	Estimated lease payments for suburbans
Capital Outlay	156,447	3,588,982	3,551,310	37,672	
Other Uses	-	-	-	-	
<b>Total Expenditures</b>	<b>\$ 379,845,079</b>	<b>\$ 388,756,965</b>	<b>\$ 360,820,720</b>	<b>\$ 27,936,245</b>	
<b>Net Operating Results</b>	<b>\$ (11,117,851)</b>	<b>\$ (19,553,149)</b>	<b>\$ 9,848,570</b>	<b>\$ 29,401,719</b>	
Other Sources	20,000	20,000	476,870		Proceeds from Capital Lease
Transfers Out - Other	(205,000)	(417,150)	(438,600)		
Transfer Out - CNS	-	(1,400,000)	(1,400,000)		
Transfers Out - Health Insurance	(6,300,000)	(6,300,000)	(6,172,358)		
Transfers Out - Major Maintenance	(3,377,966)	(8,398,101)	(8,398,101)		
<b>Net Change to Fund Balance</b>	<b>\$ (20,980,817)</b>	<b>\$ (36,048,400)</b>	<b>\$ (6,083,619)</b>		
<b>Beginning Fund Balance July 1</b>	<b>190,473,477</b>	<b>190,473,477</b>	<b>190,473,477</b>		
<b>Estimated Ending Fund Balance</b>	<b>\$ 169,492,660</b>	<b>\$ 154,425,077</b>	<b>\$ 184,389,858</b>		

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

<b>Agenda Item:</b>	2020-2021 Budget Projections	
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only	<input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Elaine Cogburn	
<b>Attachments:</b>	2020-2021 Summary of Revenues and Expenditures	

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## **Background Information:**

Projections of revenues and expenditures are critical for monitoring the financial position of the district. Financial Services projects final revenues and expenditures by adding estimates of what will transpire through the remainder of the fiscal year to the actual numbers incurred to date for the current fiscal year.

The projection for revenues includes ADA hold harmless for the second half of 2020-2021. According to preliminary PEIMS summer submission data, LISD has met hold harmless for the spring semester. At this time, it appears the district's ESSER II allocation, which was released in early June, will offset this ADA hold harmless for 2020-2021. This will require the hold harmless funding to be moved from the General Fund and transferred to a federal fund up to the total amount of ESSER II funds allotted. This transfer has not been included at this time as the administration continues to evaluate any expenditures that can be reclassified to the federal fund.

The projection, which includes ADA hold harmless for the full school year, indicates that operations will result in a deficit of \$6.1 million.

In summary, the projections reflect the following:

- Revenues and other sources are projected at \$371,146,160 which is \$1.9 million more than the final amended budget.
  - Tax collections exceeded the final budget by \$541,497.
  - Other local revenues reflect losses in facility rentals and After School Enrichment programs which are offset by insurance recovery revenue.
  - State aid is in the settle-up process, and Formula Transition Grant funding will fluctuate with changes in tax collections and other Tier 1 Allotments.
  - Other Sources have increased related to proceeds from the capitalized lease for the suburban fleet.
- Total operating expenditures are projected at \$360,820,720, before transfers out of \$16,409,059. Expenditure budgets have not been revised down to reflect projected actual amounts.
  - The largest area of savings is in payroll. Staffing was based on the moderate student growth projection of 42,854, resulting in many positions not filled due to the lower enrollment. Savings in payroll are also occurring due to the difficulty in obtaining substitutes and custodial staff, resulting in lower payroll costs in those areas.
  - Savings are projected in the areas of contracted services, utilities, supplies and travel. These projected savings are a result of the lower number of students and limited spending across the district.
- Transfers out, with the majority going to the Health Insurance Fund and the Major Maintenance Fund, are estimated at \$16.4 million (\$6.2 million to Health Insurance and \$8.4 million to Major Maintenance). The larger amount for Major Maintenance reflects the transfer out of ending fund balance from 2019-2020. Budget of \$1.4 million was added to the transfers out for Child Nutrition Services (Fund 240) to cover a potential deficit in the fund exceeding available fund balance. The Board approved a loan agreement that outlines repayment of any transferred funds to the child nutrition fund once fund balance levels are restored.

Current projections show the General Fund to end the year with a fund balance of \$184,389,858, reflecting a decrease of \$6,083,619 over the beginning fund balance of \$190,473,477. The projected actual deficit of \$6.1 million is substantially lower than the final amended budgeted deficit of \$36 million.

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Monthly Bond Status Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Elaine Cogburn  
**Attachments:** Bond Project Status Report

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## **Background Information:**

The monthly report for June is included which reflects bond funds remaining from authorizations prior to 2017 and the full list of projects ongoing under the 2017 authorization. The report also includes a column reflecting funding sources from other areas (2007 bond funds, major maintenance, etc.) used to support bond projects. This report should reflect ALL sources of funds available, budgeted, and remaining related to construction/bond projects.

The report shows the original and current budgets for all projects and costs to date by fiscal year. The last column of the report shows the budget remaining for the specific project. As projects are finalized, the Board will be asked to reallocate any remaining balances to project savings and/or other projects allowable within the confines on the bond orders.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

BOND PROJECT STATUS REPORT

AS OF JUNE 30, 2021



CAMPUS	PROJECT DESCRIPTION	PROJECT SOURCES :					PROJECT EXPENDITURES :					PROJECT ENCUMBRANCE	REMAINING BUDGET
		2007 BOND AUTHORIZATION BUDGET	2017 BOND AUTHORIZATION BUDGET	BUDGET TRANSFERS	OTHER REVENUE SOURCES	TOTAL PROJECT BUDGET	2017-2018	2018-2019	2019-2020	2020-2021	TOTAL EXPENDITURES TO DATE		
<b>HS CAMPUS IMPROVEMENTS</b>													
Leander HS	CTE Classrooms and Black Box Renovations, Additions and Renovations to Existing Ag Barn, Softball Complex Improvements	\$ -	\$ 4,947,836	\$ -	\$ -	\$ 4,947,836	\$ 1,590	\$ 3,756,402	\$ 972,608	\$ 37,647	\$ 4,768,246	\$ 96,943	\$ 82,647
Cedar Park HS	Additions and Renovation, Softball Complex Improvements	-	11,150,507	-	-	11,150,507	505,712	6,109,691	3,161,020	383,351	10,159,774	666,987	323,745
Cedar Park HS	Board Approved: Major Maintenance: CPHS Renovations	-	-	-	9,855,820	9,855,820	-	7,279,652	2,576,168	-	9,855,820	-	-
Cedar Park HS	Flex Lab	3,100,000	-	(3,100,000)	-	-	-	-	-	-	-	-	-
Vista Ridge HS	JROTC Building Additions and Renovations, Incubator Renovations	-	2,665,503	-	-	2,665,503	-	1,677,160	426,247	1,692	2,105,099	282,064	278,340
Vandegrift HS	Ag Facility	-	3,768,160	-	-	3,768,160	-	294,468	1,735,381	1,387,472	3,417,321	6,505	344,334
Vandegrift HS	Classroom Additions, Incubator Renovation	-	31,245,385	-	-	31,245,385	-	4,618,833	11,021,375	4,564,706	20,204,915	1,798,086	9,242,385
Vandegrift HS	Secondary Access Road	-	3,000,000	-	-	3,000,000	26,883	39,722	45,474	5,532	117,610	132,390	2,750,000
Glenn HS	Remaining Construction Contract (Under 2007 Auth)	408,677	-	(381,253)	-	27,424	-	-	-	27,424	27,424	-	-
Glenn HS	Remaining GH5 Template (Under 2007 Auth)	763,642	-	-	-	763,642	-	-	-	621	621	-	763,021
Glenn HS	Ag Facility	-	3,163,960	(492,005)	-	2,671,955	148,457	2,297,596	211,760	14,142	2,671,955	-	(0)
Various HS	Campus Security Upgrades (High School Sites)	-	3,625,020	-	-	3,625,020	-	-	1,136,909	2,673,060	3,809,969	13,584	(198,534)
Monroe/CPHS	Monroe Stadium Expansion and Cedar Park HS Grandstand Replacement	-	1,758,284	(99,822)	-	1,658,462	1,054,496	591,541	12,000	425	1,658,462	-	0
HS 7	New Construction (Design Only)	-	10,073,645	-	-	10,073,645	-	-	-	-	-	-	10,073,645
HS Land	Future HS #8	-	21,411,300	-	-	21,411,300	-	-	-	-	-	-	21,411,300
<b>Total HS Campus Improvements</b>		<b>\$ 4,272,319</b>	<b>\$ 96,809,600</b>	<b>\$ (4,073,080)</b>	<b>\$ 9,855,820</b>	<b>\$ 106,864,659</b>	<b>\$ 1,737,136</b>	<b>\$ 26,665,065</b>	<b>\$ 21,298,943</b>	<b>\$ 9,096,072</b>	<b>\$ 58,797,217</b>	<b>\$ 2,996,559</b>	<b>\$ 45,070,884</b>
<b>MS CAMPUS IMPROVEMENTS</b>													
Leander MS	HVAC Update, Classroom Addition	\$ -	\$ 21,516,101	\$ -	\$ -	\$ 21,516,101	\$ 3,594,061	\$ 11,265,274	\$ 902,173	\$ 1,426,631	\$ 17,188,140	\$ 1,709,440	\$ 2,618,521
Leander MS	HVAC Update: Under 2007 Auth	692	-	-	882,988	883,680	-	188,707	694,281	86	883,074	-	606
Cedar Park MS	HVAC Update	-	15,240,743	-	-	15,240,743	-	6,936,074	1,940,710	1,305,838	10,182,621	2,313,359	2,744,763
Danielson MS	MS New Construction	-	63,410,011	-	-	63,410,011	761,745	20,857,501	30,847,648	6,518,821	58,985,716	2,539,118	1,885,178
Danielson MS	MS Template (From 2007 Auth)	62,738	-	-	-	62,738	-	-	-	55,786	55,786	-	6,952
Various MS	Campus Security Upgrades (Middle School Sites)	-	7,250,040	-	-	7,250,040	-	-	1,406,210	5,029,283	6,435,492	441,316	373,232
MS Land	Future MS #11	-	10,018,850	-	-	10,018,850	-	-	-	-	-	-	10,018,850
<b>Total MS Campus Improvements</b>		<b>\$ 63,430</b>	<b>\$ 117,435,745</b>	<b>\$ -</b>	<b>\$ 882,988</b>	<b>\$ 118,382,163</b>	<b>\$ 4,355,807</b>	<b>\$ 39,247,557</b>	<b>\$ 35,791,022</b>	<b>\$ 14,336,444</b>	<b>\$ 93,730,830</b>	<b>\$ 7,003,232</b>	<b>\$ 17,648,101</b>
<b>ES CAMPUS IMPROVEMENTS</b>													
Mason ES	Play Area Renovation and District Standard Traffic Gates	\$ -	\$ 603,560	\$ (163,243)	\$ -	\$ 440,317	\$ 391,220	\$ 49,098	\$ -	\$ -	\$ 440,317	\$ -	\$ (0)
Giddens ES	HVAC Update and District Standard Traffic Gates	-	9,005,975	-	-	9,005,975	2,433,399	4,321,512	428,859	14,010	7,197,779	573,538	1,234,658
Steiner ES	HVAC Update	-	8,857,136	-	-	8,857,136	-	-	2,783,462	2,893,678	5,677,140	3,155,904	24,092
Akin ES	Remaining Construction Contract (Under 2007 Auth)	607,348	-	(562,024)	-	45,324	-	-	-	45,324	45,324	-	-
Larkspur ES 27	New construction	-	37,779,628	-	-	37,779,628	2,965,860	8,982,507	874,374	151,706	12,974,448	2,776	24,802,405
Larkspur ES 27	Board Approved: 2007 Funds: EL 27 Construction	-	-	-	18,639,920	18,639,920	-	18,168,836	471,084	-	18,639,920	-	(0)
Tarvin ES 28	ES New Construction	-	40,862,445	-	-	40,862,445	-	-	4,472,697	27,134,469	31,607,166	5,613,965	3,641,314
ES 29	ES New Construction	-	42,496,943	-	-	42,496,943	-	-	-	1,113,483	1,113,483	10,894,207	30,489,253
ES 30	ES New Construction (Design Only)	-	2,181,032	-	-	2,181,032	-	-	-	-	-	-	2,181,032
Various ES	District Standard Traffic Gates - Bagdad ES, Block House ES, Cox ES, Cypress ES, Faubion ES, Knowles ES, Naumann ES and Whitestone ES	-	245,700	(554)	-	245,146	-	245,146	-	-	245,146	-	(0)
ES Land	Future Elementary Sites	6,238,719	-	-	-	6,238,719	-	-	-	21,332	21,332	50,851	6,166,536
ES Land	Future ES (34, 35, 36, 37, 38, 39, 40)	-	30,504,236	-	-	30,504,236	-	-	-	-	-	-	30,504,236
<b>Total ES Campus Improvements</b>		<b>\$ 6,846,067</b>	<b>\$ 172,536,655</b>	<b>\$ (725,821)</b>	<b>\$ 18,639,920</b>	<b>\$ 197,296,821</b>	<b>\$ 5,790,479</b>	<b>\$ 31,767,099</b>	<b>\$ 9,030,475</b>	<b>\$ 31,374,002</b>	<b>\$ 77,962,055</b>	<b>\$ 20,291,241</b>	<b>\$ 99,043,525</b>
<b>TECHNOLOGY PROJECTS</b>													
Technology	Device, Hardware, Infrastructure Replacement, Disaster Recovery Hot Site	\$ -	\$ 38,730,000	\$ -	\$ -	\$ 38,730,000	\$ 3,391,432	\$ 10,679,797	\$ 4,391,158	\$ 7,757,841	\$ 26,220,228	\$ 995,586	\$ 11,514,186
Technology	IT Assessment	-	-	218,939	-	218,939	-	-	-	143,793	143,793	55,242	19,904
Vista Ridge HS	Disaster Recovery Site Improvements	465,062	-	(218,939)	-	246,123	-	-	-	-	-	194,699	51,424
<b>Total Technology Projects</b>		<b>\$ 465,062</b>	<b>\$ 38,730,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 39,195,062</b>	<b>\$ 3,391,432</b>	<b>\$ 10,679,797</b>	<b>\$ 4,391,158</b>	<b>\$ 7,901,634</b>	<b>\$ 26,364,021</b>	<b>\$ 1,245,527</b>	<b>\$ 11,585,514</b>
<b>SUPPORT SERVICES PROJECTS</b>													
Plant Services	Replacement Maintenance/Grounds Vans and Trucks	\$ -	\$ 893,000	\$ -	\$ -	\$ 893,000	\$ -	\$ 100,136	\$ 148,630	\$ -	\$ 248,766	\$ 259,035	\$ 385,199
Plant Services	Water Bottle Refilling Stations	314,087	-	44,000	-	358,087	-	-	-	242,949	242,949	114,942	196
Transportation	88 Replacement Buses; A/C Retrofit	-	10,200,000	-	-	10,200,000	-	8,688,117	818,918	9,507,035	-	-	692,965
Transportation	Bus A/C Upgrades: 2007 Funded Portion	-	-	-	35,080	35,080	-	35,080	-	-	35,080	-	-
Transportation	North Satellite Transportation Center	-	17,800,000	(2,245,948)	-	15,554,052	773,943	14,232,376	436,119	111,614	15,554,052	-	(0)
Transportation	South Satellite Transportation Center	3,100,000	-	-	-	3,100,000	-	-	-	-	-	-	3,100,000
Land	Initial Land Costs: Warehouse/Science Material Center	100,000	-	2,300,000	-	2,400,000	-	-	-	2,072,178	2,072,178	33,717	294,105
<b>Total Support Service Projects</b>		<b>\$ 3,514,087</b>	<b>\$ 28,893,000</b>	<b>\$ 98,052</b>	<b>\$ 35,080</b>	<b>\$ 32,540,219</b>	<b>\$ 773,943</b>	<b>\$ 23,055,709</b>	<b>\$ 584,749</b>	<b>\$ 3,245,660</b>	<b>\$ 27,660,061</b>	<b>\$ 407,694</b>	<b>\$ 4,472,464</b>
<b>PROJECT MANAGEMENT</b>													
2007 Funds	Bond Interest/Other Rev/Project Management	\$ 2,897,685	\$ -	\$ -	\$ 16,969	\$ 2,914,654	\$ -	\$ -	\$ -	\$ 606,029	\$ 606,029	\$ -	\$ 2,308,625
2007 Funds	Project Management Costs (Reserve)	500,000	-	-	-	500,000	-	-	-	-	-	-	500,000
2007 Funds	Project Savings	-	-	756,000	-	756,000	-	-	-	-	-	-	756,000
2017 Funds	Bond Interest/Other Rev/Project Management	-	-	-	2,543,012	2,543,012	-	-	-	-	-	-	2,543,012
2017 Funds	Project Savings	-	-	3,944,849	-	3,944,849	-	-	-	-	-	-	3,944,849
<b>Total Project Management</b>		<b>\$ 3,397,685</b>	<b>\$ -</b>	<b>\$ 4,700,849</b>	<b>\$ 2,559,981</b>	<b>\$ 10,658,515</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 606,029</b>	<b>\$ 606,029</b>	<b>\$ -</b>	<b>\$ 10,052,486</b>
<b>TOTALS</b>		<b>\$ 18,558,650</b>	<b>\$ 454,405,000</b>	<b>\$ -</b>	<b>\$ 31,973,789</b>	<b>\$ 504,937,439</b>	<b>\$ 16,048,798</b>	<b>\$ 131,415,227</b>	<b>\$ 71,096,347</b>	<b>\$ 66,559,840</b>	<b>\$ 285,120,212</b>	<b>\$ 31,944,253</b>	<b>\$ 187,872,974</b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Monthly Financial Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Elaine Cogburn  
**Attachments:** Monthly Financial Report – May 2021

