

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES
5:00 PM

Irving ISD Board Room
2621 West Airport Freeway
Irving, TX 75062
Monday, December 12, 2022

A G E N D A

I. CALL TO ORDER FOR 5:00 P.M. WORK SESSION

II. PUBLIC COMMENTS

A. 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.

III. Special Recognition

IV. DISCUSSION

A. Discuss Items on the December 12, 2022 Regular Board Meeting Agenda

B. Receive Presentation on Irving ISD's Strategic Planning Efforts: Reflective and Collaborative Practices (D. Galindo/A. Goudar) 3

C. Receive Presentation for Proposed Changes to the 2022-2023 Student and Teacher Calendars (R. Lizardo) 18

D. Safety and Security Audit Report (A. Smith) 27

E. Irving Schools Foundation 2022-2023 Employee Giving Campaign Results (C. Scanio) 29

V. EXECUTIVE SESSION - The Board may recess the Open Meeting and reconvene in a Closed Meeting pursuant to the following sections of the Texas Government Code and as authorized by Sections 551.071-551.076 and 551.082-551.084 therefore of

A. Section 551.071 - To seek the advice of the Board's attorney about:

1. Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation

2. A Matter in Which the Professional Duty of the Attorney to the Board Conflicts with the Applicable Provisions of the Texas Open Meetings Act.

- B. Section 551.072 - To deliberate the purchase, exchange, sale, lease or value of real property if such deliberation in open session would have a detrimental effect on the Board's position in negotiations with a third party
- C. Section 551.074 - To deliberate the appointment, employment, resignation, evaluation, reassignment, proposed nonrenewals, termination, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.
- D. Discussion of the District Wide Intruder Detection Audit Report Finding

VI. **RECONVENE** from Closed Meeting for Action Relative to Items Covered in Such Meeting.

- A. Consider Action by the Board Related to Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation
- B. Consider Action Regarding Purchase, Exchange, Sale, Lease or Value of Real Property

VII. **ADJOURNMENT**

REFLECTIVE AND COLLABORATIVE PRACTICES: IRVING ISD'S STRATEGIC PLANNING EFFORTS

SUBMITTED BY: Dr. Dorian Galindo, Senior Executive of Performance Outcomes & Data

The Reflective and Collaborative Practice process began in February 2022, where the district's current and desired state were articulated, explored, and discussed through various stakeholder sessions throughout the year. This presentation summarizes the district's efforts and provides the final strategic plan to the board to engage the community as the district moves forward with strategic priorities.

Attachment:

* 2022-2023 RCP Presentation that will be presented to the Board of Trustees.



IRVING

INDEPENDENT SCHOOL DISTRICT



**2023-2025 Irving ISD Strategic Plan:
Empowering Excellence through Reflective
Collaborative Practices**

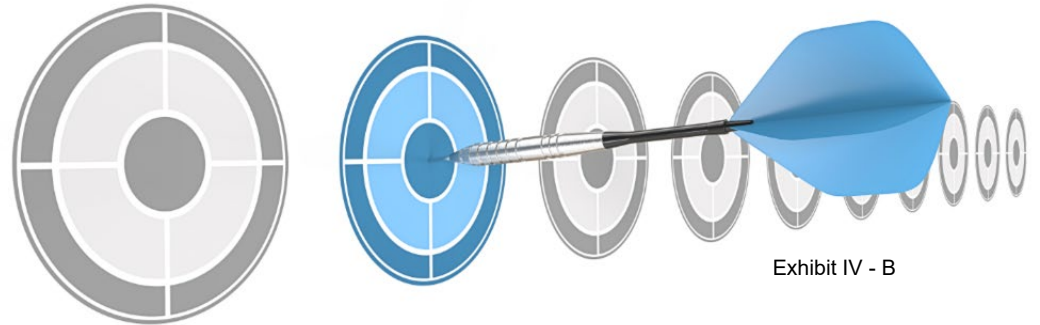
Overview

- Review Strategic Planning Process, Activities, and Timeline
- Present the Irving ISD Strategic Plan for 2023-2025
- Reflect on the journey – What did we learn from this process?
- Next steps – Implementation and Engagement

