

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES
5:00 PM

Irving ISD Board Room
2621 West Airport Freeway
Irving, TX 75062
Monday, March 24, 2025

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. Overview of the Annual Texas Academic Performance Report (TAPR) (D. Galindo) 3
 - B. Receive Presentation on the District's Planning Process for Strategic Compensation (J.C. Martinez/ K. Gilleland) 31
 - C. Discuss Items on the March 24, 2025 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.
 - 3. Discuss Participation in Multi-District Litigation Involving Youth Social Media Usage and Related Litigation and Entering into a Contingency Fee Contract with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC to Represent the District.
 - 4. Consultation and Deliberation Regarding Attorney Services and Fees.

- 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

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**

OVERVIEW OF THE ANNUAL TEXAS ACADEMIC PERFORMANCE REPORT (TAPR)

Statute requires that each district's board of trustees hold a public hearing to discuss the district's annual report, which includes the 2023-2024 Texas Academic Performance Report (TAPR) and other reporting indicators that include but not limited to, the report on violent and criminal incidents and student performance in post-secondary institutions. Dr. Dorian Galindo, Chief of Staff will present the annual report developed for Irving ISD.



**2024-25
District Annual Report
Public Hearing**

Irving ISD
March 2025



Public Notification Requirements

Statute, *TEC §39.306*, requires that each district's board of trustees hold a public hearing to discuss the district's annual report. Commissioner rule, TAC §61.1022, indicates this hearing for public discussion of the Texas Academic Performance Report must be held within 90 calendar days of receiving the PDF TAPR.

The screenshot shows the TEA website's page for the 2023-24 Texas Academic Performance Reports. The page includes a search bar, navigation links, and a main content area with a text box explaining the TAPR and TPRS systems.

TEA
Texas Education Agency

Search

[A-Z Index](#) [Contact](#) [Employment](#) [State Board of Education](#) [Sign Up for Updates](#) [TEA Correspondence](#)

[Home](#) > [Performance Reporting Division](#) > [Texas Academic Performance Reports](#) > 2023-24 Texas Academic Performance Report

2023-24 Texas Academic Performance Reports

[Campus Report](#)
[District Report](#)
[Region Report](#)
[State Report](#)

[Glossary](#)
[Data Download](#)
[Guidelines](#)
[Masking](#)
[Archives](#)

While the PDF version of the TAPR includes only major data points and is designed to allow districts to fulfill their [public notification requirements](#), the [Texas Performance Reporting System \(TPRS\)](#) provides additional data in a comprehensive system to help inform stakeholders. Unlike TAPR, TPRS is updated on a rolling basis as data becomes available.

Search by individual [campus](#) or [district](#).

TAPR data are also available by [ESC region](#) and for the entire [state](#).

The [TAPR Glossary](#) provides definitions, describes methodologies, and lists sources for each tab in the TAPR system.

The TAPR Glosario provides the Spanish translation of the glossary. (Coming Soon)

The [TAPR Guidelines](#) help districts fulfill their legal responsibilities regarding the annual report of their educational performance and the TAPR.

The [TAPR Data Download](#) provides numerators, denominators, and rates in Excel, comma-delimited format, or tab-delimited format.



Sections to the 2023-24 District Annual Report

- **2023-24 Texas Academic Performance Report (PDF TAPR)**
 - For the District and each Campus in the District
- **PEIMS Financial Standard Report (2022-23 Financial Actual Report)**
 - For the District and each Campus in the District
- **District Accreditation Status (2022-23 School Year)**
- **Campus Performance Objectives**
- **Report on Violent or Criminal Incidents on Campuses**
- **Student Performance in Postsecondary Institutions**
 - For each High School Campus in the District
- **Progress Toward Board-adopted HB 3 Goals**
 - For the District and each Campus in the District
- **2023-24 TAPR Glossary**
- ***Additional Section Added: NWEA MAP 2024-2025 MOY Performance***

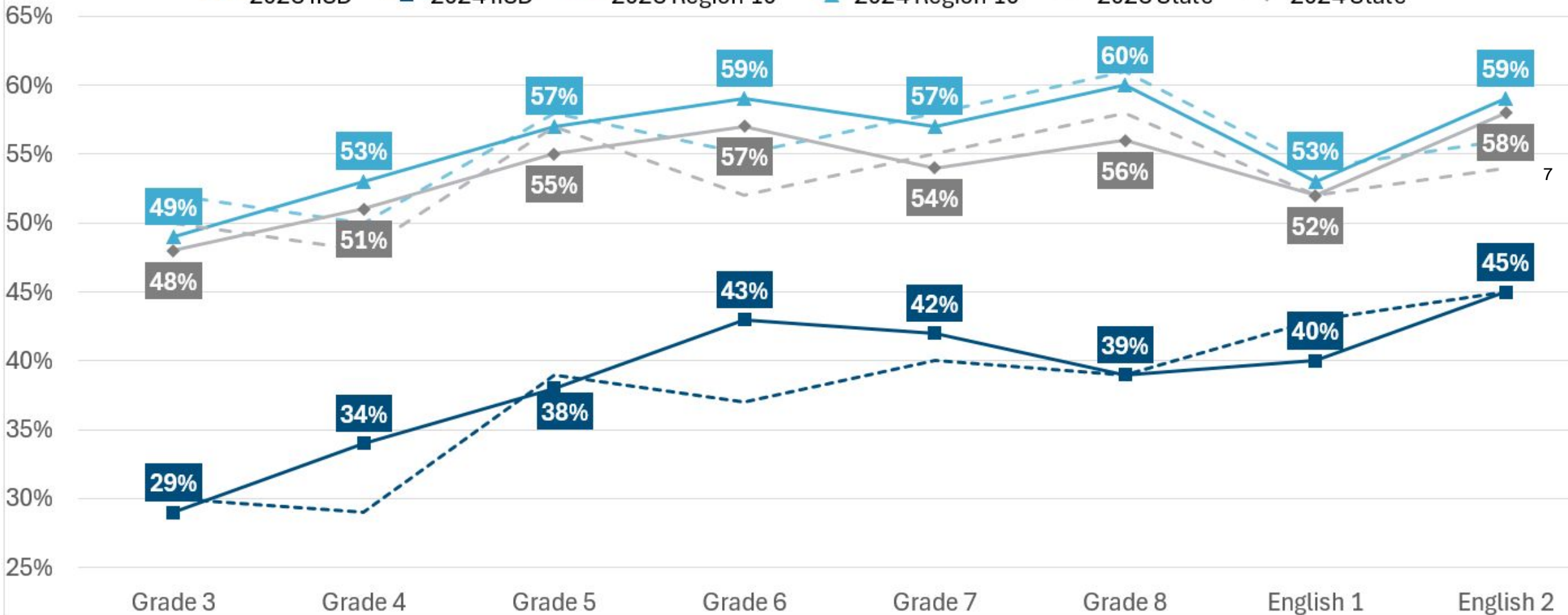
The 2023-24 District Annual Report is posted on the district's website at:
<https://www.irvingisd.net/Page/5423>



STAAR 2023 and 2024 Reading/English EOC

Reading/English EOC: Meets Grade Level or Above

--- 2023 IISD ■ 2024 IISD - - 2023 Region 10 ▲ 2024 Region 10 - - 2023 State ◆ 2024 State