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## **Background Information:**

The monthly financial report represents the status of revenue and expenditures for the month. This month, we are submitting reports for activity through the month of May 2021. The monthly financials provide a revenue and expenditure summary and compare current budget performance to the prior year through the same period of time. Please keep in mind that for 2021-2022, May represents the eleventh month in the fiscal year whereas the numbers for May 2020 would have been the district's ninth month of the fiscal year.

These are unaudited figures, as the annual independent audit will be done following the closing of the books at the end of the fiscal year. All supporting documentation relative to the receipt and expenditure of funds are available in the Financial Services Office for inspection and review.

A supplemental report is also included detailing Technology and Instructional Materials Allotment (TIMA) disbursement and requisition requests.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District**  
**GENERAL FUND 194-199**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE**  
**FOR THE NINE MONTHS ENDING MAY 31, 2021**

	CURRENT YEAR 2020-2021				PRIOR YEAR 2019-2020			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	267,490,482	275,079,551	273,960,367	99.59%	266,579,407	264,808,081	262,661,433	99.19%
State Program Revenues	97,071,746	89,315,364	62,744,082	70.25%	88,489,878	86,614,739	54,500,541	62.92%
Federal Program Revenues	4,165,000	4,807,266.00	5,130,394.06	106.72%	4,370,000	4,370,000	4,385,014	100.34%
Other Financing Sources	20,000	1,683,163	2,138,762	127.07%	20,000	23,000	22,587	98.21%
<b>Total Revenues</b>	<b>368,747,228</b>	<b>370,885,344</b>	<b>343,973,605</b>	<b>92.74%</b>	<b>359,459,285</b>	<b>355,815,820</b>	<b>321,569,576</b>	<b>90.38%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional	235,351,716	235,720,949	173,187,133	73.47%	219,185,382	204,164,396	139,528,239	68.34%
12 - Instructional Resources and Media Services	4,216,617	4,467,927	3,281,002	73.43%	3,919,114	3,927,616	2,839,052	72.28%
13 - Curriculum and Instructional Staff Development	7,915,776	8,188,410	6,420,283	78.41%	7,999,640	7,231,210	5,044,578	69.76%
21 - Instructional Leadership	4,380,727	4,148,614	3,141,546	75.73%	3,950,002	3,508,028	2,553,472	72.79%
23 - School Leadership	21,647,945	21,742,468	17,611,565	81.00%	20,278,903	19,689,830	13,921,449	70.70%
31 - Guidance, Counseling and Evaluation	19,356,455	19,665,512	15,279,547	77.70%	17,726,897	17,533,540	12,331,316	70.33%
32 - Social Work Services	1,488,308	1,494,308	1,244,317	83.27%	1,316,078	1,316,068	957,051	72.72%
33 - Health Services	3,496,032	3,504,259	2,626,754	74.96%	3,434,890	3,135,771	2,139,259	68.22%
34 - Student (Pupil) Transportation	13,853,851	15,521,215	11,646,426	75.04%	11,609,500	12,905,829	9,196,942	71.26%
35 - Food Services	6,309	109,742	262,643	239.33%	-	342,900	106,288	31.00%
36 - Cocurricular/Extra Curricular Activities	11,799,318	12,446,475	8,683,084	69.76%	11,471,788	11,375,497	7,920,205	69.63%
41 - General Administration	8,216,672	8,532,000	6,950,987	81.47%	7,606,086	6,724,890	5,013,572	74.55%
51 - Plant Maintenance and Facility Services	31,250,398	35,486,811	25,471,920	71.78%	35,766,525	29,156,759	20,616,998	70.71%
52 - Security and Monitoring Services	3,418,835	2,757,021	1,746,946	63.36%	4,805,992	1,935,120	1,233,939	63.77%
53 - Data Processing Services	8,704,810	9,771,614	7,467,658	76.42%	7,498,825	6,837,716	5,169,905	75.61%
61 - Community Services	2,145,340	2,158,035	1,406,976	65.20%	2,174,502	2,173,649	1,380,241	63.50%
71 - Debt Administration - Principal	-	100,000	28,775	28.77%	-	-	-	-
81 - Facilities and Acquisition & Construction	-	-	21,878	0.00%	-	2,576,168	2,576,168	100.00%
91 - Recapture Payments	-	-	-	0.00%	-	-	-	-
95 - Payments to Juvenile Justice Alternative Program	345,050	339,050	243,397	71.79%	253,867	332,700	332,700	100.00%
99 - Other intergovernmental Charges	2,250,920	2,250,920	1,897,617	84.30%	2,143,733	2,143,733	1,510,570	70.46%
Other Financing Uses	9,882,966	18,336,809	15,604,681	85.10%	5,510,000	6,220,403	4,759,749	76.52%
<b>Total Expenditures</b>	<b>389,728,045</b>	<b>406,742,139</b>	<b>304,225,134</b>	<b>74.80%</b>	<b>366,651,724</b>	<b>343,231,823</b>	<b>239,131,692</b>	<b>69.67%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	335,979,759	330,886,680	250,247,266	75.63%	317,286,485	286,050,935	202,825,946	70.91%
62XX - Professional and Contracted Services	21,428,865	28,415,540	19,622,223	69.05%	27,692,430	21,472,985	15,059,318	70.13%
63XX - Supplies and Materials	17,840,578	21,659,749	12,895,473	59.54%	16,492,379	17,491,016	9,808,186	56.08%
64XX - Other Operating Expenses	4,439,430	3,761,229	2,602,461	69.19%	4,524,482	3,776,451	2,782,980	73.69%
65XX - Debt Administration	-	100,000	28,775	28.77%	-	-	-	-
66XX - Capital Outlay Expenses	156,447	3,582,132	3,224,256	90.01%	445,948	8,220,033	3,895,513	47.39%
89XX - Other Uses	9,882,966	18,336,809	15,604,681	85.10%	210,000	6,220,403	4,759,749	76.52%
<b>Total Expenditures</b>	<b>389,728,045</b>	<b>406,742,139</b>	<b>304,225,134</b>	<b>74.80%</b>	<b>366,651,724</b>	<b>343,231,823</b>	<b>239,131,692</b>	<b>69.67%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(20,980,817)</b>	<b>(35,856,795)</b>	<b>39,748,471</b>		<b>(7,192,439)</b>	<b>12,583,997</b>	<b>82,437,883</b>	
<b>Fund Balance, July 1, beginning</b>			<b>190,473,480</b>					
<b>Estimated Fund Balance, May 31, ending</b>			<b>230,221,951</b>					

**Leander Independent School District  
CHILD NUTRITION FUND 240  
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE  
FOR THE NINE MONTHS ENDING MAY 31, 2021**

	CURRENT YEAR 2020-2021				PRIOR YEAR 2019-2020			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	9,386,075	9,386,075	1,313,141	13.99%	8,894,103	6,435,853	6,335,796	98.45%
State Program Revenues	69,199	69,199	66,506	0.96	69,199	65,734	65,734	1.00
Federal Program Revenues	5,656,298	5,656,298	397,333	7.02%	5,563,984	4,663,984	3,195,258	68.51%
Other Financing Sources	-	-	-	-	-	15,000	13,830	-
<b>Total Revenues</b>	<b>15,111,572</b>	<b>15,111,572</b>	<b>1,776,980</b>	<b>11.76%</b>	<b>14,527,286</b>	<b>11,180,571</b>	<b>9,610,618</b>	<b>85.96%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional				-				-
12 - Instructional Resources and Media Services				-				-
13 - Curriculum and Instructional Staff Development				-				-
21 - Instructional Leadership				-				-
23 - School Leadership				-				-
31 - Guidance, Counseling and Evaluation				-				-
32 - Social Work Services				-				-
33 - Health Services				-				-
34 - Student (Pupil) Transportation				-				-
35 - Food Services	14,839,083	14,839,083	2,972,450	20.03%	14,293,811	13,293,811	9,435,214	70.97%
36 - Cocurricular/Extra Curricular Activities				-				-
41 - General Administration				-				-
51 - Plant Maintenance and Facility Services				-				-
52 - Security and Monitoring Services				-				-
53 - Data Processing Services				-				-
61 - Community Services				-				-
71 - Debt Administration - Principal				-				-
81 - Facilities and Acquisition & Construction				-				-
91- Recapture Payments				-				-
95 - Payments to Juvenile Justice Alternative Program				-				-
99 - Other intergovernmental Charges				-				-
Other Financing Uses				-				-
<b>Total Expenditures</b>	<b>14,839,083</b>	<b>14,839,083</b>	<b>2,972,450</b>	<b>20.03%</b>	<b>14,293,811</b>	<b>13,293,811</b>	<b>9,435,214</b>	<b>70.97%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	6,461,169	6,461,169	1,357,362	21.01%	6,135,553	5,285,553	4,662,437	88.21%
62XX - Professional and Contracted Services	6,362,331	6,377,331	1,411,069	22.13%	6,267,332	6,283,292	4,581,425	72.91%
63XX - Supplies and Materials	1,149,583	1,134,583	67,598	5.96%	1,024,926	1,525,396	174,478	11.44%
64XX - Other Operating Expenses	36,000	36,000	7,416	20.60%	36,000	19,570	16,874	86.22%
65XX - Debt Administration	-	-	-	-	-	-	-	-
66XX - Capital Outlay Expenses	830,000	830,000	129,005	15.54%	830,000	180,000	-	0.00%
89XX - Other Uses	-	-	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>14,839,083</b>	<b>14,839,083</b>	<b>2,972,450</b>	<b>20.03%</b>	<b>14,293,811</b>	<b>13,293,811</b>	<b>9,435,214</b>	<b>70.97%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>272,489</b>	<b>272,489</b>	<b>(1,195,470)</b>		<b>233,475</b>	<b>(2,113,240)</b>	<b>175,403</b>	
<b>Fund Balance, July 1, beginning</b>			<b>3,008,304</b>					
<b>Estimated Fund Balance, May 31, ending</b>			<b>1,812,833</b>					

**Leander Independent School District**  
**DEBT SERVICE FUND 599**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE**  
**FOR THE NINE MONTHS ENDING MAY 31, 2021**

	CURRENT YEAR 2020-2021				PRIOR YEAR 2019-2020			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	129,718,426	132,110,608	131,599,623	99.61%	126,653,403	124,922,826	124,681,815	99.81%
State Program Revenues	1,683,954	1,335,349	1,335,349	100.00%	1,373,942	1,462,013	1,462,013	100.00%
Federal Program Revenues	-	-	-	-	-	-	-	-
Other Financing Sources	-	386,028,566	106,327,155	-	-	-	-	-
<b>Total Revenues</b>	<b>131,402,380</b>	<b>519,474,523</b>	<b>239,262,127</b>	<b>46.06%</b>	<b>128,027,345</b>	<b>126,384,839</b>	<b>126,143,828</b>	<b>99.81%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional				-				-
12 - Instructional Resources and Media Services				-				-
13 - Curriculum and Instructional Staff Development				-				-
21 - Instructional Leadership				-				-
23 - School Leadership				-				-
31 - Guidance, Counseling and Evaluation				-				-
32 - Social Work Services				-				-
33 - Health Services				-				-
34 - Student (Pupil) Transportation				-				-
35 - Food Services				-				-
36 - Cocurricular/Extra Curricular Activities				-				-
41 - General Administration				-				-
51 - Plant Maintenance and Facility Services				-				-
52 - Security and Monitoring Services				-				-
53 - Data Processing Services				-				-
61 - Community Services				-				-
71 - Debt Administration - Principal	112,818,330	143,743,044	120,562,287	83.87%	128,027,345	21,062,208	21,033,165	99.86%
81 - Facilities and Acquisition & Construction				-				-
91 - Recapture Payments				-				-
95 - Payments to Juvenile Justice Alternative Program				-				-
99 - Other intergovernmental Charges				-				-
Other Financing Uses	18,584,050	383,597,265	105,490,150	27.50%				-
<b>Total Expenditures</b>	<b>131,402,380</b>	<b>527,340,309</b>	<b>226,052,437</b>	<b>42.87%</b>	<b>128,027,345</b>	<b>21,062,208</b>	<b>21,033,165</b>	<b>99.86%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	-	-	-	-	-	-	-	-
62XX - Professional and Contracted Services	-	-	-	-	-	-	-	-
63XX - Supplies and Materials	-	-	-	-	-	-	-	-
64XX - Other Operating Expenses	-	-	-	-	-	-	-	-
65XX - Debt Administration	112,818,330	143,743,044	120,562,287	83.87%	128,027,345	21,062,208	21,033,165	99.86%
66XX - Capital Outlay Expenses	-	-	-	-	-	-	-	-
89XX - Other Uses	18,584,050	383,597,265	105,490,150	27.50%				-
<b>Total Expenditures</b>	<b>131,402,380</b>	<b>527,340,309</b>	<b>226,052,437</b>	<b>42.87%</b>	<b>128,027,345</b>	<b>21,062,208</b>	<b>21,033,165</b>	<b>99.86%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>-</b>	<b>(7,865,786)</b>	<b>13,209,690</b>		<b>-</b>	<b>105,322,631</b>	<b>105,110,663</b>	
<b>Fund Balance, July 1, beginning</b>			<b>138,765,571</b>					
<b>Estimated Fund Balance, May 31, ending</b>			<b>151,975,261</b>					