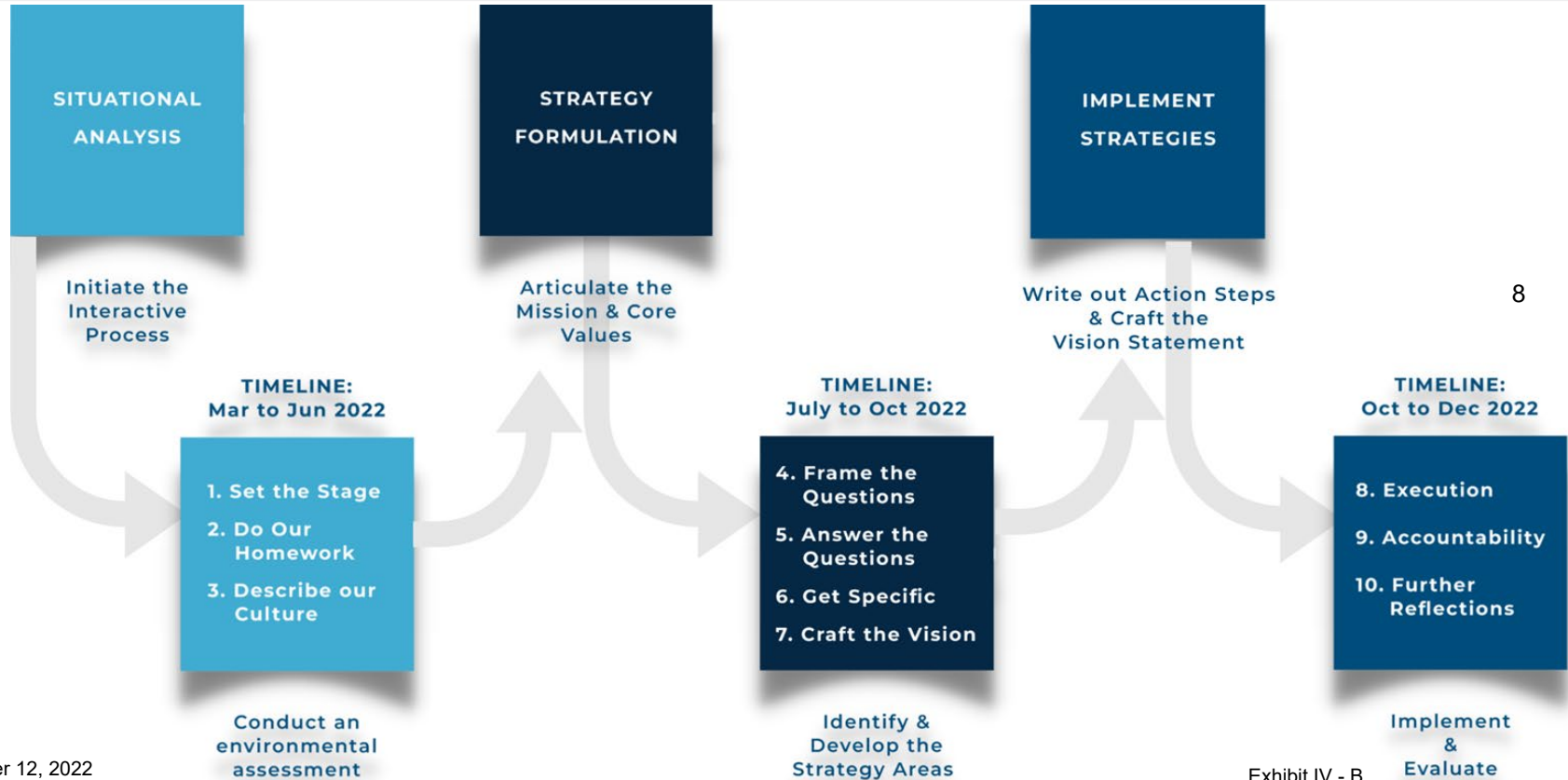
Review: What is Strategic Planning in Education?