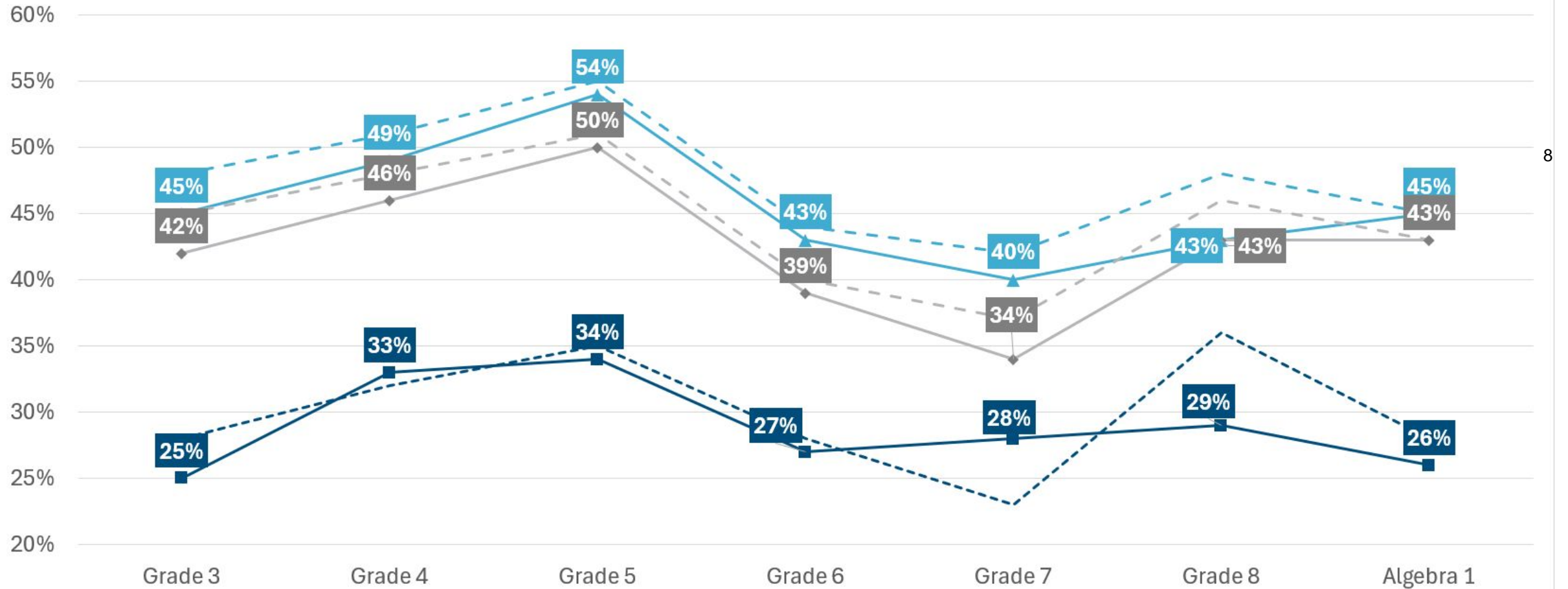




STAAR 2023 and 2024 Math/Algebra EOC

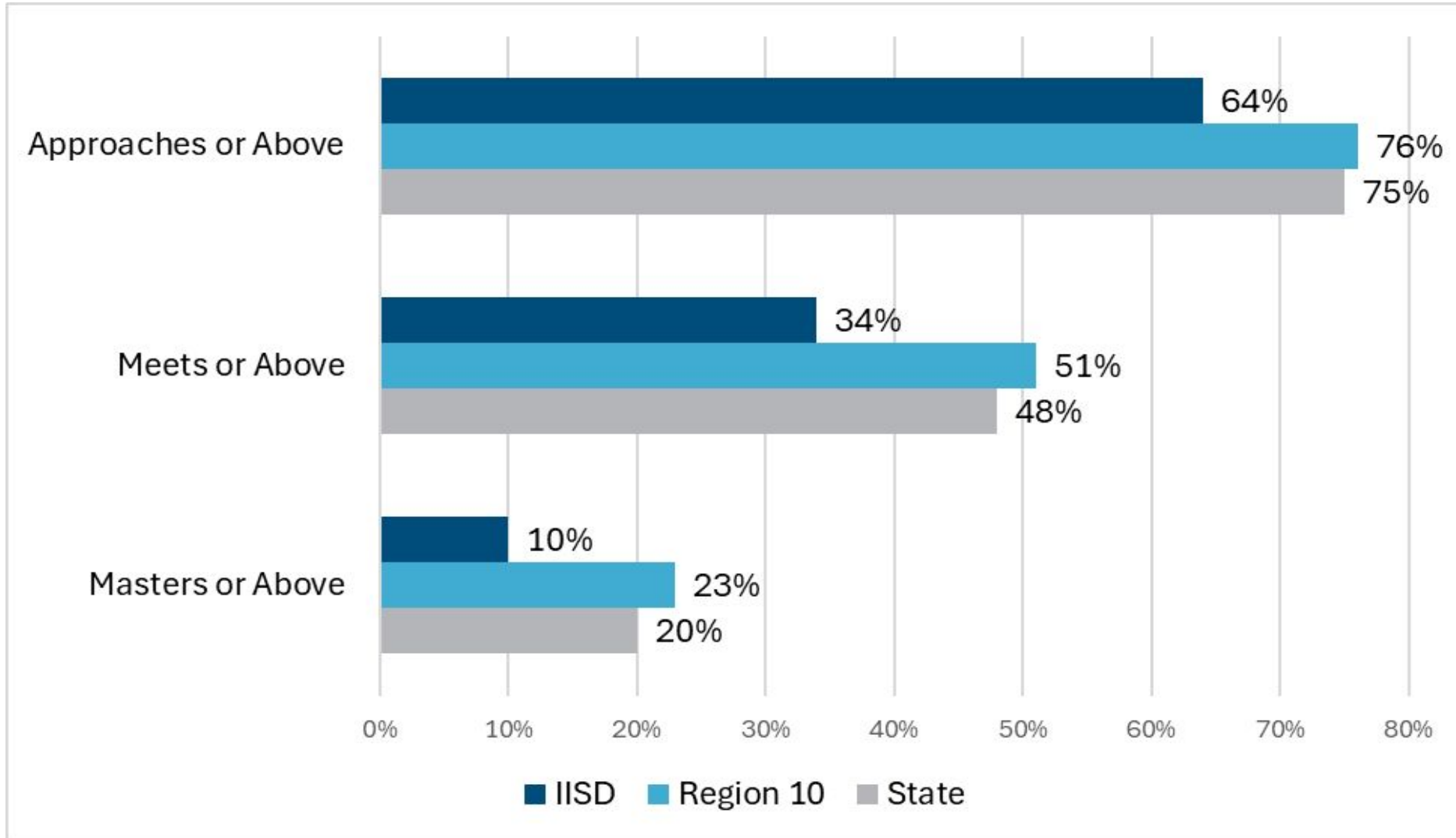
Math/Algebra EOC: Meets Grade Level or Above

--- 2023 IISD ■ 2024 IISD - - 2023 Region 10 ▲ 2024 Region 10 - - 2023 State ◆ 2024 State



