

Administrative Consultation Meeting Minutes
April 12, 2011
AGENDA

In Attendance for the Administration

Ann Best, Human Resources
Elneita Hutchins-Taylor, Legal Dept.
Georgia McGlasson, Federal and State Compliance
Paul Youngjohn, Transportation
Mark Smith, Academic Services

Organization Representation

Ray Reiner, HASA
Justin Fuentes, AHSA
Gabrielle Coleman, HASA
Roslyn Vaughn, HAABSE

The meeting convened at 4:00 p.m. by Ann Best.

I. BOARD AGENDA ITEMS REQUIRING CONSULTATION

Item D-6 APPROVAL TO ESTABLISH ATTENDANCE BOUNDARIES FOR THE CONSOLIDATION OF SIDNEY SHERMAN ELEMENTARY SCHOOL AND JOSEPH CRAWFORD ELEMENTARY SCHOOL AND TO ADJUST THE ATTENDANCE BOUNDARY OF BLANCHE BRUCE ELEMENTARY SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Mr. Smith explained that there were 12 items dealing with consolidations of schools and adjustment of attendance boundaries, but six items were pulled/postponed and will be brought back in May.

Mr. Reiner asked if principals of consolidated campuses would receive help in securing a position. Mr. Smith responded that the CSOs would assist, but that a job was not guaranteed.

Mr. Reiner asked when would these changes take place. Mr. Smith responded that these changes are effective for the 2011-2012 school year.

Item D-9 APPROVAL TO ESTABLISH ATTENDANCE BOUNDARIES FOR THE CONSOLIDATION OF MATTHEW DOGAN ELEMENTARY SCHOOL AND EMMETT SCOTT ELEMENTARY SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Item D-10 APPROVAL TO CONSOLIDATE SHARPSTOWN MIDDLE SCHOOL AND INTERNATIONAL HIGH SCHOOL AT SHARPSTOWN, ESTABLISHING AND ADJUSTING ATTENDANCE BOUNDARIES FOR SHARPSTOWN INTERNATIONAL SCHOOL, SHARPSTOWN HIGH SCHOOL AND LEE HIGH SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Item D-11 APPROVAL TO ADJUST ATTENANCE BOUNDARIES FOR JAMES BONHAM ELEMENTARY SCHOOL AND VALLEY WEST ELEMENTARY SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Item D-12 APPROVAL TO ADJUST ATTENDANCE BOUNDARIES FOR JENARD GROSS ELEMENTARY SCHOOL AND A. A. MILNE ELEMENTARY SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Item D-13 APPROVAL TO CONSOLIDATE THE NORTH ALTERNATIVE ELEMENTARY SCHOOL AND THE SOUTH DISTRICT ALTERNATIVE SCHOOL INTO A NEW DISCIPLINARY ALTERNATIVE EDUCATION PROGRAM AT CHARLES ELIOT ELEMENTARY SCHOOL

This item was presented by Mark Smith. There were no issues/concerns regarding this agenda item.

Item E-1 PROPOSED REVISIONS TO BOARD POLICY DNA(LOCAL), PERFORMANCE APPRAISAL: EVALUATION OF TEACHERS – FIRST READING

This item was presented by Ann Best

To ensure that every student is taught by an effective teacher, the Houston Independent School District community has worked together to design a better appraisal system that will provide teachers with more feedback on their performance and better support to continuously improve their instruction in the classroom.

In surveys conducted in the spring of 2010, teachers and principals stated that the state-issued Professional Development and Appraisal system (PDAS) and the locally adopted modified Professional Development and Appraisal system (MPDAS) did not provide teachers with the necessary feedback or individualized development support.

Since the adoption of the Strategic Direction, HISD has been working with school-based Shared Decision-Making Committees (SDMCs), the District Advisory Committee (DAC), and working groups to design a new teacher appraisal and development system, in addition to conducting focus groups, a public comment period, and field testing of the new evaluation system with several school principals.

The Board of Education, in its quest to have an effective teacher in every classroom, recognizes that a new appraisal and development system for its teachers is necessary. Therefore the administration is proposing the adoption of the newly-

designed system and amend DNA(LOCAL), the district's policy on how teachers are evaluated in HISD.

Ms. Best explained that the administration is working on the implementation plans and summer training.

Mr. Reiner asked if Magnet Coordinators would be able to appraise. Ms. Best responded that at this time, it has not been decided, but it may be possible. She stated that they would like strong leaders to be trained. There will be training in June for teachers and also teachers would be trained at the beginning of school year, during the staff development days.