- The process of setting goals, strategic priorities, and deciding on actions and mobilizing staff to achieve the vision of the district
- It requires community and staff engagement in the iterative process of reflective and collaborative practices for focused improvement efforts
- Strategic priorities are identified through feedback sessions, surveys, and ongoing discussions

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Irving ISD RCP Planning Model: Guiding Steps Towards Development of Our District's New Vision



Year in Review: Building Our Strategic Plan: February 2022 to Now

Situational Analysis

1. Set the Stage
2. Do Our Homework
3. Describe Our Culture

- **February:** Convened leadership to design an iterative, intentional, and inclusive process
- **February – April:** Conducted SWOT Analysis with district and campus leadership
- **May – June:** Conducted and analyzed Temperature Check survey, which captured robust and representative participation across stakeholder groups

Strategy Formulation

4. Frame the Questions
5. Answer the Questions
6. Get Specific
7. Craft the Vision

- **May:** Convened an Organizational Collaborative Team (OCT) to facilitate cross-departmental alignment and ongoing capacity-building
- **June – July:** Developed mission and vision statements crafted from campus and district leadership insights with strategic guidance from Hanover Research.
- **August:** All staff voted in a poll to finalize mission and vision statements.

Implement Strategies

8. Execution
9. Accountability
10. Further Reflections

- **September – November:** Developed and adopted the Core Values and Strategic Priorities (the “how” of our strategic plan).
- **October:** Irving ISD Board approved updated goals for the strategic plan.
- **December:** Present complete strategic plan to the Board.
- **January:** Launch website and build community engagement.

Irving ISD'S New Mission, Vision, and Goals:

MISSION:

We empower today to excel tomorrow.

VISION:

To become the premier district for educational excellence, fostering the full potential of students and empowering educators.

Goal 1

In Irving ISD, each student will reach their highest potential and be college and career ready.

- Sub Goal 1: In Irving ISD, we will increase the percentage of 3rd-grade students who score *Meets Grade Level or above* on STAAR Reading from 26.7% to 39% by June 2024.
- Sub Goal 2: In Irving ISD, we will increase the percentage of 3rd-grade students who score *Meets Grade Level or above* on STAAR Math from 20.4% to 49% by June 2024.
- Sub Goal 3: In Irving ISD, we will increase overall CCMR Meets from 60% to 65% by 2024

Goal 2

In Irving ISD, we will increase parent and community engagement in the city of Irving.

Goal 3

In Irving ISD, we will provide state-of-the-art facilities that rethink the present design of education for all students.

New Core Values:



ACCOUNTABILITY

Model accountability for all.



INTEGRITY

Act at all times with integrity.



EMPATHY

Act with empathy.



SAFEGUARD

Safeguard the well-being of our community.



AMBITION

Create an ambitious teaching and learning environment.

How will we accomplish our goals?

Strategic Priorities:

1

Replace outdated facilities and invest in critical campus renovations across the district.

2

Focus on retention of staff and students by cultivating a positive teaching and learning environment.

3

Facilitate meaningful collaboration and planning between departments, administrators and educators.

4

Establish standard procedures to evaluate programs and processes throughout the district.

5

Commit to continuous improvement and communication across departments, administrators and educators.

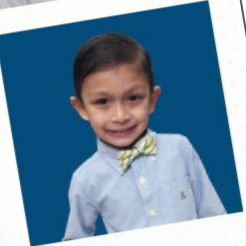
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12
Ensure high quality instruction by supporting educators in the use of curriculum, instruction and assessment.

7

Engage in meaningful conversations with stakeholders to inform organizational direction and district decision-making.

Irving ISD's Strategic Plan: Information on Reflective and Collaborative Practices



REFLECTIVE AND COLLABORATIVE PRACTICES

DISTRICT STRATEGIC PLANNING EFFORTS
2022 - 2023

December 12, 2022

A MESSAGE FROM THE SUPERINTENDENT



The one constant in education is change. Every day, our teachers build on students' skills to ensure that they can navigate the many changes that they will encounter in their lives. School provides a safe place for students to take risks and expand their potential for growth in a nurturing environment.

