

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES  
5:00 PM

Irving ISD Board Room  
2621 West Airport Freeway  
Irving, TX 75062  
Monday, June 17, 2024

**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.
- III. Special Recognition
- IV. **DISCUSSION**
  - A. Receive the 2023-2024 Annual School Health Advisory Council Report (A. Gomez/D. Delgado/G. Lawrence) 3
  - B. Receive Annual Update of Staff Retention and Recruitment Data (K. Gilleland/D. Galindo) 36
  - C. Discuss Items on the June 17, 2024 Regular Board Meeting Agenda
- 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. Safety and Security - Discussion of District-Wide Intruder Detection Audit Report Findings (A. Smith/K. Dodge)

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.

C. Public Comments - Individuals Wishing to Address the Board or Make Comments Regarding Issues Not on the Agenda will be Heard at this Time.

VII. **ADJOURNMENT**

## **RECEIVE THE 2023-2024 ANNUAL SCHOOL HEALTH ADVISORY COUNCIL REPORT**

The Chairperson of the Irving ISD School Health Advisory Council (SHAC) will present the 2023-2024 Annual School Health Advisory Council Report to the Irving ISD Board of Trustees. An annual update is required by Senate Bill 283. This report details the activities of the School Health Advisory Council during the 2023-2024 school year, as well as meeting dates and support of district initiatives that impact student health and wellness. It also contains a list of SHAC members for the next year.

Submitted By: Dimas Delgado, Executive Director to Fine Arts

Attachment:

- 2023-2024 School Health Advisory Council Annual Report

**To:** Gayla Lawrence, Director of Visual Arts

**From:** Dr. Sandi Cravens, Health and Physical Education Coordinator

**Subject:** Annual Report - School Health Advisory Council

Please see attached for the annual report detailing the activities of the School Health Advisory Council during the 2023-2024 school year. As required by law, the report is to be provided to the Board of Trustees. Because of a weather cancellation, the Council only met three times this year, and continues to support district initiatives that impact student and employee health and wellness.

Thank you.

**School Health Advisory Council**  
**Annual Report to IISD School Board**  
**2023-2024**

**As required by S.B. 283, the following details the activities of the School Health Advisory Council during the 2023-2024 school year:**

**Meetings (see Exhibit A for agendas):**

**September 19th:** The first meeting of the year began with department updates. Olga Rosenberger, Executive Director of Student Nutrition and Extended After School Programs, reported that Irving ISD is CEP (Community Eligibility Provision) districtwide this year, which means all students eat for free – regardless of their ability to pay. There is no application or paperwork to complete and most importantly, the stigma associated with receiving free meals is removed. This has been a long-term goal for FNS, and they are already seeing phenomenal increases in lunch participation and even in breakfast participation which should not have been affected since students, at all levels, have eaten breakfast at no charge for the last several years. In addition, Olga shared that menu improvements, including fresh watermelon cubes and fresh peaches, have been very well received, as well as wings on Wednesdays. Schools are also preparing to celebrate National School Lunch Week, October 9<sup>th</sup> – 13<sup>th</sup>; contest plans with great prizes are underway.

Jose Villasenor, Employee Wellness Strategist, explained that employee massage events are starting back up again this week at Cardwell, Crockett, and Irving HS, and announced that we have a new partner that we hope to be working with for deep tissue massage. He asked for the opinion of the group if we felt this type of massage may be too invasive or “too much?” The group recommended organizing and implementing a pilot test for members of the SHAC that might be interested and then providing a testimonial of sorts. It was also suggested that the pilot could be held on a student holiday to allow teachers and school staff to feel less stressed and hurried about participating if it were a regular day and not a student holiday. Other informational items from Jose’s department included the good news that EECU donates a \$50 gift card to every District Employee of the Month, IMPACT donated \$10,000 to our Employee Wellness Program to spend on teachers to provide incentives for teaching to recognize their hard work and dedication to our students. In addition, IISD employees who enrolled during open enrollment, and their dependents, have access to free virtual counseling as a benefit available through MD Live.

Karyn Beauchamp, Director of Clinic & Health Services, reports a very busy start to the school year. First, student nurses are doing clinical rotations at various campuses. Second, her department is three nurses short. Third, the immunization program continues to be a huge success with 950 immunizations given to approximately 450 kids in July and August; and last, preparations are underway for the upcoming flu shot clinic.

Sofia Lopez, Director of At Risk/Responsive Services, shared good news from her department. All mental Health First Aid sessions filled up very quickly, but unfortunately several showed up without registering and had to be turned away because funding is strictly for registered participants. Also, Drug Prevention Awareness and Fentanyl Awareness training (two separate trainings) as well as Red Ribbon week are all coming up in October. And the pilot program with Alongside which offers mental health support to students through robot counselors, basically virtual counseling in your pocket, has been very well received by students. Students and staff have provided positive feedback and overall, the program shows great promise.

Julie Soberanis, Director of Guidance, Counseling & College Readiness, was unable to attend.

Dr. Sandi Cravens, Health & Physical Education Coordinator, was unable to attend the meeting, but sent details on the iRun Irving Fun Run/Walk, which is scheduled for Oct. 21<sup>st</sup> at Ralph & Joy Ellis Stadium. This community event is a 1.5-mile course designed to get everyone out and physically active while enjoying the beautiful weather. It is \$5 per person or \$20 for a team. Participants will receive a t-shirt and it starts at 10am. Additionally, she reported that the iRun Irving Walk/Run club received funding from an anonymous donor to support iRun participants for another year.

Last, the Triennial Wellness Assessment was reviewed, and plans were made for moving forward with the timeline for changes to goals and objectives by January, rollout in early February, and an early March deadline for campus completion.

**November 7<sup>th</sup>:** The meeting began with department updates. Jose Villasenor, Employee Wellness Strategist, highlighted the 7<sup>th</sup> Annual iRun Fun Run/Walk & Wellness Fair. It was a great event with 11 vendors and a vision for more in the future. The Council discussed having vendors pay to participate in the fair, but no final decision was made. Jose also shared details of the deep tissue massage pilot on Nov. 14<sup>th</sup> at the Ad Building and asked for the council's input since it requires laying on a table vs. sitting in a chair. The service is offered by MyoCore Chiropractic. After the pilot, the plan is to move it out into the schools. Last, Jose gave an overview of the de-escalation training for office staff. It was provided by the MTSS department and Jose assisted. The training was well-received and appreciated by the attendees.

Sofia Lopez, Director of At Risk/Responsive Services was unable to attend but sent this update via email. The At-Risk & Responsive Services team attended the Go Irving Event to let parents know about all the counseling agencies they have partnered with that are able to provide services on campus. This alleviates any transportation issues that our families might encounter. Students celebrated [Red Ribbon Week](#) in October, many activities for teachers were provided to celebrate each themed day. They are getting ready to celebrate [Kindness Week](#) next week.

Julie Soberanis, Director of Guidance, Counseling & College Readiness, detailed the registration process for 9<sup>th</sup> graders this week. It is earlier than usual, but the use of the Xello program has allowed students to gauge their interests and consider various career pathways which helps them plan for their future high school years. The early start allows them to evaluate their options and receive guidance before choosing. The Xello interest survey is offered to grades K-12, and 8<sup>th</sup> - 12<sup>th</sup> graders use the registration piece. Julie also explained Dallas County Promise, an affordable college education program which many Irving ISD students benefit from.

Olga Rosenberger, Executive Director of Adult Support Services and Student Nutrition, was eager to report that they have hired a new Food Service Director who starts November 10<sup>th</sup>. She also highlighted a fun, much appreciated shoe distribution event which provided new shoes to all cafeteria staff to help them stay safe and healthy while working on their feet for prolonged periods of time. The shoes are designed to help prevent falls and fatigue. Olga stressed the importance of investing in the staff as the right thing to do and it helps retain employees. They currently have 21 vacancies. Additional training designed to engage staff in an enjoyable way has also been found to be effective in keeping staff from leaving. Last, Olga reminded everyone that they are now located at Britain ES, the old location was demolished to make way for a new Baby University.

Karyn Beauchamp, Director of Clinic & Health Services, was unable to attend.

Dr. Sandi Cravens, Health & Physical Education Coordinator, shared updates on various programs and initiatives. As stated earlier, the 7<sup>th</sup> Annual iRun Irving Fun Run & Walk was held on a beautiful day, with 400 crossing the finish line, and an estimated 425 in attendance. Jose, Olga, Sylvia all

pitched in to make it a great event! She also reported on two aquatic initiatives. First, the adult swim lesson pilot, sponsored by Employee Wellness, offered on Thursday nights from 5:00-6:00pm at North Lake Pool, had 18 participants; and second, Irving Blue Waves, a precompetitive swim team sponsored by Irving ISD, offered on Tuesday nights from 5:00-6:00pm at North Lake Pool, had 21 participants. Both programs have been well-received, and participants are asking for more.

In New Business, Olga Rosenberger, Executive Director of Adult Support Services & Student Nutrition, led a discussion to review many aspects of the Triennial Assessments. First, it was decided it would be rolled out in January and campuses would have until Spring Break to complete it. The thought is that this would give campuses plenty of time to make plans if there was an expectation on the assessment they were not meeting. Second, Terry Harbin reminded the Council about that mental health is missing in our District Wellness Policy. She suggested adding Goal 8 to address mental health, and an additional objective to Goal 5, to encourage consistent recess across the district, both have been a recent focus for the SHAC. Terry also informed the Council that a teacher concern that has been brought to her attention is the increased number of angry students attending our high schools today. Yet, another reason to include mental health and increased opportunities for physical activity as part of our Wellness Policy. Third, to get more information about how students are feeling, Olga will meet with the research department to review the results of the District Climate Survey. It would provide a lot of data pertaining to students' and their thoughts/feelings.

**January 16<sup>th</sup>:** This meeting was cancelled due to weather. Dr. Cravens sent the updates to the Wellness Plan (see exhibit B) via email to SHAC members and confirmed the timeline for the Campus Wellness Assessment distribution.

**March 19<sup>th</sup>:** The last meeting of the year began with welcoming Sandra Silva, counselor at Keyes Elementary, to the SHAC, and continued with a flexible agenda with New Business being discussed first.

At the request of Sofia Lopez, Ting Gao from Brain Health Boot Camp (now Lenny Learning) presented her company's platform for SHAC approval. Their resources are clinically validated and will allow counselors to create up to date and relevant lessons for middle and high school students covering SB 9 topics such as human trafficking, personal safety, and bullying. Dr. Cravens sent the information to those who could not attend the meeting for their feedback and approval. Use of the platform was approved by the SHAC.

Next in New Business, as a lead up to the special presentation, Dr. Cravens reviewed the updated goals and objectives for the wellness plan. An objective requiring 15 minutes of daily outdoor recess for elementary schools was added to Goal #5, and Goal #8 was added to the plan which address campus responsibilities for ensuring instruction in the topics required by SB 9. Then, Dr. Layne Pethick, Region 10 Behavior and Autism Master Consultant - Special Populations, shared a special presentation focused on the importance of recess and free play for children. All agreed our students are not getting enough physical activity during the school day, but with the required content minutes it is not feasible to provide additional recess time. However, teachers are encouraged to integrate physically active brain breaks throughout the day.

And last in New Business, Dr. Cravens shared the results of the Campus Wellness Assessment (see Exhibit C) and asked SHAC members to review on their own over the summer. She also asked members to be prepared for discussion regarding an action plan focused on those results at the first meeting of the new school year in September.

Because of limited time, department updates were quick. Jose Villasenor, Employee Wellness Strategist, shared the success of the Employee Wellness Step Challenge. 150 employees have

signed up so far; the first 50 received a t-shirt and the top three finishers will receive a duffle bag filled with wellness items. He also pleased to report that the first session of the new grief support group was well attended. All other employee wellness programs are going well, and plans are underway to offer more mental health assistance at a reasonable cost to employees.

Sylvia Saucedo, Assistant Director of Food & Nutrition Services, provided the update for her department. Food Services continues to partner with various groups to present nutrition education to parents in a variety of venues, menu planning is also underway for next year.

Karyn Beauchamp, Director of Clinic & Health Services, detailed the success of the vaccine program through Car Van. Without her department's efforts, students in Irving ISD would be waiting much longer for vaccines and their enrollment in our schools would be delayed.

Julie Soberanis, Director of Guidance, Counseling & College Readiness, updated SHAC members on the registration process that is almost complete. Use of the Xello program to gauge student strengths and interest has been very effective in helping them make course decisions, and over 6,000 parents have signed up to be linked with their students' Xello accounts.

Sofia Lopez, Director of At Risk/Responsive Services, stressed the importance of training as many employees in Mental Health First Aid as possible. She has been successful in getting many groups trained, but still struggles to reach the classroom teachers. Plans are underway to offer the course at Learn to Inspire.

Last, Dr. Sandi Cravens, Health & Physical Education Coordinator, shared information on the 21 Day Snacking Challenge. She explained that this snacking challenge encourages families to prepare and consume healthy snacks for 21 days using recipes created by CTE culinary students across the metroplex. Families earn prizes related to meal prep and the program is sponsored by Medical City. Four Irving ISD elementary schools participated this year. Our hope is that participation rates will increase each year.

Dr. Cravens thanked members for another year of service and the meeting was adjourned.

