

Northside Educational Improvement Council

I. 6:00 p.m. General Meeting Called to Order

The February 5, 2008 NEIC meeting was called to order by Kristi Bolstad at 6:00 p.m.

Members Present: Mary Adams, Diane Aguilar, Susan Allain, Robbie Bland, Kristi Bolstad, Sue Casey, Lisa Holmes, Abby Kested, Beverly McCarthy, Karen Nance, Sunday Nelson, Kathryn Nicholson, Miranda Noack-Snider, Rosemary Perez, Doris Peterson, Tesilia Soliz

Staff Present: Dr. John Folks, Dr. Linda Mora, Dr. Sara McAndrew, Lynda Reyes, Linda Zarakas, Dennis Alexander, Sharon Sanchez

II. Approval of Minutes from January 8, 2008

Diane Aguilar moved to approve the minutes; Doris Peterson seconded the motion. Approval was unanimous.

III. Discussion of the District Awards for Teacher Excellence Grant

Dr. Folks opened this discussion by informing NEIC that this potential grant has been a difficult process. In talks with principals, many were divided as to whether or not to apply for this grant. It boils down to saying yes or no at this point. If we say no, the state allocated \$3.7 million for teaching excellence. The money is allocated but it would require matching funds by the district if NISD chooses to participate. At first, it was thought the matching funds would have to be pulled from projected pay increases. The state came back and said districts could use in-kind expenditures and not use any new money for the matching funds. At this point, many districts are watching to see if Northside ISD, the state's fourth largest district, will proceed with this grant. Dr. Folks mentioned that Houston and Dallas ISD already have performance base incentives. He has spoken with Cy-Fair's superintendent, Dr. David Anthony, and he is not sure if his district will participate. In addition, Amarillo ISD has said no to the grant which means that more money will be reallocated to those districts that choose to get involved. Dr. Folks asked Dr. Mora for a proposal to show how NISD would use the money, what schools would participate, and how the money would be distributed. Grants and Recognition, Testing and Evaluation, and Human Resources were also involved in the proposal. It was also mentioned by Dr. Folks that this grant is not like the Governor's Educator Excellence Award which awarded incentive pay to individuals such as instructional aides and administrators. Dr. Folks's big question is this: Am I going to turn away money for teachers that work hard for low socio-economic students? He understands how controversial this grant can be.

Dr. Mora delivered the proposal for this potential grant. At this time, there is \$3.8 million in funding to support district-wide goals and implementation of the financial award system. To meet the requirements of the grant, the statutes were reviewed and a timeline was prepared. Dr. Mora and the team devised a contingency plan for matching plans. In addition, Dr. Mora mentioned that NISD would have to agree to participate for two years. The next action is to take the proposal and a video message to the tentative

campuses. The following is the timeline to date: February 18-22 principals will meet with their staff to discuss this potential grant; February 25-27 the district will hold award information meetings and question/answer sessions; February 28-29 a comment period and voting online will be held; March 4 a district level meeting will be held via NEIC; April 8 the grant is due to TEA; April 9 the grant will be online for public viewing.

Dr. Mora then gave the criteria for awarding funds on the grant. The teachers for the award must have taught in 2008-2009 and return to teach in 2009-2010 to be a recipient. Teachers must be employed as of the PEIMS data, the last Friday of October. One incentive is to retain teachers in the schools. Estimated range \$1000-\$3000 for TAKS teachers and \$50-\$500 for other support grade levels. Awards are dependent on the number of participating schools, the school's performance, and a possible increase in state funds. There are many variables in which the district has no control. As per TEA, a definition of a teacher was reviewed as were examples of different scenarios of teachers who might receive the awards. Also the implementation calendar was presented: 2007-2008 is the planning year; 2008-2009 is the implementation data year; 2009-2010 the first awards will be distributed; 2010-2011 the second year awards will be distributed.

Dr Folks commended Dr. Mora and her team on a fantastic job pulling the proposal together. He recognized that everyone on campuses contributes to the success of kids. Campuses that are targeted for this grant are those with large percentages of economically disadvantaged children. It is Dr. Folks' recommendation that NISD move forward with this grant.

IV. Discussion of Summer School

This discussion was led by Dr. Mora. There are some new and improved areas to summer school. The summer school program will be ready for board approval at end of the month. STEP for elementary students are prioritized; the sites for the program are yet to be determined. STEP for middle school sites have been selected. The high school summer program will be held at O'Connor. This year, there will be course offerings at high school level that upcoming 7th & 8th graders can take for credit to get ahead of 4x4 requirement.

Information will be available on the district's website and at middle schools. Other programs are the exit level TAKS blitz for students that need to pass TAKS, state mandated pre-k, kindergarten and 1st grade; Bilingual and ESL programs; 5th grade bilingual program for students going to 6th grade; ESL summer for 1st through 5th graders scoring on a 1 or 2 on English LAS posttest; pre-K program for students who have not been in school; programs for dual language students; ESL programs for middle and high school students and many summer camp programs that will be offered by Adult & Community Education and Fine Arts.

V. Discussion of District-Managed After School Care

Lydia Martinez lead director of Adult and Community Education, led this discussion. She runs the after school enrichment programs which is not considered a day care program.

This program is grant funded through grants and is located at 12 elementary schools and three middle schools. The goal is to provide a safe environment by offering tutoring and enrichment activities for students. One of the grants that fund these programs at five schools is about to expire. The initial grants were intended as seed programs and Ms. Martinez is not sure if we can reapply. There are other after school programs that are contracted out and are not connected to the regular school day. Ms. Martinez stated that the three new elementary schools for 2008-2009 will not be contracting out for after school care but factored into the funding formula for next year. All entities have been contacted and advice has been taken to provide quality program at lowest cost possible. Ms. Martinez is working with the city of San Antonio to help fund the after school care program.