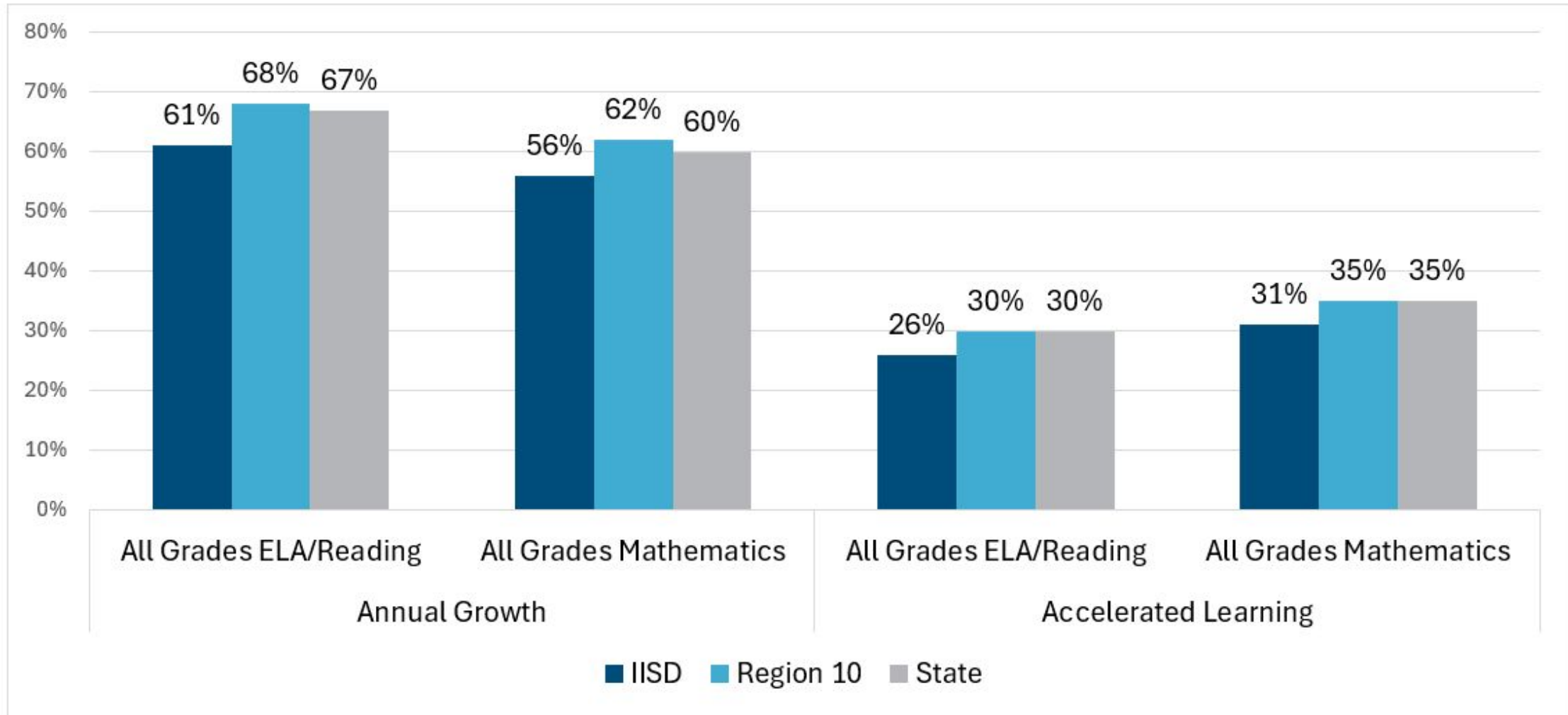


STAAR 2024: All Grades/All Subjects





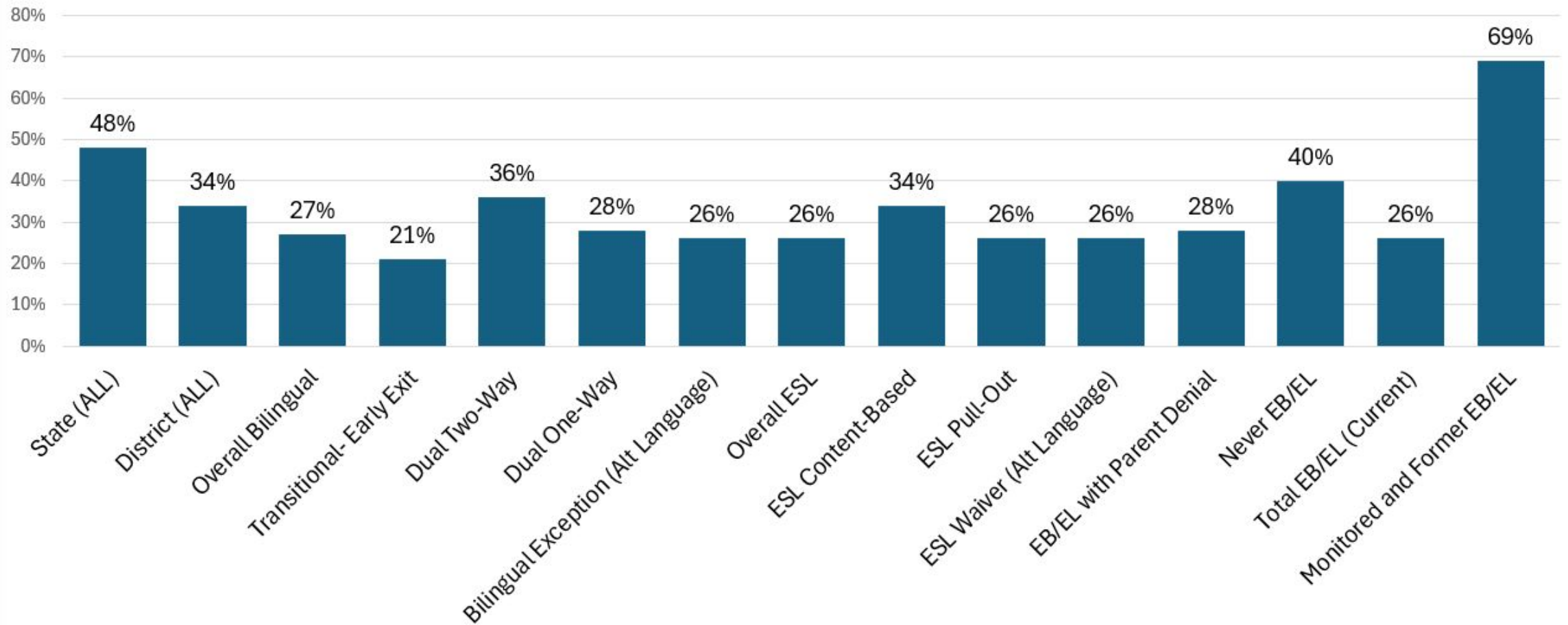
STAAR 2024: School Progress





2023-2024 Emerging Bilingual Performance

All Grades, All Subjects, Meets Grade Level or Above



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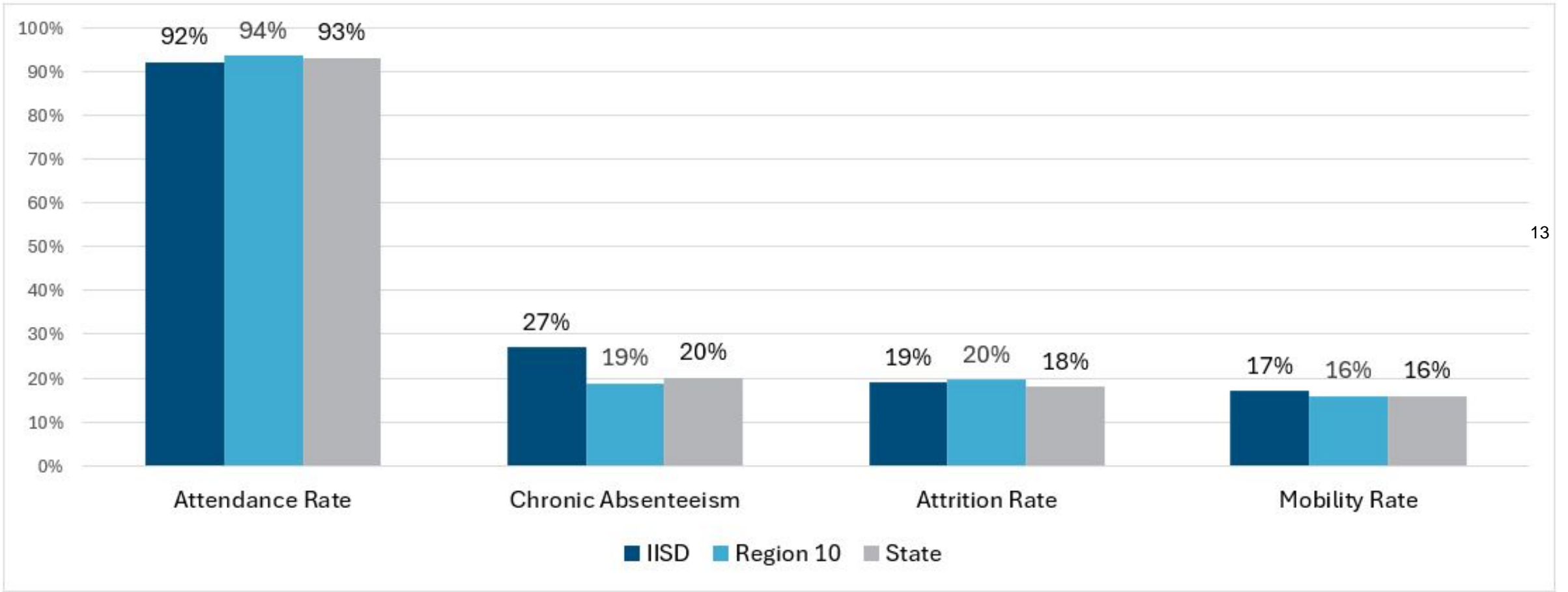


2023-2024 STAAR Participation Rates

	State	Region 10	IISD
Assessment Participation	99%	99%	99%
Included in Accountability	92%	92%	89%
Not Tested	1%	1%	1%