# School Health Advisory Council Meeting

## In-Person & Virtual Meeting

### Sept. 19<sup>th</sup>, 2023

- **Welcome, Eat, Introductions, Thank You, In-Person & Zoom Logistics (5:00 – 5:15)**  
Olga Rosenberger – Executive Director of Adult Support Services & Student Nutrition
  - **Welcome new members!** Yolanda Rawls, Ebony Collinsworth & Porfy Martinez
  - **Any updates to member list? Please check for accuracy – thank you.**
  - **In-Person / Zoom Logistics**
    - In person, please keep in mind we have some Zoomed in so speak clearly and loud.
    - In person, please let Sandi know if you see a Zoom attendee w/ hand raised.
    - Zoom, please mute yourself.
    - Zoom, please turn your camera on if you feel comfortable doing so.
    - Zoom, please raise hand or speak out if you'd like to comment.
  - **Friendly reminder – all SHAC meetings will be recorded.**
  
- **Old Business (5:15 – 6:05)**
  - **Review March & May 2023 Meeting Notes – changes/additions?**
  - **Updates**
    - **Department Updates – estimated timeframe**
      - ✓ Olga Rosenberger – Executive Director of Adult Support Services & Student Nutrition (5:15 – 5:25)
      - ✓ Jose Villasenor – Employee Wellness Strategist (5:25 – 5:35)
      - ✓ Karyn Beauchamp – Director of Clinic & Health Services (5:35 – 5:45)
      - ✓ Sofia Lopez – Director of At Risk/Responsive Services (5:45 – 5:55)
      - ✓ Julie Soberanis – Director of Guidance, Counseling & College Readiness (unable to attend)
    - **Programs/Events – Updates (5:55 – 6:00)**
      - ✓ **iRun Irving Run/Walk Club** - anonymous donor through ISF – would've had to cut the program w/o it due to budget cuts – 12,000 participants (students)
      - ✓ **iRun Irving Fun Run & Wellness Fair** – Oct. 21<sup>st</sup>, open to all families, employees, and friends of Irving ISD. Fees: \$5 per person or \$20 per group of 5, day of event pricing increases to \$10 per and \$30 per group of 5
  - **Wellness Policy – Review Triennial Assessment / Brainstorm Moving Forward (6:00 – 6:30)**  
Olga Rosenberger – Executive Director of Adult Support Services & Student Nutrition
  - **New Business – any? (6:30-7:00)**

**Adjourned & thank you!**



# School Health Advisory Council Meeting

Nov. 7<sup>th</sup>, 2023

- **Welcome, Eat, Introductions, Thank You, In-Person & Zoom Logistics (5:00 – 5:15)**  
Dr. Sandi Cravens, Health & Physical Education Coordinator
  - **Any updates to member list? Please check for accuracy – thank you.**
  - **Friendly reminder – all SHAC meetings will be recorded.**
  
- **Old Business (5:15 – 6:05)**
  - **Review September 2023 Meeting Notes – changes/additions?**
  - **Updates**
    - **Department Updates – estimated timeframe**
      - ✓ **Jose Villasenor** – Employee Wellness Strategist (5:15 – 5:25)
      - ✓ **Karyn Beauchamp** – Director of Clinic & Health Services (5:25 – 5:35)
      - ✓ **Sofia Lopez** – Director of At Risk/Responsive Services (5:35 – 5:45)
      - ✓ **Soberanis** – Director of Guidance, Counseling & College Readiness (5:45 – 5:55)
      - ✓ **Olga Rosenberger** – Executive Director of Adult Support Services & Student Nutrition
  
    - **Programs/Events – Updates (5:55 – 6:00)**
      - ✓ **iRun Irving Fun Run & Wellness Fair** – Oct. 21<sup>st</sup>, beautiful day, 400 crossed the finish line, estimated 425 in attendance. Thank you to Jose, Olga, Sylvia and all for making it a great event!
  
  - **Wellness Policy – Review Triennial Assessment / Moving Forward (6:00 – 6:30)**  
Olga Rosenberger – Executive Director of Adult Support Services & Student Nutrition  
**Ideas discussed in May 2023:**
    - Campus identifier in the survey to allow for follow up on questions answered, “don’t know”
    - Distribute earlier in the year – month?
    - Bringing back the “bathroom reads” to reach employees with wellness information (done)
    - Setting up employee wellness competitions (between campuses/buildings and with self)
    - Piggybacking on campus parent events to deliver nutrition education and other wellness information/experiences
    - Encouraging physical activity fundraisers instead of food
    - Highlighting the Wellness Champion in each building with a poster or lapel pin
    - Providing a stipend for the Wellness Champion’s classroom/office (will do at the end of the year)
    - Being more intentional about providing guidance to the Wellness Champions to promote wellness information and awareness on their campus/in their building (in progress)
  
  - **New Business – any? (6:30-7:00)**

**Adjourned & thank you!**

## Meeting Dates:

**\*Jan. 16**

**\*Mar. 19**



# School Health Advisory Council Meeting

January 16, 2024

Meeting Agenda – **Cancelled due to weather**

- **Welcome, Eat, Introductions, Thank You, In-Person & Zoom Logistics (5:00 – 5:15)**  
Dr. Sandi Cravens – Health & Physical Education Coordinator
- **Welcome Sandra Silva, counselor at Keyes Elementary!**
- **Friendly reminder – all SHAC meetings will be recorded.**
- **Old Business (5:15 – 6:05)**
  - **Review November 2023 Meeting Notes – changes/additions?**
  - **Updates**
    - **Department Updates – estimated timeframe**
      - ✓ **Olga Rosenberger** – Exec. Director of Student Nutrition & Extended School Programs (5:15 – 5:25)
      - ✓ **Jose Villasenor** – Employee Wellness Strategist (5:25 – 5:35)
      - ✓ **Karyn Beauchamp** – Director of Clinic & Health Services (5:35 – 5:45)
      - ✓ **Sofia Lopez** – Director of At Risk/Responsive Services (5:45 – 5:55)
      - ✓ **Julie Soberanis** – Director of Guidance, Counseling & College Readiness (5:55 – 6:05)
    - **Programs/Events – Updates (6:05 – 6:15)**
      - ✓ **Hoop It Up Saturday** – Dec. 9 @ Bowie Middle School (52 participants)
      - ✓ **Elks Lodge Hoop Shoot** – Dec. 16 @ RL Turner HS in CFISD
      - ✓ **Elks District Hoop Shoot** – Jan. 20 @ RL Turner HS in CFISD (Irving ISD has 4 participants)
      - ✓ **21 Day Snacking Challenge** – 4 schools participating this year, starts Jan. 29<sup>th</sup>
  - **Wellness Policy – Change Discussion (6:15 – 6:45)**  
Dr. Sandi Cravens, Health & Physical Education Coordinator
    - Discuss adding **Goal 8** (to address mental health)
    - Discuss adding **Objective 2** to **Goal 5** (to encourage consistent recess across the district)
  - **New Business – any? (6:45-7:00)**

**Adjourned & thank you!**

**Meeting Dates:**

**\*Mar. 19**



# School Health Advisory Council Meeting

March 19<sup>th</sup>, 2024

Meeting Agenda (flexible agenda)

- **Welcome, Eat, Introductions, Thank You, In-Person & Zoom Logistics (5:00 – 5:15)**  
Dr. Sandi Cravens – Health & Physical Education Coordinator
- **Welcome Sandra Silva, counselor at Keyes Elementary!**
- **Friendly reminder – all SHAC meetings will be recorded.**
- **New Business (5:15 – 6:00)**  
Ting Gao – Brain Health Boot Camp
- **Wellness Goals/Objectives Update & Special Presentation + Discussion (6:00 – 6:30)**  
**Dr. Layne Pethick**  
Behavior and Autism Master Consultant - Special Populations  
**Region 10 Education Service Center**  
904 Abrams Rd., Richardson, TX 75081
- **Campus Wellness Assessment Results (6:30 – 6:35)**
- **Old Business (6:40 – 7:00)**
  - **Review November 2023 Meeting Notes – changes/additions?**
  - **Updates**
    - **Department Updates – estimated timeframe**
      - ✓ **Julie Soberanis** – Director of Guidance, Counseling & College Readiness (6:35 – 6:40)
      - ✓ **Olga Rosenberger** – Exec. Director of Student Nutrition & Extended School Programs (6:40 – 6:45)
      - ✓ **Jose Villasenor** – Employee Wellness Strategist (6:45 – 6:50)
      - ✓ **Karyn Beauchamp** – Director of Clinic & Health Services (6:50 – 6:55)
      - ✓ **Sofia Lopez** – Director of At Risk/Responsive Services (6:55 – 7:00)
    - **Programs/Events – Information Item**
      - ✓ **Hoop It Up Saturday** – Dec. 9 @ Bowie Middle School (52 participants)
      - ✓ **Elks Lodge Hoop Shoot** – Dec. 16 @ RL Turner HS in CFISD
      - ✓ **Elks District Hoop Shoot** – Jan. 20 @ RL Turner HS in CFISD (Irving ISD has 4 participants)
      - ✓ **21 Day Snacking Challenge** – 4 elementary schools participated this year

**Adjourned & thank you for another year of service!**



***Members of Health Advisory Council  
2023 – 2025***

<b>Member</b>	<b>Campus</b>	<b>Service</b>	<b>Status</b>
1. Tracy Bennett	Parent – Farine	2 years	Returning
2. Lynette Cleveland	Parent – MacArthur	2 years	Returning
3. Leslie Tillerson	Community member	2 years	Returning
4. Cindy Buchanan	Parent – Travis, MacArthur	2 years	Returning
5. Bonnie Jones	Parent – Bowie, Townley	2 years	Returning
6. Susie Griffin	Parent – Nimitz, Lamar	2 years	Returning
7. Eileen Parks	Community Member	2 years	Returning
8. Sarah Stegall	Parent – Crockett, Singley & at Houston MS Library	2 years	Returning
9. Terry Harbin	Parent – MacArthur, Travis	2 years	Returning
10. Michelle Vinson	Parent – Nimitz	2 years	Returning
11. Kam Junejo	Parent – Brandenburg, Travis	2 years	Returning
12. Yolanda Rawls	Parent – MacArthur HS	2 years	New
13. Ebony Collinsworth	Parent – MacArthur HS	2 years	New
14. Porfy Martinez	Parent – MacArthur HS	2 years	New
15. Mary Richarte	Community member & School Board Trustee	2 years	Returning
16. Sheila Browning	Retired (Nurse – Lively) – Community Member	2 years	Returning
17. Amber McHugh	Health/PE teacher – Singley Academy	2 years	Returning
18. Kimest Sanders*	Counseling & Guidance Coordinator	2 years	Returning
19. Rachel Chamberlain	Counselor – Lady Bird Johnson Middle School	2 years	Returning
20. Sandra Silva	Counselor – Keyes Elementary	2 years	New
21. Kathy Miller	Classroom teacher – Lively Elementary	2 years	Returning
22. Dereka Davis*	TAPPS/Foster Care Coordinator	District Rep	ongoing
23. Olga Rosenberger*	Executive Director of Adult Support Services and Student Nutrition	District Rep	ongoing
24. Sylvia Saucedo*	Asst. Director – Food Services	District Rep	ongoing
25. LeeAnn Lachance*	Purchasing, Nutrition and Menu Operations Coordinator	District Rep	ongoing
26. Julie Soberanis*	Director – Guidance, Counseling & College Readiness	District Rep	ongoing
27. Sofia Lopez*	Director At-Risk/Responsive Services	District Rep	ongoing
28. Karyn Beauchamp*	Director of Health Services	District Rep	ongoing
29. Sandi Cravens*	Health and PE Coordinator	District Rep	Ongoing
30. Jose Villasenor*	Employee Wellness Strategist	District Rep	Ongoing
31. Imelda Little*	School Leadership	District Rep	Ongoing
32. Rebecca Amador	Impact Communities	1 <sup>st</sup> Time	

**\*Administrative representatives – ongoing service, nonvoting members**

<p><b>GOAL 5:</b> The District shall provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students.</p>	
<p><b>Objective 1: Campus master schedules will be checked each semester to ensure that all TEA regulations concerning physical education are met by the school district.</b></p>	
<p><b>Action Steps</b></p>	<p><b>Methods for Measuring Implementation</b></p>
<ul style="list-style-type: none"> <li>• Elementary campus schedules checked to ensure compliance with the TEA required 135 minutes of structured physical activity per week</li> <li>• Exposure to a wide variety of recreation/leisure sports as well as traditional physical education written into the curriculum</li> <li>• Enhance the quality of physical education curriculum and provide training of physical education</li> <li>• Provide fitness opportunities for students</li> </ul>	<ul style="list-style-type: none"> <li>• Campuses follow TEA guidelines</li> <li>• Physical Education courses follow our IISD comprehensive PE/Health curriculum based on the TEKS</li> <li>• Vast offering of PE courses - Outdoor Adventure Education, Swimming, Foundations of Personal Fitness, Karate</li> <li>• PE Department rotates a variety of equipment such as bowling, tennis, cup stacking, and outdoor games, bikes, gymnastics, heart course, etc.</li> <li>• After school PLC meetings throughout the school year support professional development. Opportunities to attend conferences equal to other subject areas</li> <li>• Fitness opportunities:                         <ul style="list-style-type: none"> <li>5th Grade Track Meet</li> <li>iRun</li> <li>2<sup>nd</sup> Grade Swim Safe</li> <li>ES Kid’s Heart Challenge &amp; MS American Heart Challenge</li> <li>Daily quality PE grades 6-12 (50%MVPA focus in PE)</li> </ul> </li> </ul>
<p><b>Objective 2: Elementary campuses shall provide at least 15 minutes of daily outdoor recess (weather permitting) for all students.</b></p>	
<p><b>Action Steps</b></p>	<p><b>Methods for Measuring Implementation</b></p>
<ul style="list-style-type: none"> <li>• Elementary schedules will be set to ensure all students may partake in daily outdoor recess.</li> </ul>	<ul style="list-style-type: none"> <li>• Campuses meet this objective consistently</li> </ul>

**GOAL 8:** The District shall promote the mental health of students with age-appropriate programs in accordance with the guidelines provided in FFEB (legal).

**Objective 1: Mental health programs to promote student mental health.**

*Action Steps*

- Provide programs in:
  - Early mental health prevention & intervention
  - Building skills related to managing emotions, establishing, and maintaining positive relationships, and responsible decision-making
  - Substance abuse prevention, intervention, and intervention
  - Suicide prevention, intervention, and postvention
  - Grief-informed and trauma-informed practices
  - Positive school climates
  - Positive behavior interventions and supports for all students, including those at-risk
  - Positive youth development
  - Safe, supportive, and positive school climate

Methods for Measuring Implementation

- Required programs are offered and lessons are taught at all levels following district guidelines:

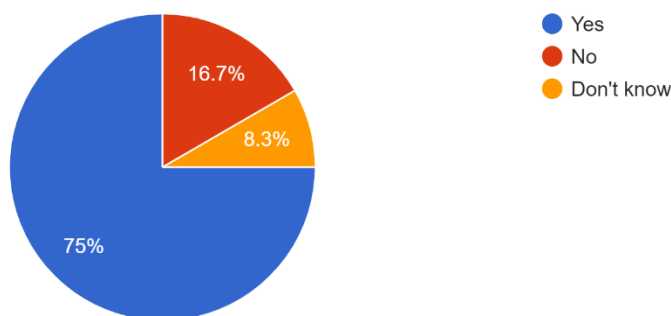
Topic	Grade	Curriculum
Bullying	PK-12th	Counselor/District Created
Violence Prevention/Personal Safety	K-12th	WHO-We Help Ourselves
Violence Prevention/Personal Safety	K-5th	Quaver Health/PE
Violence Prevention/Personal Safety	K-5th	Fight! Child Abuse.Org
College, Career & Military Readiness	PK-12th	Counselor/District Created
Suicide Prevention/Mental Health and Safety	6th-12th	Erika's Lighthouse
Drug Education	PK-12th	Counselor/District Created
Human Trafficking	6th-12th	A21

## Campus Wellness Assessment 23-24 Results (district)

**WELLNESS GOAL 1:** The District’s food service staff, teachers, and other District personnel shall consistently promote healthy nutrition messages in cafeterias, classrooms, and other appropriate settings.