# Allotment Report

## LEANDER ISD

Current Biennium includes SY 2019-2020 & SY 2020-2021

District / Charter: 246913  
School Year : 2020-2021

Transaction Type	Date	Transaction ID	Description	Amount
Adjustment	05/06/2020	0000183424	2018-19 High Enrollment Growth	\$42,574.12
Allotment	05/06/2020	0000183922	Current Biennial Allotment	\$7,508,637.58
Carryover Funds	05/06/2020	0000185243	Prior Biennial Carryover	\$3,497,618.87
Prior Expenditure	05/06/2020	0000185312	School Year 2019-2020 Expenditure	(\$8,716,021.19)
Adjustment	06/08/2020	0000189684	Special Allotment	\$836.15
<b>Total Allotment</b>				<b><u>\$2,333,645.53</u></b>
Allotment Disbursement	06/01/2020	D000187490	Instructional Materials	(\$263,359.50)
Allotment Disbursement	06/02/2020	D000187619	Instructional Materials	(\$137,000.00)
Allotment Disbursement	06/03/2020	D000187499	Instructional Materials	(\$4,320.00)
Allotment Disbursement	06/03/2020	D000187497	Instructional Materials	(\$7,080.00)
Allotment Disbursement	06/03/2020	D000187475	Instructional Materials	(\$1,126,258.99)
Allotment Disbursement	06/03/2020	D000187494	Instructional Materials	(\$1,289.00)
Allotment Disbursement	08/07/2020	D000192252	Instructional Materials	(\$9,730.50)
Allotment Disbursement	08/07/2020	D000192245	Instructional Materials	(\$69,951.50)
Allotment Disbursement	08/07/2020	D000192254	Instructional Materials	(\$31,727.50)
Allotment Disbursement	08/07/2020	D000192243	Instructional Materials	(\$2,471.36)
Allotment Disbursement	08/10/2020	D000192259	Technology Services	(\$75,000.00)
Allotment Disbursement	08/10/2020	D000192237	Technology Services	(\$117,916.89)
Allotment Disbursement	08/12/2020	D000192257	Instructional Materials	(\$5,250.00)
Allotment Disbursement	08/12/2020	D000192258	Instructional Materials	(\$7,162.50)
Allotment Disbursement	08/28/2020	D000193441	Instructional Materials	(\$137,000.00)
Allotment Disbursement	08/28/2020	D000193462	Instructional Materials	(\$245.00)
Allotment Disbursement	08/28/2020	D000193460	Instructional Materials	(\$350.00)

443

## Requisition Summary

Allotment Disbursement	08/28/2020	D000193457	Instructional Materials	(\$13,545.00)
Allotment Disbursement	09/21/2020	D000195139	Instructional Materials	(\$22,500.00)
Allotment Disbursement	09/29/2020	D000195680	Instructional Materials	(\$14,579.00)
Allotment Disbursement	10/05/2020	D000196101	Instructional Materials	(\$130,531.00)
Allotment Disbursement	11/02/2020	D000198042	Instructional Materials	(\$25,164.00)
Allotment Disbursement	11/02/2020	D000197996	Instructional Materials	(\$14,488.00)
Allotment Disbursement	11/02/2020	D000197994	Instructional Materials	(\$12,000.49)
Allotment Disbursement	11/02/2020	D000197995	Instructional Materials	(\$30,000.00)
Allotment Disbursement	01/04/2021	D000200356	Instructional Materials	(\$42,750.00)
Allotment Disbursement	01/04/2021	D000200358	Instructional Materials	(\$8,400.00)
<b><u>Total Allotment Disbursements</u></b>				<b><u>(\$2,310,070.23)</u></b>

### **Remaining Allotment**

**\$23,575.30**

# Allotment Report

## LEANDER ISD

Current Biennium includes SY 2021-2022 & SY 2022-2023

District / Charter: 246913  
 School Year : 2021-2022

Transaction Type	Date	Transaction ID	Description	Amount
Carryover Funds	04/28/2021	0000203028	Prior Year Remaining Balance	\$23,575.30
<b><u>Total Allotment</u></b>				<b><u>\$23,575.30</u></b>
<b><u>Remaining Allotment</u></b>				<b><u>\$23,575.30</u></b>

445



**Monthly Investment Report  
June 30, 2021**

Description	Acquisition Date	Broker/Dealer	CUSIP	Rating Agency	Rating	Sec Type	Par	Coupon	Maturity	Days to Maturity	Annualized Yield	Beginning Book 06/01/21	Ending Book 06/30/21	Beginning Market 06/01/21	Additions & Changes to Market Value	Ending Market 06/30/21
<b>General Operating</b>																
<b>Individually Acquired Securities</b>																
General Operating	2/24/2021	Raymond James	80285PT10	S&P	A-1	Santander UK PLC	-	0.000%	6/1/2021	0	0.130%	9,999,964	-	9,999,870	(9,999,870)	-
General Operating	1/6/2021	Wells Fargo	80285PT85	S&P	A-1	Santander UK PLC	-	0.000%	6/8/2021	0	0.160%	9,999,644	-	9,999,800	(9,999,800)	-
General Operating	3/24/2021	FHN Financial	15239BTR7	S&P	A-1+	Central American Bank	-	0.000%	6/25/2021	0	0.180%	14,998,125	-	14,998,800	(14,998,800)	-
General Operating	1/6/2021	FHN Financial	62479LU78	S&P	A-1	MUFG Bank LTD/NY	10,000,000	0.000%	7/7/2021	6	0.160%	9,998,356	9,999,689	9,999,000	500	9,999,500
General Operating	1/6/2021	FHN Financial	0667K0U84	S&P	A-1+	Banque ET Caisse Epargne	10,000,000	0.000%	7/8/2021	7	0.130%	9,998,628	9,999,711	9,999,000	500	9,999,500
General Operating	12/17/2020	FHN Financial	19424HUE8	S&P	A-1	Collat Comm Paper V CO	5,000,000	0.000%	7/14/2021	13	0.230%	4,998,620	4,999,583	4,999,200	550	4,999,750
General Operating	10/30/2020	Wells Fargo	63873JUN8	S&P	A-1	Natixis NY	5,000,000	0.000%	7/22/2021	21	0.230%	4,998,339	4,999,297	4,999,150	550	4,999,700
General Operating	11/2/2020	FHN Financial	2254EAUP6	S&P	A-1	Credit Suisse New York	5,000,000	0.000%	7/23/2021	22	0.230%	4,998,333	4,999,295	4,998,750	500	4,999,250
General Operating	1/21/2021	Raymond James	87019RV29	S&P	A-1	Swedbank	10,000,000	0.000%	8/2/2021	32	0.165%	9,997,113	9,998,488	9,998,000	670	9,998,670
General Operating	3/5/2021	Wells Fargo	87019RV29	S&P	A-1	Swedbank	10,000,000	0.000%	8/2/2021	32	0.130%	9,997,746	9,998,837	9,998,000	1,100	9,999,100
General Operating	1/7/2021	Raymond James	63873JW30	S&P	A-1	Natixis NY	10,000,000	0.000%	9/3/2021	64	0.190%	9,994,986	9,996,569	9,996,170	990	9,997,160
General Operating	3/12/2021	Wells Fargo	53948AW72	S&P	A-1	Lloyds Bank Corp NY	10,000,000	0.000%	9/7/2021	68	0.150%	9,995,875	9,997,125	9,996,300	1,200	9,997,500
General Operating	1/7/2021	Raymond James	2254EAX16	S&P	A-1	Credit Suisse New York	10,000,000	0.000%	10/1/2021	92	0.200%	9,993,167	9,994,833	9,995,330	(700)	9,994,630
General Operating	3/23/2021	FHN Financial	4497W0ZH4	S&P	A-1	ING Funding LLC	10,000,000	0.000%	12/17/2021	169	0.150%	9,991,667	9,992,917	9,993,000	1,200	9,994,200
						<b>Subtotal-Commercial Paper</b>	<b>95,000,000</b>					<b>129,960,561</b>	<b>94,976,343</b>	<b>129,970,370</b>	<b>(34,991,410)</b>	<b>94,978,960</b>
General Operating	11/2/2020	Wells Fargo	882724SY4	Fitch	F1+	Texas ST Trans	2,000,000	4.000%	8/26/2021	56	0.200%	2,017,926	2,011,673	2,018,560	(6,560)	2,012,000
General Operating	12/1/2020	Wells Fargo	416489XP2	S&P	SP-1+	Hartford CNTY CT	5,000,000	3.000%	9/1/2021	62	0.220%	5,035,316	5,023,924	5,036,250	(12,100)	5,024,150
General Operating	2/4/2021	Wells Fargo	546585DX5	Fitch	AAA	Louisville & Jefferson CNTY KY	2,500,000	4.650%	11/15/2021	137	0.090%	2,552,475	2,543,049	2,551,750	(18,000)	2,533,750
General Operating	5/4/2021	Wells Fargo	13017YAX7	S&P	SP-1+	California State Edu	2,625,000	0.250%	12/30/2021	182	0.140%	2,626,670	2,626,433	2,626,654	(1,181)	2,625,473
General Operating	3/29/2021	Wells Fargo	797381BW9	S&P	SP-1+	San Diego CNTY	1,565,000	0.250%	1/31/2022	214	0.120%	1,566,339	1,566,174	1,566,111	(438)	1,565,673
						<b>Subtotal - Municipal</b>	<b>13,690,000</b>					<b>13,798,726</b>	<b>13,771,253</b>	<b>13,799,325</b>	<b>(38,279)</b>	<b>13,761,045</b>
General Operating	1/25/2021	Wells Fargo	742651DJ8	Fitch	AAA	Private Export Funding	5,000,000	4.300%	12/15/2021	167	0.116%	5,113,544	5,096,341	5,113,100	(16,300)	5,096,800
General Operating	3/4/2021	Wells Fargo	3135G0U92	S&P	AA+	Fannie Mae	5,000,000	2.625%	1/11/2022	194	0.081%	5,077,826	5,067,403	5,079,150	(11,900)	5,067,250
						<b>Subtotal - Agency</b>	<b>10,000,000</b>					<b>10,191,370</b>	<b>10,163,743</b>	<b>10,192,250</b>	<b>(28,200)</b>	<b>10,164,050</b>
						<b>Total Individually Acquired Securities:</b>	<b>118,690,000</b>					<b>153,950,657</b>	<b>118,911,339</b>	<b>153,961,945</b>	<b>(35,057,889)</b>	<b>118,904,055</b>
<b>Pooled Investments</b>																
General Operating		LOGIC				Pool	27,729,743		7/1/2021	1	0.059%	28,844,923	27,729,743	28,844,923	(1,115,180)	27,729,743
General Operating		TexPool				Pool	17,448		7/1/2021	1	0.013%	17,448	17,448	17,448	0	17,448
General Operating		TexStar				Pool	12,970		7/1/2021	1	0.010%	12,970	12,970	12,970	0	12,970
General Operating		Texas Class				Pool	27,639		7/1/2021	1	0.061%	27,638	27,639	27,638	1	27,639
General Operating		Texas DAILY				Pool	3,021,775		7/1/2021	1	0.030%	3,021,702	3,021,775	3,021,702	73	3,021,775
General Operating	1/19/2021	Texas Term				Fixed Rate-Term	10,000,000		8/17/2021	47	0.170%	10,000,000	10,000,000	10,000,000	-	10,000,000
General Operating	1/5/2021	Texas Term				Fixed Rate-Term	5,000,000		10/1/2021	92	0.160%	5,000,000	5,000,000	5,000,000	-	5,000,000
General Operating	1/29/2021	Texas Term				Fixed Rate-Term	5,000,000		10/25/2021	116	0.130%	5,000,000	5,000,000	5,000,000	-	5,000,000
General Operating	3/10/2021	Texas Term				Fixed Rate-Term	10,000,000		11/12/2021	134	0.150%	10,000,000	10,000,000	10,000,000	-	10,000,000
General Operating		LoneStar				Pool	5,218,246		7/1/2021	1	0.083%	5,217,924	5,218,246	5,217,924	322	5,218,246
						<b>Total Pooled Investments:</b>	<b>66,027,821</b>					<b>67,142,604</b>	<b>66,027,821</b>	<b>67,142,604</b>	<b>(1,114,783)</b>	<b>66,027,821</b>
						<b>Total General Operating</b>	<b>184,717,821</b>					<b>221,093,261</b>	<b>184,939,160</b>	<b>221,104,549</b>	<b>(36,172,672)</b>	<b>184,931,876</b>