2023-2024 Attendance and Membership Information

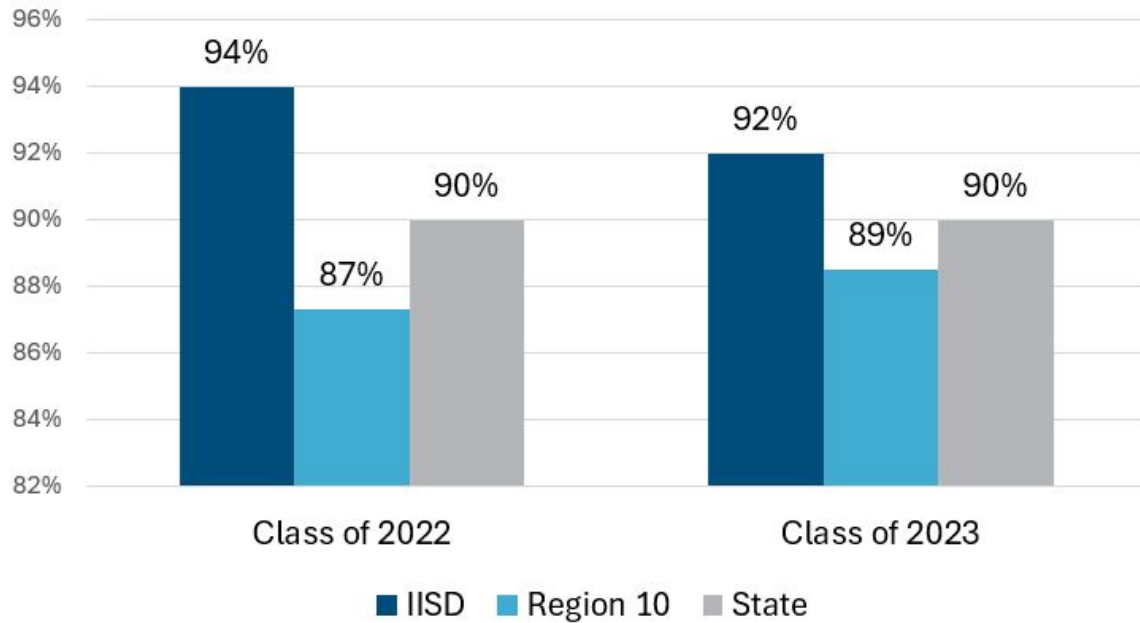


13

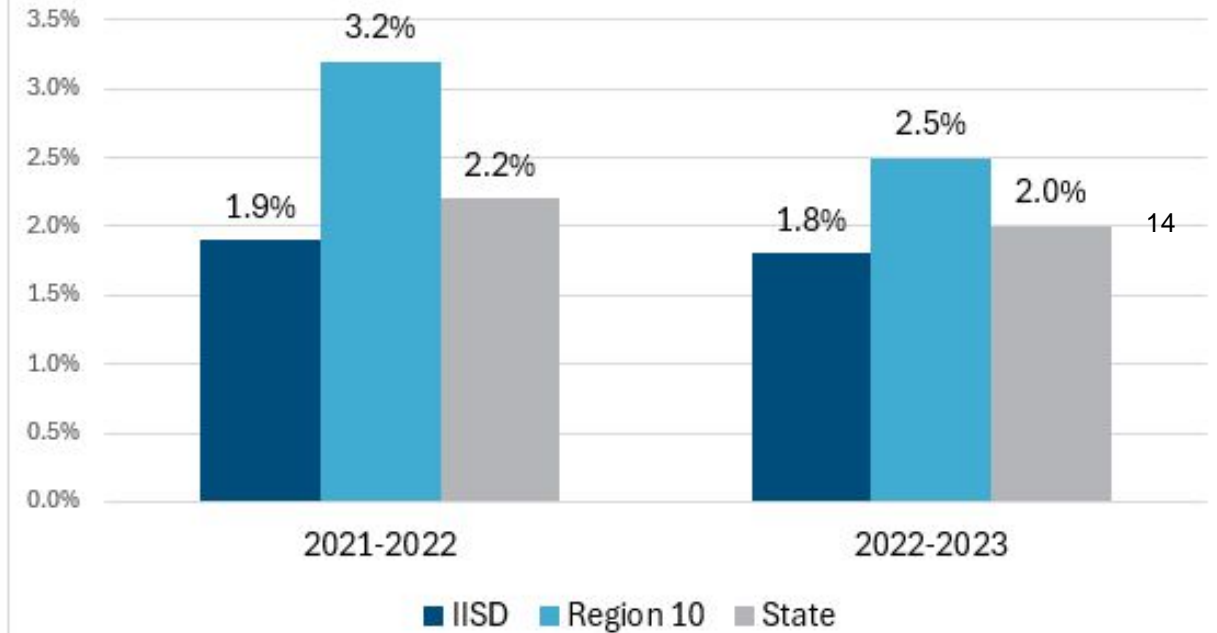


Graduation and Dropout Rates

4-Year Longitudinal Graduation Rate

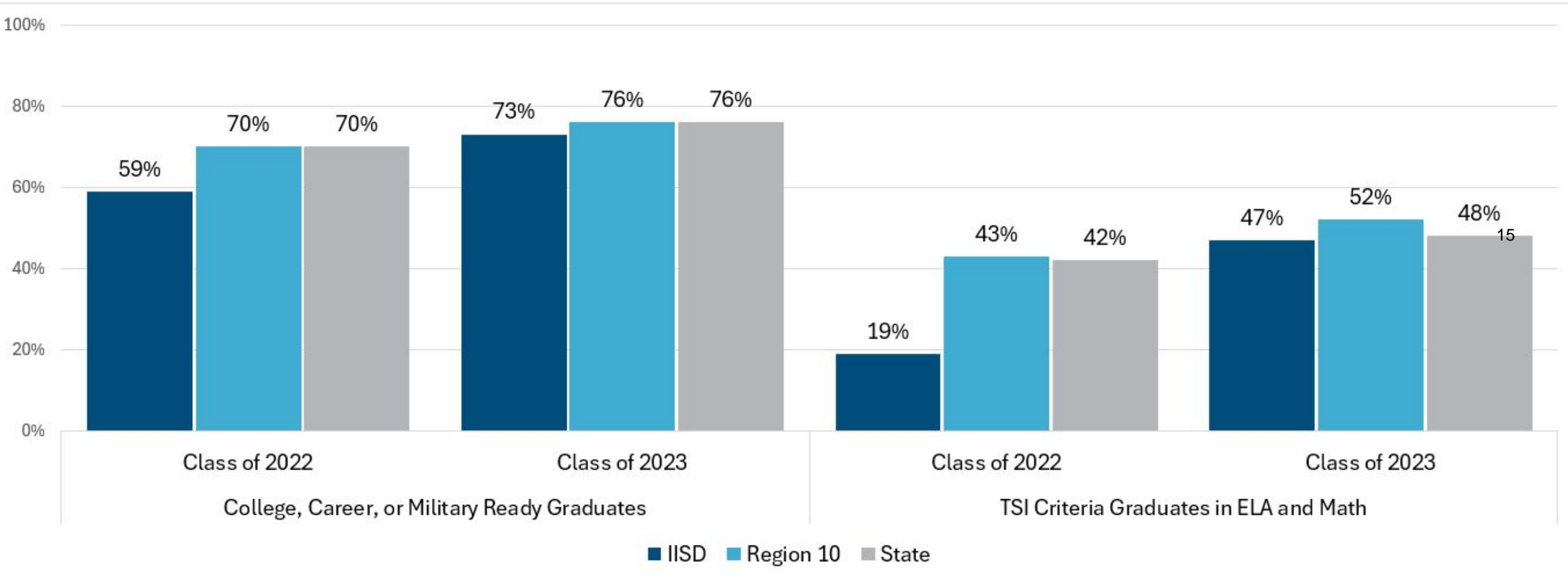


Annual Dropout Rate (Gr 9-12)