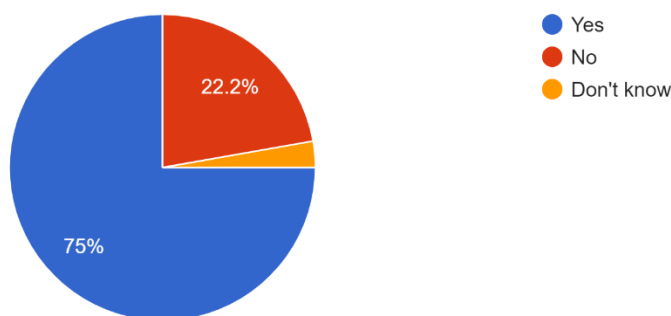
1.1 Our campus provides healthy eating promotion activities such as marketing materials, food service line placement and incentives to encourage healthy food selection in school cafeterias.

36 responses



1.2 Our campus/district provides staff with healthy nutrition messages and resources throughout the year to promote healthy nutrition choices.

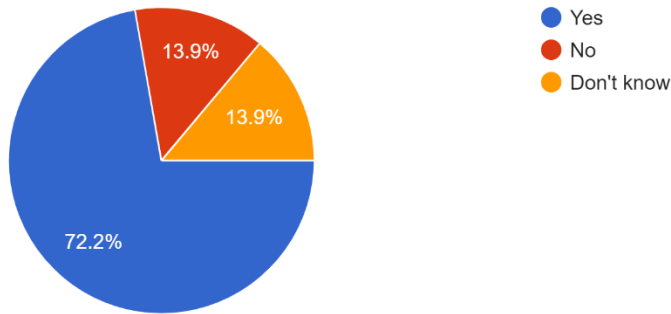
36 responses



**WELLNESS GOAL 2:** The district shall share educational nutrition information with families, staff, and the public to promote healthy nutrition choices and positively influence the health of students and staff.

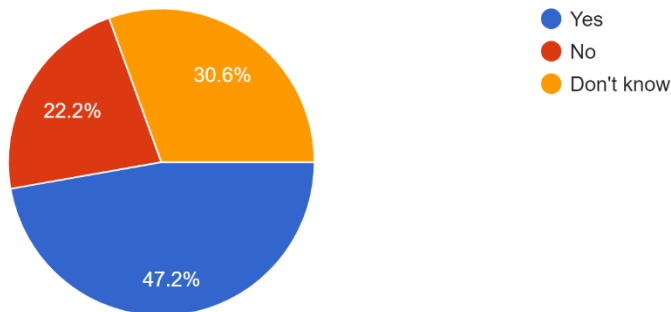
2.1 Our campus/district provides nutrition information on selected foods or topics to promote healthy eating habits.

36 responses



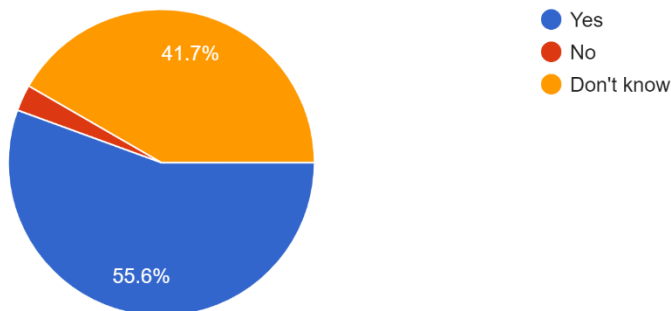
2.2 Our campus/district offers nutrition education to employees.

36 responses



2.3 Our district offers nutrition education to the public at community events throughout the year.

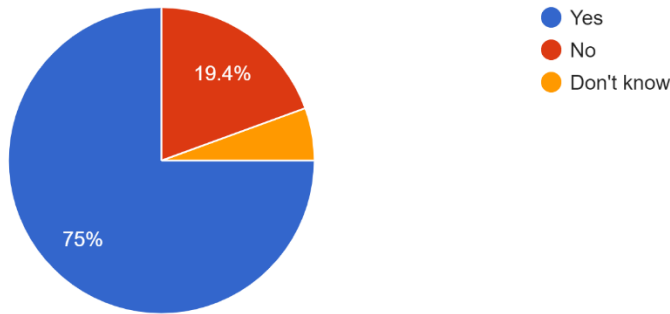
36 responses



**WELLNESS GOAL 3:** The District shall ensure that food and beverage advertisements accessible to students during the school day depict only products that meet the federal guidelines for meals and competitive foods.

3.1 Our campus, in conjunction with Food & Nutrition Services, ensures that only advertisement/marketing materials (including for s...ack Guidelines are posted throughout the school.

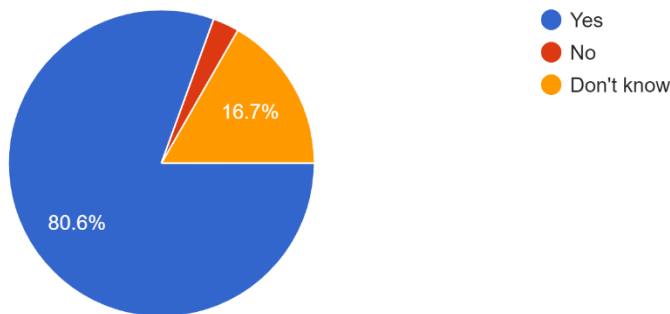
36 responses



**WELLNESS GOAL 4:** The District shall make nutrition education a District-wide priority through curriculum and District initiatives, as appropriate.

4.1 Nutrition education is taught in physical education for elementary and middle school students, and in health education classes for high school students.

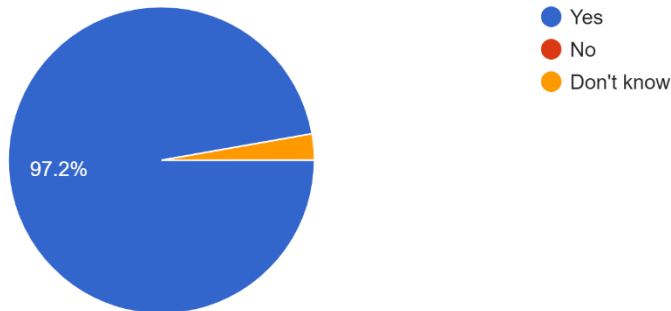
36 responses



**WELLNESS GOAL 5:** The District shall provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students.

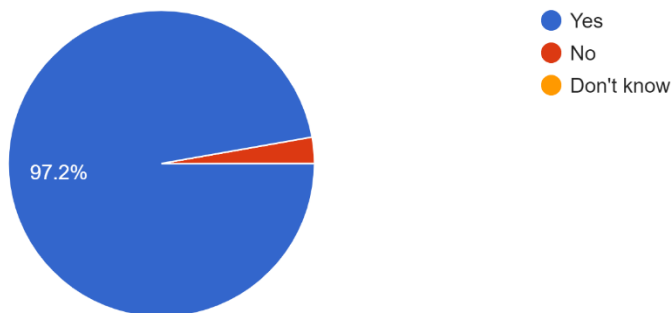
5.1 Campus master schedules comply with all TEA regulations concerning physical education.  
(Requirements: elementary = 135 minutes per week ...l = 1 year of physical education for all students).

36 responses



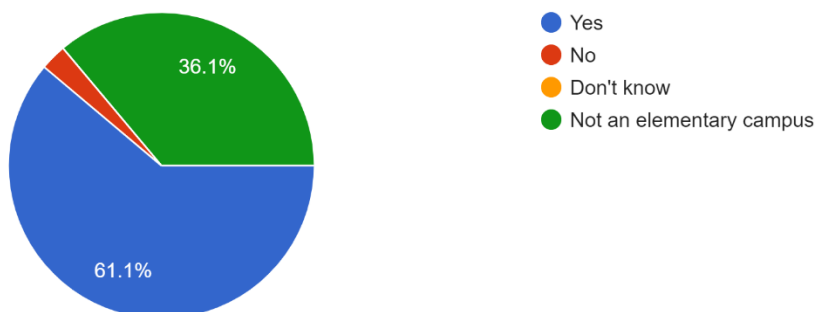
5.2 Our campus provides fitness opportunities for students, and exposes them to a wide variety of recreational/leisure activities in addition to skill-based physical education curriculum.

36 responses



5.3 (Elementary only) Our campus ensures that all students receive at least 15 minutes of OUTDOOR recess daily (weather permitting).

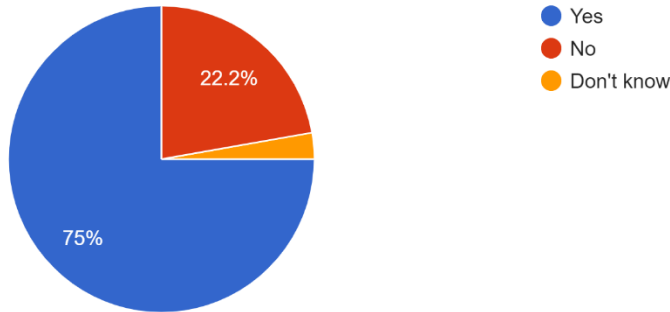
36 responses



**WELLNESS GOAL 6:** The District shall encourage parents to support their children’s participation in physical activity, to be active role models, and to include physical activity in family events.

6.1 Our campus promotes family engagement in physical activity, and offers physical activity opportunities at campus/district events.

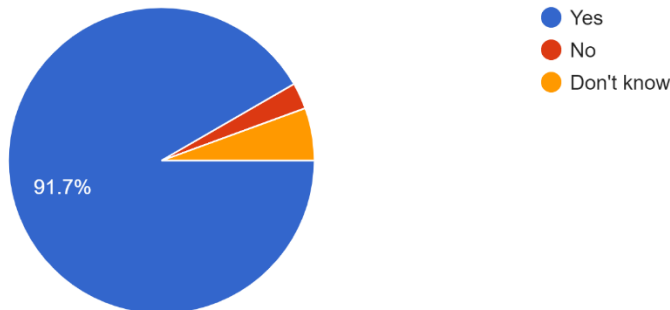
36 responses



**WELLNESS GOAL 7:** The District shall promote employee wellness activities and involvement at suitable District and campus activities through the Employee Wellness Program.

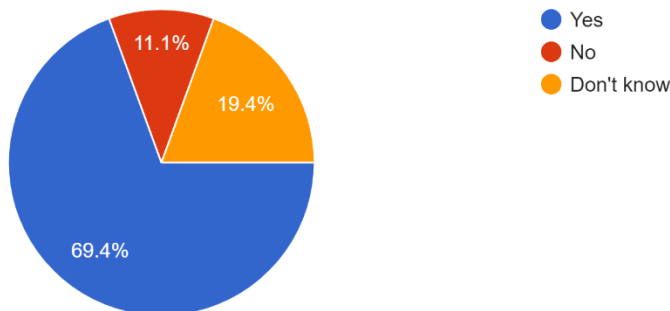
7.1 The District’s Employee Wellness Program has developed and offered initiatives that benefit our employees and meet their health and wellness needs.

36 responses



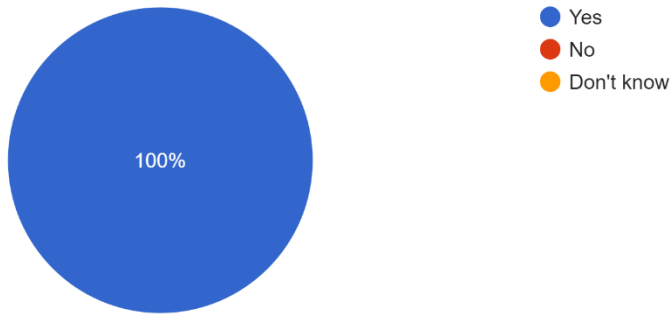
7.2 Our District’s Employee Wellness Program has worked in conjunction with the Campus Wellness Champions to promote wellness initiatives.

36 responses

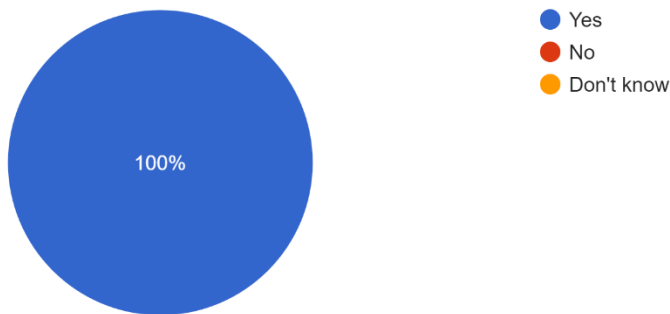


**WELLNESS GOAL 8:** The District shall promote the mental health of students with age-appropriate programs in accordance with the guidelines provided in FFEB (legal).

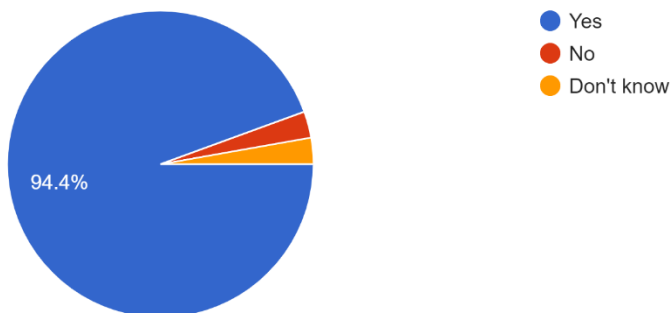
8.1 Our campus provides the required programs/lessons in bullying.  
36 responses



8.2 Our campus provides the required programs/lessons in violence prevention and personal safety.  
36 responses



8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.  
36 responses



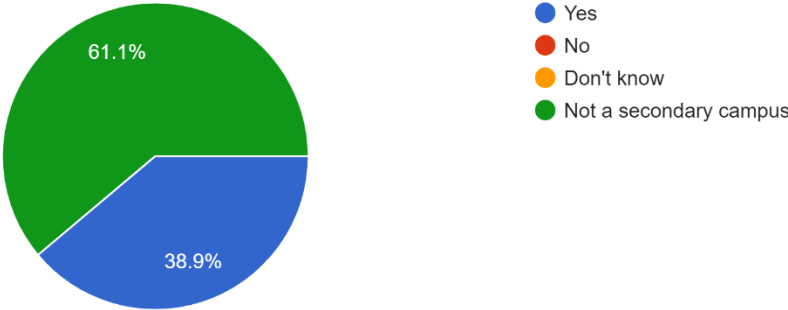
8.4 Our campus provides the required programs/lessons in drug education.

36 responses



8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.