VI. Approval of Calendar 09-10

Action was taken at the January NEIC meeting to approve the Option I 2009-2010 calendar.

VII. Discussion of Waiver to Implement a Modified Schedule for TAKS Testing Days 2008-2009

An expedited waiver to modify schedule on TAKS days is required annually.

VIII. Update on Construction Careers Academy

Dennis Alexander shared this update on the Construction Careers Academy scheduled to open in 2010 at Warren High School. It will be 36,000 sq. ft. and hold 400-450 students interested in construction careers. Mr. Alexander is proposing starting one year before the facility opens to students taking courses in 2009 so that when the academy opens it will have 9th & 10th graders. The district needs to build a recruitment process to find teachers and space. Courses have to be hands-on and the district is working to articulate courses with ASCD to provide college credit. Middle school students have been orientated about the program. Graduation plans that include the 4x4 requirement will impact the program. Meetings were held with Associated General Contractors for planning and recruitment. Also AGC will provide Algebra II curriculum, an important link between construction and math/geometry/the construction curriculum. The order of math curriculum will depend on the sequence in construction class.

A series of certification on NCCER Core Certification is recognized by TEA.

Students should walk away with college credit in this program. Areas to be taught are construction science, electrical trades, heating, ventilation and air conditioning, pipefitting and plumbing.

IX. Discussion of 4x4 Requirement for 8th Graders Going into High Schools

Dr. Healy led the discussion on the 4x4 requirement which Dr. Mora mentioned will have a huge impact on the current freshman class. Dr. Healy mentioned that parents were informed by a brochure for three different plans to prepare students for graduation. The 4x4 requirement states that math, science, English, and social studies must be taken for four years for high school credit. Students who take high school credits in middle school would have it count for high school graduation credit. Counselors develop a four year plan with every 8th grade student. There are multiple electives for senior year science. A

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big question is how are students going to fit it all in? There is very little leeway for error and students must be very focused in their effort towards graduation. Students must rely on counselors to be very deliberate and plan ahead, making sure these 9th graders have opportunities to go to summer school and retrieve a credit. There is an online program tracker for students to use, tweak, and edit their plans.

X. Other Issues

A concern was raised about a potential problem the state's fingerprinting requirement program. Some substitute teachers are wondering if they are going to have to pay for fingerprinting out of pocket. The concern was that the district would lose some substitutes or hourly employees. However, the program only pays for certified personnel at this point.

XI. Adjourn

A motion was made by Robbie Blount and seconded by Dori Peterson to adjourn the meeting at 7:45 p.m.

The Northside Educational Improvement Council (NEIC) is the district decision-making committee established in accordance with Texas Education Code Sec. 11.251, and 11.252. NEIC has 39 members, including staff, parents, business, and community members. The purpose of NEIC is to involve professional staff, parents, and community members in establishing and reviewing the district's and campuses' educational plans, goals, performance objectives, and major classroom instructional programs. Staff are elected for a two-year term by their staff peers; parents, business, and community members are appointed by the Board for a two-year term. NEIC meets at 6:00 p.m. on the 1st Tuesday of each month, in the Northside Board Room at 5900 Evers Road, unless otherwise posted. Meetings are open to the public. Items to be considered for the agenda may be submitted to either Kristi Bolstad, NEIC President, at Connally Middle School, (397-1000) or Linda Mora, Deputy Superintendent for Curriculum & Instruction, at Central Office, 5900 Evers Road, 78238 (397-8635). Agendas of all meetings are posted at Central Office and at each school; minutes of all meetings are posted at each school.

NEIC MEMBERS:

STAFF REPRESENTATIVES:

Primary: Mary Adams, Carson Elem.; Sherry Willome, Ward. Intermediate: Wendi Costas, Blattman; Sue Casey, Helotes. Elementary Specialist: Diana Aguilar, Ed Cody Elementary. Middle School (Academic Core): Lisa Holmes, Jordan M.S.; Kristi Bolstad, Connally M.S.; (Other):Cindy Plunkett, Pease M.S. High School (Academic Core): Beverly McCarthy, Health Careers; Dori Peterson, Stevens H.S. (Business): Miranda Noack-Snyder, Marshal H.S. High School (Other): Kathy Ferguson, Clark H.S. Special Campuses: Abby Kested, N.S. Vocational: Counselors: Kathryn Nicholson, Comm. Arts. Librarians: Laura Lara, Ward Elementary, Nurses: Nancy Fox, Leon Valley Elementary. Elementary Administration: Sunday Nelson, Ward Elem. Secondary Administration: Susan M. Allain, Connally M.S., District-Level Prof. Staff : Rosemary Perez, Dir., Compensatory; Paraprofessionals: Robbie Bland, Mead Elementary

PARENT REPRESENTATIVES: Debbie Byrnes, Robert J. LeBlanc, Elizabeth Moffett

PTA COUNCIL REPRESENTATIVES: Tesilia Soliz

COMMUNITY REPRESENTATIVES: Karen Nance, Christi Evans, Mathilde Scully, David Maze, Jeannette Honermann, Isabel Fears

BUSINESS REPRESENTATIVES: Matt Foxhall, Candice Muster

President – Kristi Bolstad; Vice President – Diane Aguilar; Secretary – Sue Casey