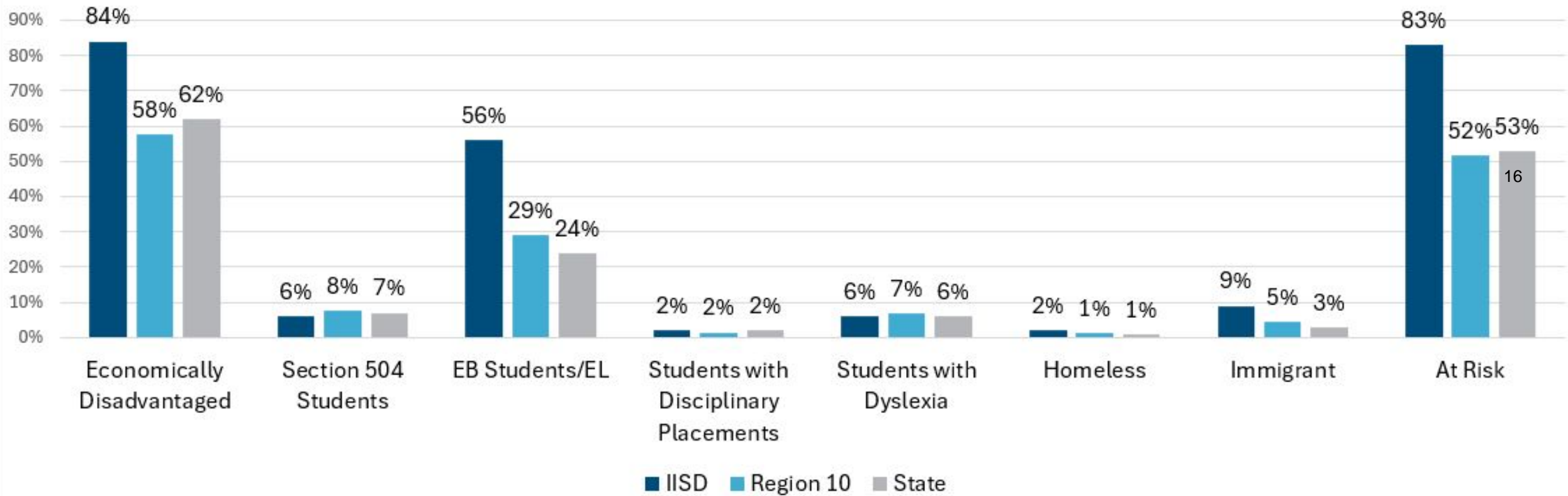
College, Career, and Military Readiness





Student Information (Membership)

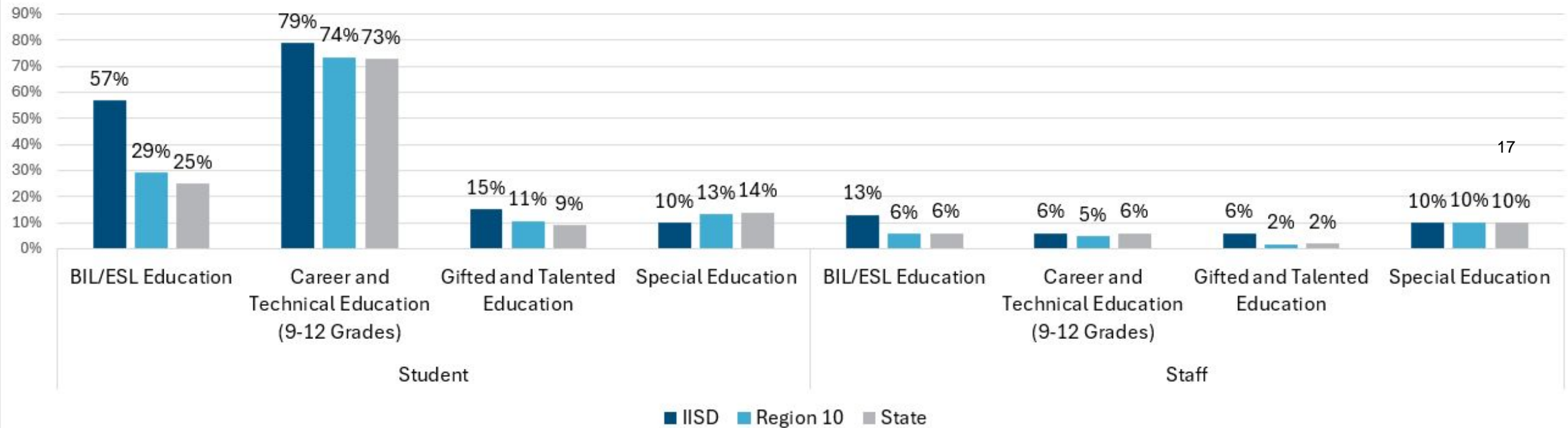
Student Cohorts 2023-2024





Student and Staff by Program

Percent of Population by Program





Staff Information

- **Total Staff: 4,177**
 - Overall decrease of 91 employees
 - 4% decrease in Professional Staff
 - 2% decrease in Educational Aides
 - 5% increase in Auxiliary Staff

	Count	Percent
Professional Staff	2722	65%
Educational Aides	480	12%
Auxiliary Staff	975	23%



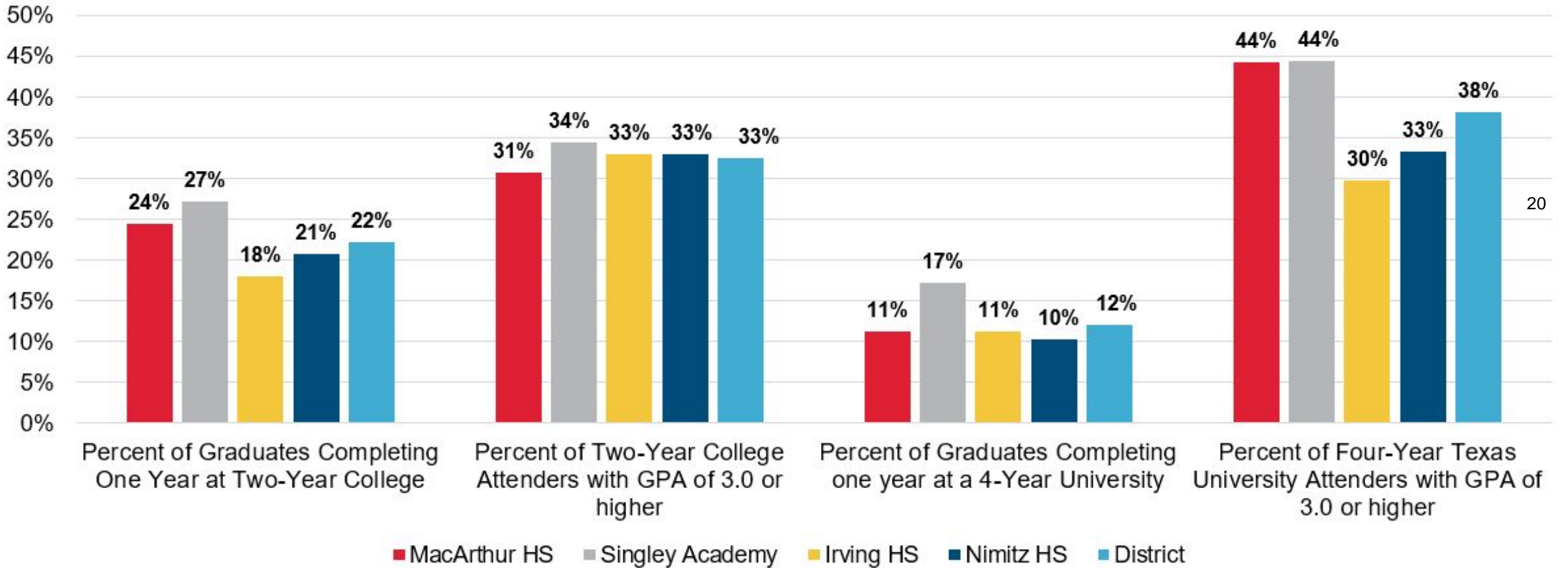
Report on Violent of Criminal Incidents

Incident Categories	IISD		Region 10		State		Percent Change		
	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	IISD	Region 10	State
Bullying (61)	<10	<10	449	457	3689	4099	0%	2%	11%
Conduct Punishable as Felony, Felony Conduct, Serious Conduct Off Campus (02, 09, 10, 53)	<10	<10	345	398	2891	3044	0%	15%	5% 19
Controlled Substance, THC, Alcohol, Tobacco Product (04, 05, 06, 33, 36, 37, 54, 62, 63, 64)	542	727	8013	11451	54226	81260	34%	43%	50%
Fighting, Assault, Violence, Threat (16, 17, 19, 26, 27, 28, 29, 30, 41, 46, 47, 48, 49)	975	1048	11069	13152	70457	73028	7%	19%	4%
Indecency, Sexual Abuse, Public Lewdness (07, 18, 31, 32, 55, 56, 57)	19	23	340	324	1744	1844	21%	-5%	6%
Prohibited Weapons (11, 12, 13, 14, 50, 51, 52)	14	<10	167	183	803	755	0%	10%	-6%