**Debt Service**



**Monthly Investment Report**  
June 30, 2021

Description	Acquisition Date	Broker/Dealer	CUSIP	Rating Agency	Rating	Sec Type	Par	Coupon	Maturity	Days to Maturity	Annualized Yield	Beginning Book 06/01/21	Ending Book 06/30/21	Beginning Market 06/01/21	Additions & Changes to Market Value	Ending Market 06/30/21
<b>Individually Acquired Securities</b>																
Debt Service	11/3/2020	Raymond James	2254EAUP6	S&P	A-1	Credit Suisse New York	5,000,000	0.000%	7/23/2021	22	0.230%	4,998,333	4,999,295	4,999,165	250	4,999,415
Debt Service	11/3/2020	Raymond James	30229AUP2	S&P	A-1	Exxon Mobil Corp	5,000,000	0.000%	7/23/2021	22	0.200%	4,998,550	4,999,387	4,999,235	370	4,999,605
Debt Service	1/25/2021	Raymond James	07274LV20	Fitch	F1	Bayerische Landesbk Giro	10,000,000	0.000%	8/2/2021	32	0.150%	9,997,375	9,998,625	9,997,670	910	9,998,580
<b>Subtotal-Commercial Paper</b>							<b>20,000,000</b>					<b>19,994,258</b>	<b>19,997,306</b>	<b>19,996,070</b>	<b>1,530</b>	<b>19,997,600</b>
Debt Service	3/4/2021	Wells Fargo	3135G0U92	S&P	AA+	Fannie Mae	5,000,000	2.625%	1/11/2022	194	0.081%	5,077,826	5,067,403	5,079,150	(11,900)	5,067,250
<b>Subtotal-Agency</b>							<b>5,000,000</b>					<b>5,077,826</b>	<b>5,067,403</b>	<b>5,079,150</b>	<b>(11,900)</b>	<b>5,067,250</b>
<b>Total Individually Acquired Securities:</b>							<b>25,000,000</b>					<b>25,072,083</b>	<b>25,064,709</b>	<b>25,075,220</b>	<b>(10,370)</b>	<b>25,064,850</b>
<b>Pooled Investments</b>																
Debt Service		LOGIC				Pool	297,585		7/1/2021	1	0.059%	16,546,394	297,585	16,546,394	(16,248,809)	297,585
Debt Service		TexStar				Pool	525		7/1/2021	1	0.010%	525	525	525	-	525
Debt Service		Texas Class				Pool	10,133,509		7/1/2021	1	0.061%	10,133,000	10,133,509	10,133,000	509	10,133,509
Debt Service		Texas DAILY				Pool	1,418		7/1/2021	1	0.030%	1,418	1,418	1,418	0	1,418
Debt Service	1/25/2021	Texas Term				Fixed Rate-Term	20,000,000		7/26/2021	25	0.150%	20,000,000	20,000,000	20,000,000	-	20,000,000
Debt Service	1/22/2021	Texas Term				Fixed Rate-Term	10,000,000		8/19/2021	49	0.160%	10,000,000	10,000,000	10,000,000	-	10,000,000
Debt Service	3/10/2021	Texas Term				Fixed Rate-Term	10,000,000		11/12/2021	134	0.150%	10,000,000	10,000,000	10,000,000	-	10,000,000
Debt Service		Texas Fit				Pool	55,514,287		5/1/2021	1	0.100%	60,009,275	55,514,287	60,009,275	(4,494,989)	55,514,287
Debt Service		LoneStar				Pool	1,841		7/1/2021	1	0.083%	1,841	1,841	1,841	0	1,841
<b>Total Pooled Investments:</b>							<b>105,949,166</b>					<b>126,692,454</b>	<b>105,949,166</b>	<b>126,692,454</b>	<b>(20,743,288)</b>	<b>105,949,166</b>
<b>Total Debt Service</b>							<b>130,949,166</b>					<b>151,764,537</b>	<b>131,013,874</b>	<b>151,767,674</b>	<b>(20,753,658)</b>	<b>131,014,016</b>
<b>Capital Project 634</b>																
<b>Pooled Investments</b>																
Cap Proj 634		Texas DAILY				Pool	2,462,460		7/1/2021	1	0.030%	1,462,042	2,462,460	1,462,042	1,000,418	2,462,460
Cap Proj 634	2/3/2021	Texas Term				Fixed Rate-Term	-		6/2/2021	-	0.110%	1,000,000	-	1,000,000	(1,000,000)	-
Cap Proj 634		LoneStar				Pool	926,143		7/1/2021	1	0.083%	926,086	926,143	926,086	57	926,143
<b>Total Capital Project 634</b>							<b>3,388,603</b>					<b>3,388,128</b>	<b>3,388,603</b>	<b>3,388,128</b>	<b>475</b>	<b>3,388,603</b>
<b>Capital Project 638</b>																
<b>Pooled Investments</b>																
Cap Proj. 638		Texas DAILY				Pool	1,921,977		7/1/2021	1	0.030%	1,921,930	1,921,977	1,921,930	47	1,921,977
<b>Total Capital Project 638</b>							<b>1,921,977</b>					<b>1,921,930</b>	<b>1,921,977</b>	<b>1,921,930</b>	<b>47</b>	<b>1,921,977</b>
<b>Capital Project 639</b>																
<b>Pooled Investments</b>																
Cap Proj 639		Texas DAILY				Pool	1,667		7/1/2021	1	0.030%	1,667	1,667	1,667	0	1,667
<b>Total Capital Project 639</b>							<b>1,667</b>					<b>1,667</b>	<b>1,667</b>	<b>1,667</b>	<b>0</b>	<b>1,667</b>
<b>Capital Project 640</b>																
<b>Pooled Investments</b>																
Cap Proj. 640		LOGIC				Pool	22,434,824		7/1/2021	1	0.059%	22,433,739	22,434,824	22,433,739	1,085	22,434,824
Cap Proj. 640		Texas DAILY				Pool	32,037,517		7/1/2021	1	0.030%	27,034,949	32,037,517	27,034,949	5,002,568	32,037,517
Cap Proj. 640	2/2/2021	Texas Term				Fixed Rate-Term	-		6/2/2021	-	0.110%	5,000,000	-	5,000,000	(5,000,000)	-
Cap Proj. 640	3/25/2021	Texas Term				Fixed Rate-Term	250,000		12/16/2021	168	0.130%	250,000	250,000	250,000	-	250,000
<b>Total Capital Project 640</b>							<b>54,722,341</b>					<b>54,718,688</b>	<b>54,722,341</b>	<b>54,718,688</b>	<b>3,653</b>	<b>54,722,341</b>
<b>Workers Comp.</b>																
<b>Pooled Investments</b>																
Workers Comp.		LOGIC				Pool	4,712,531		7/1/2021	1	0.059%	4,728,012	4,712,531	4,728,012	(15,481)	4,712,531
<b>Total Workers Comp</b>							<b>4,712,531</b>					<b>4,728,012</b>	<b>4,712,531</b>	<b>4,728,012</b>	<b>(15,481)</b>	<b>4,712,531</b>
<b>Health Insurance</b>																
<b>Pooled Investments</b>																
Health Insurance		LOGIC				Pool	11,572,844		7/1/2021	1	0.059%	11,572,284	11,572,844	11,572,284	560	11,572,844



**Monthly Investment Report**  
June 30, 2021

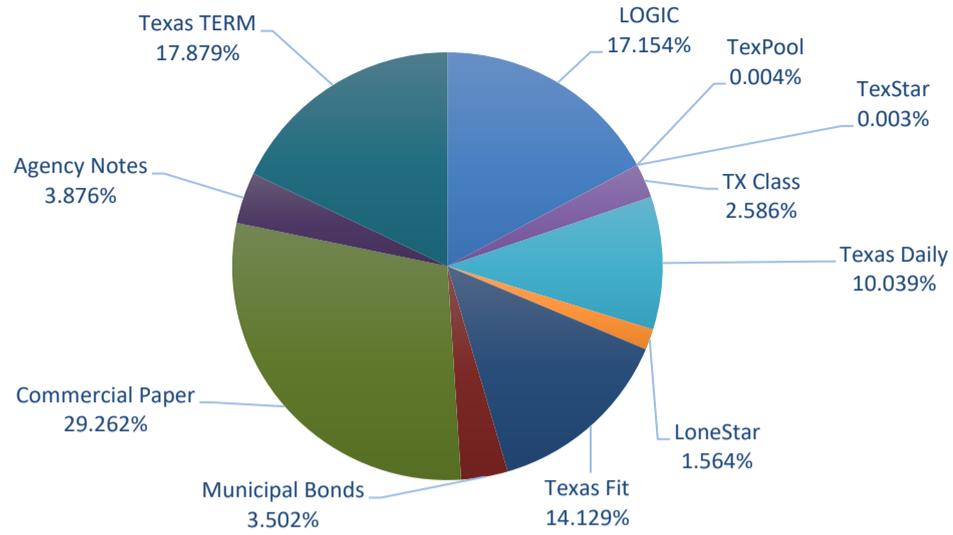
Description	Acquisition Date	Broker/Dealer	CUSIP	Rating Agency	Rating	Sec Type	Par	Coupon	Maturity	Days to Maturity	Annualized Yield	Beginning Book 06/01/21	Ending Book 06/30/21	Beginning Market 06/01/21	Additions & Changes to Market Value	Ending Market 06/30/21	
<b>Total Health Insurance</b>							<b>11,572,844</b>					<b>11,572,284</b>	<b>11,572,844</b>	<b>11,572,284</b>	<b>560</b>	<b>11,572,844</b>	
<b>Child Nutrition</b>																	
<b>Pooled Investments</b>																	
Child Nutrition		LOGIC				Pool	652,830		7/1/2021	1	0.059%	652,798	652,830	652,798	32	652,830	
<b>Total Child Nutrition</b>							<b>652,830</b>					<b>652,798</b>	<b>652,830</b>	<b>652,798</b>	<b>32</b>	<b>652,830</b>	
<b>Accrued Interest:</b>							<b>317,053</b>					354,958	317,053	354,958	(37,906)	317,053	
<b>GRAND TOTAL</b>							<b>392,956,832</b>					<b>450,196,264</b>	<b>393,242,880</b>	<b>450,210,689</b>	<b>(56,974,951)</b>	<b>393,235,738</b>	
<b>Weighted Average Maturity/Yield</b>																	
							39 days / .118%										

448

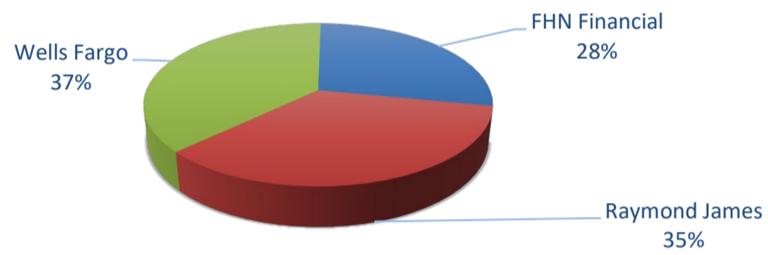
This report is in compliance with the strategies as approved in Board policy and relevant provisions of the Public Funds Investment Act (Texas Gov't Code 2256).

\_\_\_\_\_  
Investment Officer

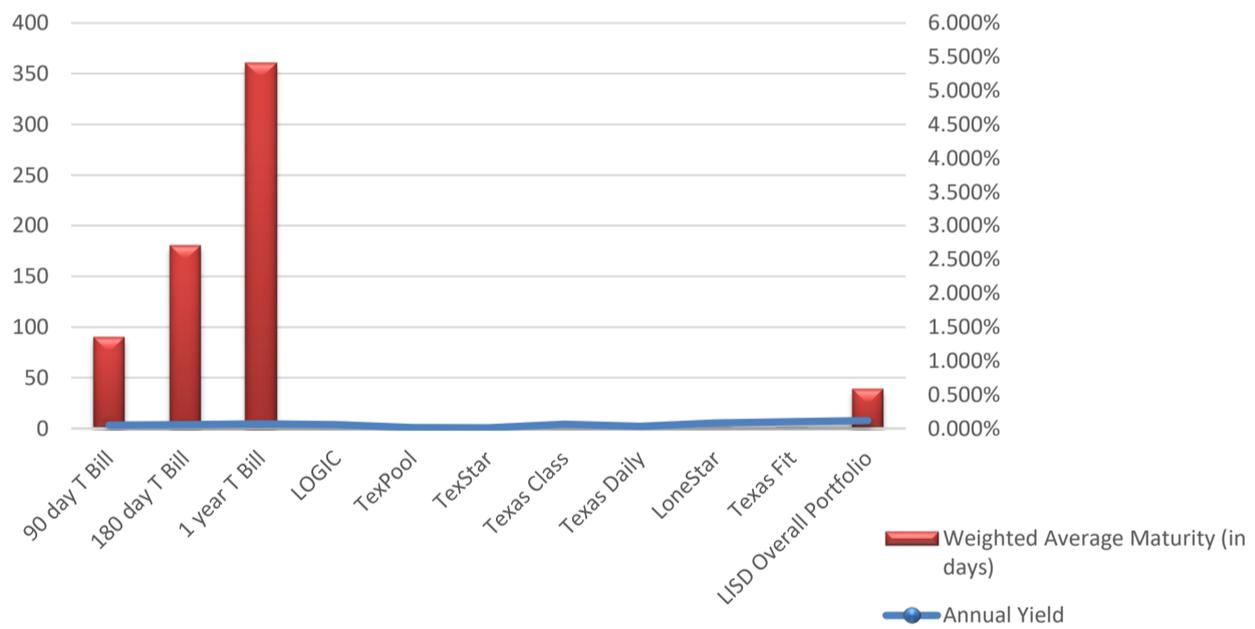
### Investment Diversification



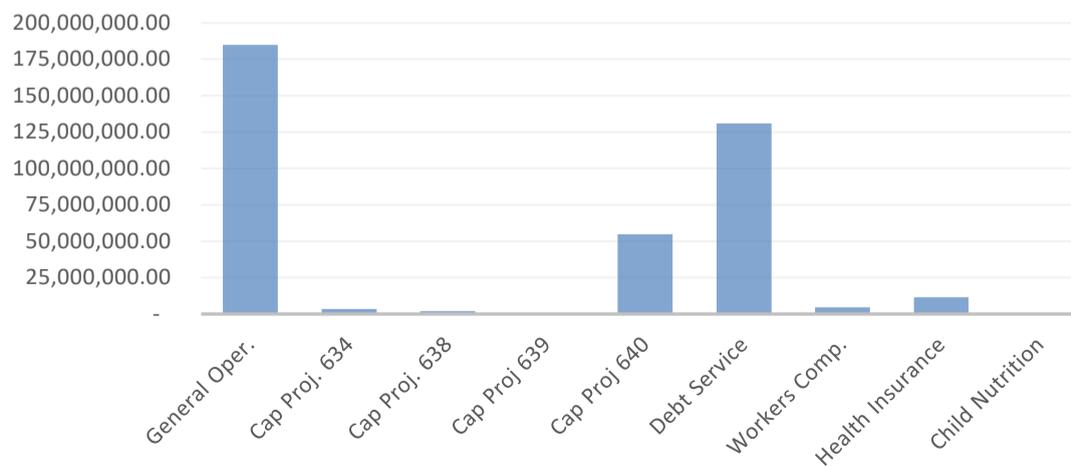
### Broker Dealer Allocation



### Yield and Maturity Comparison



### Investments by Fund



# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Monthly Investment Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Elaine Cogburn  
**Attachments:** Monthly Investment Report – June 2021

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## **Background Information:**

The monthly investment report reflects the District's investment activities and balances for all fund types. The report presents a picture of cash and investments by grouping into the categories of individually acquired securities and pooled investments. A comparison to market value is also presented in each report. This month the report of the District's investments as of June 30, 2021 is presented.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** Monthly Tax Collection Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Elaine Cogburn  
**Attachments:** Monthly Tax Collection Report  
WCAD List of Lawsuits Currently Pending – July 9, 2021  
TCAD List of Lawsuits Currently Pending – July 13, 2021

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## **Background Information:**

The tax collection report for June shows the actual collection of current and delinquent taxes at 99.54% which is a slightly higher rate than achieved at the same time last year. At the end of June, the District has realized 99.21% of the supplemented current tax levy compared to 99.23% in the previous year.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District  
Tax Collections Report  
2020 Tax Year**

