

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES
6:30 PM

VIA Video Conference
2621 West Airport Freeway
Irving, TX 75062
Monday, July 20, 2020

A G E N D A

I. CALL TO ORDER AND INVOCATION FOR 6:30 P.M. WORK SESSION

II. PUBLIC COMMENT

Individuals wishing to address the Board on agenda items or make comments regarding issues not on the agenda will be heard at this time.

A. Non-Agenda Related Topics

B. Agenda Related Topics

III. DISCUSSION ITEMS

A. Receive Update on Student Registration-Remote/In School Responses To Date

B. Receive Student Survey Response to Spring Remote Learning

C. Receive Remote Learning Plan

D. Receive Report from the Employee Services Division on Retention, Recruiting and Hiring Efforts

E. Receive Update on 2020-2021 Budget and Revenue Lag

F. Receive Update and Follow Up on the Town Hall Meeting Held on June 9, 2020 to Hear Public Concerns and Comments from Students, Parents and the Community

G. Discuss Items on July 27, 2020 Regular Board Meeting Agenda

IV. ADJOURNMENT

Student Registration Update – Remote/In School Responses to Date

Technology Services will present current enrollment information regarding student/parent choice of remote or in-school learning. Parents have been asked to register their students by July 24, 2020. This information will provide the District guidance in planning for remote and in-school learning for the 20-21 school year.

Student Survey Response to Spring Remote

Planning, Evaluation and Research will present the 2019-2020 student survey response to spring remote learning. The report will detail what students need to be more successful in remote learning for the 2020-2021 school year. (Dr. Dorian Galindo and Dr. Yueyue Fan)

[Click link below to view Student Survey Response to Spring Remote](#)

https://irvingisd.co1.qualtrics.com/reports/RC/public/aXJ2aW5naXNkLTVmMGRIMDhYTY3MTA1_MDAwZTQ0YmUyNC1VUI8yOW9NZnk0UjBPOE00NjE=

Remote Learning Plan

Curriculum and Instruction will present the 2020-2021 Plan for Remote Learning. The Texas Education Agency requires that each local education agency submit their plan by October 1st which will provide time for TEA to review, revisions, and approval by 4th Six-weeks period. This plan is a draft and general overview of the asynchronous remote learning plan.

****Attachment

Elementary Guidelines:

- **Curriculum:**
 - Teachers in all content areas will be expected to follow the pacing guide and resources posted on the [Irving ISD Curriculum Website](#).
 - Our best practices for remote learning will include elements of the gradual release (I do, We do, You do) model and move students through the progression of concrete to pictorial to abstract learning.
 - Remote learners will use district adopted instructional materials that align with the TEKS that support all 1students including those with disabilities and English learners.
 - Digital learning resources have been included in our district curriculum to assist teachers with planning.
 - Assessments in Grades 2-5 are required to be given as a means to measure academic progress and inform instructional decisions.
 - PK-1st grade assessments will assess the report card competencies of all content areas. The report card competencies will measure academic progress and inform instructional decisions.
- **Teacher Expectations:**
 - All K- 5 teachers are expected to utilize Canvas for remote learning which will allow for daily tracking of engagement in the curriculum process. .
 - Regular face to face interaction with students is required. Teacher availability is planned in advance.
 - Clear intentions are essential. Students must know what they are learning (learning targets) each day. They must know where and when assignments are posted and where and how they will be turned in. Clear directions and expectations must be posted as well as days and times for face-to-face meetings.
 - Students can access instructional support from their teacher.
- **Student Progress:**
 - Assessment of remote student work is consistent with district grading policy.
 - Progress monitoring in each content area should include a student logging onto Canvas, creating a product and/or measured or documented interaction.
 - In an effort to continue our district's focus on literacy and math growth, students are expected to complete
 - In grades K-2, a minimum of 60 minutes per week in SmartyAnts lessons
 - In grades 3-5, a minimum of 2 Achieve 3000 lessons per week, including 1 ELAR and 1 either Science or SS
 - In grades K-5 math, a minimum of 5 lessons per week in DreamBox which is about 60 minutes per week.
- **Teacher Support:**
 - List of professional learning opportunities to support remote learning. (Provide Link)
- **Parent Support:**
 - District will provide explicit communication and support for families in order to support asynchronous learning at home.

Instructional Minutes PK-5 Grade

Subject	Suggested Daily Time Allocation
PK3	
PK	180 minutes
<ul style="list-style-type: none"> ● ELAR/ SLAR/ Social Studies <ul style="list-style-type: none"> ○ Interactive Read Aloud or Shared Reading ○ Word Study (Phonological Awareness & Alphabetic Knowledge) ○ Small Group Instruction ○ Interactive Writing 	<ul style="list-style-type: none"> ● 80 minutes
<ul style="list-style-type: none"> ● Math 	5 <ul style="list-style-type: none"> ● 60 minutes

<ul style="list-style-type: none"> ○ Numeracy Talk ○ Model ○ Explore (C - P - R) ○ Summarize 	
<ul style="list-style-type: none"> ● Science <ul style="list-style-type: none"> ○ Ramp Up (Engage) ○ Round Up (Stations) ○ Wrap It Up (Evaluation) 	<ul style="list-style-type: none"> ● 30 minutes
<ul style="list-style-type: none"> ● Social Emotional 	<ul style="list-style-type: none"> ● 10 minutes
ELAR/ SLAR/ Social Studies K-2nd Grade	90 minutes
<ul style="list-style-type: none"> ● Word Study 	<ul style="list-style-type: none"> ● 20 minutes
<ul style="list-style-type: none"> ● Interactive Read Aloud or Shared Reading 	<ul style="list-style-type: none"> ● 10 minutes
Dual Language One-Way <ul style="list-style-type: none"> ● Literacy Based ELD (English Language/Literacy Development) ● Bridging Science 	<ul style="list-style-type: none"> ● 10 minutes
<ul style="list-style-type: none"> ● Reading Mini lesson 	<ul style="list-style-type: none"> ● 15 minutes
<ul style="list-style-type: none"> ● Small Group Instruction ● Literacy Stations (one per day) <ul style="list-style-type: none"> ○ Smarty Ants ○ Teacher Assigned Task ○ Teacher Small Group 	<ul style="list-style-type: none"> ● 20 minutes
<ul style="list-style-type: none"> ● Writing Mini lesson 	<ul style="list-style-type: none"> ● 10 minutes
<ul style="list-style-type: none"> ● Independent Writing 	<ul style="list-style-type: none"> ● 15 minutes
ELAR/ SLAR/ Social Studies 3rd-5th Grade	90 minutes
<ul style="list-style-type: none"> ● Word Study 	<ul style="list-style-type: none"> ● 15 minutes
<ul style="list-style-type: none"> ● Interactive Read Aloud/ Shared Reading/ Reading Mini Lesson 	<ul style="list-style-type: none"> ● 20 minutes
<ul style="list-style-type: none"> ● Small Group Instruction/ Literacy Stations (one per day) <ul style="list-style-type: none"> ○ Achieve 3000 ○ Teacher Assigned Task ○ Teacher Small Group 	<ul style="list-style-type: none"> ● 20 minutes
<ul style="list-style-type: none"> ● Writing Mini lesson 	<ul style="list-style-type: none"> ● 20 minutes
<ul style="list-style-type: none"> ● Independent Writing 	<ul style="list-style-type: none"> ● 15 minutes
Math K-5th Grade	60 minutes
<ul style="list-style-type: none"> ● Warm-up 	<ul style="list-style-type: none"> ● 10 minutes
<ul style="list-style-type: none"> ● Lesson <ul style="list-style-type: none"> ○ Model/Launch 	<ul style="list-style-type: none"> ● 25-30 minutes