Texas Higher Education Coordinating Board (THECB) Report

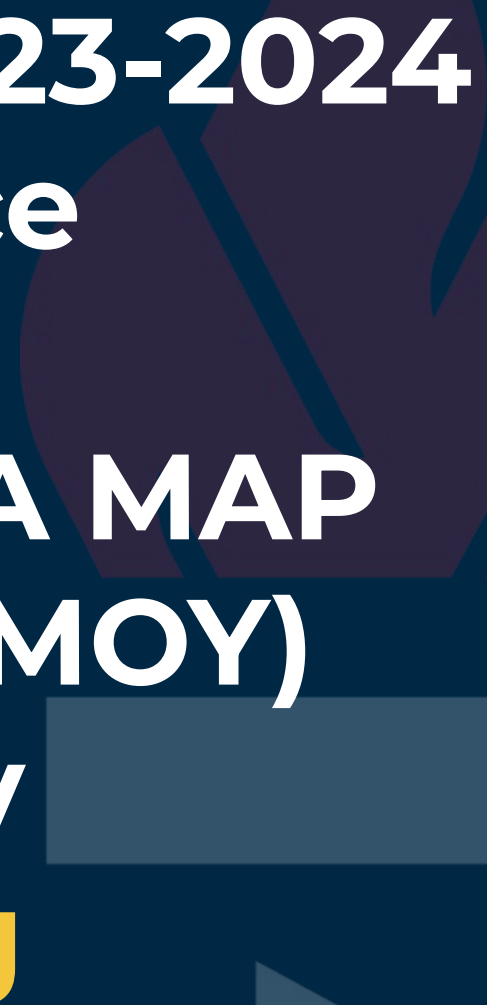
Higher Education Report: Class of 2021





Current State of Student Performance

Measures of Academic Performance (MAP)



**District STAAR 2023-2024
Performance
&
2024-2025 NWEA MAP
Middle of Year (MOY)
Proficiency
in Reading**

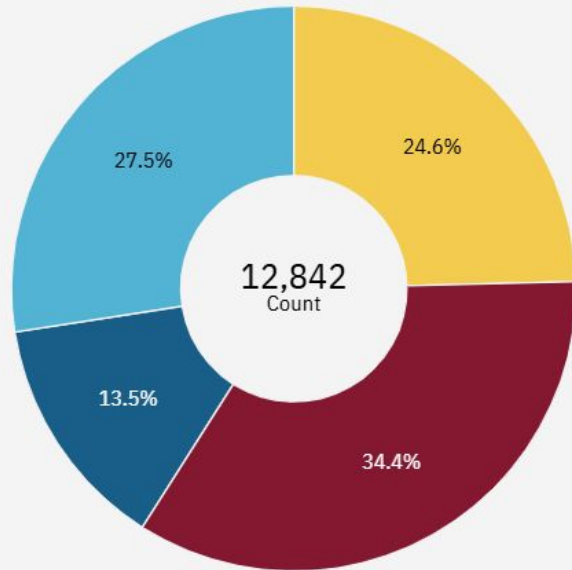


District STAAR 2023-2024 Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (Reading)

Baseline: STAAR 2024

2023-2024 STAAR Reading Performance

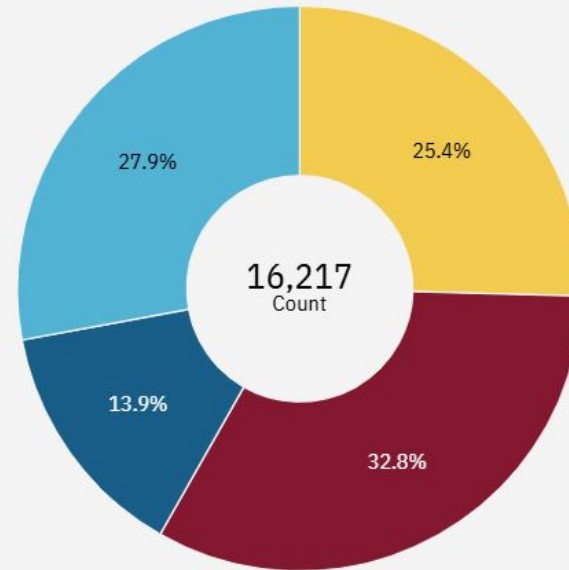
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

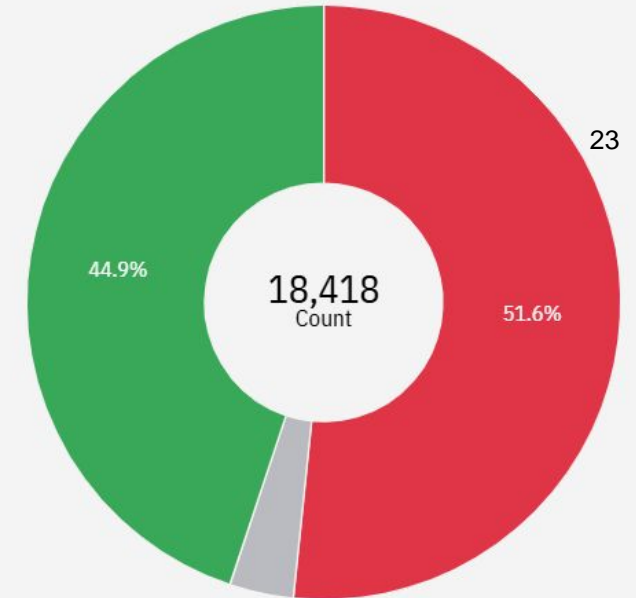
2024-2025 Projected STAAR Performance

- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- No Data
- Yes



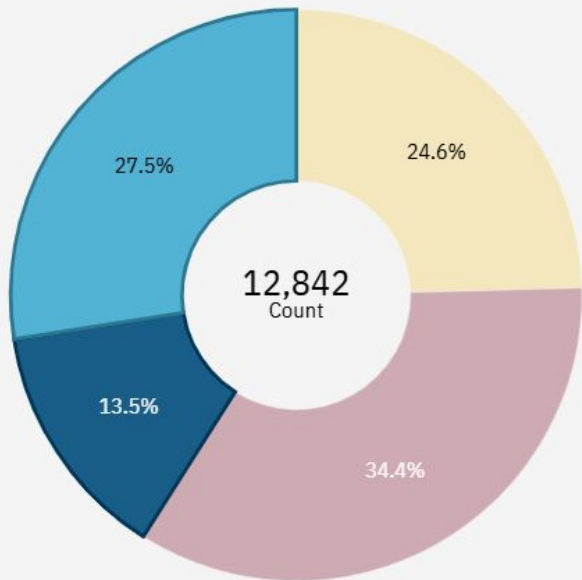


District STAAR 2023-2024 "Meets & Masters" Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (Reading)

Baseline: STAAR 2024

2023-2024 STAAR Reading Performance

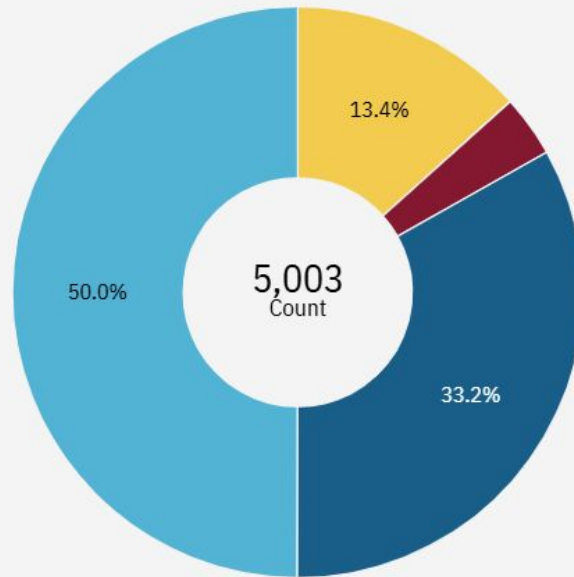
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