As of June 30, 2021

<b>M &amp; O Collections</b>	<b>Collections to Date</b>	<b>Current Month</b>	<b>Total Collections</b>
Current Year Collections	\$ 266,155,754.29	\$ 618,892.01	\$ 266,774,646.30
Delinquent Collections	537,760.19	28,984.80	566,744.99
Rollbacks	279,898.84	54,600.06	334,498.90
Penalty & Interest	643,444.28	77,471.96	720,916.24
	<b>\$ 267,616,857.60</b>	<b>\$ 779,948.83</b>	<b>\$ 268,396,806.43</b>

<b>I &amp; S Collections</b>			
Current Year Collections	\$ 129,788,067.96	\$ 301,108.25	\$ 130,089,176.21
Delinquent Collections	250,838.85	13,149.59	263,988.44
Rollbacks	129,194.22	25,781.19	154,975.41
Penalty & Interest	294,710.78	36,256.56	330,967.34
	<b>\$ 130,462,811.81</b>	<b>\$ 376,295.59</b>	<b>\$ 130,839,107.40</b>

<b>Total Collections</b>			
Current Year Collections	\$ 395,943,822.25	\$ 920,000.26	\$ 396,863,822.51
Delinquent Collections	788,599.04	42,134.39	830,733.43
Rollbacks	409,093.06	80,381.25	489,474.31
Penalty & Interest	938,155.06	113,728.52	1,051,883.58
	<b>\$ 398,079,669.41</b>	<b>\$ 1,156,244.42</b>	<b>\$ 399,235,913.83</b>

<b>2020 Original Tax Levy</b>	<b>\$ 401,519,018.79</b>
<b>Adjustments to Date</b>	<b>(1,491,211.53)</b>
<b>2020 Adjusted Tax Levy</b>	<b>\$ 400,027,807.26</b>

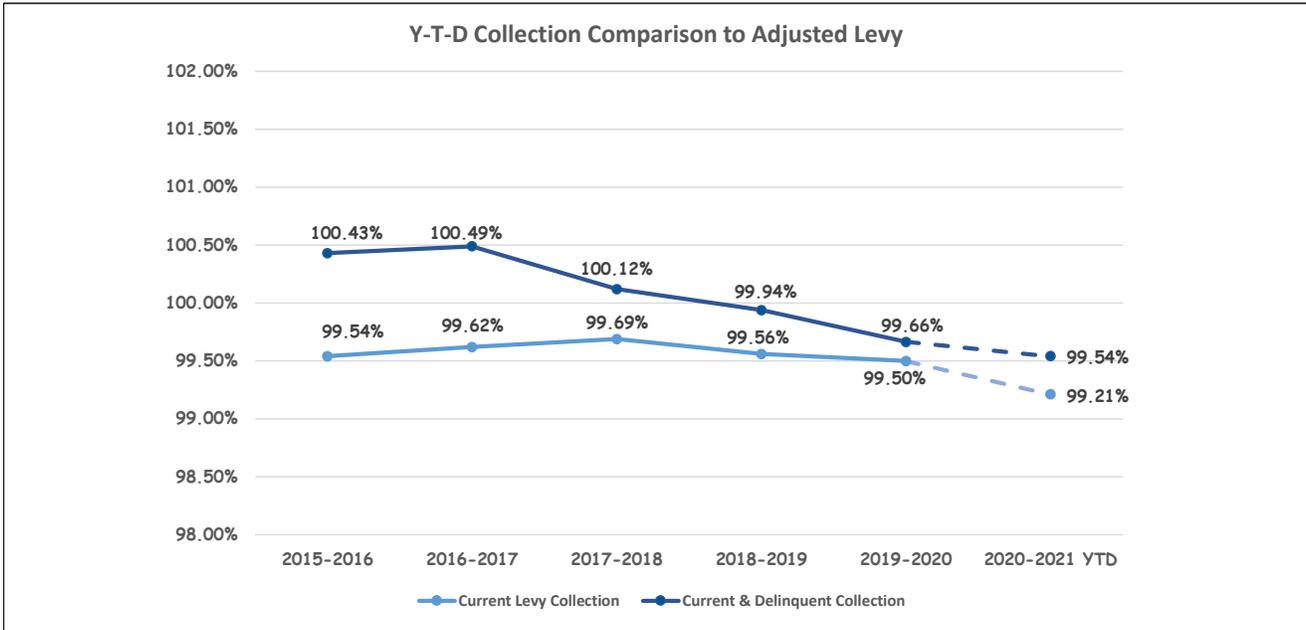
<b>Current Rate</b>	<b>99.21%</b>
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<b>Taxes Outstanding</b>	
Current Year Uncollected	\$ 3,232,269.27
Delinquent Taxes	3,000,892.02
Rollbacks	450,996.99
	<b>\$ 6,684,158.28</b>

**Leander Independent School District  
Tax Collections Report  
2020 Tax Year**

**12 Month Collection Comparison**

Monthly Collections	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
<b>CURRENT:</b>						
October	2,465,350	5,184,156	5,410,595	4,889,207	4,996,661	7,645,966
November	6,776,698	13,613,682	15,842,082	15,949,954	15,365,390	16,131,367
December	144,586,913	158,770,317	182,506,362	191,714,942	208,405,529	204,795,089
January	87,006,967	95,120,496	102,242,329	123,950,495	118,038,446	124,213,650
February	26,463,699	26,502,699	23,441,054	25,739,331	26,750,027	36,968,124
March	2,219,226	2,130,376	2,084,108	2,613,424	3,031,131	4,050,915
April	1,019,921	961,305	1,096,281	1,094,725	928,488	1,264,134
May	724,083	969,642	1,084,623	1,188,957	1,575,273	874,578
June	501,852	425,477	794,902	487,888	708,691	920,000
July	526,836	479,937	635,086	755,556	645,083	
August	293,846	282,182	309,136	351,891	285,364	
September	153,973	99,672	78,315	136,834	116,523	
<b>TOTAL</b>	<b>272,739,364</b>	<b>304,539,941</b>	<b>335,524,873</b>	<b>368,873,204</b>	<b>380,846,606</b>	<b>396,863,822</b>
<b>Current Levy YTD-June</b>	99.24%	99.37%	99.41%	99.26%	99.23%	99.21%
<b>Current &amp; Delinquent YTD-June</b>	99.97%	100.03%	99.78%	99.59%	99.21%	99.54%
<b>Current Levy - Full Tax Year</b>	99.54%	99.62%	99.69%	99.56%	99.50%	<i>in process</i>
<b>Current &amp; Delinquent - Full Tax Year</b>	100.43%	100.49%	100.12%	99.94%	99.66%	<i>in process</i>
<b>Final Adjusted Tax Roll</b>	<b>273,848,686</b>	<b>305,591,127</b>	<b>336,487,181</b>	<b>370,356,031</b>	<b>382,765,184</b>	<b>400,027,807</b>



TRAVIS COUNTY TAX OFFICE

OVERALL COLL/DIST REPORT

DATE 07/01/2021

PAGE 47

TXDIST1A

RECEIVABLE BALANCE 'R' REPORT

FROM 06/01/2021 TO 06/30/2021

YEAR FROM 0000 TO 2020

ALL OTHERS

ILE	-----											
	-- LEANDER ISD											
YEAR	BEGINNING TAX BALANCE	TAX ADJ	BASE TAX COLLECTED	NET BASE TAX REVERSALS	NET BASE TAX COLLECTED	PERCENT COLLECTED	ENDING TAX BALANCE	P & I COLLECTED	P & I REVERSALS	LRP COLLECTED	OTHER PENALTY COLLECTED	TOTAL DISTRIBUTED
0000	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1982	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1983	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1984	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1985	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1986	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1987	64.15	.00	.00	.00	.00	.00 %	64.15	.00	.00	.00	.00	.00
1988	112.56	.00	.00	.00	.00	.00 %	112.56	.00	.00	.00	.00	.00
1989	117.50	.00	.00	.00	.00	.00 %	117.50	.00	.00	.00	.00	.00
1990	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1991	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1992	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1993	83.37	.00	.00	.00	.00	.00 %	83.37	.00	.00	.00	.00	.00
1994	185.89	.00	.00	.00	.00	.00 %	185.89	.00	.00	.00	.00	.00
1995	287.14	.00	.00	.00	.00	.00 %	287.14	.00	.00	.00	.00	.00
1996	986.03	.00	.00	.00	.00	.00 %	986.03	.00	.00	.00	.00	.00
1997	1213.74	.00	.00	.00	.00	.00 %	1213.74	.00	.00	.00	.00	.00
1998	2143.57	.00	.00	.00	.00	.00 %	2143.57	.00	.00	.00	.00	.00
1999	7187.71	.00	.00	.00	.00	.00 %	7187.71	.00	.00	.00	.00	.00
2000	6453.65	.00	.00	.00	.00	.00 %	6453.65	.00	.00	.00	.00	.00
2001	12256.78	.00	.00	.00	.00	.00 %	12256.78	.00	.00	.00	.00	.00
2002	16798.48	.00	73.67	.00	73.67	.44 %	16724.81	170.91	.00	.00	.00	244.58
2003	11778.15	.00	1079.33	.00	1079.33	9.16 %	10698.82	2374.53	.00	.00	.00	3453.86
2004	11350.28	.00	383.85	.00	383.85	3.38 %	10966.43	798.41	.00	.00	.00	1182.26
2005	14716.49	.00	.00	.00	.00	.00 %	14716.49	.00	.00	.00	.00	.00
2006	26450.88	.00	.00	.00	.00	.00 %	26450.88	.00	.00	.00	.00	.00
2007	27258.15	.00	218.03	.00	218.03	.80 %	27040.12	.00	.00	.00	.00	218.03
2008	37982.99	.00	.00	.00	.00	.00 %	37982.99	.00	.00	.00	.00	.00
2009	45571.57	.00	515.03	.00	515.03	1.13 %	45056.54	414.17	.00	.00	.00	929.20
2010	51946.82	.00	515.03	.00	515.03	.99 %	51431.79	372.97	.00	.00	.00	888.00
2011	48957.78	.00	1363.49	.00	1363.49	2.79 %	47594.29	878.31	.00	.00	.00	2241.80
2012	63419.42	.00	1374.50	.00	1374.50	2.17 %	62044.92	775.45	.00	.00	.00	2149.95
2013	63739.30	.00	1374.50	.00	1374.50	2.16 %	62364.80	665.49	.00	.00	.00	2039.99
2014	79702.44	.00	1426.61	.00	1426.61	1.79 %	78275.83	576.59	.00	.00	.00	2003.20
2015	82362.05	.00	1275.98	.00	1275.98	1.55 %	81086.07	443.10	.00	.00	.00	1719.08
2016	102025.52	.00	1281.45	.00	1281.45	1.26 %	100744.07	376.41	.00	.00	.00	1657.86
2017	164399.20	.00	1969.87	.00	1969.87	1.20 %	162429.33	629.66	.00	14.42	.00	2613.95
2018	272843.92	75.50-	4229.97	75.50	4154.47	1.52 %	268613.95	1352.36	.00	33.03	.00	5539.86
2019	566977.75	4251.38-	26004.34	4412.81	21591.53	3.84 %	541134.84	6669.24	.00	1.34	.00	28262.11
TOTL	1719373.28	4326.88-	43085.65	4488.31	38597.34	2.25 %	1676449.06	16497.60	.00	48.79	.00	55143.73
2020	1961461.77	13999.61-	406110.18	14236.59	391873.59	20.12 %	1555588.57	44778.12	.00	850.53	.00	437502.24

454

ENTITY

TOTL	3680835.05	18326.49-	449195.83	18724.90	430470.93	11.75 %	3232037.63	61275.72	.00	899.32	.00	492645.97
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# Recap & Standings Report

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 06/01/2021 to 06/30/2021 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

## Property Tax

SLE (Leander ISD)

2020 Fiscal Year: 10/01/2020 - 09/30/2021

IS

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020	80,626,149.65	742,580.14	-24,019.69	718,560.45	172,638.68	16,105.66	43.18	1,730.67	-0.34	545,878.25	79,932,665.53
2019	75,775,669.00	152,897.16	-892.09	152,005.07	191.22	444.59	216.41	302.88	0.00	151,597.44	53,985.62
2018	68,954,540.92	49,048.41	-17.09	49,031.32	488.67	74.06	0.00	8.85	0.00	48,542.65	-690.69
2017	62,290,320.36	38,280.57	100.82	38,381.39	44.35	23.49	0.00	10.18	0.00	38,337.04	2,729.01
2016	55,603,656.23	30,315.23	98.13	30,413.36	297.41	73.49	0.00	0.55	0.00	30,115.95	650.78
2015	49,093,370.76	25,586.88	0.00	25,586.88	2.22	1.69	0.00	0.59	0.00	25,584.66	-303.75
2014	44,412,322.78	22,762.75	0.00	22,762.75	8.58	7.57	0.00	2.43	-0.36	22,753.81	-392.64
2013	38,869,330.27	24,418.36	0.00	24,418.36	2.22	2.22	0.00	0.67	0.00	24,416.14	-357.89
2012	36,200,605.63	19,617.19	0.00	19,617.19	2.22	2.49	0.00	0.71	0.00	19,614.97	-358.90
2011	34,042,595.83	15,342.32	0.00	15,342.32	1.98	2.46	0.00	0.67	0.00	15,340.34	-370.15
2010	30,041,634.03	11,783.49	0.00	11,783.49	1.81	2.46	0.00	0.64	0.00	11,781.68	-347.74
2009	27,944,427.52	5,204.91	0.00	5,204.91	16.65	24.64	0.00	6.19	0.00	5,188.26	1,972.59
2008	24,003,652.64	3,854.57	0.00	3,854.57	14.78	23.64	0.00	5.76	0.00	3,839.79	14.78
2007	0.00	3,065.93	0.00	3,065.93	0.00	0.00	0.00	0.00	0.00	3,065.93	0.00
2006	0.00	2,760.56	0.00	2,760.56	0.00	0.00	0.00	0.00	0.00	2,760.56	0.00
2005	0.00	1,370.37	0.00	1,370.37	0.00	0.00	0.00	0.00	0.00	1,370.37	0.00
2004	0.00	1,388.72	0.00	1,388.72	0.00	0.00	0.00	0.00	0.00	1,388.72	0.00
2003	0.00	507.30	0.00	507.30	0.00	0.00	0.00	0.00	0.00	507.30	0.00
2002	0.00	475.28	0.00	475.28	0.00	0.00	0.00	0.00	0.00	475.28	0.00
2001 & prior	0.00	175.51	0.00	175.51	0.00	0.00	0.00	0.00	0.00	175.51	125.99
Summary											
<b>Total Current</b>	80,626,149.65	742,580.14	-24,019.69	718,560.45	172,638.68	16,105.66	43.18	1,730.67	-0.34	545,878.25	79,932,665.53
<b>Total Delinquent</b>	547,232,125.97	408,855.51	-710.23	408,145.28	1,072.11	682.80	216.41	340.12	-0.36	406,856.40	56,657.01
<b>Rollbacks</b>		169,777.63	0.00	169,777.63	25,781.19	0.00	0.00	0.00	0.00	143,996.44	154,975.41
<b>Fee Type Total</b>	627,858,275.62	1,321,213.28	-24,729.92	1,296,483.36	199,491.98	16,788.46	259.59	2,070.79	-0.70	1,096,731.09	80,144,297.95