<ul style="list-style-type: none"> ○ Explore (C - P - R) ○ Summarize 	
<ul style="list-style-type: none"> ● Small Group/Work Station (one per day) <ul style="list-style-type: none"> ○ DreamBox ○ Teacher Assigned Task ○ Teacher Small Group 	<ul style="list-style-type: none"> ● 20-25 minutes
Science K-5th Grade	30 minutes
<ul style="list-style-type: none"> ● Warmup/Starter 	<ul style="list-style-type: none"> ● Warmup/Starters and/or Closure embedded as part of daily instruction ● 5E Lesson Components extend over multiple days ● In grades 3-5, Achieve 3000 every other week.
<ul style="list-style-type: none"> ● 5E Lesson Component (varies daily) <ul style="list-style-type: none"> ○ Engage ○ Explore ○ Explain ○ Elaborate ○ Evaluate 	
<ul style="list-style-type: none"> ● Closure 	
Life Classrooms (or should we title it unit??)	
<p>Related Services - Accommodations, modifications and/or services provided to students are based on their individual IEPs, 504 plans, and/or linguistic accommodations.</p>	
<p>PLC and Conference Periods for Teachers Office hours posted for each week.</p>	

Middle School Learners'/Teachers' Remote Learning Framework

Curriculum	Pedagogy	Teacher and Parent Support	Teacher Expectations
<p>All contents will utilize the pacing guides and resources posted on the Irving ISD Curriculum Website.</p>	<p>Instructional delivery period should include an instructional video that is created by the district, teacher-made, or a quality video found from a vetted source such as Khan Academy, TEDed, Discovery Education, etc. The video must teach skills that would support learners in meeting the objectives articulated below. Ideally, teachers show an instructional video, then instruct students and parents to pause the video, ask a question or questions, then provide answers or a source to go find the answers.</p>	<p>The Professional Learning Department will provide opportunities to support remote learning. Remote Learning Professional Development</p>	<p>All secondary teachers are expected to utilize Canvas for remote learning which will allow for daily tracking of student engagement and progress in the curricular process.</p>
<p>Teachers will be expected to follow the scope and sequence of IISD Curriculum for the course they teach.</p>	<p>Instructional period should include a check for understanding or a reflection to be turned in to Canvas.</p>	<p>District will provide explicit communication and support for families in order to support asynchronous learning at home. RoadMap for Back to School</p>	<p>Assignments and due dates for the current week will be posted by 8:00 a.m. on the first school day of the current week (typically Monday at 8:00 am). Assignment due dates will be consistent from week-to-week.</p>
<p>Pacing guides will be provided to focus on standards of highest leverage based on specific content needs.</p>	<p>PLC is essential during this time. When meeting with your team virtually, ensure you're on the same page in terms of learning targets and then divide the creation of components amongst team members.</p>	<p>Learning Services Department to provide ongoing professional learning on asynchronous instruction to develop content knowledge and analyze and respond to data in a remote learning environment.</p>	<p>Very clear intentions are essential. Students must know what they are learning (learning targets) each day. They must know where and when assignments are posted and where and how they will be turned in. Clear directions and expectations must be posted as well as days and times for face-to-face meetings.</p>

Digital learning activities and programs (such as Achieve 3000, Edgenuity, Actively Learn, etc) are integrated into our district curriculum to assist teachers with planning and instruction.			Remote learners will use district adopted instructional materials that align with the TEKS that support all students including those with disabilities and English learners.
Unit Assessments are required to be given as a means to measure academic progress and inform instructional decisions.			District grading policies for remote student work are consistent with those used before COVID for on-campus assignments
Students will access instructional materials through the district learning management system and through the single sign-on portal.			

Remote Learning Schedule will mirror campus schedule			
Content	Total Minutes (every 10 days)	Instructional Delivery Minutes (face-to-face instructional time) (every 10 days)	Progress Check and Independent Practice Minutes inclusive of homework time (every 10 days)
ELAR - Double Blocked	900 minutes	300 minutes	600 minutes
Math - Double Blocked	900 minutes	300 minutes	600 minutes
Math - Single Blocked	450 minutes	150 minutes	300 minutes
Science	450 minutes	150 minutes	300 minutes
Social Studies	450 minutes	150 minutes	300 minutes
Electives	450 minutes	150 minutes	300 minutes
Related Services - Accommodations, modifications and/or services provided to students are based on their individual IEPs,504 plans, and/or linguistic accommodations.			
PLC and Conference Periods for Teachers Office hours posted for each week.		9	

A-Day - All Middle School students participating in remote learning will have the same schedule regardless of home campus.			
Period	Class Time	Instructional Delivery Minutes (face-to-face instructional time)	Progress Check and Independent Practice Minutes inclusive of homework time
1st Period	8:15 - 9:45	30 minutes	60 minutes
2nd Period	9:55 - 11:25	30 minutes	60 minutes
Lunch	11:25 - 12:00		
3rd Period	12:00 - 1:30	30 minutes	60 minutes
4th Period	1:35 - 3:05	30 minutes	60 minutes
Related Services/Intervention (Office Hours for gen ed)	3:10 - 3:45	35 minutes to be utilized based on student IEP, 504, LPAC or needs identified by teachers.	
PLC and Conference Period for Remote Teachers will align with campus master schedule.			
B-Day - All Middle School students participating in remote learning will have the same schedule regardless of home campus.			
Period	Class Time	Instructional Delivery Minutes (face-to-face instructional time)	Progress Check and Independent Practice Minutes inclusive of homework time
5th Period	8:15 - 9:45	30 minutes	60 minutes
6th Period	9:55 - 11:25	30 minutes	60 minutes
Lunch	11:25 - 12:00		
7th Period	12:00 - 1:30	30 minutes	60 minutes
8th Period	1:35 - 3:05	30 minutes	60 minutes
Related Services/Intervention (Office Hours for gen ed)	3:10 - 3:45	35 minutes to be utilized based on student IEP, 504, LPAC or needs identified by teachers.	
PLC and Conference Period for Remote Teachers will align with campus master schedule.			