36 responses



## Wellness Results by Campus

### High School Questions 1 & 2

Campus Name	Your Name	Your Position	1.1 Our campus provides healthy eating promotion activities such as marketing materials, food service line placement and incentives to encourage healthy food selection in school cafeterias.	1.2 Our campus/district provides staff with healthy nutrition messages and resources throughout the year to promote healthy nutrition choices.	2.1 Our campus/district provides nutrition information on selected foods or topics to promote healthy eating habits.	2.2 Our campus/district offers nutrition education to employees.	2.3 Our district offers nutrition education to the public at community events throughout the year.
Irving HS	Samuel Hernandez	Principal	Yes	Yes	Yes	Don't know	Don't know
MacArthur	Natasha Stewart	Principal	No	No	No	No	Don't know
Nimitz High School	Francisco Miranda	Principal	Yes	Yes	Yes	Yes	Yes
Singley Academy	Jesus Quezada	Ass't Principal	Yes	Yes	Yes	Don't know	Don't know
SRC	Scott Sralla	Principal	Yes	Yes	Yes	Yes	Yes

23

### Middle School Questions 1 & 2

Austin	Curtis L Mauricio	Principal	Yes	Yes	Yes	Yes	Yes
Bowie Middle School	Anabel Ibarra	Principal	Yes	No	No	Don't know	Don't know
Crockett MS	Manny Espino	Principal	Yes	Don't know	Yes	Don't know	Don't know
de Zavala	Tifany Williams	Principal	Yes	No	Yes	No	No
Lady Bird	Trent Nickerson	Principal	Yes	Yes	Yes	Yes	Yes
Lamar	Eric Ogle	Principal	Yes	Yes	Yes	Yes	Yes
Travis MS	Bianca Johnson	Principal	Yes	Yes	Yes	Yes	Yes

### High School Questions 3, 4, 5

Campus Name	Your Name	Your Position	3.1 Our campus, in conjunction with Food & Nutrition Services, ensures that only advertisement/marketing materials (including for school club fundraising) for products/foods that meet federal Smart Snack Guidelines are posted throughout the school.	4.1 Nutrition education is taught in physical education for elementary and middle school students, and in health education classes for high school students.	5.1 Campus master schedules comply with all TEA regulations concerning physical education. (Requirements: elementary = 135 minutes per week of structured physical activity for every student; middle = 4 semesters of physical education for every student; high school = 1 year of physical education for all students).	5.2 Our campus provides fitness opportunities for students, and exposes them to a wide variety of recreational/leisure activities in addition to skill-based physical education curriculum.	5.3 (Elementary only) Our campus ensures that all students receive at least 15 minutes of OUTDOOR recess daily (weather permitting).
Irving HS	Samuel Hernandez	Principal	No	Yes	Yes	Yes	Not an elementary campus
MacArthur	Natasha Stewart	Principal	No	Yes	Yes	Yes	Not an elementary campus
Nimitz High School	Francisco Miranda	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
Singley Academy	Jesus Quezada	Ass't Principal	Yes	Yes	Yes	Yes	No
SRC	Scott Sralla	Principal	Yes	Yes	Yes	Yes	Yes

24

### Middle School Questions 3, 4, 5

Austin	Curtis L Mauricio	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
Bowie Middle School	Anabel Ibarra	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
Crockett MS	Manny Espino	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
de Zavala	Tiffany Williams	Principal	No	Don't know	Yes	Yes	Not an elementary campus

Lady Bird	Trent Nickerson	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
Lamar	Eric Ogle	Principal	Yes	Yes	Yes	Yes	Not an elementary campus
Travis MS	Bianca Johnson	Principal	Yes	Yes	Yes	Yes	Not an elementary campus

**High School Questions 6, 7 - 8.2**

Campus Name	Your Name	Your Position	6.1 Our campus promotes family engagement in physical activity, and offers physical activity opportunities at campus/district events.	7.1 The District's Employee Wellness Program has developed and offered initiatives that benefit our employees and meet their health and wellness needs.	7.2 Our District's Employee Wellness Program has worked in conjunction with the Campus Wellness Champions to promote wellness initiatives.	8.1 Our campus provides the required programs/lessons in bullying.	8.2 Our campus provides the required programs/lessons in violence prevention and personal safety.
Irving HS	Samuel Hernandez	Principal	Yes	Yes	No	Yes	Yes
MacArthur	Natasha Stewart	Principal	No	Yes	Yes	Yes	Yes
Nimitz High School	Francisco Miranda	Principal	Yes	Yes	Don't know	Yes	Yes
Singley Academy	Jesus Quezada	Ass't Principal	Don't know	Yes	Yes	Yes	Yes
SRC	Scott Sralla	Principal	Yes	Yes	Yes	Yes	Yes

**Middle School Questions 6, 7 - 8.2**

Austin	Curtis L Mauricio	Principal	Yes	Yes	Yes	Yes	Yes	26
Bowie Middle School	Anabel Ibarra	Principal	Yes	Yes	Yes	Yes	Yes	
Crockett MS	Manny Espino	Principal	No	Yes	Yes	Yes	Yes	
de Zavala	Tifany Williams	Principal	No	Yes	No	Yes	Yes	
Lady Bird	Trent Nickerson	Principal	Yes	Yes	Yes	Yes	Yes	
Lamar	Eric Ogle	Principal	No	Yes	Yes	Yes	Yes	
Travis MS	Bianca Johnson	Principal	Yes	Yes	Don't know	Yes	Yes	

### High School Questions 8.3 - Additional Comments

Campus Name	Your Name	Your Position	8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.	8.4 Our campus provides the required programs/lessons in drug education.	8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.	Please add additional comments here.
Irving HS	Samuel Hernandez	Principal	Yes	Yes	Yes	Our campus does have a Wellness Club lead by teachers and for teachers.
MacArthur	Natasha Stewart	Principal	Yes	Yes	Yes	Thank you for your efforts to promote health and wellness across the district.
Nimitz High School	Francisco Miranda	Principal	Yes	Yes	Yes	
Singley Academy	Jesus Quezada	Ass't Principal	Yes	Yes	Yes	
SRC	Scott Sralla	Principal	Yes	Yes	Yes	

27

### Middle School Questions 8.3 - Additional Comments

Austin	Curtis L Mauricio	Principal	Yes	Yes	Yes	
Bowie Middle School	Anabel Ibarra	Principal	Yes	Yes	Yes	
Crockett MS	Manny Espino	Principal	Yes	Yes	Yes	
de Zavala	Tiffany Williams	Principal	Yes	Yes	Yes	
Lady Bird	Trent Nickerson	Principal	Yes	Yes	Yes	
Lamar	Eric Ogle	Principal	Yes	Yes	Yes	
Travis MS	Bianca Johnson	Principal	Yes	Yes	Yes	

## Elementary Questions 1 & 2

Campus Name	Your Name	Your Position	1.1 Our campus provides healthy eating promotion activities such as marketing materials, food service line placement and incentives to encourage healthy food selection in school cafeterias.	1.2 Our campus/district provides staff with healthy nutrition messages and resources throughout the year to promote healthy nutrition choices.	2.1 Our campus/district provides nutrition information on selected foods or topics to promote healthy eating habits.	2.2 Our campus/district offers nutrition education to employees.	2.3 Our district offers nutrition education to the public at community events throughout the year.
Barton	Lisbeth Valdez	Principal	Yes	Yes	Yes	Yes	Yes
Brandenburg	Norma Martinez	Interim Principal	No	No	No	No	Yes
Britain	Shauna Villarreal	principal	Yes	Yes	Yes	Yes	Don't know
Brown Elem.	Maria Teresa Bloomfi	Principal	Yes	Yes	Yes	Yes	Yes
Clifton ECS	Leigh Anne McNeese	Principal	Yes	Yes	Yes	Don't know	Yes
Davis Elementary	Angela M. Long	principal	Yes	Yes	Yes	Don't know	Don't know
Elliott	Rachel Morton	Principal	No	No	No	No	Don't know
Farine	Norma Gonzalez-Pere	Principal	Yes	Yes	Yes	Yes	Yes
Good	Francisco Rico	Principal	Yes	Yes	Yes	Yes	Don't know
Good ES	Claudia Robles	AP	No	No	Yes	No	Don't know
Hanes Elementary	Adriana Arrieta	Principal	No	Yes	Don't know	Yes	Yes
Kinkeade Early ChildH	Delicia Floyd	Principal	No	Yes	Yes	Yes	Yes
Kinkeade ECS	Patricia Payne	Ass't Principal	Yes	Yes	Yes	No	Yes
Lee	Carla Flores	Principal	Yes	Yes	Don't know	Yes	Don't know
Lee ES	VyTara Simmons	AP	Yes	Yes	Yes	Don't know	Don't know
Lively	Maresa Martinez	PE Teacher	Don't know	Yes	Yes	No	Don't know
Lively	Julien Yacho	Health	Yes	Yes	Yes	Yes	Yes
Paul Keyes Elementa	Nancy Atkinson	Principal	Yes	Yes	Yes	Yes	Yes
Pierce ECS	Tracy Gonzales	Principal	Yes	Yes	Yes	Don't know	Don't know
Schulze ES	Linda Torres-Rangel	Principal	Yes	Yes	Yes	Yes	Yes
Stipes	Mary Kay Dixon	Principal	Yes	Yes	Don't know	Don't know	Yes
Thomas Haley ES	Henry Taylor	Principal	Don't know	No	No	No	Don't know
Townley	Anne Clark	Principal	Yes	Yes	Don't know	Don't know	Yes
Townsell Elementary	Amber Brooks	Principal	Don't know	No	Don't know	Don't know	Yes

Missing Results for: Johnston, John Haley & Gilbert - they did not complete the assessment.

### Elementary Questions 3, 4, 5

Campus Name	Your Name	Your Position	3.1 Our campus, in conjunction with Food & Nutrition Services, ensures that only advertisement/marketing materials (including for school club fundraising) for products/foods that meet federal Smart Snack Guidelines are posted throughout the school.	4.1 Nutrition education is taught in physical education for elementary and middle school students, and in health education classes for high school students.	5.1 Campus master schedules comply with all TEA regulations concerning physical education. (Requirements: elementary = 135 minutes per week of structured physical activity for every student; middle = 4 semesters of physical education for every student; high school = 1 year of physical education for all students).	5.2 Our campus provides fitness opportunities for students, and exposes them to a wide variety of recreational/leisure activities in addition to skill-based physical education curriculum.	5.3 (Elementary only) Our campus ensures that all students receive at least 15 minutes of OUTDOOR recess daily (weather permitting).
Barton	Lisbeth Valdez	Principal	Yes	Don't know	Yes	Yes	Yes
Brandenburg	Norma Martinez	Interim Principa	Yes	Yes	Yes	No	Yes
Britain	Shauna Villarreal	principal	Yes	Yes	Yes	Yes	Yes
Brown Elem.	Maria Teresa Bloomfi	Principal	Yes	Yes	Yes	Yes	Yes
Clifton ECS	Leigh Anne McNeese	Principal	Yes	Don't know	Yes	Yes	Not an elementary campus
Davis Elementary	Angela M. Long	principal	Yes	Yes	Yes	Yes	Yes
Elliott	Rachel Morton	Principal	Yes	Yes	Yes	Yes	Yes
Farine	Norma Gonzalez-Pere	Principal	Don't know	Yes	Yes	Yes	Yes
Good	Francisco Rico	Principal	Yes	Yes	Yes	Yes	Yes
Good ES	Claudia Robles	AP	No	Don't know	Yes	Yes	Yes
Hanes Elementary	Adriana Arrieta	Principal	No	Yes	Yes	Yes	Yes
Kinkeade Early ChildH	Delicia Floyd	Principal	No	Yes	Yes	Yes	Yes
Kinkeade ECS	Patricia Payne	Assistant Princip	Yes	Don't know	Don't know	Yes	Not an elementary campus
Lee	Carla Flores	Principal	Yes	No	Yes	Yes	Yes
Lee ES	VyTara Simmons	AP	Yes	Yes	Yes	Yes	Yes
Lively	Maresa Martinez	PE Teacher	No	Yes	Yes	Yes	Yes
Lively	Julien Yacho	Health	Yes	Yes	Yes	Yes	Yes

Paul Keyes Elementar	Nancy Atkinson	Principal	Yes	Yes	Yes	Yes	Yes
Pierce ECS	Tracy Gonzales	Principal	Yes	Don't know	Yes	Yes	Not an elementary campus
Schulze ES	Linda Torres-Rangel	Principal	Yes	Yes	Yes	Yes	Yes
Stipes	Mary Kay Dixon	Principal	Yes	Yes	Yes	Yes	Yes
Thomas Haley ES	Henry Taylor	Principal	Yes	Yes	Yes	Yes	Yes
Townley	Anne Clark	Principal	Don't know	Yes	Yes	Yes	Yes
Townsell Elementary	Amber Brooks	Principal	Yes	Yes	Yes	Yes	Yes

**Missing Results for: Johnston, John Haley & Gilbert - they did not complete the assessment.**

## Elementary Questions 6, 7 - 8.2

Campus Name	Your Name	Your Position	6.1 Our campus promotes family engagement in physical activity, and offers physical activity opportunities at campus/district events.	7.1 The District's Employee Wellness Program has developed and offered initiatives that benefit our employees and meet their health and wellness needs.	7.2 Our District's Employee Wellness Program has worked in conjunction with the Campus Wellness Champions to promote wellness initiatives.	8.1 Our campus provides the required programs/lessons in bullying.	8.2 Our campus provides the required programs/lessons in violence prevention and personal safety.
Barton	Lisbeth Valdez	Principal	Yes	Yes	Don't know	Yes	Yes
Brandenburg	Norma Martinez	Interim Principa	No	Yes	No	Yes	Yes
Britain	Shauna Villarreal	principal	Yes	Yes	Yes	Yes	Yes
Brown Elem.	Maria Teresa Bloomfi	Principal	Yes	Yes	Yes	Yes	Yes
Clifton ECS	Leigh Anne McNeese	Principal	Yes	Yes	Yes	Yes	Yes
Davis Elementary	Angela M. Long	principal	Yes	Yes	Yes	Yes	Yes
Elliott	Rachel Morton	Principal	Yes	Yes	Yes	Yes	Yes
Farine	Norma Gonzalez-Pere	Principal	Yes	Yes	Don't know	Yes	Yes
Good	Francisco Rico	Principal	No	Yes	Yes	Yes	Yes
Good ES	Claudia Robles	AP	Yes	No	No	Yes	Yes
Hanes Elementary	Adriana Arrieta	Principal	Yes	Yes	Yes	Yes	Yes
Kinkeade Early Childh	Delicia Floyd	Principal	Yes	Yes	Yes	Yes	Yes
Kinkeade ECS	Patricia Payne	Assistant Princip	Yes	Yes	Yes	Yes	Yes
Lee	Carla Flores	Principal	Yes	Yes	Don't know	Yes	Yes
Lee ES	VyTara Simmons	AP	Yes	Don't know	Yes	Yes	Yes
Lively	Maresa Martinez	PE Teacher	Yes	Yes	Yes	Yes	Yes
Lively	Julien Yacho	Health	Yes	Yes	Yes	Yes	Yes
Paul Keyes Elementa	Nancy Atkinson	Principal	No	Yes	Yes	Yes	Yes
Pierce ECS	Tracy Gonzales	Principal	No	Yes	Yes	Yes	Yes
Schulze ES	Linda Torres-Rangel	Principal	Yes	Yes	Yes	Yes	Yes
Stipes	Mary Kay Dixon	Principal	Yes	Yes	Don't know	Yes	Yes
Thomas Haley ES	Henry Taylor	Principal	Yes	Yes	Yes	Yes	Yes
Townley	Anne Clark	Principal	Yes	Don't know	Don't know	Yes	Yes
Townsell Elementary	Amber Brooks	Principal	Yes	Yes	Yes	Yes	Yes

Missing Results for: Johnston, John Haley & Gilbert - they did not complete the assessment.