Combined Collections (Collections + P&I Collected) -- 216,280.44

# Recap & Standings Report

WTAXSaaS

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 06/01/2021 to 06/30/2021 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

Property Tax

SLE (Leander ISD)  
MO

2020 Fiscal Year: 10/01/2020 - 09/30/2021

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020	165,309,606.89	1,522,526.23	-49,248.14	1,473,278.09	353,964.68	33,021.75	88.53	3,548.38	-0.71	1,119,224.17	163,887,743.05
2019	157,224,379.73	317,241.27	-1,851.02	315,390.25	396.75	922.48	449.02	628.39	0.00	314,544.48	112,013.24
2018	152,580,256.06	108,532.65	-37.80	108,494.85	1,081.35	163.89	0.00	19.60	0.00	107,413.50	-1,528.39
2017	137,287,673.22	84,370.02	222.19	84,592.21	97.74	51.76	0.00	22.43	0.00	84,494.47	6,014.71
2016	122,550,282.37	66,814.30	216.26	67,030.56	655.48	161.98	0.00	1.20	0.00	66,375.08	1,434.27
2015	108,201,646.02	56,393.21	0.00	56,393.21	4.89	3.72	0.00	1.29	0.00	56,388.32	-669.47
2014	97,884,620.94	50,168.86	0.00	50,168.86	18.92	16.65	0.00	5.34	-0.79	50,149.15	-865.37
2013	85,667,878.57	53,817.87	0.00	53,817.87	4.89	4.89	0.00	1.47	0.00	53,812.98	-788.80
2012	79,786,018.87	43,236.07	0.00	43,236.07	4.89	5.48	0.00	1.56	0.00	43,231.18	-790.99
2011	77,006,044.05	34,705.01	0.00	34,705.01	4.48	5.56	0.00	1.51	0.00	34,700.53	-837.31
2010	75,321,364.08	29,543.84	0.00	29,543.84	4.53	6.16	0.00	1.60	0.00	29,539.31	-871.87
2009	76,011,409.77	14,157.78	0.00	14,157.78	45.30	67.05	0.00	16.85	0.00	14,112.48	5,365.55
2008	73,587,435.47	11,816.70	0.00	11,816.70	45.30	72.48	0.00	17.67	0.00	11,771.40	45.30
2007	0.00	9,413.17	0.00	9,413.17	0.00	0.00	0.00	0.00	0.00	9,413.17	0.00
2006	0.00	11,464.46	0.00	11,464.46	0.00	0.00	0.00	0.00	0.00	11,464.46	0.00
2005	0.00	6,597.03	0.00	6,597.03	0.00	0.00	0.00	0.00	0.00	6,597.03	0.00
2004	0.00	6,166.86	0.00	6,166.86	0.00	0.00	0.00	0.00	0.00	6,166.86	0.00
2003	0.00	2,145.15	0.00	2,145.15	0.00	0.00	0.00	0.00	0.00	2,145.15	0.00
2002	0.00	2,366.49	0.00	2,366.49	0.00	0.00	0.00	0.00	0.00	2,366.49	0.00
2001 & prior	0.00	940.66	0.00	940.66	0.00	0.00	0.00	0.00	0.00	940.66	595.65
<b>Summary</b>											
<b>Total Current</b>	165,309,606.89	1,522,526.23	-49,248.14	1,473,278.09	353,964.68	33,021.75	88.53	3,548.38	-0.71	1,119,224.17	163,887,743.05
<b>Total Delinquent</b>	1,243,109,009.15	909,891.40	-1,450.37	908,441.03	2,364.52	1,482.10	449.02	718.91	-0.79	905,626.70	119,116.52
<b>Rollbacks</b>		361,600.61	0.00	361,600.61	54,600.06	0.00	0.00	0.00	0.00	307,000.55	334,498.90
<b>Fee Type Total</b>	1,408,418,616.04	2,794,018.24	-50,698.51	2,743,319.73	410,929.26	34,503.85	537.55	4,267.29	-1.50	2,331,851.42	164,341,358.47

# Recap & Standings Report

WTAXSaaS

Cycles: **All**      Taxing Units: **Leander ISD...**      Deposit Date Range: **06/01/2021 to 06/30/2021**      Sorted By: **By Year, Descending**      Options: **Separate Rollbacks, Include**

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## Property Tax

Combined Collections (Collections + P&I Collected) -- 445,433.11
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# Recap & Standings Report

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 06/01/2021 to 06/30/2021 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

## Property Tax

SLE (Leander ISD)

2020 Fiscal Year: 10/01/2020 - 09/30/2021

SA

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020	64,284.07	13,119.47	-5.41	13,114.06	1,523.31	227.52	12.47	262.98	0.00	11,578.28	50,012.68
2019	69,012.56	2,177.60	0.00	2,177.60	75.49	21.89	63.21	14.61	0.00	2,038.90	1,137.82
2018	83,414.82	1,415.32	0.00	1,415.32	12.11	4.96	0.00	2.56	0.00	1,403.21	404.66
2017	56,346.24	538.74	0.00	538.74	12.82	6.80	0.00	2.94	0.00	525.92	97.75
2016	55,049.70	954.36	0.00	954.36	0.00	0.00	0.00	0.00	0.00	954.36	1.34
2015	48,897.66	885.10	0.00	885.10	0.00	0.00	0.00	0.00	0.00	885.10	4.46
2014	50,500.66	568.91	0.00	568.91	0.00	0.00	0.00	0.00	0.00	568.91	0.00
2013	48,069.44	2,257.14	0.00	2,257.14	0.00	0.00	0.00	0.00	0.00	2,257.14	3.19
2012	44,655.51	889.74	0.00	889.74	0.00	0.00	0.00	0.00	0.00	889.74	2.68
2011	31,924.14	912.76	0.00	912.76	0.00	0.00	0.00	0.00	0.00	912.76	0.00
2010	36,721.71	1,523.82	0.00	1,523.82	0.00	0.00	0.00	0.00	0.00	1,523.82	0.00
2009	36,058.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	583.30
2008	31,809.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2003	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2001 & prior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Summary</b>											
<b>Total Current</b>	64,284.07	13,119.47	-5.41	13,114.06	1,523.31	227.52	12.47	262.98	0.00	11,578.28	50,012.68
<b>Total Delinquent</b>	592,460.72	12,123.49	0.00	12,123.49	100.42	33.65	63.21	20.11	0.00	11,959.86	2,235.20
<b>Rollbacks</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Fee Type Total</b>	656,744.79	25,242.96	-5.41	25,237.55	1,623.73	261.17	75.68	283.09	0.00	23,538.14	52,247.88

Combined Collections (Collections + P&I Collected) -- 1,884.90

# Recap & Standings Report

WTAXSaaS

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 06/01/2021 to 06/30/2021 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

## Property Tax

SLE (Leander ISD)

2020 Fiscal Year: 10/01/2020 - 09/30/2021

### Taxing Unit Totals (IS,MO,SA)

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2020	246,000,040.61	2,278,225.84	-73,273.24	2,204,952.60	528,126.67	49,354.93	144.18	5,542.03	-1.05	1,676,680.70	243,870,421.26
2019	233,069,061.29	472,316.03	-2,743.11	469,572.92	663.46	1,388.96	728.64	945.88	0.00	468,180.82	167,136.68
2018	221,618,211.80	158,996.38	-54.89	158,941.49	1,582.13	242.91	0.00	31.01	0.00	157,359.36	-1,814.42
2017	199,634,339.82	123,189.33	323.01	123,512.34	154.91	82.05	0.00	35.55	0.00	123,357.43	8,841.47
2016	178,208,988.30	98,083.89	314.39	98,398.28	952.89	235.47	0.00	1.75	0.00	97,445.39	2,086.39
2015	157,343,914.44	82,865.19	0.00	82,865.19	7.11	5.41	0.00	1.88	0.00	82,858.08	-968.76
2014	142,347,444.38	73,500.52	0.00	73,500.52	27.50	24.22	0.00	7.77	-1.15	73,471.87	-1,258.01
2013	124,585,278.28	80,493.37	0.00	80,493.37	7.11	7.11	0.00	2.14	0.00	80,486.26	-1,143.50
2012	116,031,280.01	63,743.00	0.00	63,743.00	7.11	7.97	0.00	2.27	0.00	63,735.89	-1,147.21
2011	111,080,564.02	50,960.09	0.00	50,960.09	6.46	8.02	0.00	2.18	0.00	50,953.63	-1,207.46
2010	105,399,719.82	42,851.15	0.00	42,851.15	6.34	8.62	0.00	2.24	0.00	42,844.81	-1,219.61
2009	103,991,895.66	19,362.69	0.00	19,362.69	61.95	91.69	0.00	23.04	0.00	19,300.74	7,921.44
2008	97,622,898.02	15,671.27	0.00	15,671.27	60.08	96.12	0.00	23.43	0.00	15,611.19	60.08
2007	0.00	12,479.10	0.00	12,479.10	0.00	0.00	0.00	0.00	0.00	12,479.10	0.00
2006	0.00	14,225.02	0.00	14,225.02	0.00	0.00	0.00	0.00	0.00	14,225.02	0.00
2005	0.00	7,967.40	0.00	7,967.40	0.00	0.00	0.00	0.00	0.00	7,967.40	0.00
2004	0.00	7,555.58	0.00	7,555.58	0.00	0.00	0.00	0.00	0.00	7,555.58	0.00
2003	0.00	2,652.45	0.00	2,652.45	0.00	0.00	0.00	0.00	0.00	2,652.45	0.00
2002	0.00	2,841.77	0.00	2,841.77	0.00	0.00	0.00	0.00	0.00	2,841.77	0.00
2001 & prior	0.00	1,116.17	0.00	1,116.17	0.00	0.00	0.00	0.00	0.00	1,116.17	721.64

### Summary

<b>Total Current</b>	246,000,040.61	2,278,225.84	-73,273.24	2,204,952.60	528,126.67	49,354.93	144.18	5,542.03	-1.05	1,676,680.70	243,870,421.26
<b>Total Delinquent</b>	1,790,933,595.84	1,330,870.40	-2,160.60	1,328,709.80	3,537.05	2,198.55	728.64	1,079.14	-1.15	1,324,442.96	178,008.73
<b>Rollbacks</b>		531,378.24	0.00	531,378.24	80,381.25	0.00	0.00	0.00	0.00	450,996.99	489,474.31
<b>Taxing Unit Total</b>	2,036,933,636.45	4,140,474.48	-75,433.84	4,065,040.64	612,044.97	51,553.48	872.82	6,621.17	-2.20	3,452,120.65	244,537,904.30

### Percentages

% of Roll Collected - 2020 - 99.32%	Adjusted Original Roll -- \$245,547,101.96	Current YTD Collected -- \$243,870,421.26
Tax Collections Compared to Current Taxes Billed 23.18% Collected		
All Collections Compared to Current Taxes Billed 25.35% Collected		
Combined Collections (Collections + P&I Collected) -- 663,598.45		

# Recap & Standings Report

WTAXSaaS

Cycles: **All**      Taxing Units: **Leander ISD...**      Deposit Date Range: **06/01/2021 to 06/30/2021**      Sorted By: **By Year, Descending**      Options: **Separate Rollbacks, Include**

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**Property Tax**

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## Williamson County Active Lawsuits

PROP ID	LAWSUIT NAME	CAUSE NUMBER	DATE FILED	TAX YEAR	TAXING UNITS	MKT AMOUNT INVOLVED	DPMT
R472079	2500 Lakeline LLC & Denton Lakeline LLC & 12112 Lakeline TIC LLC	20-1447-C26	9/17/20	2020	GWI RFM SLE CCP J01 W09	3,685,762	C
R524375	A-L-L 136 Crystal Falls Pkwy-Lakeline Blvd LP	19-1317-C425	8/28/19	2019	GWI RFM SLE CLE J01 W09	3,655,215	C
R524375	A-L-L 136 Crystal Falls Pkwy-Lakeline Blvd LP	19-1317-C425	9/11/20	2020	GWI RFM SLE CLE J01 W09	4,350,213	C
R502512	Allure Acquisition LLC d/b/a The Allure	20-1426-C26	9/16/20	2020	GWI RFM SLE CCP J01 W09	49,091,220	C
P384096	Autozone Texas LP, Autozone West Inc AKA Autozone Inc., as Owner and Lessee	19-1238-C26	8/21/19	2019	GWI RFM SLE CCP J01 W09	490,397	P
P453549	Autozone Texas LP, Autozone West Inc AKA Autozone Inc., as Owner and Lessee	19-1238-C26	8/21/19	2019	GWI RFM SLE CLE J01 W09	482,213	P
P489973	Autozone Texas LP, Autozone West Inc AKA Autozone Inc., as Owner and Lessee	19-1238-C26	10/10/19	2019	GWI RFM SLE CCP J01 W09	616,667	P
R525531	Bastrop Investment Group LP	20-1217-C26	8/17/20	2020	GWI RFM SLE CCP J01 W09	1,597,622	C
R427548	BRB Silver Spur LLC	20-1627-C425	10/12/20	2020	GWI RFM SLE CCP J01 W09	5,890,333	C
R577387	BRE RC 1890 Ranch TX LP	19-1323-C395	8/29/19	2019	GWI RFM SLE CCP J01 W09	102,000,000	C
R369883	Cedar Inn Inc	20-1016-C368	7/15/20	2020	GWI RFM SLE CCP J01 W09	1,500,000	C
R404540	Cedar Park Hospitality	20-1246-C368	8/19/20	2020	GWI RFM SLE CCP J01 W09	3,250,000	C
R565328	Cedar Park Town Center, LP	19-1142-C26	8/7/19	2019	GWI RFM SLE CCP J01 W09	6,596,000	C
R565328	Cedar Park Town Center, LP	20-1515-C26	9/28/20	2020	GWI RFM SLE CCP J01 W09	6,566,360	C
R398643	CFD Holdings LLC	20-1353-C26	9/3/20	2020	GWI RFM SLE CLE J01 W09	810,661	C
R487570	CFT NV Developments LLC	20-0997-C368	7/10/20	2020	GWI RFM SLE CCP J01 W09	6,063,081	C
R545980	CFT NV Developments LLC	21-0626-C26	5/3/21	2020	GWI RFM SLE CLE J01 W09	2,263,822	C, EX
R399376	Chaudhari, Baldev & Marie	20-1408-C26	9/14/20	2020	GWI RFM SLE M17 J01 W09	1,548,808	C
R481888	Chick-Fil-A Inc., As Owner and Lessee	19-1441-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	1,757,946	C
R481888	Chick-Fil-A Inc., As Owner and Lessee	20-1547-C26	10/1/20	2020	GWI RFM SLE CCP J01 W09	1,656,747	C
R528449	Costco Wholesale Corporation	20-1224-C26	8/17/20	2020	GWI RFM SLE CCP J01 W09	15,012,881	C
P478044	Costco Wholesale Corporation As Owner and Lessee	20-1429-C425	9/16/20	2020	GWI RFM SLE CCP J01 W09	11,957,554	P
P487804	Costco Wholesale Corporation As Owner and Lessee	20-1429-C425	9/16/20	2020	GWI RFM SLE CCP J01 W09	103,970	P
P489493	Costco Wholesale Corporation As Owner and Lessee	20-1429-C425	9/16/20	2020	GWI RFM SLE CCP J01 W09	382,543	P
R493007	Cottonwood Lodging Inc	20-1238-C425	8/18/20	2020	GWI RFM SLE CCP J01 W09	3,080,000	C
R032601	Cross Creek of Texas Ltd	20-1479-C26	9/22/20	2020	GWI RFM SLE CCP J01 W09	5,450,000	C
R351055	CVS As Lessee	20-1395-C425	9/11/20	2020	GWI RFM SLE CCP J01 W09	2,353,058	C
R437488	CVS As Lessee	20-1395-C425	9/11/20	2020	GWI RFM SLE CCP J01 W09	2,530,610	C
R361315	Decorum Hospitality LLC	20-1078-C425	7/24/20	2020	GWI RFM SLE CCP J01 W09	2,500,000	C
R495089	East 1890 Holdings LLC	20-1679-C26	10/20/20	2020	GWI RFM SLE CCP J01 W09	12,000,000	C
R558026	ES Austin Propco LLC	19-1266-C368	8/23/19	2019	GWI RFM SLE CCP J01 W09	2,642,890	C
R558026	ES Austin Propco LLC	20-1569-C395	10/2/20	2020	GWI RFM SLE CCP J01 W09	2,589,318	C
R456805	Extra Space Properties Two LLC and RPD Georgetown Williams LLC	20-1603-C26	10/7/20	2020	GWI RFM SLE CCP J01 W09	9,972,314	C
R543182	GC Parkway Crossing Ltd	20-1418-C368	9/16/20	2020	GWI RFM SLE CLE J01 W09	32,663,000	C
R404499	Granite Sagebrook Health Center LLC	20-1438-C368	9/17/20	2020	GWI RFM SLE CCP J01 W09	6,702,872	C
P462853	HEB Grocery Company LP	19-1398-C368	9/9/19	2019	GWI RFM SLE CLE J01 W09	6,378,071	P
R347609	H E Butt Grocery Company, H E Butt Inc and HEB Grocery Company LP	20-1223-C425	8/17/20	2020	GWI RFM SLE CCP J01 W09	13,642,672	C
R496073	H E Butt Grocery Company, H E Butt Inc and HEB Grocery Company LP	20-1223-C425	8/17/20	2020	GWI RFM SLE CCP J01 W09	1,501,850	C
R586909	H E Butt Grocery Company, H E Butt Inc and HEB Grocery Company LP	20-1223-C425	8/17/20	2020	GWI RFM SLE CLE T05 J01 W09	40,302,586	C
R538903	HRA View At Cedar Park LLC	20-1392-C26	9/11/20	2020	GWI RFM SLE CCP J01 W09	24,659,890	C
R543269	Inland American Round Rock University Oaks LP and IVT Parke Cedar Park LLC	20-1257-C368	8/20/20	2020	GWI RFM SLE CCP J01 W09	110,779,943	C
R417165	KH Liberty Plaza, LLC	18-0915-C368	8/1/18	2018	GWI RFM SLE CCP J01 W09	2,900,000	C
R417165	KH Liberty Plaza, LLC	4618-0915-C368	8/19/19	2019	GWI RFM SLE CCP J01 W09	2,900,000	C
R417165	KH Liberty Plaza, LLC	18-0915-C368	8/5/20	2020	GWI RFM SLE CCP J01 W09	2,915,067	C