High School Learners'/Teachers' Remote Learning Framework

Curriculum	Pedagogy	Teacher and Parent Support	Teacher Expectations
<p>All contents will utilize the pacing guides and resources posted on the Irving ISD Curriculum Website.</p>	<p>Instructional delivery period should include an instructional video that is created by the district, teacher-made, or a quality video found from a vetted source such as Khan Academy, TEDed, Discovery Education, etc. The video must teach skills that would support learners in meeting the objectives articulated below. Ideally, teachers show an instructional video, then instruct students and parents to pause the video, ask a question or questions, then provide answers or a source to go find the answers.</p>	<p>The Professional Learning Department will provide opportunities to support remote learning. Remote Learning Professional Development</p>	<p>All secondary teachers are expected to utilize Canvas for remote learning which will allow for daily tracking of student engagement and progress in the curricular process.</p>
<p>Teachers will be expected to follow the scope and sequence of IISD Curriculum for the course they teach.</p>	<p>Instructional period should include a check for understanding or a reflection to be turned in to Canvas.</p>	<p>District will provide explicit communication and support for families in order to support asynchronous learning at home. RoadMap for Back to School</p>	<p>Assignments and due dates for the current week will be posted by 8:00 a.m. on the first school day of the current week (typically Monday at 8:00 am). Assignment due dates will be consistent from week-to-week.</p>
<p>Pacing guides will be provided to focus on standards of highest leverage based on specific content needs.</p>	<p>PLC is essential during this time. When meeting with your team virtually, ensure you're on the same page in terms of learning targets and then divide the creation of components amongst team members.</p>	<p>Learning Services Department to provide ongoing professional learning on asynchronous instruction to develop content knowledge and analyze and respond to data in a remote learning environment.</p>	<p>Very clear intentions are essential. Students must know what they are learning (learning targets) each day. They must know where and when assignments are posted and where and how they will be turned in. Clear directions and expectations must be posted as well as days and times for face-to-face meetings.</p>

Digital learning activities and programs (such as Achieve 3000, Edgenuity, Actively Learn, etc) are integrated into our district curriculum to assist teachers with planning and instruction.			Remote learners will use district adopted instructional materials that align with the TEKS that support all students including those with disabilities and English learners.
Unit Assessments are required to be given as a means to measure academic progress and inform instructional decisions.			District grading policies for remote student work are consistent with those used before COVID for on-campus assignments.
Students will access instructional materials through the district learning management system and through the single sign-on portal.			

Remote Learning Schedule will mirror campus schedule			
Content	Total Minutes (every 10 days)	Instructional Delivery Minutes (face-to-face instructional time) (every 10 days)	Progress Check and Independent Practice Minutes inclusive of homework time (every 10 days)
ELAR	450 minutes	150 minutes	300 minutes
Math	450 minutes	150 minutes	300 minutes
Science	450 minutes	150 minutes	300 minutes
Social Studies	450 minutes	150 minutes	300 minutes
Electives	450 minutes	150 minutes	300 minutes
Related Services - Accommodations, modifications and/or services provided to students are based on their individual IEPs, 504 plans, and/or linguistic accommodations.			
PLC and Conference Periods for Teachers Office hours posted for each week.			

A-Day - All High School students participating in remote learning will have the same schedule regardless of home campus.

Period	Class Time	Instructional Delivery Minutes (face-to-face instructional time)	Progress Check and Independent Practice Minutes inclusive of homework time
1st Period	8:45 - 10:15	30 minutes	60 minutes
2nd Period	10:25 - 12:05	30 minutes	60 minutes
Lunch	12:05 - 12:40		
3rd Period	12:40 - 2:10	30 minutes	60 minutes
4th Period	2:15 - 3:45	30 minutes	60 minutes
Related Services/Intervention (Office Hours for gen ed)	3:45 - 4:15	30 minutes to be utilized based on student IEP, 504, LPAC or needs identified by teachers.	

PLC and Conference Period for Remote Teachers will align with campus master schedule.

B-Day - All High School students participating in remote learning will have the same schedule regardless of home campus.

Period	Class Time	Instructional Delivery Minutes (face-to-face instructional time)	Progress Check and Independent Practice Minutes inclusive of homework time
5th Period	8:45 - 10:15	30 minutes	60 minutes
6th Period	10:25 - 12:05	30 minutes	60 minutes
Lunch	12:05 - 12:35		
7th Period	12:40 - 2:10	30 minutes	60 minutes
8th Period	2:15 - 3:45	30 minutes	60 minutes
Related Services/Intervention (Office Hours for gen ed)	3:45 - 4:15	30 minutes to be utilized based on student IEP, 504, LPAC or needs identified by teachers.	

PLC and Conference Period for Remote Teachers will align with campus master schedule.



TOPIC: Receive Report from the Employee Services Division on Retention, Recruiting and Hiring Efforts

SUBMITTED BY: Dr. Jeannine Porter - Chief of Employee Services, Jorge Acosta – Director of Human Resources (East), Katie Gilleland – Director of Human Resources (West)

Employee Services strives to achieve consistently excellent results with Goal #2 from the 2019-2020 District Improvement Plan to “attract, develop and retain life-changing educators committed to each student.” A presentation will be provided to the Board concerning efforts made by members of the Employee Services Division to advance retention, recruitment, and hiring of staff across the District.