The past few years have shown us the importance of building everyone's ability to adapt and innovate. We have also learned how interconnected we really are. To be successful as a district and to deliver on our commitment to the students and families we serve, **we must be able to grow and change together.**

A strategic plan can be a powerful tool for all of us to work together to bring about greater success in our district because it allows us to define what success is and set a course for how we will get there. Because this is about our shared success, our strategic plan must reflect the perspectives of the community we serve. Everyone in Irving ISD has a role to play – students, parents, teachers, staff and community members.

Putting together this strategic plan is just the first step in our journey. The district's strategic planning efforts are the foundation for our ongoing commitment to continuous improvement through the implementation of our *Reflective and Collaborative Practices*. We are leveraging our strategic planning process to reflect on our individual roles and how they connect and fit together. We are creating conditions so that every stakeholder in Irving ISD has a voice and can talk about what works well and what can be improved.

Many of us already do this in our daily lives – we ask ourselves what we can do to improve our classrooms and make a greater positive impact on our community. We are putting together a framework so that we can support each other as we keep working together to meet our goals. Our shared commitment to *Reflective and Collaborative Practices* allows us to come together and truly harness the "Power of Us."

Sincerely,

Magda Hernandez
Magda Hernandez
Irving ISD Superintendent

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Board of Trustees

Executive Summary

Background of Irving ISD

Our Process

Situational Analysis

Temperature Check

SWOT Analysis: Key Findings

Strategy Formulation

Implementation: Engagement and Next Steps

Launching Reflective and Collaborative Practices Webpage to engage our Community

Reflective and Collaborative Practices

Reflective and Collaborative Practices Home →

SWOT Analysis: Where We Are and Where We Want to Be →

Temperature Check Survey Findings →

Call to Action: Organizational Collaboration Team Meetings →

By the Numbers →



Reflective and Collaborative Practices

- [Reflective and Collaborative Practices Home](#) →
- [SWOT Analysis: Where We Are and Where We Want to Be](#) →
- [Temperature Check Survey Findings](#) →
- [Call to Action: Organizational Collaboration Team Meetings](#) →
- [By the Numbers](#) →



REFLECTIVE AND COLLABORATIVE PRACTICES



Dear valued community member, parent, student, teacher, colleague, and district staff, Over the last semester, we have engaged in a districtwide interactive process of Reflective & Collaborative Practices. We communicated with stakeholders from various levels across the district to obtain feedback. These opportunities included face-to-face meetings as well as surveys.

The feedback we received has shaped our path forward. You will see a new vision, mission, guiding principles and priorities. As these were created by members of TEAM Irving, they are what we will live by.

We will continue to reflect and work collaboratively together to achieve our goals and focus on improvement efforts. Our Reflective & Collaborative Practices will continue on a regular basis. Goals, metrics and tasks will be realized as the work continues and is broadly communicated.

I look forward to working with you as we continue to make decisions which result in Irving ISD being the BEST school district in the nation.

Sincerely,

Magda Hernandez
 Superintendent of Schools

Our New Mission and Vision

Mission: We empower today to excel tomorrow.

Vision: To become the premier district for educational excellence, fostering the full potential of students and empowering educators.

What did we learn during this part of the journey?

Strategic planning is an iterative, intentional, and inclusive process.

- We harnessed the “Power of Us”.
- The process reflects the urgency of the moment.
- Progress > Perfection.
- Strategic Planning is a continuous process.

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Implementation and Engagement

- Connecting the community by cultivating and strengthening relationships by focusing on communication, collaboration, and consistency
- Establish/facilitate **Organizational Collaboration Team** Meetings (leaders¹⁶ across the departments to collaborate and engage in planning processes)
- Develop strategy (design) teams
- Explore ways for all stakeholders to give feedback
- Focus on strategic priorities and start tracking performance

Questions?