**Elementary Questions 8.3 - Additional Comments - page 1**

Campus Name	Your Name	Your Position	8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.	8.4 Our campus provides the required programs/lessons in drug education.	8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.	Please add additional comments here.
Barton	Lisbeth Valdez	Principal	Yes	Yes	Not a secondary campus	
Brandenburg	Norma Martinez	Interim Principa	Yes	Yes	Not a secondary campus	
Britain	Shauna Villarreal	principal	Yes	Yes	Not a secondary campus	
Brown Elem.	Maria Teresa Bloomfi	Principal	Yes	Yes	Not a secondary campus	
Clifton ECS	Leigh Anne McNeese	Principal	Yes	Yes	Not a secondary campus	
Davis Elementary	Angela M. Long	principal	Yes	Yes	Not a secondary campus	
Elliott	Rachel Morton	Principal	Yes	Yes	Not a secondary campus	
Farine	Norma Gonzalez-Pere	Principal	Yes	Yes	Not a secondary campus	
Good	Francisco Rico	Principal	Yes	Yes	Not a secondary campus	

### Elementary Questions 8.3 - Additional Comments - page 2

Campus Name	Your Name	Your Position	8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.	8.4 Our campus provides the required programs/lessons in drug education.	8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.	Please add additional comments here.
Good ES	Claudia Robles	AP	Yes	Yes	Yes	The food provided by the school cafeteria does not meet the requirements for a balanced diet since students receive meals that are too fatty and too sugary. Students also have the option of purchasing 33 ice cream and chips during lunch and this causes students to choose to eat their ice cream and chips instead of eating their lunch.
Hanes Elementary	Adriana Arrieta	Principal	Yes	Yes	Not a secondary campus	
Kinkeade Early Childh	Delicia Floyd	Principal	No	Yes	Not a secondary campus	
Kinkeade ECS	Patricia Payne	Assistant Princip	Don't know	Yes	Not a secondary campus	
Lee	Carla Flores	Principal	Yes	Yes	Yes	
Lee ES	VyTara Simmons	AP	Yes	Yes	Not a secondary campus	

**Elementary Questions 8.3 - Additional Comments - page 4**

Campus Name	Your Name	Your Position	8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.	8.4 Our campus provides the required programs/lessons in drug education.	8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.	Please add additional comments here.
Lively	Maresa Martinez	PE Teacher	Yes	Yes	Not a secondary campus	As PE/Health teachers, more funding is needed to promote/advertise healthy habits, some more things could be done on campuses to promote healthy habits. FYI 4 elementary schools participated in a snack challenge that really encouraged kids to get involved. it was through kids teaching kids. Lively participated and had about 60-80 kids sign up. It would be neat to have our district do some type of healthy food challenge and get healthy food companies to support by offering incentives or coupons to support completion.
Lively	Julien Yacho	Health	Yes	Yes	Not a secondary campus	

### Elementary Questions 8.3 - Additional Comments - page 5

Campus Name	Your Name	Your Position	8.3 Our campus provides the required programs/lessons in suicide prevention, mental health and safety.	8.4 Our campus provides the required programs/lessons in drug education.	8.5 (Secondary only) Our campus provides the required programs/lessons in human trafficking.	Please add additional comments here.
Paul Keyes Elementary	Nancy Atkinson	Principal	Yes	Yes	Not a secondary campus	Our campus currently partners with Brighter Bites. Student, teachers, and parents are provided lessons on eating healthier. The 24-25 school year will be our 3rd year with this initiative. 35
Pierce ECS	Tracy Gonzales	Principal	Yes	Yes	Not a secondary campus	
Schulze ES	Linda Torres-Rangel	Principal	Yes	Yes	Not a secondary campus	
Stipes	Mary Kay Dixon	Principal	Yes	Yes	Not a secondary campus	
Thomas Haley ES	Henry Taylor	Principal	Yes	Yes	Not a secondary campus	
Townley	Anne Clark	Principal	Yes	Yes	Not a secondary campus	
Townsell Elementary	Amber Brooks	Principal	Yes	Yes	Not a secondary campus	

**Missing Results for: Johnston, John Haley & Gilbert - they did not complete the assessment.**

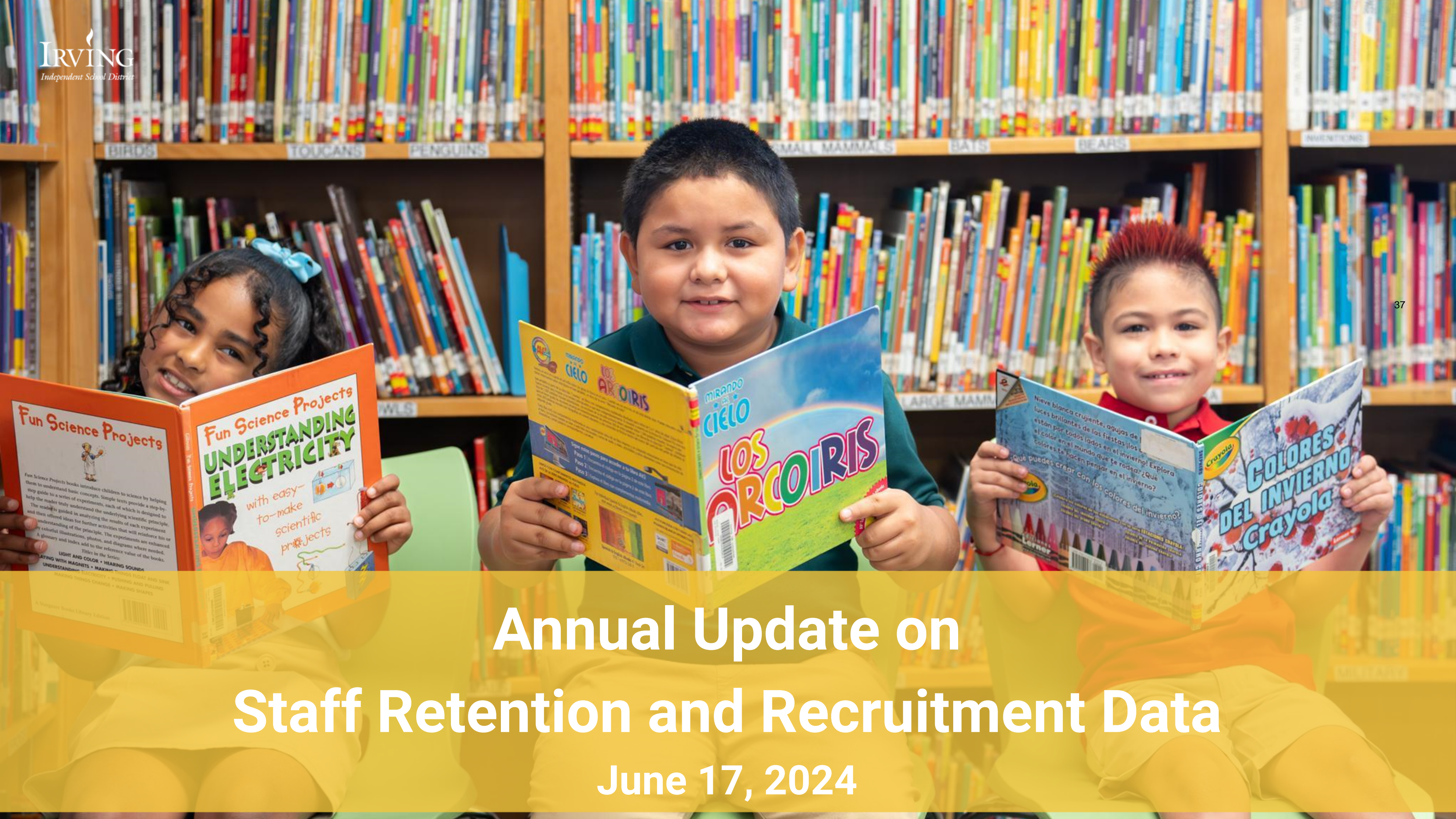
**TOPIC:** Annual Update on Staff Retention and Recruitment Data

**SUBMITTED BY:** Katie Gilleland - Senior Executive Director of HR & Employee Services and  
Dr. Dorian Galindo - Chief of Staff

**BACKGROUND:** District administration will provide an overview regarding hiring data trends, and ongoing District initiatives and collective District efforts in place to support broader staff recruitment, retention, and development across the District.

Additional Agenda Sheets Attached:  Yes  No

Exhibit will be provided under separate cover.



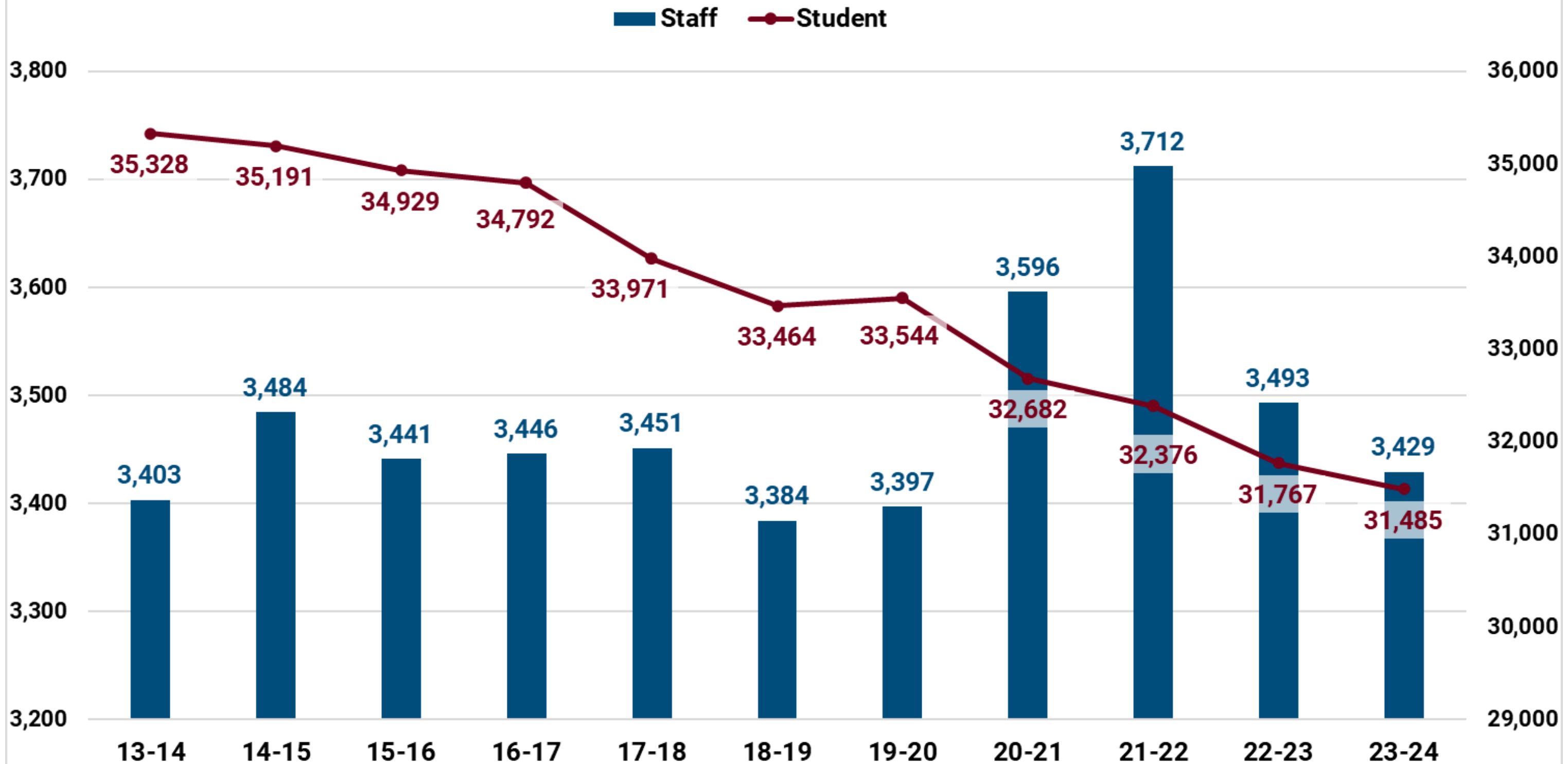
# Annual Update on Staff Retention and Recruitment Data

June 17, 2024



# Staff and Student Counts

Staff and Student Counts: 2013-2014 to 2023-2024



This report does not include auxiliary staff such as food service workers, school crossing guards, secretaries, bus drivers, clerks, etc.