Attachment:

- 2019-2020 Retention, Recruiting, and Hiring PowerPoint



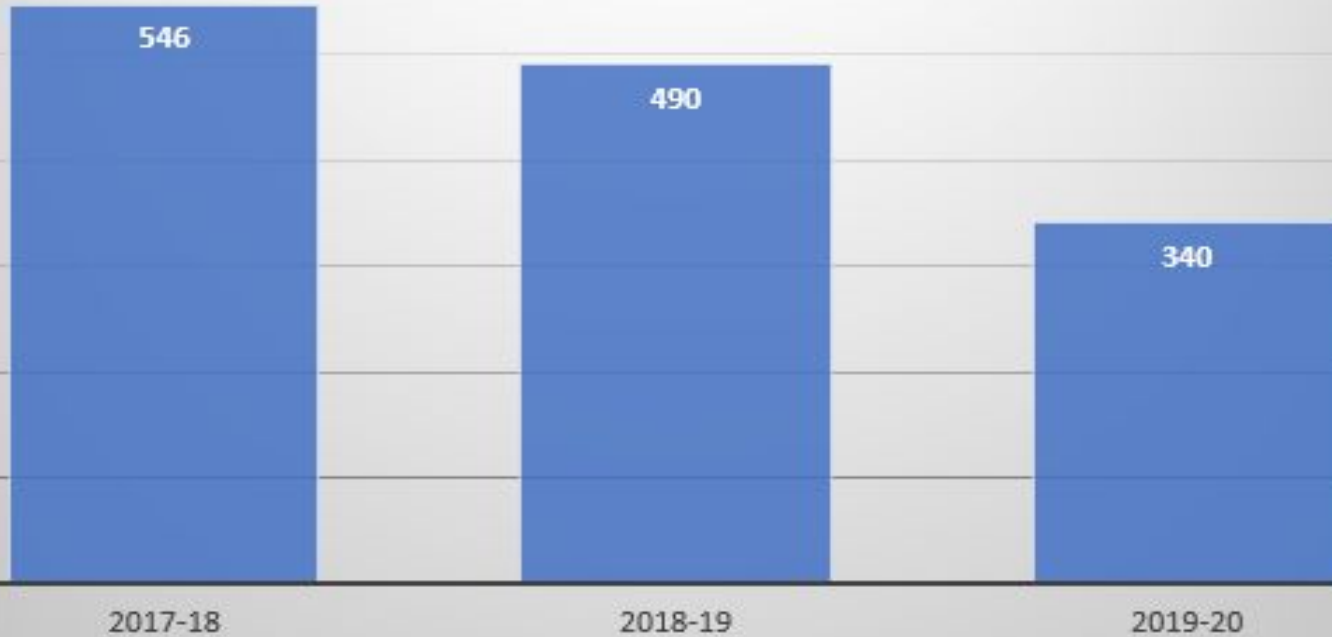
Irving ISD

Retention, Recruitment and Hiring



Retention

Total Resignations (All IISD)



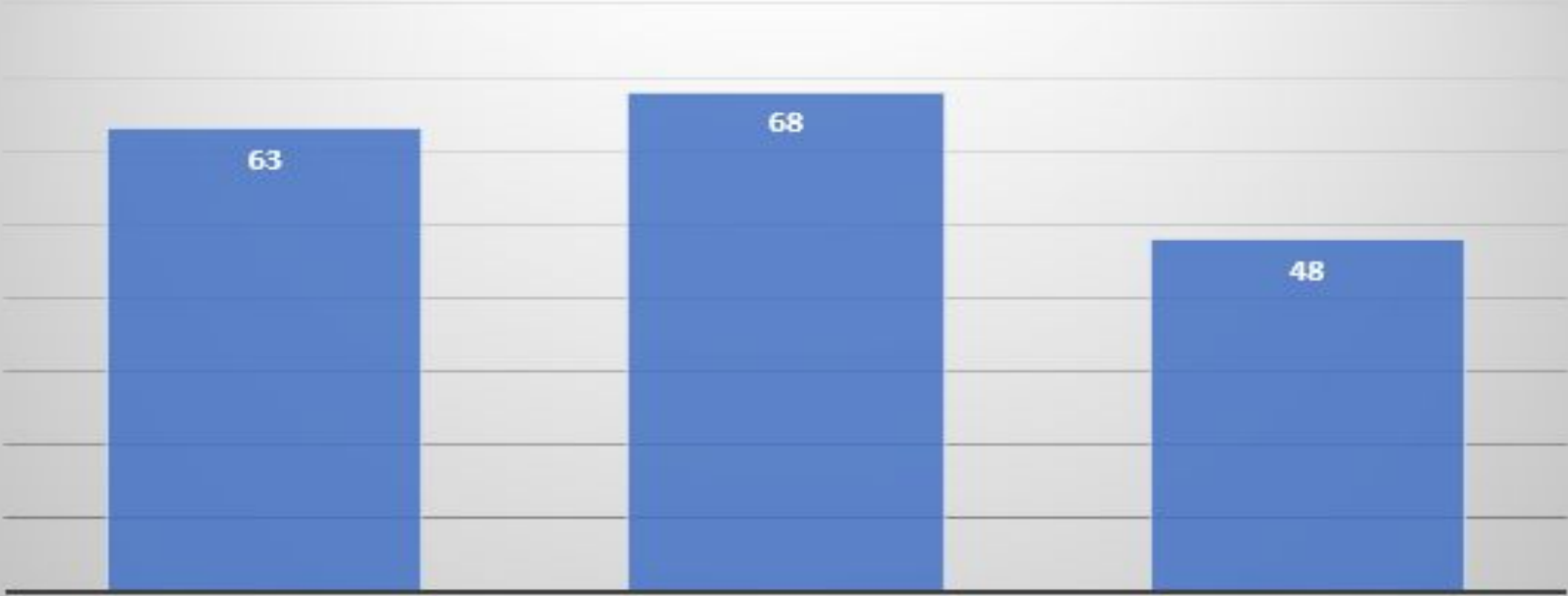
Top Reasons for Resignation

2017-2018	
Closer to home	103
No reason stated	83
Moving outside area	72
Retirement	46
Other reasons	44

2018-2019	
Closer to home	81
Moving outside area	63
No reason stated	56
Other reason	55
Family responsibilities	42

2019-2020	
Closer to home	49
Moving outside area	41
Other reason	33
Retirement	32
Family responsibilities	32

Total Resignations (Central Office)