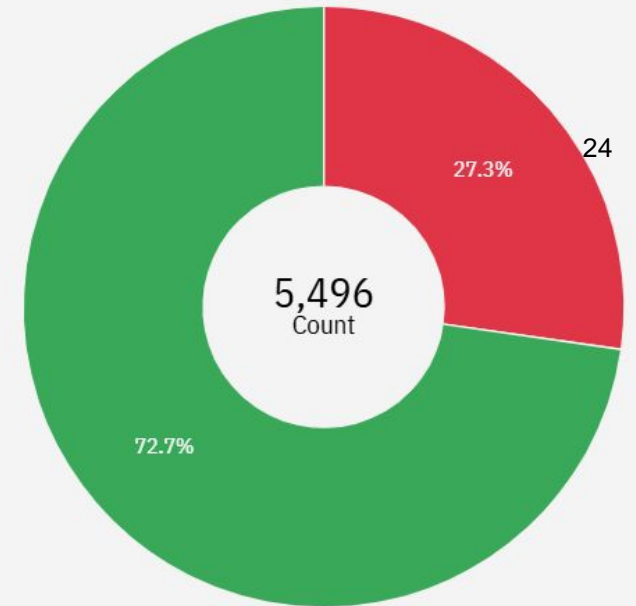
2024-2025 Projected STAAR Performance

- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- Yes



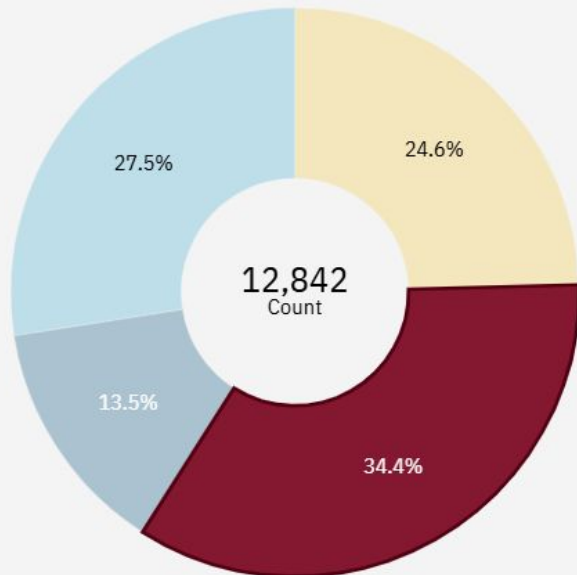


District STAAR 2023-2024 **“Did Not Meet”** Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (**Reading**)

Baseline: STAAR 2024

2023-2024 STAAR Reading Performance

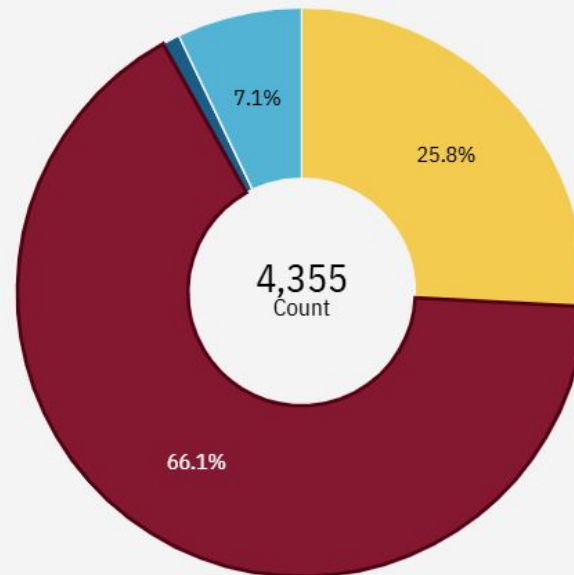
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

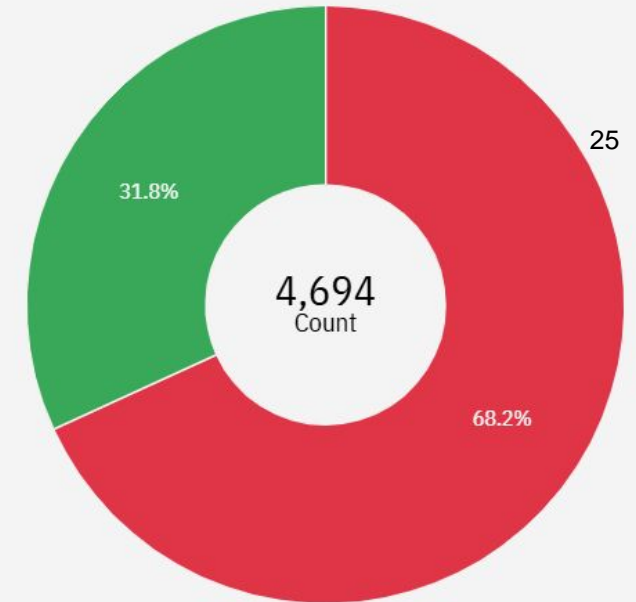
2024-2025 Projected STAAR Performance


- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- Yes





**District STAAR 2023-2024
Performance
&
2024-2025 NWEA MAP
Middle of Year (MOY)
Proficiency
in Math**

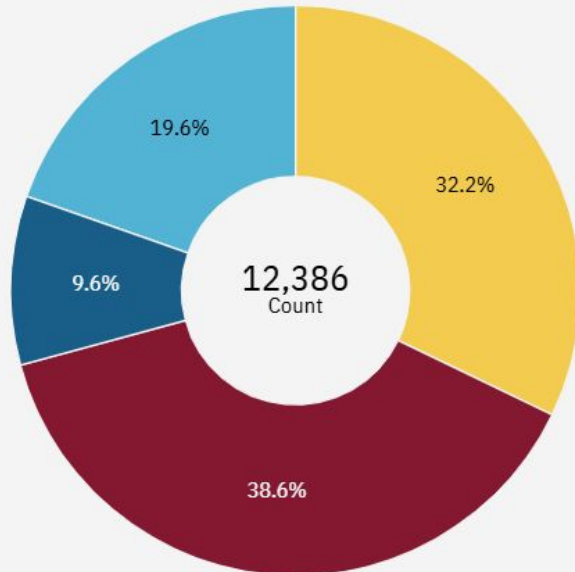


District STAAR 2023-2024 Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (Math)

Baseline: STAAR 2024

2023-2024 STAAR Math Performance

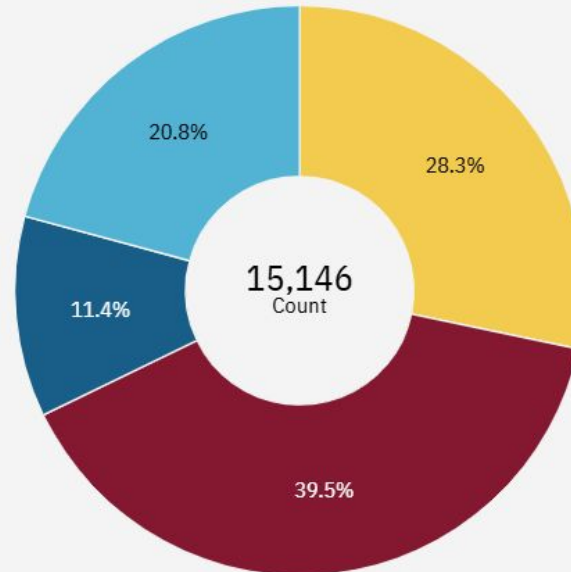
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

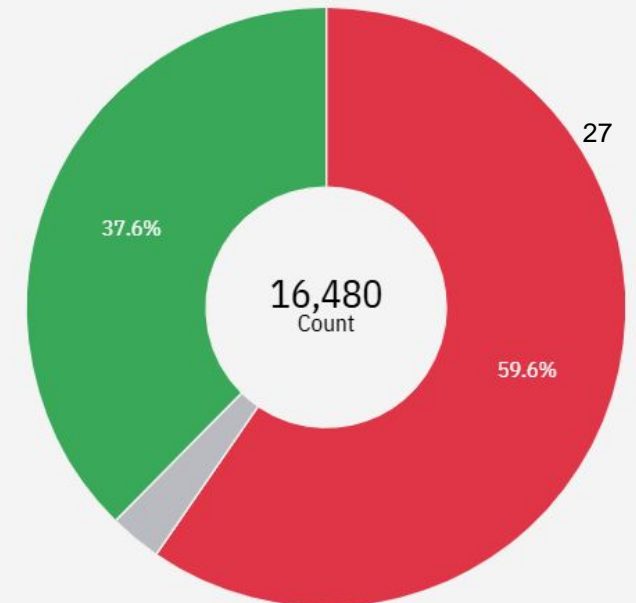
2024-2025 Projected STAAR Performance

- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- No Data
- Yes



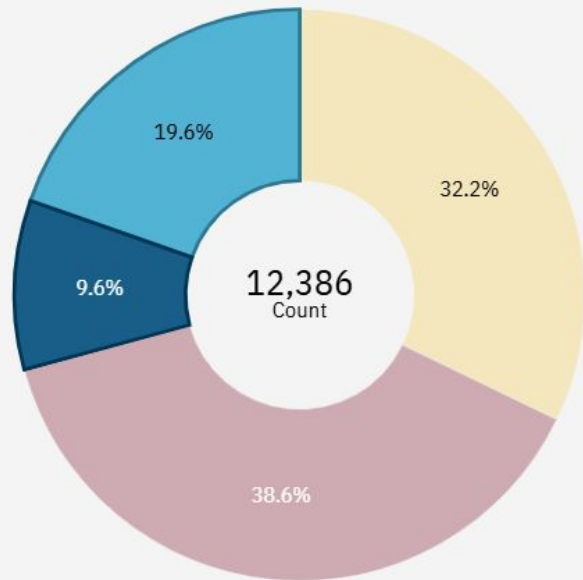


District STAAR 2023-2024 "Meets & Masters" Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (Math)