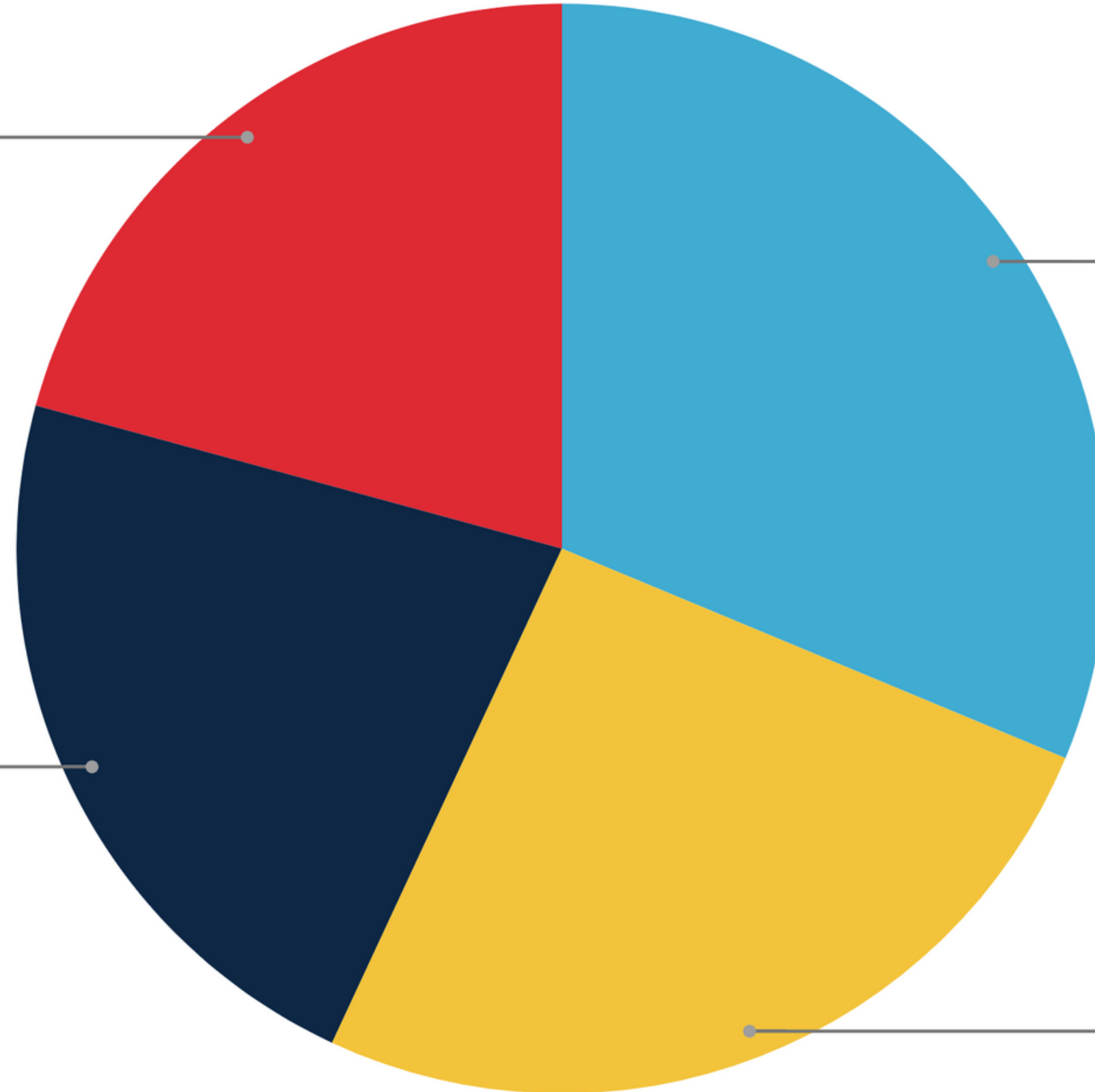
# Resignation Reasons

**Retirement**  
20.8%

**Work closer to home** 39  
31.3%

**Moving out of area**  
22.3%

**Family responsibilities**  
25.6%





# Recruitment Strategy



**College & Certification  
Reimbursement**

**Referral Incentive, Signing  
Bonus, & Retention Incentive**

**Compensation Increase**



# Bilingual Certified Staff



## WE ARE HIRING!

IRVING  
*Independent School District*

CERTIFIED BILINGUAL TEACHER  
2024-2025 EARNINGS & SAVINGS START AT

**\$75,418**

- ✓ \$62,618 Annual Teacher Salary
- ✓ \$4,800 Annual Contribution from IISD Toward your Health Insurance\*
- ✓ \$4,000 Bilingual Teacher Stipend
- ✓ \$2,000 24-25 Signing Bonus
- ✓ \$2,000 24-25 New to Irving ISD Bonus

**APPLY NOW**

[IrvingISD.net/Careers](https://IrvingISD.net/Careers)



\*If the employee elects for IISD Benefits coverage

**GROW**  
= WITH =  
**IRVING**



INDIANA **WESLEYAN** UNIVERSITY<sup>42</sup>



**FUTURE IRVING TEACHERS**  
IRVING ISD

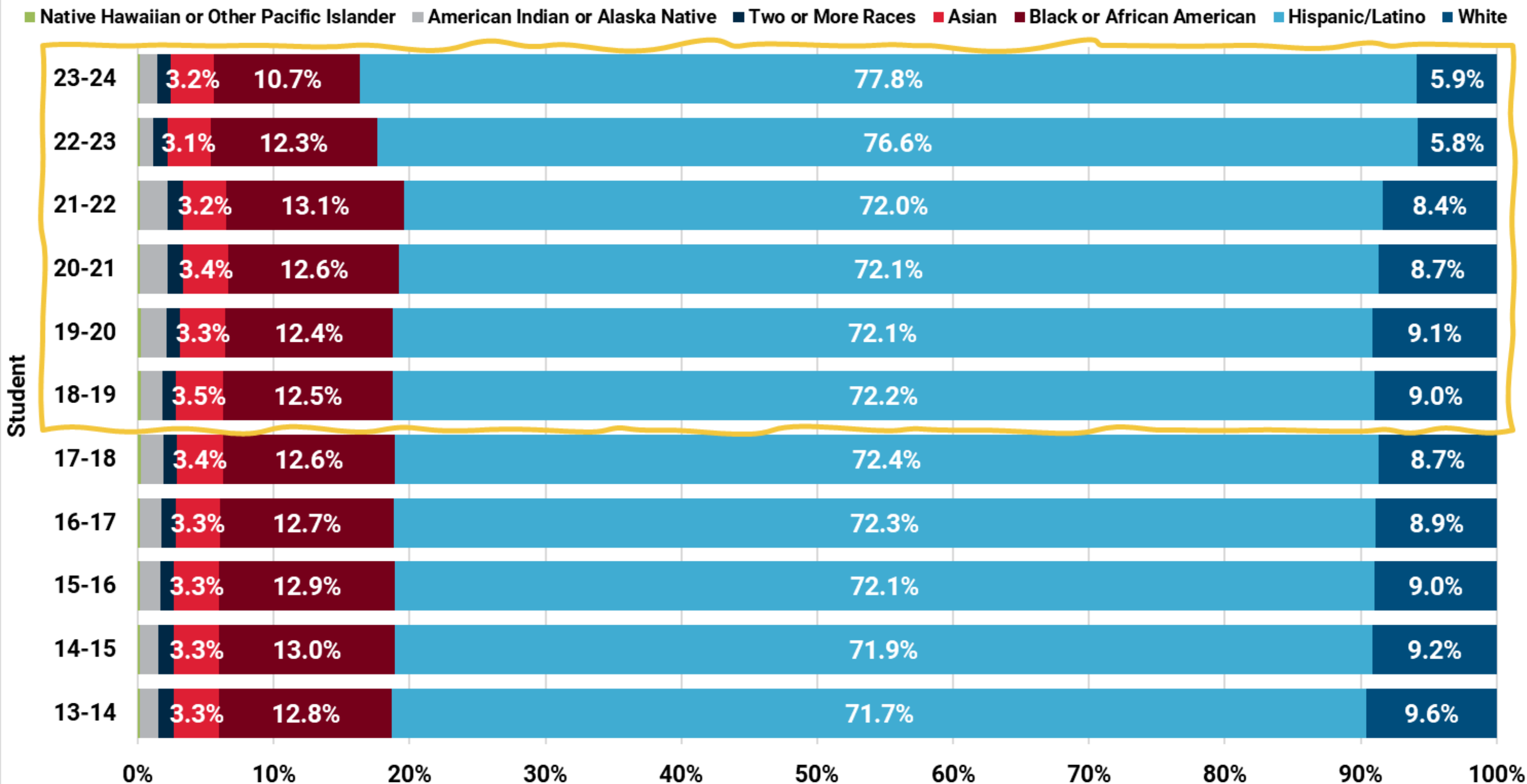


teach**worthy**<sup>®</sup>



# Overall Student Breakdown

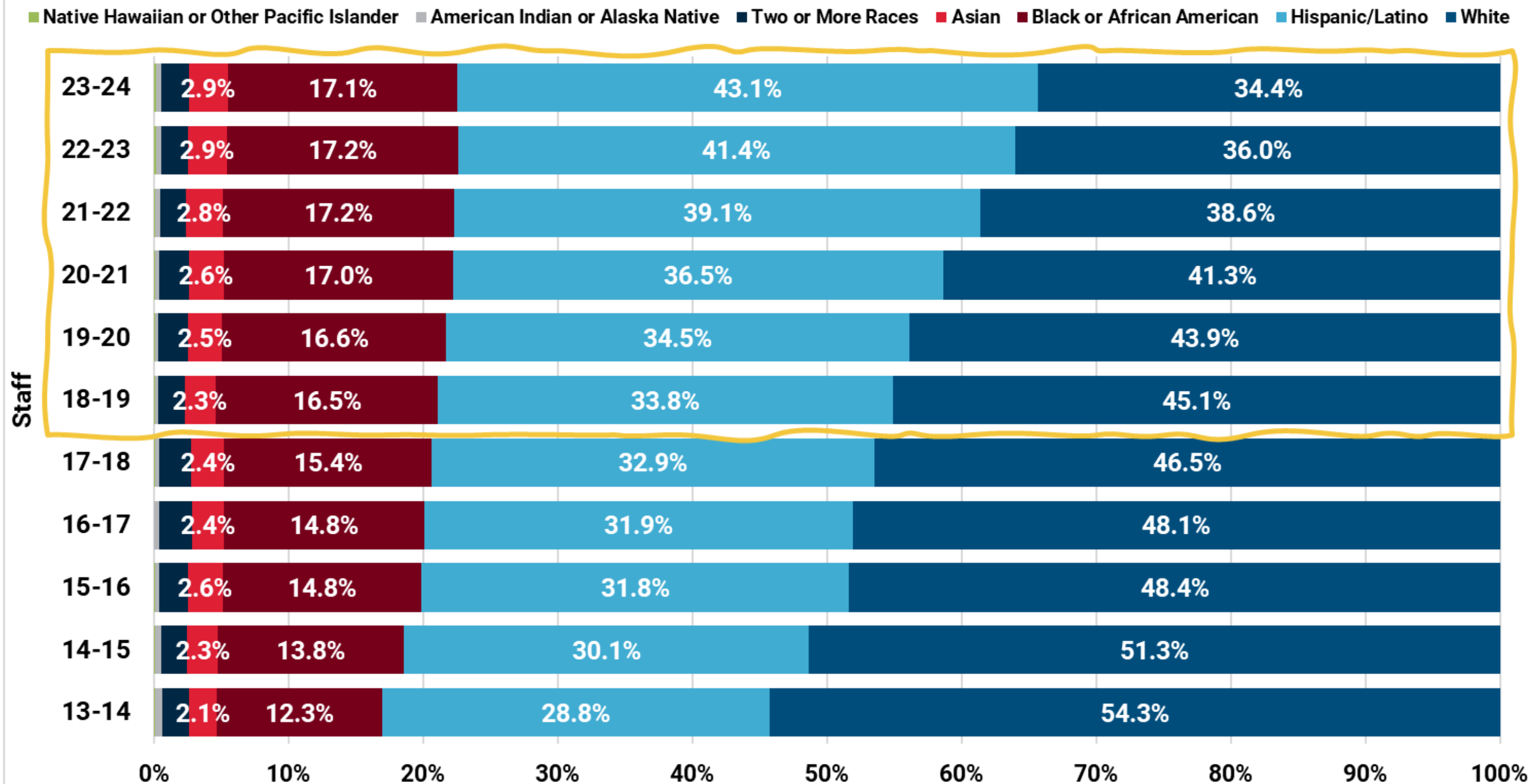
## Current and Historical Student Race/Ethnicity Percentages





# Overall Staff Breakdown

## Current and Historical Staff Race/Ethnicity Percentages





# Holdsworth Center



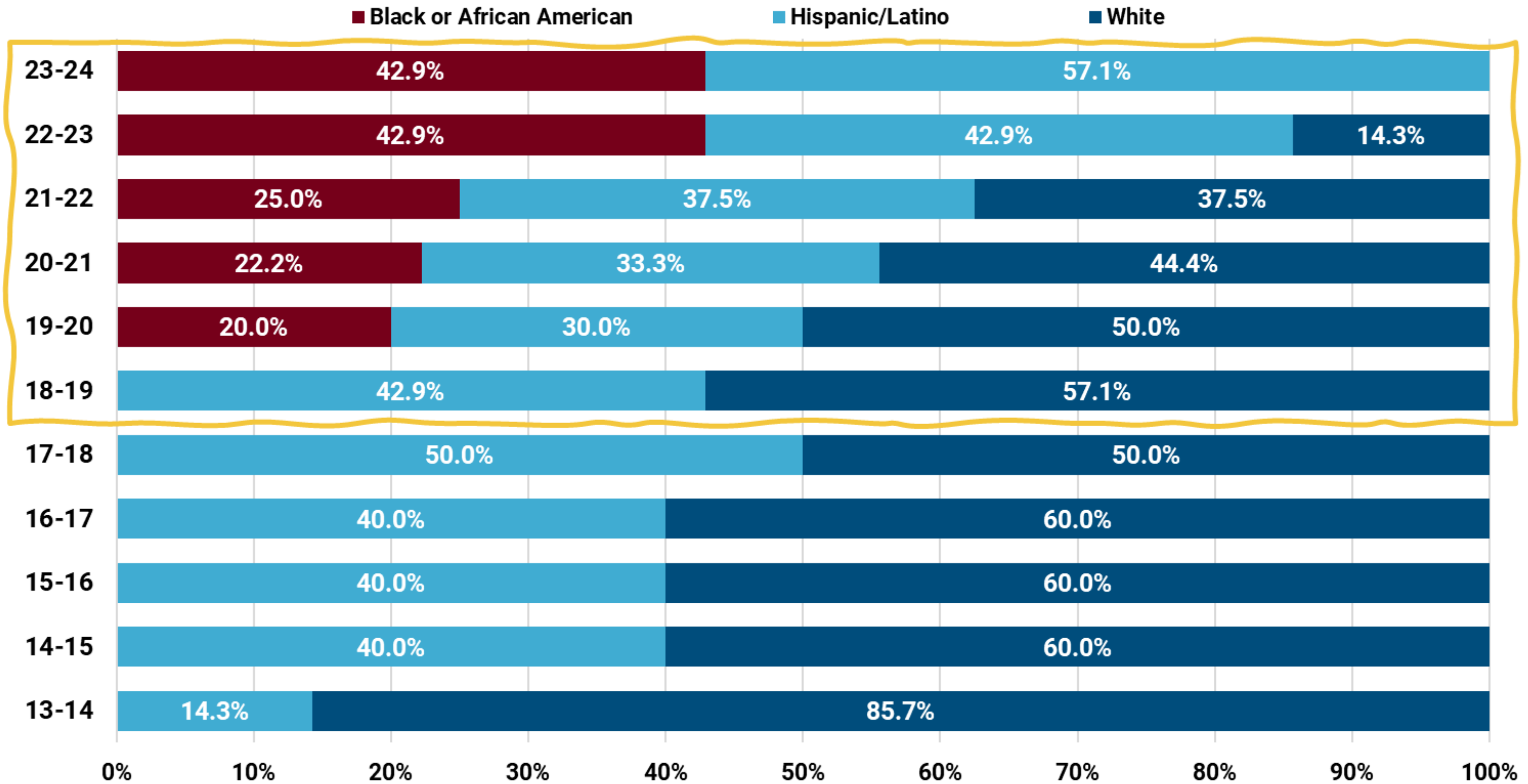
CATEGORIES	COMPETENCIES	DESCRIPTORS - THE LEADER WILL:
<b>INVESTS</b> HEART FOR PEOPLE	Cultivate Effective Communication	<ul style="list-style-type: none"> <li>Create a safe environment to collaborate and share</li> <li>Listen with reflective intent</li> </ul>
	Develop Relationships	<ul style="list-style-type: none"> <li>Grow relationships through empathy and service</li> <li>Recognize the diverse needs of people</li> <li>Nurture the growth and well being of others through positive influence</li> </ul>
	Establish a Culture of Trust	<ul style="list-style-type: none"> <li>Demonstrate commitment to others</li> <li>Establish and model: Integrity, honesty, reliability, trustworthiness, vulnerability</li> </ul>
<b>INSPIRES</b> UNWAVERING DRIVE FOR SUCCESS	Foster a Shared Vision	<ul style="list-style-type: none"> <li>Promote high expectations</li> <li>Be accountable for results</li> <li>Utilize data to measure, monitor and improve</li> </ul>
	Plan and Execute With Purpose	<ul style="list-style-type: none"> <li>Establish measurable goals</li> <li>Identify high yield strategies</li> <li>Develop, implement, monitor and adjust</li> </ul>
	Influence and Manage Change	<ul style="list-style-type: none"> <li>Promote and champion innovation</li> <li>Identify the need for and drive change</li> <li>Encourage risk-taking and destigmatize mistakes</li> </ul>
<b>IGNITES</b> DEVELOP, INSPIRE AND GROW	Promote Continuous Learning	<ul style="list-style-type: none"> <li>Actively seek feedback</li> <li>Pursue excellence through self-reflection and personal growth</li> <li>Provide multiple pathways for growth within the organization</li> </ul>
	Cultivate Talent	<ul style="list-style-type: none"> <li>Recruit, develop and retain human capital</li> <li>Build capacity, encourage, and embrace accountability</li> <li>Facilitate opportunities aligned to district and personal growth goals</li> </ul>
	Inspire Shared Leadership	<ul style="list-style-type: none"> <li>Empower individual agency and decision making</li> <li>Collaborate with stakeholders</li> <li>Model these behaviors with others</li> </ul>