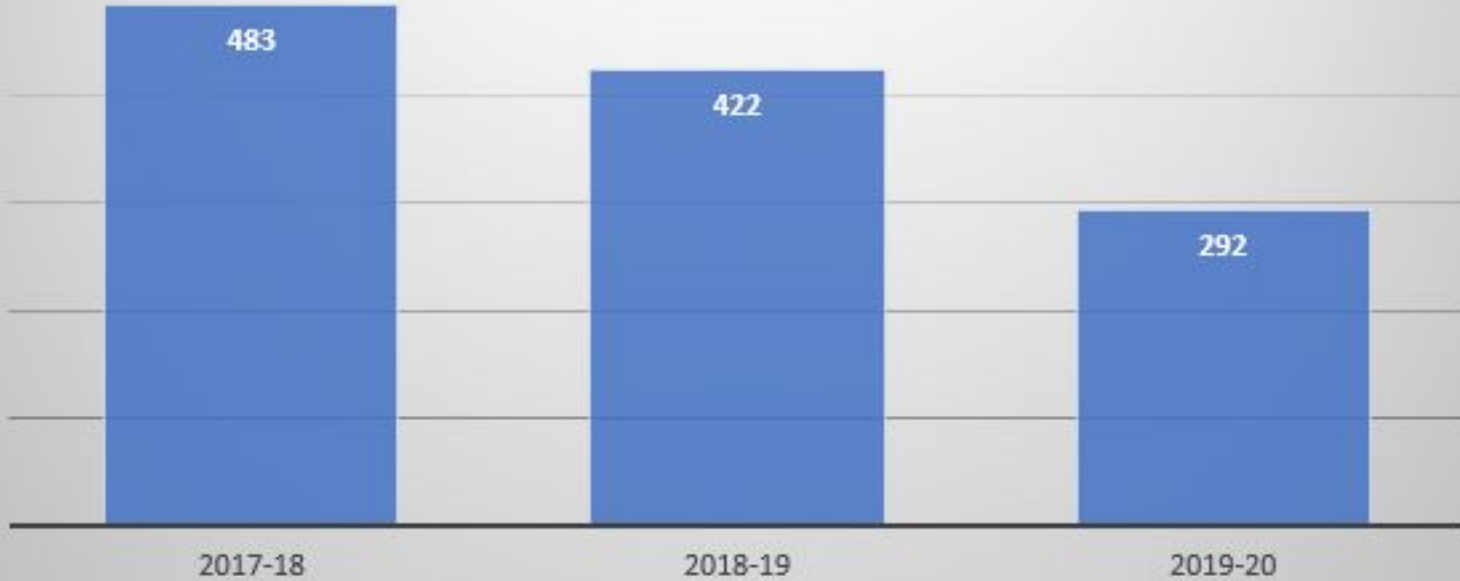


2017-18

2018-19

2019-20

Total Resignations (All Campuses)