Baseline: STAAR 2024

2023-2024 STAAR Math Performance

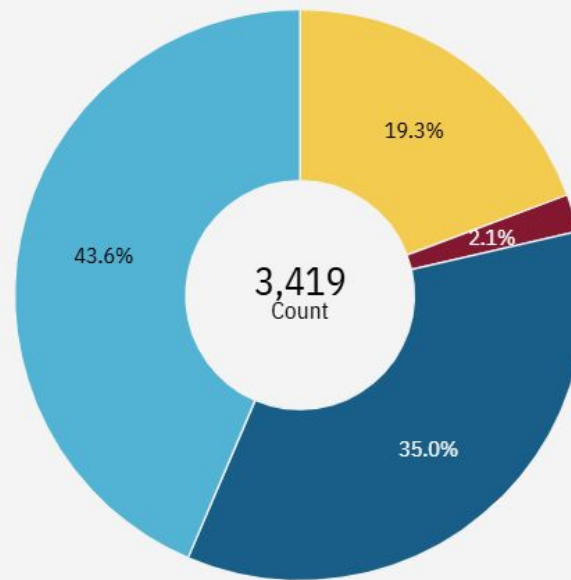
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

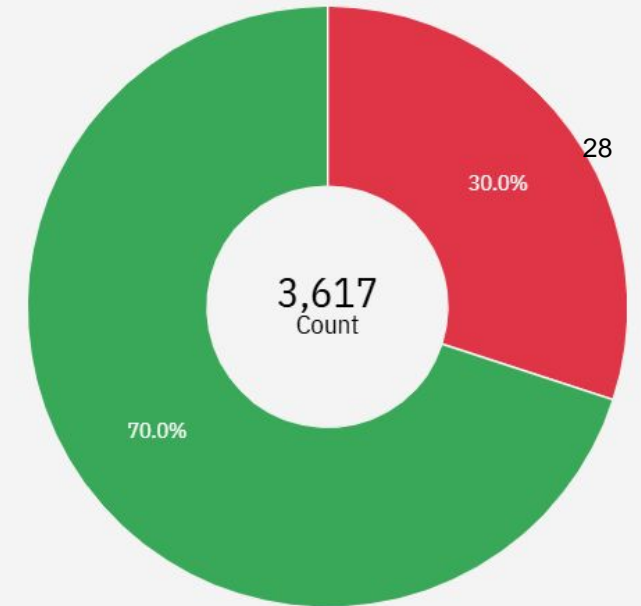
2024-2025 Projected STAAR Performance

- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- Yes



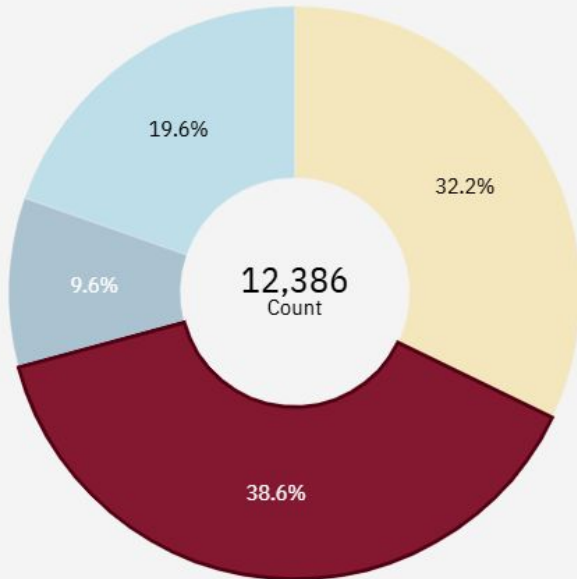


District STAAR 2023-2024 **“Did Not Meet”** Performance & 2024-2025 NWEA MAP Middle of Year (MOY) Proficiency (Math)

Baseline: STAAR 2024

2023-2024 STAAR Math Performance

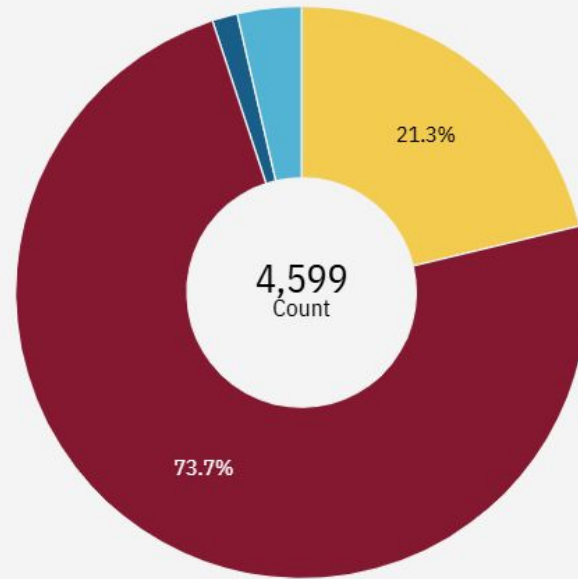
- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



2024-2025 NWEA Middle of Year (MOY) MAP Performance

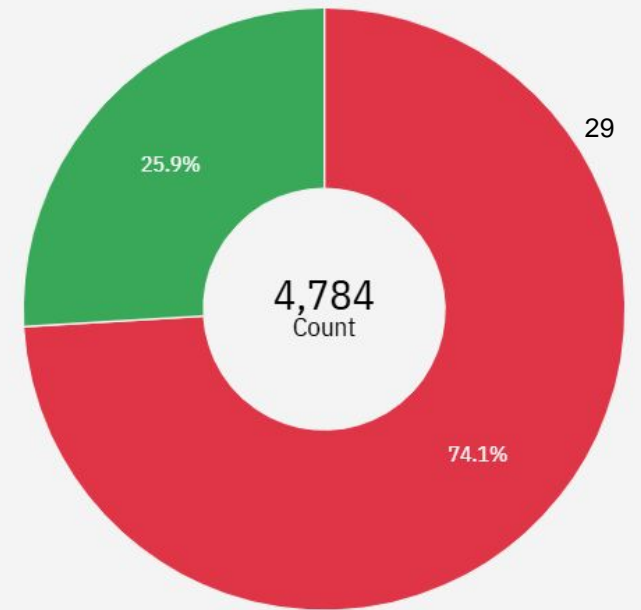
2024-2025 Projected STAAR Performance

- Did Not Meet Grade Level
- Approaches Grade Level
- Meets Grade Level
- Masters Grade Level



Has Made Satisfactory Progress

- No
- Yes



QUESTIONS?

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RECEIVE PRESENTATION ON THE DISTRICT'S PLANNING PROCESS FOR STRATEGIC COMPENSATION

Submitted by: Katie Gilleland, Senior Executive Director of Human Resources & Employee Services

Summary: A presentation will be provided to the Board regarding the multi-year planning process to build a robust grant-funded plan for strategic compensation of campus staff in Irving ISD. The District will review the major components of strategic compensation planning, including objectives and strategies aligned with Board goals for staff recruitment and retention. The Board will also receive information regarding the ongoing process being led by the Human Resources and Employee Services department, including the cross-collaborative work across multiple departments and TEA when designing a financially sustainable system for strategic compensation.

Attached: Presentation with the Planning Process for Strategic Compensation