# District Administration

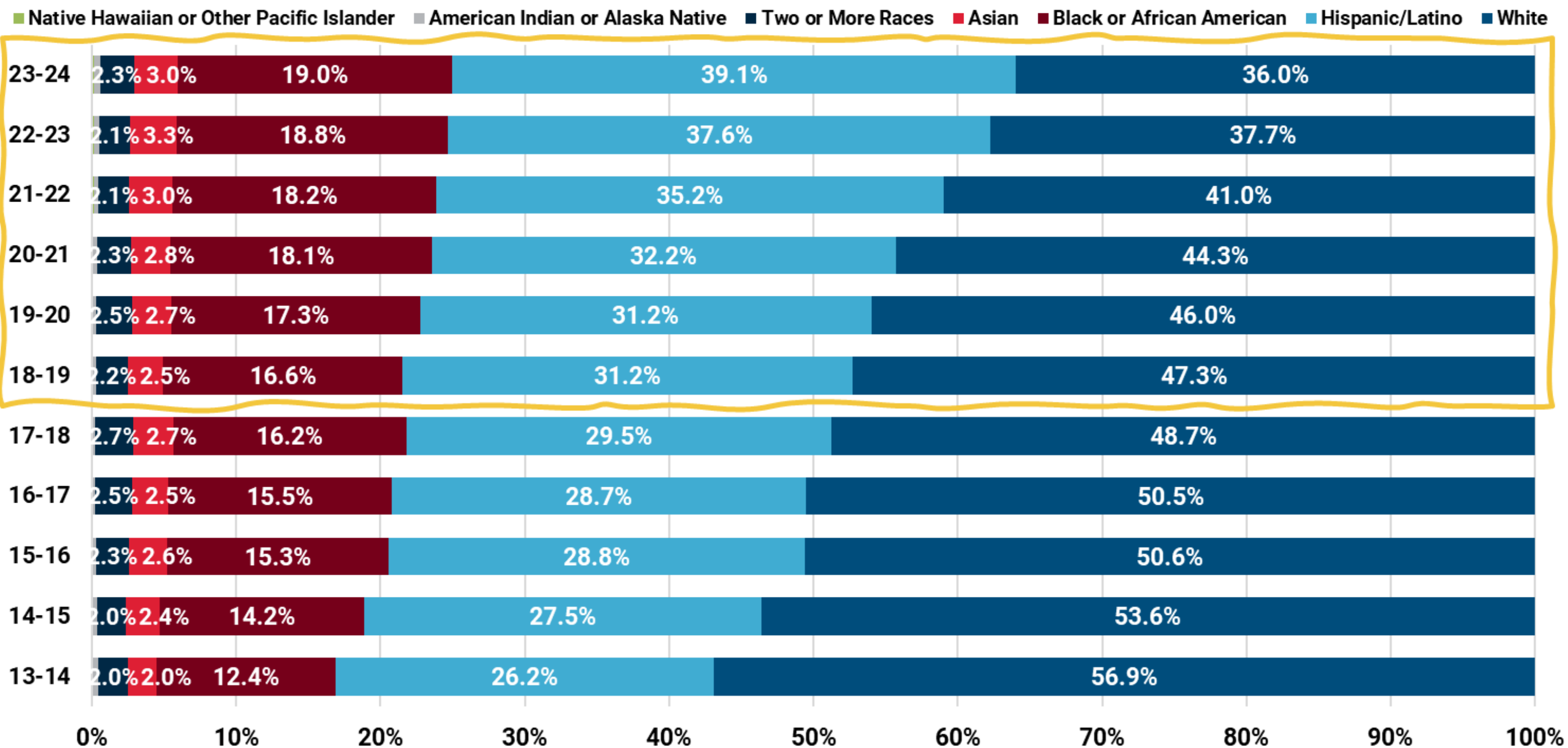
Current and Historical District Administrators: Race/Ethnicity Percentages





# Campus Leadership & Teachers

## Current and Historical Campus Leadership\* & Teachers: Race/Ethnicity Percentages

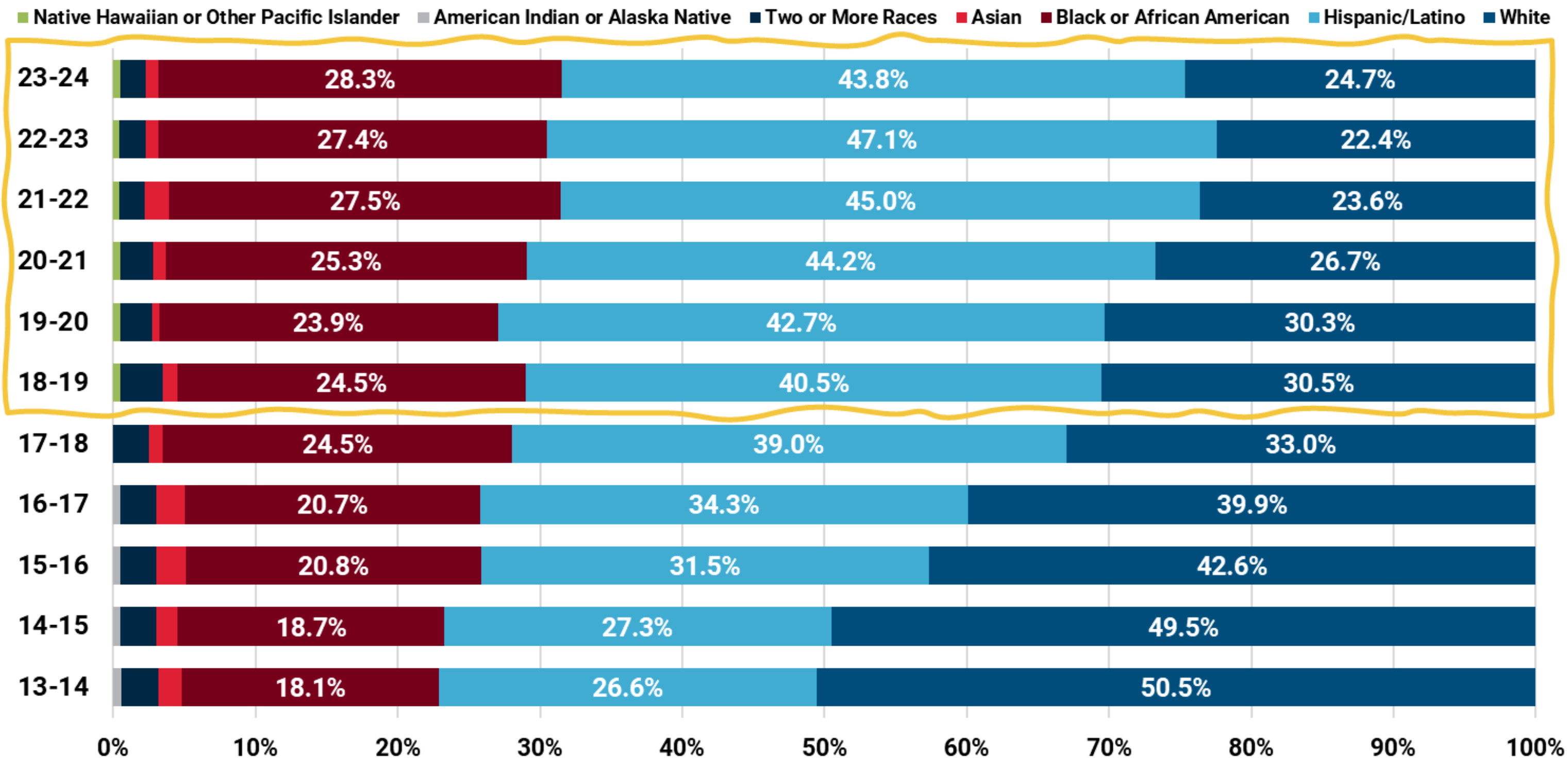


\*Please Note: Campus Leadership includes: Principals, Assistant Principals, and Counselors



# Campus Leadership

## Current and Historical Campus Leadership\*: Race/Ethnicity Percentages

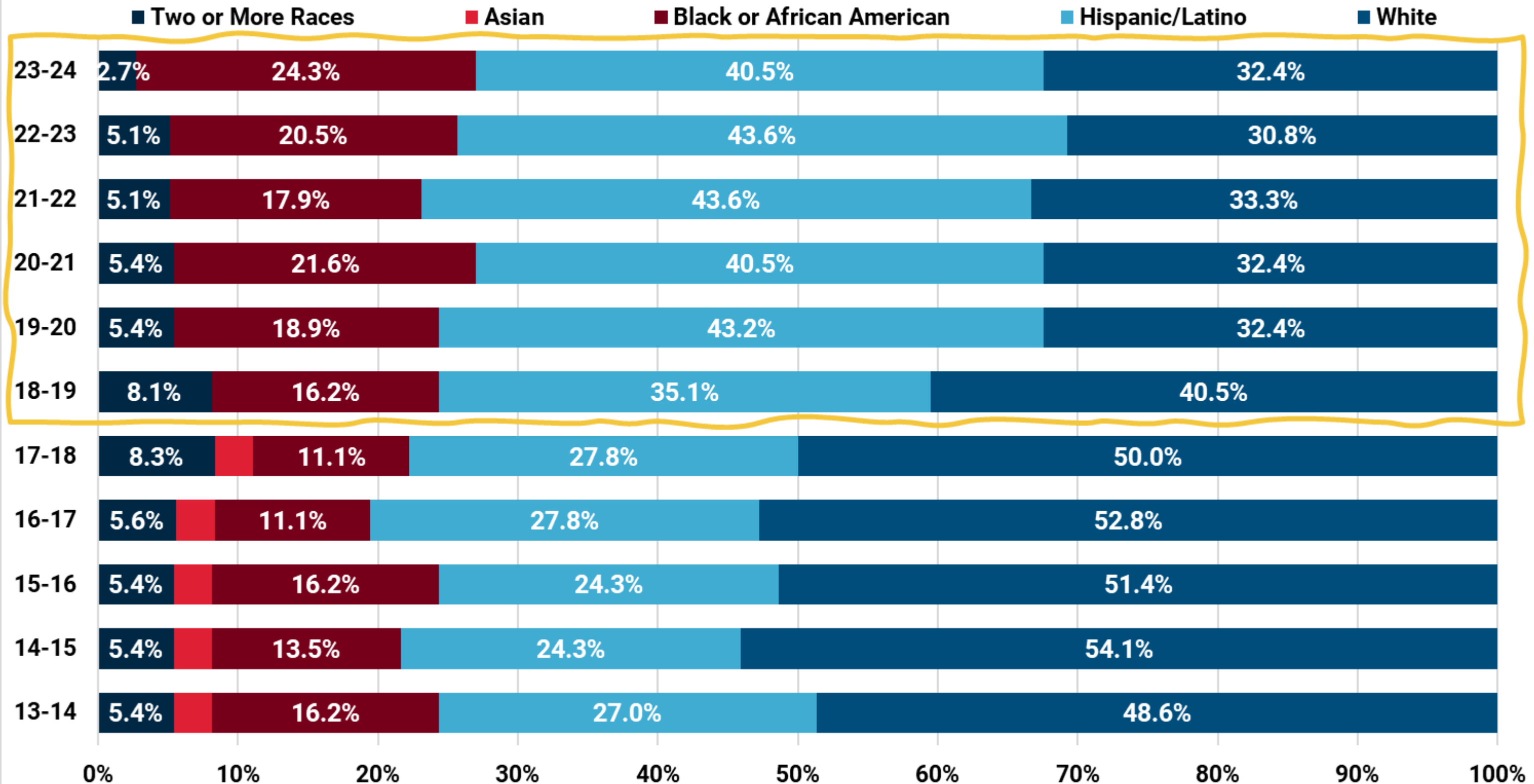


\*Please Note: Campus Leadership includes: Principals, Assistant Principals, and Counselors



