



## **District Improvement Team (DIT) Meeting November 15, 2007**

In attendance: Anne Dailey, Virginia Elizondo, Linda Entrekin, Sara Estrada Zaragosa, Wendi Harris, Xavier Herrera, Susan Kellner, Sherry Keys, Holly McGinnis, Sharon Muncey, Carol Petrich, Jim E. Robin, Diane Swan, Julie Turrentine, Patricia Weber, Kay Kennard (White), Duncan Klussmann, Sharon Boutwell, and guest, Julie Hodson.

Dr. Duncan Klussmann, Superintendent of Schools, welcomed members and reviewed the agenda.

### District Improvement Team (DIT) Role

DIT Chair: The role of the DIT chair was clarified for members. An election followed to replace the former DIT chair who is no longer with the district. Virginia Elizondo, Non-teaching-At Large representative from Hollibrook Elementary, is the new DIT chair.

DIT Roles and Responsibilities: Superintendent Klussmann reviewed the roles of the District Improvement Team members as defined in the Texas Education Code (TEC) §11.251 and §11.252. He also shared the role SBISD had in the site-based decision making concept now used throughout the state. Additionally, he explained that legislators now seek to mandate their legislation be connected to the campus and/or district improvement teams or the campus/district improvement plans. As a result, topics addressed have expanded beyond the original legislation.

Reviewing the chart of site-based decision-making roles and the levels of responsibility is planned for the next DIT meeting. Among the roles the DIT addresses are waivers of a district-wide nature, the Texas Educator Excellence Grant (TEEG), and District Awards for Teacher Excellence (D.A.T.E), general information on district-wide programming, teacher and administrator appraisals, and district-wide staff development, such as when the district provided training to all employees in Covey's *Seven Habits of Highly Effective People*.

### Strategic Planning

The DIT offers input into the development of the District Improvement Plan (DIP) Superintendent Klussmann reviewed the DIT's work/role on the development of the

*Five-Year Educational Plan.* He explained how the yearly Action Plans become the DIP for each respective school year. The long range plan guides the District's focus for the next 5 years whereas the Action Plans, written by district staff from each of the various departments, guide the District's focus for the current school year. The DIP is to District staff as the Campus Improvement Plan (CIP), developed by CIT input, is to campus staff. Superintendent Klussmann explained that the state focuses on year-to-year plans rather than long-range strategic planning which is needed in order to guide the district overtime.

In the spring, staff will present Action Plans for DIT review for implementing June, 2008. These Action Plans will become our DIP for 2008 – 2009. Periodically, DIT members will receive updates on the progress of the Action Plans and *the Five-Year Educational Plan.*

#### Bond Approval/Next Step

Dr. Klussmann shared that the SBISD Bond Election had the highest percentage of voter turnout (20%) of all of Harris County. Typically on a general election day bonds are not the item of interest. The Superintendent expressed appreciation for all who worked to support the bond. He thanked them for their recognition that the bond was based on need/work that really needed to be completed rather than special interests.

DIT members complimented the marketing plan. Dr. Klussmann shared this was done by the Political Action Committee (PAC) as the District and its staff can only speak on the facts. The District took an information approach during the first 60 days prior to the election so that all patrons would be informed of the facts. The PAC aided in the last 30 days.

The next step is implementation as the District did not take action to develop plans prior to bond approval. The goal is to do as much work during the summer to minimize campus disruption. Of the 12 schools, 5 can be transitioned on site. That is, there is enough land to build the new school and then remove the old facility. Most likely for the others, there will be a temporary campus transition site used while the new school is being built.

#### Task Force Reports

Various DIT members reported on their work with the Task Force/s of which they are a member.

Online testing: State had mandated the shift to all online testing. At this time, there are questions on state and districts readiness for such a shift.

Homework Committee: A survey is being developed to identify what may be the problems surrounding this topic.

Lesson Planning: Members are addressing such areas as, the kind of detail needed for a lesson plan format, what must be included and how the 9-week plan relates to the lesson plan.

SIS (Support Instructional Specialists)/DC (Department Chairman) Roles & Responsibilities:

This task force is identifying the roles and determining how this might differ from current practice.

Response to Intervention: SBISD is designing a tiered system for ensuring the success of each child with an appropriate, timely intervention for his/her need.

Teacher Appraisal: There is consensus to abandon current practice in favor of the state system, PDAS (Professional Development and Appraisal System). The group is exploring whether it will be PDAS only or a hybrid that combines the use of PDAS with district components.

While not a Task Force, several DIT members commented upon their involvement with and success of SBISD's First Parent University. As a result of the variety of topics offered, parents asked to have mini sessions throughout the year as they could not attend all they found of interest.

Texas Educator Excellence Grant (TEEG), Cycle 2/Cycle 3

Julie Hodson, Director of Grants, revisited the work that DIT members had previously done on reviewing these grants. She reminded them of the summer electronic ballot and their feedback. Julie clarified that before the DIT receives the actual campus documents many, many hours of collaboration have occurred in order to have a meaningful plan for each campus. The electronic review and ballot casting gives her the time to work collaboratively with the campuses and still meet the state deadlines. She shared that SBISD elected to take the grant to each campus for development rather than design something centrally.

This grant is state-directed. The state identifies, prescribes the criteria, and establishes the baseline targets. Some campuses qualify year-to-year; some do not. Based on the current criteria, some campuses will not qualify.

District Awards for Teacher Excellence (D.A.T.E)

This is new. SBISD has sent a letter of intent indicating a desire to have a district-wide plan that gives an opportunity for all to be a part of the incentive pay. District intent is to promote teamwork throughout the district rather than a competition within and between campuses. Julie is awaiting responses from TEA to several questions for further guidance.

Next Meeting. Thursday, January 10, 2008