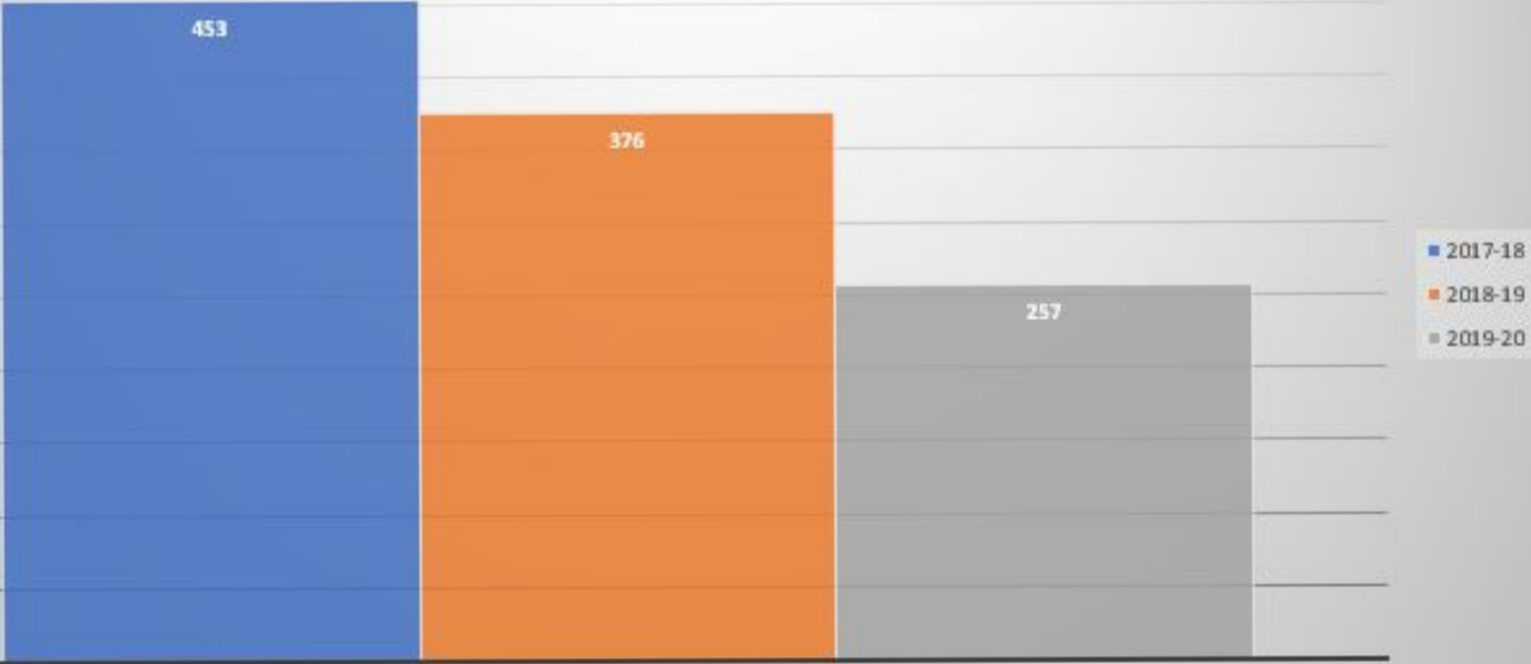


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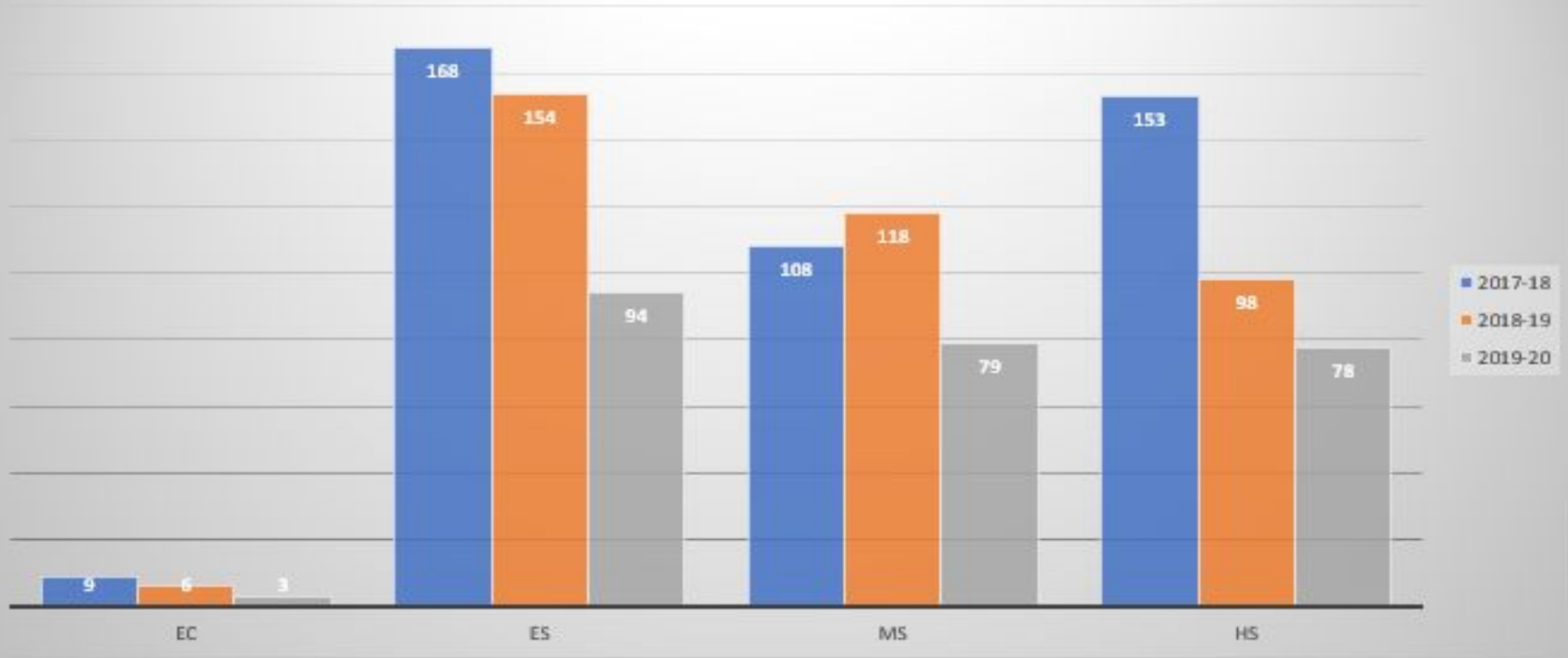
July 20, 2020