Mr. Reiner stated that principals need to be trained to fully understand the new system since they will be responsible. Ms. Best responded that there would be ongoing training to support principals. Also, they are working on a video to show to principals toward the end of school year. Ms. Best stated that the goal is to make this new system as successful as possible.

Item F-1 APPROVAL TO ESTABLISH NEW BOARD POLICY CNC(LOCAL), TRANSPORTATION MANAGEMENT: TRANSPORTATION SAFETY – SECOND READING

This item was presented by Paul Youngjohn

Mr. Youngjohn explained that a State law went into effect that requires any buses purchased on or after September 1, 2011 to be equipped with three-point seat belts for each passenger and the operator. A district is required to comply with this new law only if TEA pays the district for the expenses incurred in complying with this requirement.

Transportation Management has created this local board policy to implement CDC(LEGAL to cover three-point seat belt requirements for all riders of district school buses and other vehicles, including passenger vans, school activity buses, motor buses, and passenger cars.

There were no issues/concerns regarding this agenda item.

Item H-2 ESTABLISHMENT OF BOARD POLICY CL(LOCAL), BUILDINGS, GROUNDS, AND EQUIPMENT MANAGEMENT – SECOND READING

Ms. Hutchins-Taylor presented this item.

This policy is intended to clarify our position for keeping HISD an alcohol free zone. The district fully supports the endorsement of this policy.

The board wishes to affirm its commitment to the alcohol-free zone around HISD schools by adopting a policy that automatically and without exception formally opposes any request by any person or business entity for a variance exempting them from enforcement of the alcohol-free zone ordinance.

The district will file a protest with the relevant municipality if a variance to alcohol – free zone affecting the school is requested.

Ms. McGlasson asked how principals were going to be informed of this policy.

Ms. Hutchins-Taylor replied that they would request time in a principals' meeting to update them on this policy.

Item H-3 CONSIDERATION AND APPROVAL OF ADDITIONAL EMPLOYMENT AREAS FOR REDUCTION IN FORCE

Ms. Elneita Hutchins-Taylor presented this item.

Ms. Hutchins-Taylor explained that this item identifies additional term contract employment areas for reduction in force. Meeting with principals and other staff have resulted in the identification of other potential areas that should be included in the areas already approved. There were no issues/concerns regarding this agenda item.

Item H-4 CONSIDERATION AND APPROVAL OF CONTINUING CONTRACT TEACHING FIELDS FOR REDUCTION IN FORCE

Ms. Hutchins-Taylor presented this item.

Ms. Hutchins-Taylor explained that the current statewide budget shortfall has necessitated the Houston Independent School District reduce spending for the 2011-2012 school year. In response to the depth of the funding shortfall from the state, the administration recommends that a part of this process includes a reduction in force of staff at campuses and in the central office, including staff on continuing contracts.

State law requires that a reduction in force for teachers on continuing contracts must be made in reverse order of seniority in the specific teaching fields.

Ms. Hutchins-Taylor explained that this board item identifies the teaching fields that are impacted. Most of these position fields are not core teaching areas.

There were no issues/concerns regarding this agenda item.

II. HASA –

- HASA requests a follow up discussion about 8th grade students being placed in High School during the school year. There are some very serious concerns about students that may be marginal placed in an unfair situation competing with students that have been in a subject for 18 weeks Also placed students may have to go into a B section course without the foundation of the A section. There is also a question about a student being placed in the Spring semester and declared a 9th grader. This student would have 3.5 years to complete a 4 year requirement.

Ms. McGlasson addressed this concern with the committee.

She informed the group that she has discussed the concerns with Mark Smith and Julia Dimmitt. She has confirmed with Ms. Dimmitt that they have redesigned the program for next year. Ms. McGlasson explained that if a High School is not able to accommodate a student, the student could go back to High School Ahead. She has addressed these

concerns with Mr. Barajas. She stated that principals need to call any time they have any concerns.

- HASA requests information about hiring practices in HISD. We have received many calls and e-mails about people being hired as people are being released, terminated and treated rudely. Budget issues as they are, could be helped with a hiring freeze. Individuals finding themselves out of a job are not considered for other positions and watch new people coming in on a smoke and mirrors reorganization or consolidation.

Ms. Best addressed this concern.

Mr. Reiner asked if the district would consider a hiring freeze. He stated it is not right for the district to be hiring at the same time that people are being cut.

Ms. Best said she could bring this recommendation to cabinet for consideration and discussion. She also stated that Human Resources is providing weekly support activities to assist displaced employees in securing a position. Human Resources has created a website just for displaced employees. All resources are available at this site and the site is constantly updated to provide as much assistance as possible to displaced employees.

III. HAABSE – No agenda items submitted

IV. AHSA – No agenda items submitted