THANK YOU

Irving ISD Board of Trustees for your support!

DISCUSS CHANGE CONSIDERATIONS TO THE CURRENT 2022-2023 SCHOOL CALENDAR

SUBMITTED BY: Reny Lizardo, Executive Director of Campus Operations & Attendance Initiatives PK-12

This presentation will highlight proposed changes for consideration for the current 2022-2023 school calendar.

The calendar change considerations for the current 2022-2023 school year will be reviewed and items discussed as needed.

Reny Lizardo, Executive Director of Campus Operations & Attendance Initiatives PK-12

Attachment:

- Presentation with Calendar Changes for Considerations



IRVING

INDEPENDENT SCHOOL DISTRICT



Proposed Changes to the Current 2022-2023 School Calendar

Current Reality

Teachers will come back from Christmas break on January 6th for a teacher workday essentially cutting the break by a weekend.

JANUARY ENERO 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

21

There are two half days of professional planning left on the current calendar February 10 and March 31.

FEBRUARY FEBRERO 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH MARZO 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Current Reality

There is not a teacher workday at the end of the current calendar.

MAY MAYO 2023							JUNE JUNIO 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	

Rational for change

- To offer teachers more of a break before the start of the next semester.
- To create more time for professional planning and development.
- To give teacher more time to make sure grades are complete and rooms are ready for summer closure.

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Proposal

- Based on teachers 187-day calendar, January 6th is a teacher workday. Because of this HR will grant a one-time exemption allowing teachers to take a personal business day if a teacher has all required preparations for the start of the new semester.
- Turn February 10th and March 31st into full day purposeful planning or professional developments. 24 Students would not come to school at all on those days.
- Move the last day for students to June 1, making May 31 and June 1 the half days, and then turn June 2 into a teacher workday.

MAY 2023						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2023						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Proposal

House Bill (HB) 2610, passed by the 84th Texas Legislature in 2016, amends Texas Education Code (TEC), §25.081, by striking language requiring 180 days of instruction and replacing this language with language requiring districts to provide at least 75,600 minutes of instruction, including intermissions and recess.²⁵

Our current calendar already being over by 8.4 days worth of minutes. The proposed changes would still leave our current calendar with 6.4 days of extra instructional time than required by TEA



Any Questions?



CONSENT AGENDA ITEM
12/12/2022

TOPIC: Receive Notification of The Districtwide Intruder Detection Audit Findings

SUBMITTED BY: Dr. André Smith

BACKGROUND:

The Texas School Safety Center conducted a Districtwide Intruder Detection Audit in November of 2022. Due to the findings a corrective action plan was put into place. The correction actions and details were discussed with the District's School Safety and Security Committee on November 14, 2022. The plan and timeline on how these findings have been corrected will be addressed in executive session with the Board of Trustees.

ADMINISTRATIVE RECOMMENDATION: The administration recommends that the following statement is read at the regularly scheduled board meeting: "The Board has received notice that an Intruder Detection Audit was conducted by the Texas School Safety Center and a corrective action was put in place due to the findings."

RECOMMENDED BOARD MOTION: The Board has received notice that an Intruder Detection Audit was conducted by the Texas School Safety Center and a corrective action was put in place due to the findings.

Additional Agenda Sheets Attached: Yes No

Attachment:

- Districtwide Intruder Detection Audit Findings Notification

TO: Irving ISD Board of Trustees

FROM: André L. Smith, Ed.D.
Chief of Administrative Services

DATE: December 12, 2022

RE: Districtwide Intruder Detection Audit Findings

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

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

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

For questions about the findings from this Intruder Detection Audit, please contact Ronald Rivera at (512) 408-1349 or txssc_ida@txstate.edu.