Exhibit III-D

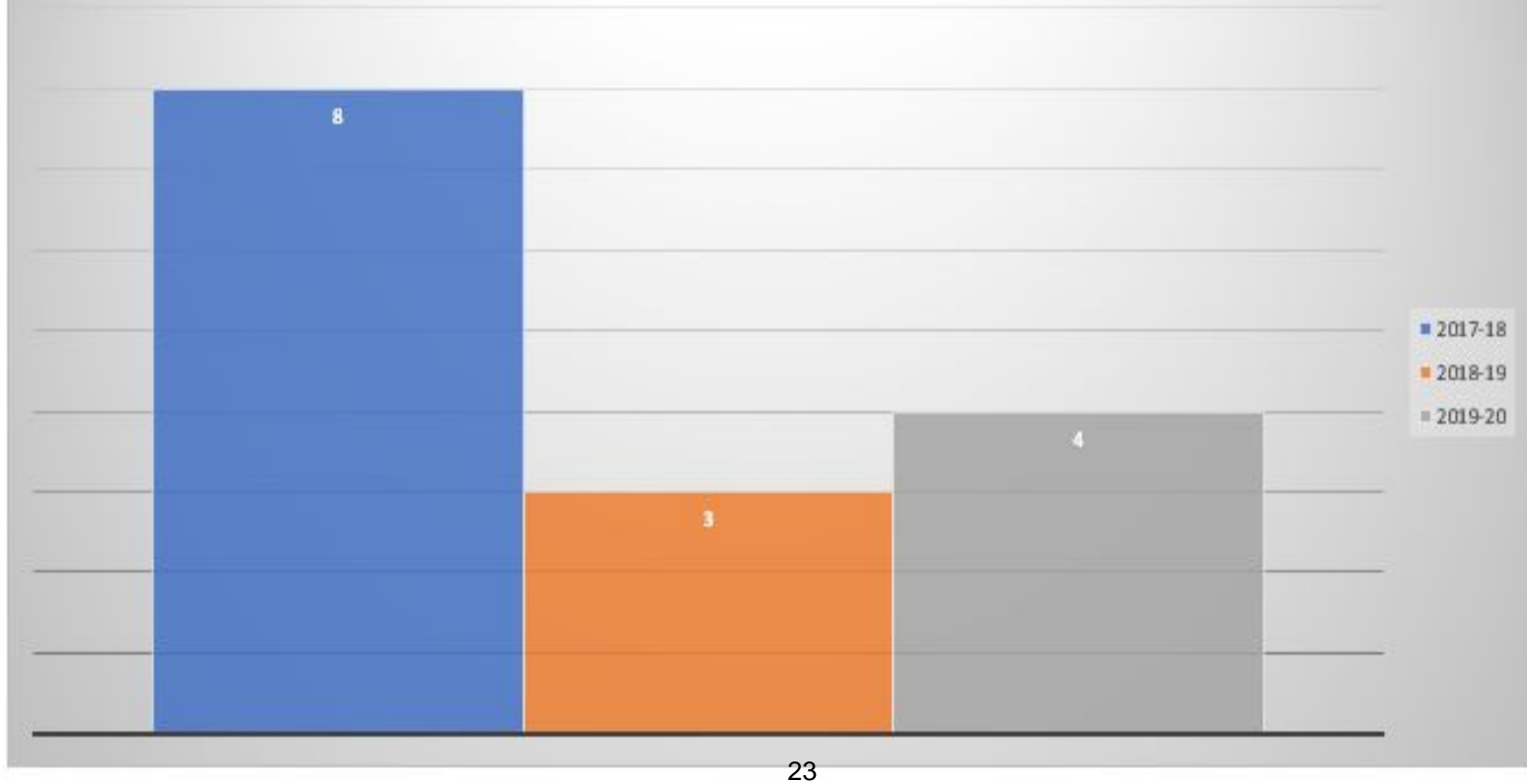
Total Teacher Resignations



Teacher Resignations



Total Librarian Resignations



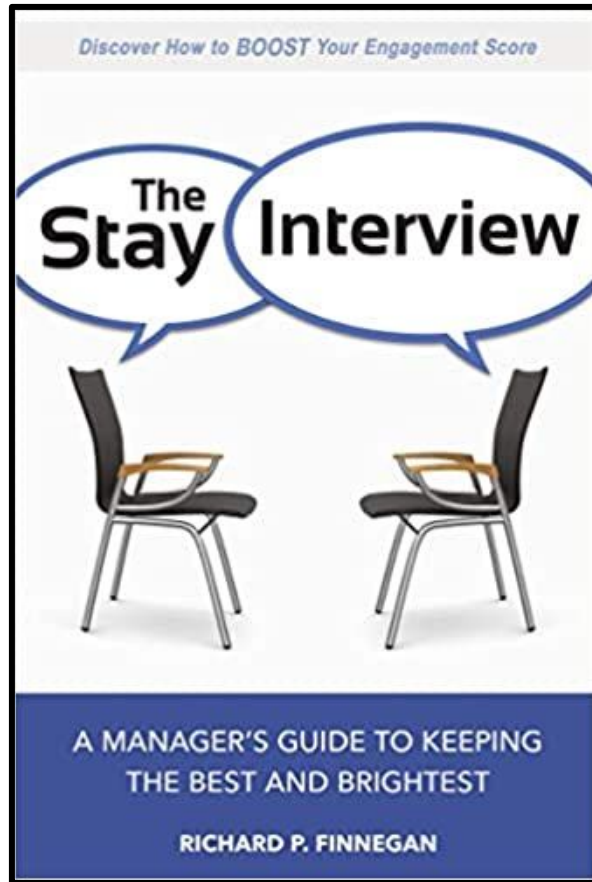
Total Counselor Resignations



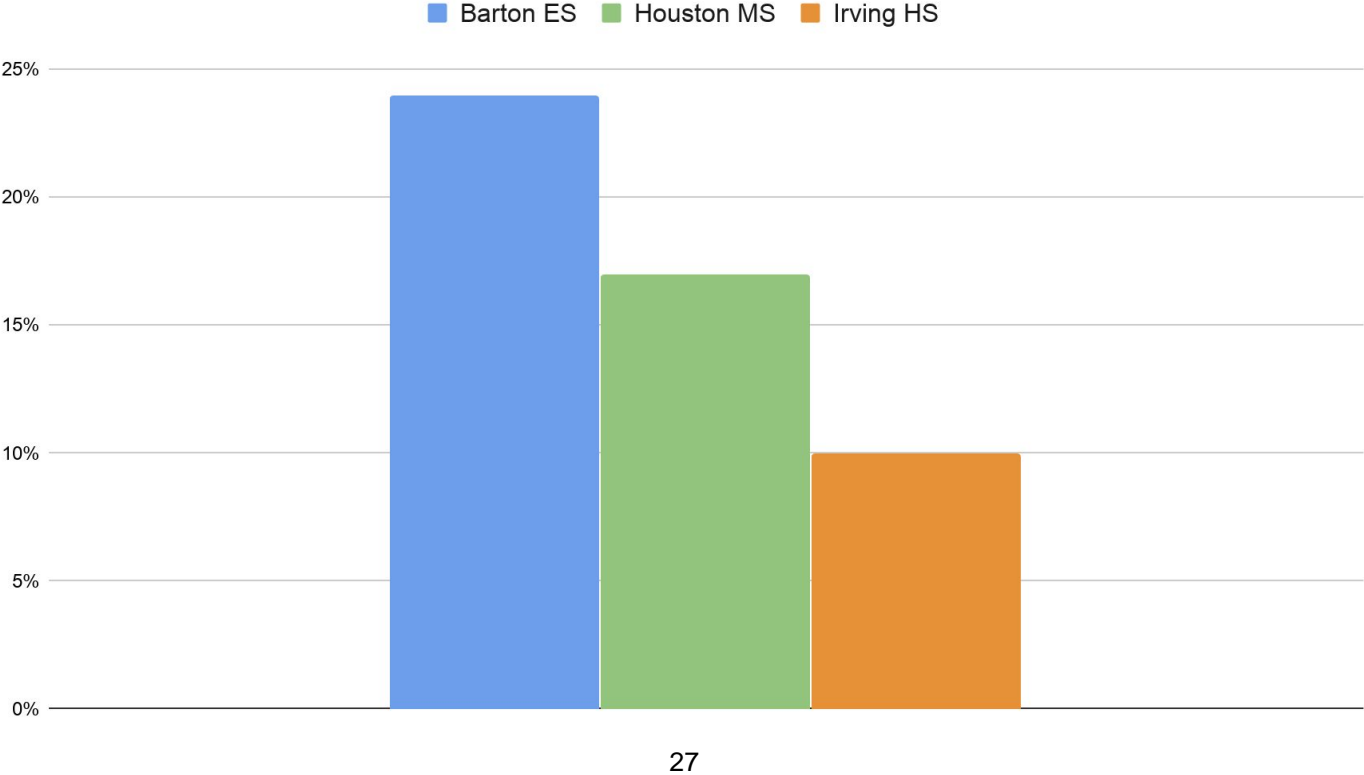
24

Total Administration Resignations





Stay Interview Participation Rate by Campus

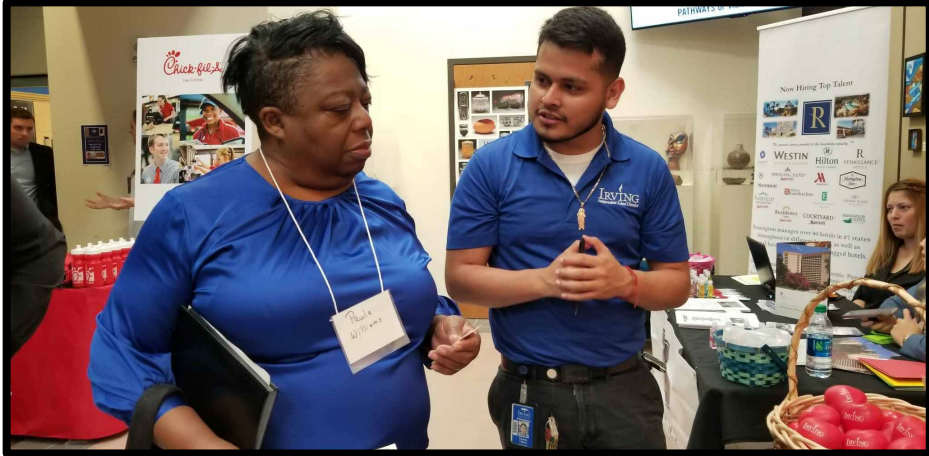


“They give you raw emotion behind the things that are happening. There is no filter. They are always professional, but we can feel their passion for the work. They really promote your growth.”