# Principals

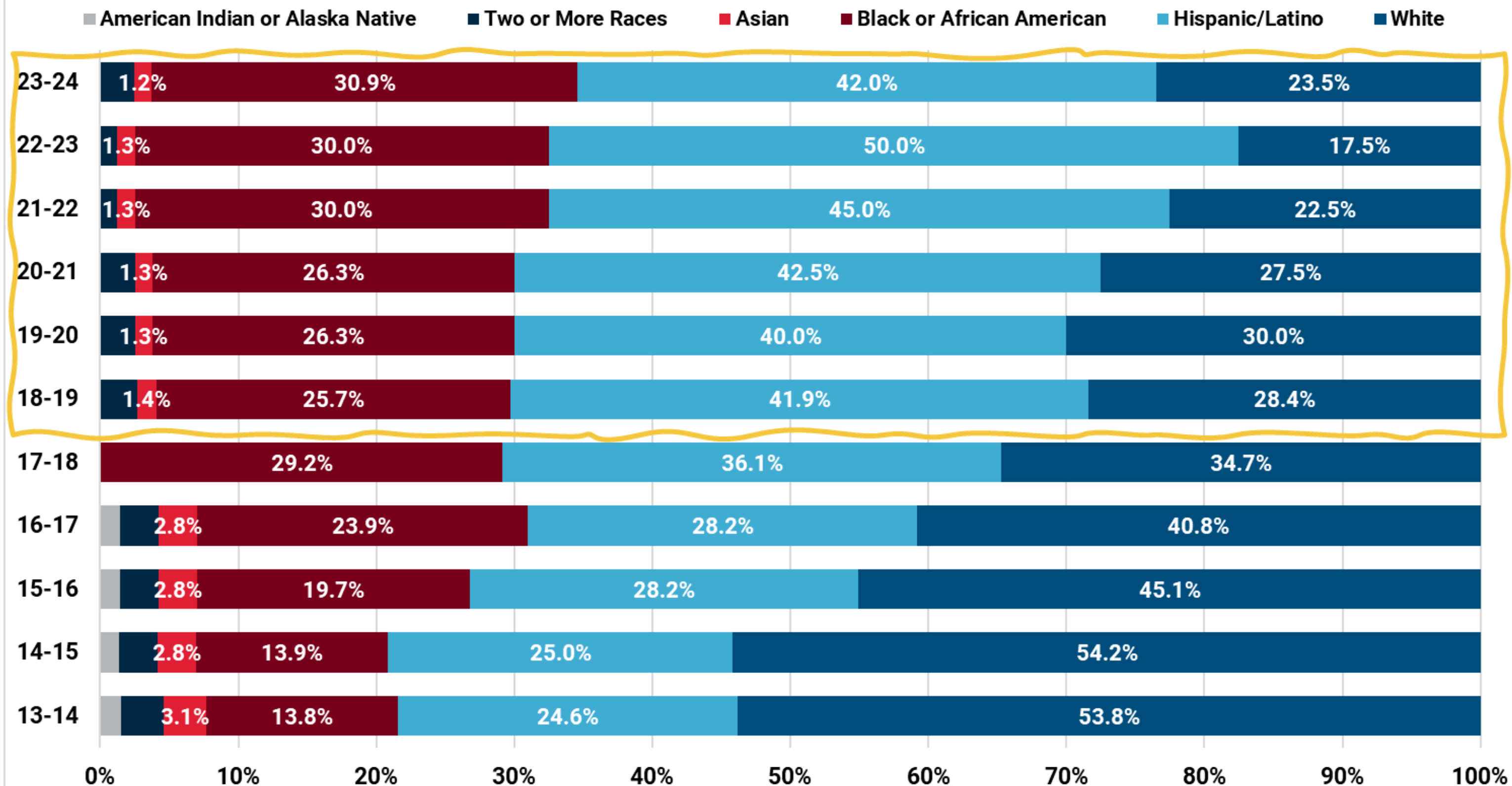
**Current and Historical Campus Principals: Race/Ethnicity Percentages**





# Assistant Principals

Current and Historical Campus Assistant Principals: Race/Ethnicity Percentages

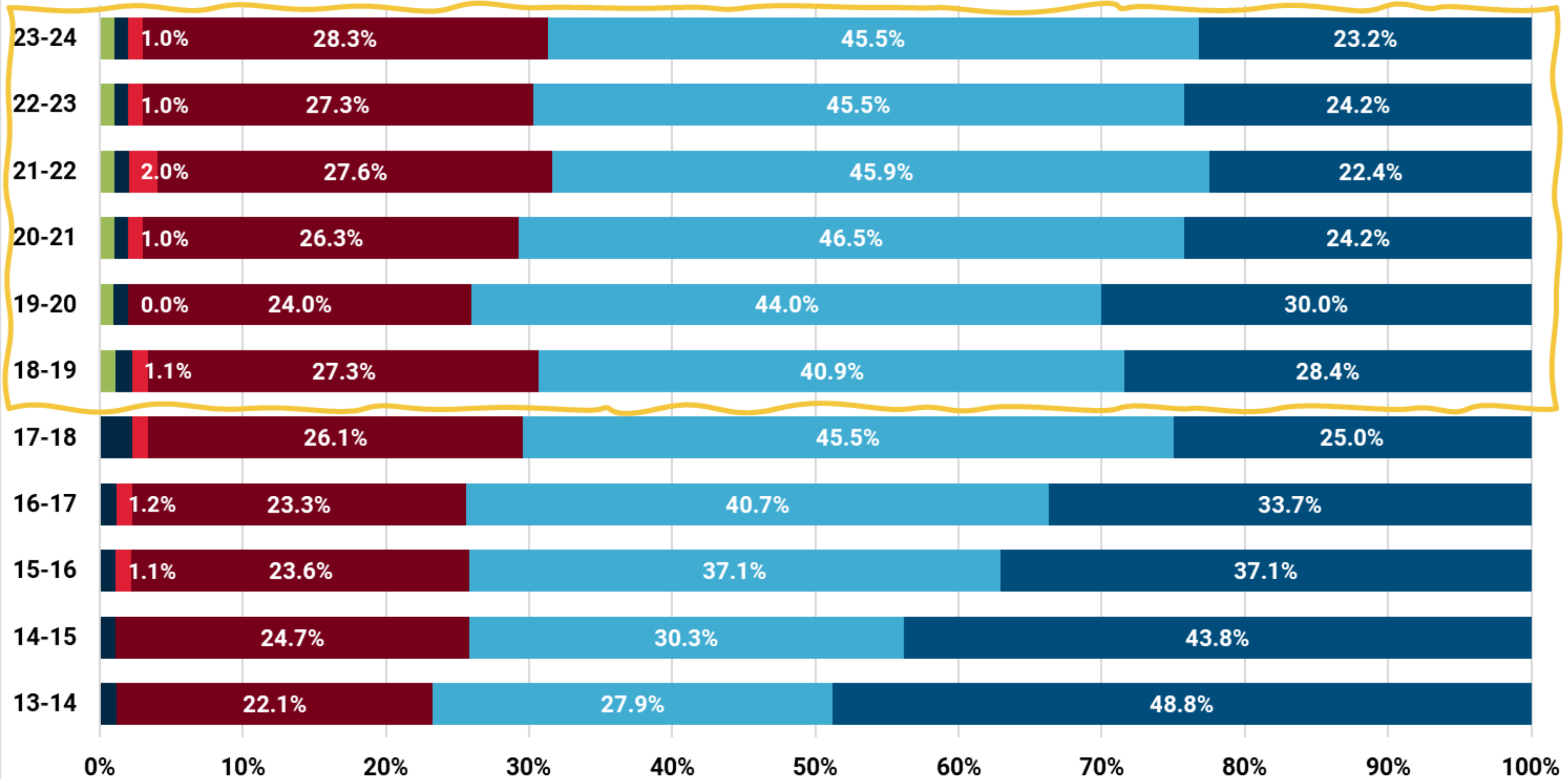




# Counselors

**Current and Historical Campus Counselors: Race/Ethnicity Percentages**

■ Native Hawaiian or Other Pacific Islander ■ Two or More Races ■ Asian ■ Black or African American ■ Hispanic/Latino ■ White

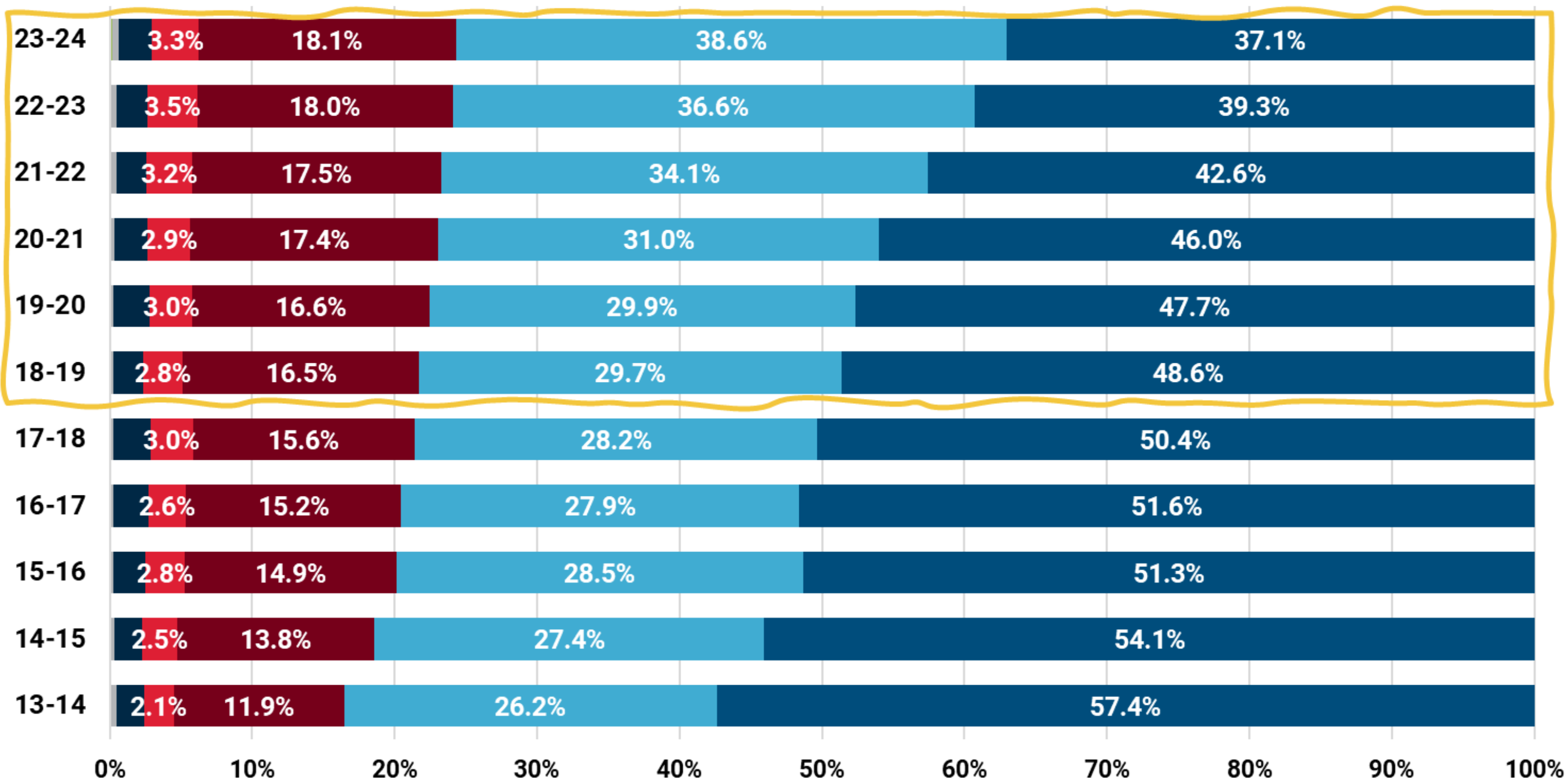




# Teachers

### Current and Historical Teachers: Race/Ethnicity Percentages

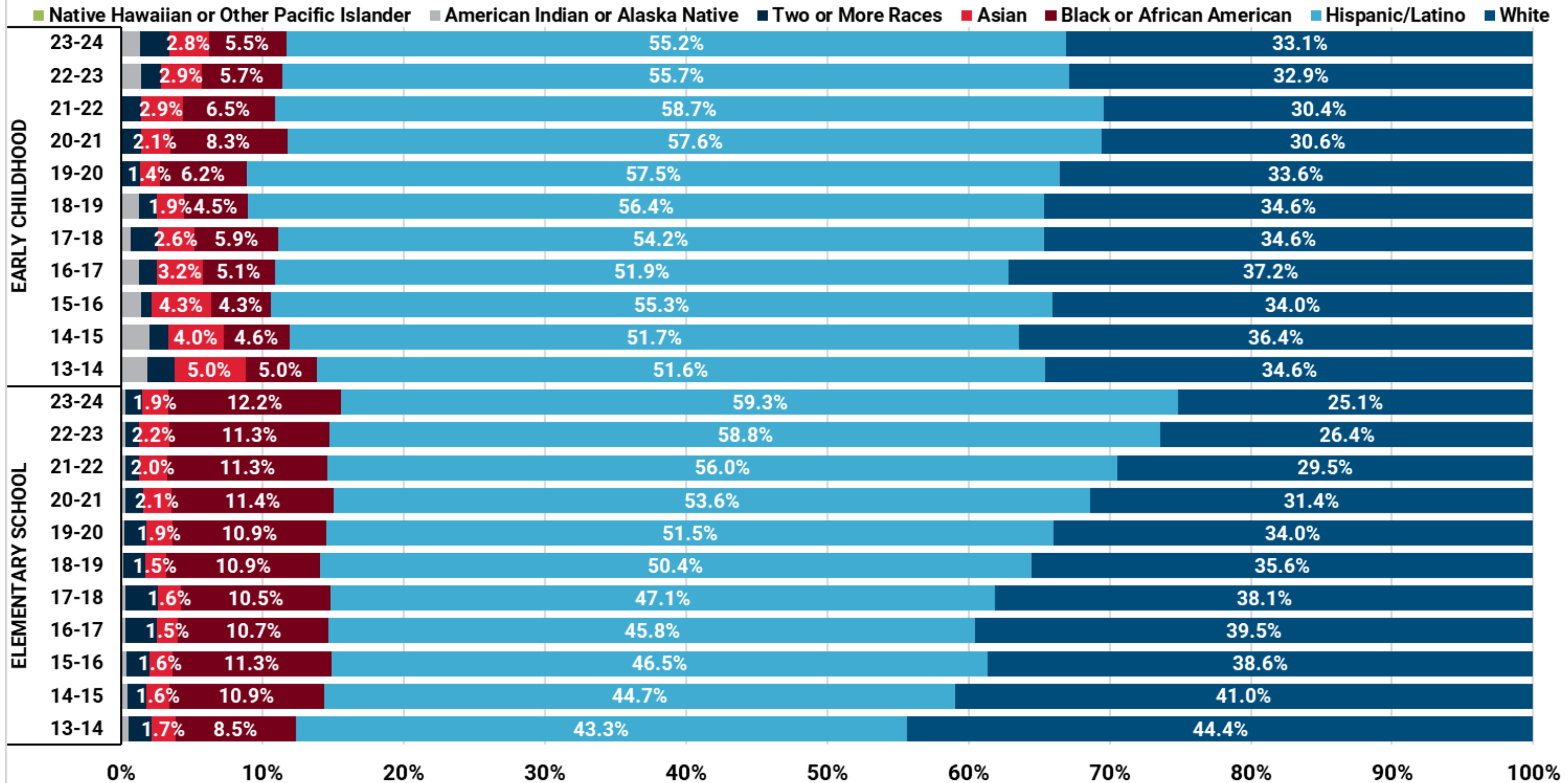
■ Native Hawaiian or Other Pacific Islander ■ American Indian or Alaska Native ■ Two or More Races ■ Asian ■ Black or African American ■ Hispanic/Latino ■ White





# Overall Campus Staff (EC/ES)

By Elementary Campus Level: All Campus Administrators, Teachers, Educational Aides  
Current and Historical: Race/Ethnicity Percentages





# Overall Campus Staff (MS/HS)

By Secondary Level: All Campus Administrators, Teachers, Educational Aides  
Current and Historical: Race/Ethnicity Percentages