Sincerely,



André L. Smith, Ed.D.
Chief of Administrative Services
Irving ISD



IRVING SCHOOLS FOUNDATION

EMPLOYEE

GIVING

CAMPAIGN

Highest Donation Total Per Campus

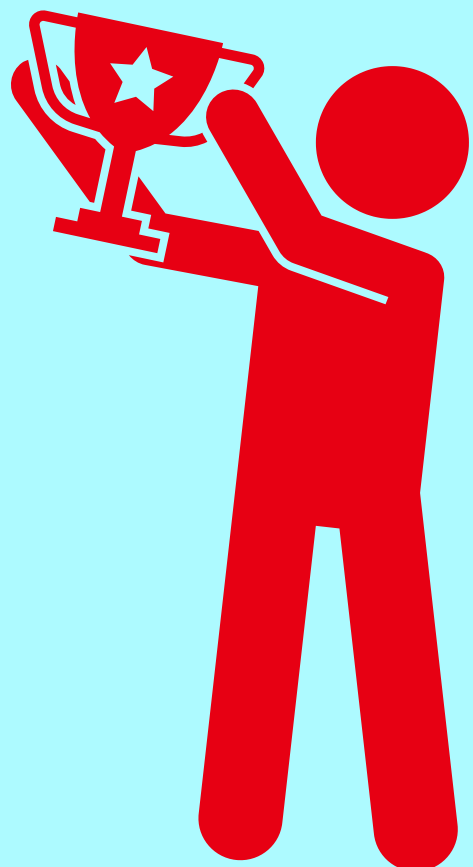
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MacArthur High School

Lady Bird Johnson Middle School

Stipes Elementary

Clifton Early Childhood School



100% Participation

South Irving Collegiate Academy

Lady Bird Johnson Middle School

John Haley Elementary

Hanes Elementary

Thomas Haley Elementary

Clifton Early Childhood School



Highest Dollar Increase in Donations from Last Year

32

Lady Bird Johnson Middle School



Beat Their Goal + 100%

**Clifton Early Childhood School
Hanes Elementary**



Highest Pledge Total Per Capita

Clifton Early Childhood School

Stipes Elementary

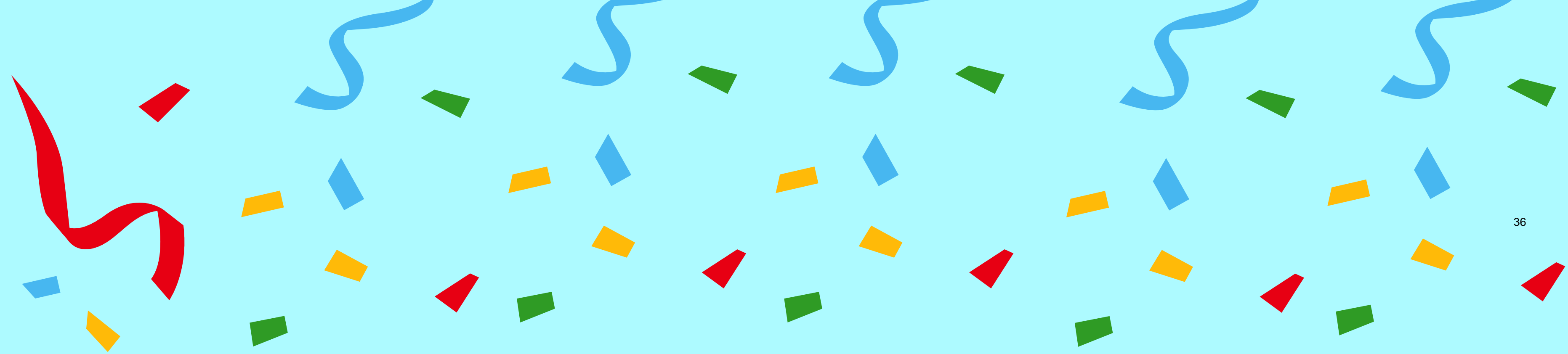
Lady Bird Johnson Middle School

Cardwell Career Preparatory Center

Highest Percentage Increase in Donations from Last Year

Farine Elementary School





Overall Winner...





MacArthur High School!

\$19,737.00





\$301,655.31
 raised in support of the students and educators of Irving ISD!