“If I ever thought of leaving Irving ISD, I'd miss the small town feel of this district. I've been here for 6 years. It's easy to build bridges across campuses and with those in the admin building. Everyone for the most part is here to help kids, and to empower each other.”

“I feel like my admin team tries to build relationships with all teachers. It doesn't happen overnight, but it is an organic thing. They are candid, honest, and willing to help. They are very authentic and available. When they're honest and open, it builds our trust.”

“There's a lot of new exciting changes. Ms. Hernandez has really got all of us off to a great start. There is starting to become a culture where our opinions are more valued. When I hear from other friends who teach in other places, I don't think they feel as supported as I do here. Our admin has a good pulse on the population we're serving, and how to be reasonable with expectations while still pushing. Pay and benefits are very competitive.”



Professional Development for IISD's Student Teachers



30

July 20, 2020



Recruitment

Virtual Job Fairs

	Interviewed	Hired
Elementary	72	9
Secondary	235	14
Special Education	199	16
TOTAL	506	39

Irving ISD Careers 19h · 🌐

@IrvingISD is looking for a 4th grade ESL teacher @TownsellElem to provide students with learning activities/ experiences to help them fulfill their intellectual/emotional/social/academic growth. Apply now in #MyIrvingISD at www.irvingisd.net/careers #HeartWork #DreamBig



IRVINGISDCAREERS Posts

At Irving ISD, Education is Heart Work

View Insights **Boost Post**

♥️ 💬 📌

irvingisdcareers @IrvingISD is looking for a 5th grade GT teacher to provide students with learning activities/ experiences to help them fulfill their intellectual/emotional/social/academic growth. Apply now in #MyIrvingISD at www.irvingisd.net/careers #HeartWork #DreamBig

July 6

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@IrvingISD is looking for amazing guest educators to join our team! We have positions available! #MyIrvingISD #HeartWork #DreamBig


GUEST EDUCATOR PROGRAM
IRVING INDEPENDENT SCHOOL DISTRICT

APPLY ONLINE
IrvingISD.net/GE

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July 20, 2020

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 **Irving ISD Careers**
Published by Hootsuite [?] · July 10 at 4:02 PM · 🌐

@IrvingISD is looking for teachers to provide students with learning activities/ experiences to help them fulfill their intellectual/emotional/social/academic growth and we are actively processing new hires! Apply in #MyIrvingISD at www.irvingisd.net/careers #HeartWork #DreamBig

 **IrvingISDCareers** @irvingisdcareer · Jun 5

We #DreamBig in @IrvingISD and our students do too! Join #MyIrvingISD where we innovate, collaborate, and support our students as they become #CollegeReady! Apply now at irvingisd.net/careers



CLASS OF 2020 POINTS OF PRIDE, #2

95%

COLLEGE ACCEPTANCE RATE

IRVING



34



irvingisdcareers



irvingisdcareers Our @IrvingISD superintendent @IISDMagdaHdz is homegrown and loves her teachers/staff! Apply in #MyIrvingISD and work in a district where leadership #DreamsBig & understands/ supports all levels of education. www.irvingisd.net/careers

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3 likes

JUNE 5

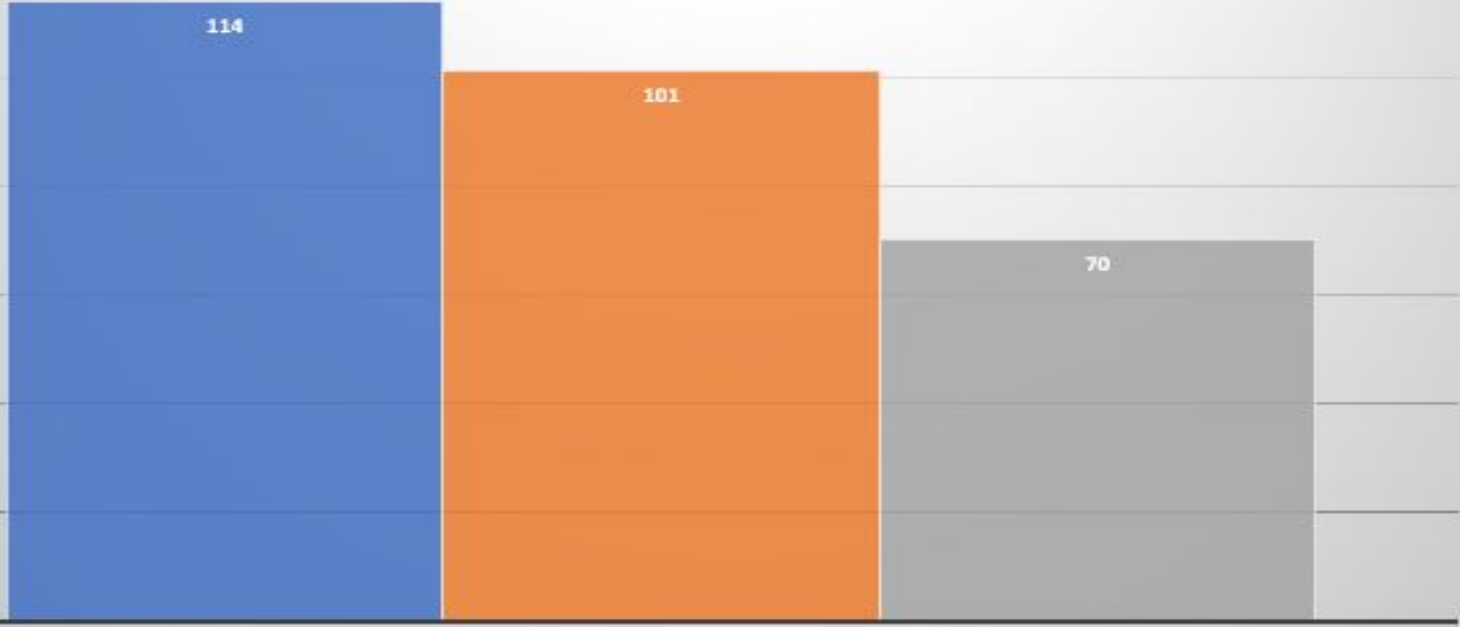
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July 20, 2020



Hiring

Teacher Vacancies



- July 2018
- July 2019
- July 2020



Irving ISD

Retention, Recruitment and Hiring

RECEIVE UPDATE ON 2020-2021 BUDGET AND REVENUE LAG

The CFO will present an update on the 2020-2021 budget and Revenue Lag