## Williamson County Active Lawsuits

PROP ID	LAWSUIT NAME	CAUSE NUMBER	DATE FILED	TAX YEAR	TAXING UNITS	MKT AMOUNT INVOLVED	DPMT
R489772	Kin Inc. fka Kohl's Inc (Kohl's Stores #192, #510, and #1280)	20-1305-C368	8/28/20	2020	GWI RFM SLE CLE J01 W09	11,142,281	C
R442408	Lakeline Homestead K/C Ltd, NWC US79/CR122 Ltd and Whitestone Retail Ltd,	20-1556-C26	10/1/20	2020	GWI RFM SLE CCP J01 W09	10,873,210	C
R543566	Latitude/GW-DW LLC & Latitude/GW-SK LLC & Latitude/GW-SJ LLC	20-1330-C395	9/1/20	2020	GWI RFM SLE CLE J01 W09	52,201,640	C
R457681	Life Storage LP Formerly Known as Sovran Acquisition Limited Partnership (Life Storage Nos. 392 and 7109)	20-1770-C395	11/4/20	2020	GWI RFM SLE F09 M21 J01 W09	12,552,273	C
R427550	LIPT Whitestone Boulevard LLC (Whitestone Market Shopping Ctr)	20-1468-C368	9/21/20	2020	GWI RFM SLE CCP J01 W09	35,310,781	C
R489763	Lowe's Home Centers Inc. and Lowe's Home Centers LLC	20-1255-C26	8/19/20	2020	GWI RFM SLE CLE J01 W09	9,666,440	C
R568377	Luminary Real Estate LLC	20-1460-C26	9/18/20	2020	GWI RFM SLE CLE J01 W09 T05	975,500	L
R399014	MMRMSM LLC	20-1019-C395	7/15/20	2020	GWI RFM SLE CCP J01 W09	1,189,671	C
R392201	Mouser Properties LLC	18-1211-C425	9/21/18	2018	GWI RFM SLE F09 J01 W09	1,131,871	C
R577676	NE Carneros LP	20-1450-C368	9/18/20	2020	GWI RFM SLE CLE J01 W09	35,141,260	C
R558959	Noble Pursuits Austin LLC	20-1741-C395	10/29/20	2020	GWI RFM SLE CCP J01 W09	8,282,192	C
R417138	Northland Lakeline II LLC	19-1231-C395	8/20/19	2019	GWI RFM SLE CCP J01 W09	44,982,571	C
R417138	Northland Lakeline II LLC	19-1231-C395	9/28/20	2020	GWI RFM SLE CCP J01 W09	48,599,333	C
R559132	Park At Crystal Falls II LP	20-1419-C395	9/16/20	2020	GWI RFM SLE CLE J01 W09	31,979,080	C
R032297	PS LPT Properties Investors, PS Texas Holdings Ltd, Shurgard Texas Limited Partnership, and Public Storage Inc.	20-1723-C26	10/27/20	2020	GWI RFM SLE CCP J01 W09	4,260,700	C
R566063	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	1,336,449	L
R566064	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	1,052,019	L
R566065	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	738,778	L
R566066	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	1,033,550	L
R566067	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	684,639	L
R566069	Realtex Ventures LP	18-1091-C395	9/4/18	2018	GWI RFM SLE CCP J01 W09	3,210,843	L
R566063	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	1,386,881	L
R566064	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	1,091,718	L
R566065	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	766,656	L
R566066	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	1,072,552	L
R566067	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	710,474	L
R566069	Realtex Ventures LP	18-1091-C395	9/13/19	2019	GWI RFM SLE CCP J01 W09	3,332,007	L
R566064	Realtex Ventures LP	18-1091-C395	9/28/20	2020	GWI RFM SLE CCP J01 W09	942,847	L
R566065	Realtex Ventures LP	18-1091-C395	9/28/20	2020	GWI RFM SLE CCP J01 W09	662,112	L
R566066	Realtex Ventures LP	18-1091-C395	9/28/20	2020	GWI RFM SLE CCP J01 W09	926,294	L
R566067	Realtex Ventures LP	18-1091-C395	9/28/20	2020	GWI RFM SLE CCP J01 W09	613,591	L
R309013	Round Rock Retirement Residence LP and Ventas Highland Estates LLC	20-1559-C395	10/1/20	2020	GWI RFM SLE CCP J01 W09	10,500,000	C
R033681	Roxbury Holding Company LLC	20-1671-C425	10/19/20	2020	GWI RFM SLE CCP J01 W09	5,209,608	C
R577495	RPAI Cedar Park Town Center LLC	19-1253-C368	8/22/19	2019	GWI RFM SLE CCP J01 W09	31,094,449	C
R577495	RPAI Cedar Park Town Center LLC	20-1566-C26	10/2/20	2020	GWI RFM SLE CCP J01 W09	41,908,136	C
R543561	RRCA Parmer Ranch Trails Lots 1 & 2 Ltd	20-1487-C425	9/23/20	2020	GWI RFM SLE CCP J01 W09	9,987,383	C
R518497	S-K Cedar Park Opportunity II LLC	19-1429-C425	9/11/19	2019	GWI RFM SLE CCP M17 J01 W09	24,500,000	C
R518497	S-K Cedar Park Opportunity II LLC	19-1429-C425	11/2/20	2020	GWI RFM SLE CCP M17 J01 W09	25,000,000	C
R489882	S-SI Leander I LP	20-1443-C368	9/17/20	2020	GWI RFM SLE CLE J01 W09	1,737,674	L
R542572	Sabra Texas Holdings LP	20-1530-C425	9/29/20	2020	GWI RFM SLE CCP J01 W09	6,350,000	C
R559267	Sarah 16760 LLC (The Sarah by Arium Apartments)	20-1694-C425	10/21/20	2020	GWI RFM SLE CLE J01 W09	40,756,215	C
R468311	SH1 Cedar Ridge LLC	20-1545-C395	9/30/20	2020	GWI RFM SLE CCP J01 W09	3,900,000	C
R525547	Shops At Crystal Falls LLC	20-1023-C425	7/15/20	2020	GWI RFM SLE CLE J01 W09	6,995,677	C

## Williamson County Active Lawsuits

PROP ID	LAWSUIT NAME	CAUSE NUMBER	DATE FILED	TAX YEAR	TAXING UNITS	MKT AMOUNT INVOLVED	DPMT
R481885	Target Corporation and Dayton Hudson Corp	20-1607-C395	10/8/20	2020	GW I RFM SLE CCP J01 W09	16,348,594	C
P462654	Target Corporation	20-1632-C26	10/13/20	2020	GW I RFM SLE CCP J01 W09	4,243,197	P
R031488	Texas White House LLC	20-1529-C26	9/29/20	2020	GW I RFM SLE CCP J01 W09	3,914,768	C
R496119	TX Brookwood Holdings	20-1565-C425	10/2/20	2020	GW I RFM SLE CLE J01 W09	11,616,690	C
R442410	Wal-Mart Real Estate Business Trust, Wal-Mart Stores Inc. and Walmart Inc., Wal-Mart Stores Texas, LLC As Lessee and Wal-Mart Stores Texas, LP	20-1326-C368	9/1/20	2020	GW I RFM SLE CCP J01 W09	16,608,034	C
R521246	Wal-Mart Real Estate Business Trust, Wal-Mart Stores Inc. and Walmart Inc., Wal-Mart Stores Texas, LLC As Lessee and Wal-Mart Stores Texas, LP	20-1326-C368	9/1/20	2020	GW I RFM SLE CCP J01 W09	15,983,485	C
R510851	West 1890 Holdings LLC	20-1680-C368	10/20/20	2020	GW I RFM SLE CCP J01 W09	9,356,455	C
<b>SLE</b>						<b>1,133,654,734</b>	



## Travis County Active Lawsuits by Year

Year	Cause Number	Plaintiff Name	Entity Code	Entity Name	Cause Value	Number of Properties Involved
2017	D-1-GN-17-004104	SOVRAN ACQUISITION LIMITED PARTNERSHIP, ET AL	69	LEANDER ISD	\$9,714,200	1
2017	D-1-GN-17-004153	WHITESTONE QUINLAN CROSSING, LLC	69	LEANDER ISD	\$38,676,881	10
2017	D-1-GN-17-004170	CUBESMART, LP AND CENTERPORT STORAGE LP	69	LEANDER ISD	\$11,419,233	1
2017	D-1-GN-17-004596	SIR STEINER RANCH APARTMENTS, LLC	69	LEANDER ISD	\$76,000,000	1
2017	D-1-GN-17-004843	TARGET CORPORATION AS OWNER AND LESSEE AND DAYTON HUDSON CORPORATION	69	LEANDER ISD	\$15,936,122	1
2017	D-1-GN-17-004998	CVS PHARMACY, INC. AS OWNER AND LESSEE	69	LEANDER ISD	\$4,859,000	1
2017	D-1-GN-17-006774	AUSTIN BAPTIST CHURCH	69	LEANDER ISD	\$5,752,165	3
2018	D-1-GN-17-004170	CUBESMART, LP AND CENTERPORT STORAGE LP	69	LEANDER ISD	\$12,000,000	1
2018	D-1-GN-17-004565	KRT FAMILY TRUST	69	LEANDER ISD	\$1,253,889	1
2018	D-1-GN-17-004998	CVS PHARMACY, INC. AS OWNER AND LESSEE	69	LEANDER ISD	\$5,626,800	1
2018	D-1-GN-17-006774	AUSTIN BAPTIST CHURCH	69	LEANDER ISD	\$3,786,410	2
2018	D-1-GN-18-003843	WHITESTONE QUINLAN CROSSING LLC	69	LEANDER ISD	\$36,076,361	10
2018	D-1-GN-18-003976	RANDY COHEN	69	LEANDER ISD	\$1,977,500	1
2018	D-1-GN-18-004036	HEB GROCERY COMPANY LP S OWNER AND LESSEE, ET AL	69	LEANDER ISD	\$20,120,617	2
2018	D-1-GN-18-004636	BRUCE STUCKMAN MANAGEMENT TRUST	69	LEANDER ISD	\$1,417,750	1
2018	D-1-GN-18-004648	RANDALL'S FOOD & DRUG, L.P. AS OWNER AND LESSEE	69	LEANDER ISD	\$13,185,000	1
2018	D-1-GN-18-004658	RICHARD L HILTON & MARY L PARR	69	LEANDER ISD	\$1,494,156	1
2018	D-1-GN-18-004662	TODD A & LYNN A NALODKA	69	LEANDER ISD	\$1,190,741	1
2018	D-1-GN-18-004946	TARGET CORPORATION AS OWNER AND LESSEE AND DAYTON HUDSON CORPORATION	69	LEANDER ISD	\$10,342,000	1
2018	D-1-GN-18-005288	RUTH REAL ESTATE HOLDINGS INC	69	LEANDER ISD	\$654,809	1
2018	D-1-GN-18-005651	MARK MILLER AND PAULA MILLER	69	LEANDER ISD	\$575,765	1
2018	D-1-GN-18-005861	MERILEE ABOUD AND DAVID ABOUD	69	LEANDER ISD	\$858,868	1
2019	D-1-GN-17-004565	KRT FAMILY TRUST	69	LEANDER ISD	\$1,453,400	1
2019	D-1-GN-17-004998	CVS PHARMACY, INC. AS OWNER AND LESSEE	69	LEANDER ISD	\$5,871,000	1
2019	D-1-GN-18-004036	HEB GROCERY COMPANY LP S OWNER AND LESSEE, ET AL	69	LEANDER ISD	\$20,202,647	2
2019	D-1-GN-19-003013	AUSTIN BAPTIST CHURCH	69	LEANDER ISD	\$5,092	1
2019	D-1-GN-19-004353	SUBRAMANIAN LTD	69	LEANDER ISD	\$715,116	1
2019	D-1-GN-19-004560	NR TACARA AT STEINER RANCH LLC	69	LEANDER ISD	\$47,900,000	1
2019	D-1-GN-19-004879	KRG-USCRF PLAZA VOLENTE LLC	69	LEANDER ISD	\$19,418,834	4
2019	D-1-GN-19-004893	WHITESTONE QUIHNLAN CROSSING, LLC	69	LEANDER ISD	\$37,328,263	10
2019	D-1-GN-19-005431	SHOPS AT RIVERPLACE, LLC	69	LEANDER ISD	\$11,184,000	1
2019	D-1-GN-19-005443	STUCKMAN BRUCE MANAGEMENT TRUST	69	LEANDER ISD	\$1,567,900	1
2019	D-1-GN-19-005516	HEB GROCERY COMPANY LP AS OWNER AND LESSEE	69	LEANDER ISD	\$19,625,548	1
2019	D-1-GN-19-005533	HEB GROCERY COMPANY LP AS OWNER AND LESSEE AND BUTT HE STORE PROPERTY	69	LEANDER ISD	\$577,099	1
2019	D-1-GN-19-005766	BREIT STEADFAST MF STEINER TX LP	69	LEANDER ISD	\$81,480,000	1
2019	D-1-GN-19-005804	AUSTIN 9311 FM LLC	69	LEANDER ISD	\$23,369,004	1
2019	D-1-GN-19-005880	SIGNATURE LODGING LLC	69	LEANDER ISD	\$8,100,000	1
2019	D-1-GN-19-006000	DAYTON HUDSON CORPORATION AND TARGET CORPORATION AS OWNER AND LESSEE	69	LEANDER ISD	\$10,342,000	1
2019	D-1-GN-19-006552	ALLTEX RENTALS LP	69	LEANDER ISD	\$1,585,000	1
2019	D-1-GN-19-006676	ADVANCED DRYWALL SYSTEMS INC	69	LEANDER ISD	\$1,620,000	2
2019	D-1-GN-19-006691	CUBESMART LP (CUBESMART 707 AND 914)	69	LEANDER ISD	\$25,372,897	2
2019	D-1-GN-19-006836	RANDALL'S FOOD & DRUGS, LP	69	LEANDER ISD	\$3,679,825	1
2019	D-1-GN-19-006927	AUSTIN BAPTIST CHURCH	69	LEANDER ISD	\$5,752,265	4
2019	D-1-GN-19-007110	RUTH REAL ESTATE HOLDINGS INC	69	LEANDER ISD	\$850,465	1
2019	D-1-GN-19-007435	HEB GROERY COMPANY LP	69	LEANDER ISD	\$3,882,088	1
2019	D-1-GN-19-007579	3400 W WHITESTONE, LLC	69	LEANDER ISD	\$310,147	1
2019	D-1-GN-19-008135	LINDEMAN LANE TRUST	69	LEANDER ISD	\$210,000	1
2019	D-1-GN-20-000564	JEAN BELLE VAN HOUTEN LIVING TRUST	69	LEANDER ISD	\$760,213	2
2020	D-1-GN-17-004998	CVS PHARMACY, INC. AS OWNER AND LESSEE	69	LEANDER ISD	\$6,904,383	1
2020	D-1-GN-18-003976	RANDY COHEN	69	LEANDER ISD	\$1,977,500	1
2020	D-1-GN-19-004560	NR TACARA AT STEINER RANCH LLC	69	LEANDER ISD	\$48,940,000	1
2020	D-1-GN-19-005431	SHOPS AT RIVERPLACE, LLC	69	LEANDER ISD	\$11,102,000	1
2020	D-1-GN-19-005516	HEB GROCERY COMPANY LP AS OWNER AND LESSEE	69	LEANDER ISD	\$18,902,917	1
2020	D-1-GN-19-005533	HEB GROCERY COMPANY LP AS OWNER AND LESSEE AND BUTT HE STORE PROPERTY	69	LEANDER ISD	\$577,099	1
2020	D-1-GN-19-006552	ALLTEX RENTALS LP	69	LEANDER ISD	\$1,650,000	1
2020	D-1-GN-19-006927	AUSTIN BAPTIST CHURCH	69	LEANDER ISD	\$5,752,265	4
2020	D-1-GN-19-007579	3400 W WHITESTONE, LLC	69	LEANDER ISD	\$279,132	1
2020	D-1-GN-20-004294	PROMESA APARTMENTS LTD	69	LEANDER ISD	\$46,396,696	1
2020	D-1-GN-20-004619	BREIT STEADFAST MF STEINER TX LP	69	LEANDER ISD	\$77,300,000	1
2020	D-1-GN-20-004934	DAYTON HUDSON CORPORATION AND TARGET CORPORATION AS OWNER AND LESSEE	69	LEANDER ISD	\$10,342,000	1
2020	D-1-GN-20-005491	HOSPITAL CORPORATION OF AMERICA AS LESSEE	69	LEANDER ISD	\$3,934,300	1
2020	D-1-GN-20-005516	C LEE FAMILY CORPORATION	69	LEANDER ISD	\$7,199,000	1
2020	D-1-GN-20-005672	CMS/COLONIAL MULTIFAMILY CANYON CREEK JV LP D/B/A COLONIAL GRAND AT	69	LEANDER ISD	\$48,920,000	1
2020	D-1-GN-20-005676	CRLP ESCALON CANYON CREEK APTS LLC D/B/A COLONIAL GRAND AT	69	LEANDER ISD	\$35,620,000	1
2020	D-1-GN-20-005802	RUTH REAL ESTATE HOLDINGS INC	69	LEANDER ISD	\$850,465	1
2020	D-1-GN-20-005927	CUBSMART LP, PSI ATLANTIC AUSTIN TX LLC, 5715 BURNET ROAD LLC, 2701	69	LEANDER ISD	\$26,200,000	2
2020	D-1-GN-20-006086	SPADES HOSPITALITY, LLC	69	LEANDER ISD	\$7,718,000	1
2020	D-1-GN-20-006164	SIGNATURE LODGING LLC	69	LEANDER ISD	\$8,200,000	1
2020	D-1-GN-20-006182	BRENT R AND JANET LYNN BAILEY ET AL	69	LEANDER ISD	\$14,390,638	8
2020	D-1-GN-20-006189	HFS BROTHERS INVESTMENT LLC; SHOPS AT STEINER RANCH LTD; SHOPS AT	69	LEANDER ISD	\$13,954,000	1
2020	D-1-GN-20-006221	NAPIER WILLIAM DAVID REVOCABLE TRUST	69	LEANDER ISD	\$1,594,378	2
2020	D-1-GN-20-006543	MEPT FOUR POINTS CENTRE LLC	69	LEANDER ISD	\$36,898,626	3
2020	D-1-GN-20-006559	SONTERRA LUXURY APARTMENTS LLC (SONTERRA APARTMENTS)	69	LEANDER ISD	\$69,820,000	1
2020	D-1-GN-20-006579	VERANDAH AT GRANDVIEW HILLS LLC (VERANDAH AT GRANDVIEW HILLS	69	LEANDER ISD	\$72,000,000	1
2020	D-1-GN-20-006748	HODGES TRAILS AT 620 LLC, HODGES TRAILS AT 620 PHASE II LLC AND PCRIF	69	LEANDER ISD	\$26,999,600	7
2020	D-1-GN-20-006877	JAVED & NASREEN MOMIN	69	LEANDER ISD	\$1,123,473	1



### Travis County Active Lawsuits by Year

Year	Cause Number	Plaintiff Name	Entity Code	Entity Name	Cause Value	Number of Properties Involved
2020	D-1-GN-20-006882	SGP PROPERTIES LTD	69	LEANDER ISD	\$6,019,010	1
2020	D-1-GN-20-006884	GELCO FLEET TRUST	69	LEANDER ISD	\$886,665	5
2020	D-1-GN-20-006926	D L PETERSON TRUST	69	LEANDER ISD	\$194,257	3
2020	D-1-GN-20-006931	ELEMENT FLEET CORPORATION	69	LEANDER ISD	\$9,432	2
2020	D-1-GN-20-007349	SALIM MOMIM	69	LEANDER ISD	\$344,000	1
2020	D-1-GN-20-007625	TRIANNA GISELA TRUSTEE	69	LEANDER ISD	\$665,723	1
2020	D-1-GN-20-007677	TRIANA GISELA TRUSTEE	69	LEANDER ISD	\$665,723	1
2020	D-1-GN-20-007679	TRIANA GISELA TRUSTEE	69	LEANDER ISD	\$665,723	1

<b>TCAD ACTIVE LAWSUITS</b>	Year	Number of Lawsuits	Total Cause Value	# of Props
	2017	7	\$162,357,601	18
	2018	15	\$110,560,666	26
	2019	26	\$333,162,803	45
	2020	36	\$614,997,005	63
<b>TOTALS</b>	<b>84</b>	<b>\$1,221,078,075</b>	<b>152</b>	

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, July 22, 2021

**Agenda Item:** General Construction Update  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Jimmy Disler  
**Attachments:** General Construction Update Presentation

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**Background Information:**

Jimmy Disler will present information regarding the status of current or ongoing construction projects.

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A



# General Construction Update

July 22, 2021

# Tarvin Elementary School (ES 28)

*New Construction*

## ***Work happening in August***

- Complete all outstanding punch list items
- Complete staff move in
- Install ceramic tile campus logo
- Turn project over to LISD

### **GMP Summary**

	<u>Approval Date</u>	<u>Amount</u>
GMP 1	April 23, 2020	\$11,142,202
GMP 2	May 21, 2020	\$20,499,886
GMP 3	February 25, 2021	\$1,502,534
	<b><i>GMP Total</i></b>	<b><i>\$33,144,622</i></b>



# Cedar Park MS

*HVAC Update – HVAC, lights, paint, carpet and Security Upgrades*

## **Work happening in August**

- Complete new room signage installation
- Complete markerboard installation
- Complete all outstanding punch list items
- Turn over project to LISD

### GMP Summary

	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 21, 2019	\$11,462,917
	<b>GMP Total</b>	<b>\$11,462,917</b>



470



# Steiner Ranch ES

*HVAC Update – HVAC, lights, paint, carpet and Security Upgrades*

## **Work happening in August**

- Complete all final punch list items
- Turn project over to LISD

### GMP Summary

	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 27, 2020	\$1,634,800
GMP 2	April 23, 2020	\$6,460,189
	<b>GMP Total</b>	<b>\$8,094,989</b>



471



# Vista Ridge HS Additions

*JROTC Building Additions and Renovations, Incubator Renovations and Security Upgrades*

## ***Work happening in the future***

- Complete final access control hardware install and programming

472

<b>GMP Summary</b>		
	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 18, 2019	\$1,853,007
GMP 2	January 23, 2020	\$494,699
	<b><i>GMP Total</i></b>	<b><i>\$2,347,706</i></b>

CAMPUS	PROJECT DESCRIPTION	TOTAL APPROVED BOND BUDGET	PROJECT & GMP STATUS (Legend Below)	SCHEDULED PROJECT YEAR OPENING
Cedar Park HS	Additions and Renovation, Softball Complex Improvements	\$ 11,150,507	Complete	18/19 - 19/20
Cedar Park MS	HVAC Update	\$ 15,240,743	In Progress GMP 1 - 2/21/19	19/20 - 21/22
Larkspur ES (ES 27)	New construction	\$ 37,779,628	Complete	19/20
Giddens ES	HVAC Update and District Standard Traffic Gates	\$ 9,005,975	Complete	18/19 - 19/20
Glenn HS	Ag Facility	\$ 3,163,960	Complete	19/20
Leander HS	CTE Classrooms and Black Box Renovations, Additions and Renovations to Existing Ag Barn, Softball Complex Improvements	\$ 4,947,836	Complete	18/19 - 20/21
Leander MS	HVAC Update, Classroom Addition	\$ 21,516,101	Complete	18/19 - 20/21
Mason ES	Play Area Renovation and District Standard Traffic Gates	\$ 603,560	Complete	18/19
Danielson MS (MS 9)	New construction	\$ 63,410,011	Complete	20/21
Monroe/CPHS	Monroe Stadium Expansion and Cedar Park HS Grandstand Replacement	\$ 1,758,284	Complete	18/19
Vandegrift HS	Ag Facility	\$ 3,768,160	Complete	20/21
Vandegrift HS	Classroom Additions, Incubator Renovation	\$ 31,245,385	Complete	18/19 - 20/21
Vandegrift HS	Secondary Access Road	\$ 3,000,000	Pre-Design/Evaluating	Ongoing
Various	District Standard Traffic Gates - Bagdad ES, Block House ES, Cox ES, Cypress ES, Faubion ES, Knowles ES, Naumann ES and Whitestone ES	\$ 245,700	Complete	18/19
Vista Ridge HS	JROTC Building Additions and Renovations, Incubator Renovations, Disaster Recovery Site	\$ 2,665,503	In Progress GMP 1 - 4/18/19 GMP 2 - 1/23/20	19/20
Plant Services	Replacement Maintenance/Grounds Vans and Trucks	\$ 893,000	In Progress	Ongoing
Technology	Device, Hardware and Infrastructure Replacement	\$ 38,730,000	In Progress	Ongoing
Transportation	88 Replacement Buses; A/C Retrofit	\$ 10,200,000	In Progress	Ongoing
Transportation	North Satellite Transportation Center	\$ 17,800,000	Complete	19/20
Tarvin ES (ES 28)	New construction	\$ 40,862,445	In Progress GMP 1 - 4/23/20 GMP 2 - 5/21/20 GMP 3 - 2/25/21	21/22
ES 29	New construction	\$ 42,496,943	In Progress GMP 1 - 4/22/21	22/23
ES 30	New construction (Design Only)	\$ 2,181,032	Not Available	23/24
HS 7	New construction (Design Only)	\$ 10,073,645	Not Available	21/22
Steiner ES	HVAC Update	\$ 8,857,136	In Progress GMP 1 - 2/27/20 GMP 2 - 4/23/20	20/21 - 21/22
Secondary	Campus Security Upgrades	\$ 10,875,060	Complete	20/21
Land	Future ES (34, 35, 36, 37, 38, 39, 40), Future MS (11), Future HS (8)	\$ 61,934,386	Not Available	Ongoing
<b>TOTALS</b>		<b>\$ 454,405,000</b>		

473

**Not Available** - Project or construction has not yet started (not in pre-design/evaluating phase or land not under contract).  
**Pre-Design/Evaluating** - Internal planning with key stakeholders. Architectural/Engineering design has not yet begun and actual construction has not started.  
**In Design** - Architectural/Engineering design has begun or is ongoing, actual construction has not started.  
**In Progress** - Project or construction has begun or is ongoing.  
**Complete** - Project or construction has reached 100% completion.

# Discussion