



District Improvement Team (DIT) Meeting
Thursday, March 3, 2022
5:00 – 7:00 p.m.
MINUTES

Meeting start time: 5:01 pm

Meeting end time: 6:28 pm

Current Member Attendance (26)

Crystal Arrington, Jennifer Blaine, Minda Caesar, Valentina Chelala, Kristin Craft, Cara Cullen, Anne Daily, Lucy Gaines, Dominique Harvey, Kathleen Holder, Vanya Karia, Richard Kelvin, Matt Kiger, Julie Knapp, Noemi Lopez, Larry Maple, Sarah Morris, Heather Morse, Michelle Nall, Abena Ntoso, Rebecca Ramey, Charles Reed, Jennifer Sharp, Jennifer Stuart, Van Tran, Kate Waldorf

Percent of current DIT members in attendance: 63.4%

Non-Member Attendance (7)

Amy Accardo, Linda Buchman, Lawanda Coffee, Keith Haffey, Gary Henry, Abby Walker, Annie Wolfe

Welcome and Approval of Minutes

Linda Buchman, Associate Superintendent for Communications and Community Engagement, welcomed attendees on behalf of DIT Chair Anne Dailey. Members were asked to approve the December 2021 minutes by using the chat, and 13 members approved.

District Update

Dr. Jennifer Blaine offered a brief update on the following items:

- Bond Community Meetings – There will be a series of evening meetings at the high schools to share information around the 2022 Bond election.
- State of the Schools – This year's event will be virtual, with a focus on Career and Technical Education. Special guest will be Jon Lambert, founder of The Cannon.
- Spring Branch Super Saturday – This district-wide event will be held April 23 at Tully Stadium in celebration of Spring Branch ISD's 75th anniversary. SBISD high school students developed the concept.

State Mandated Equity Plan

Lawanda Coffee, Director for External Funds and Compliance, discussed the State Mandated Equity Plan. Under the Every Student Succeeds Act (ESSA), states must develop a plan to identify and address gaps where low-income and ineffective, inexperienced or out-of-field teachers teach minority students at higher rates. Using state assessment data over three years, the Texas Education Agency identified Spring Branch ISD as a district with gaps greater than 10%.

Gary Henry, Director of Talent, reviewed specific strategies developed to address these gaps. These include:

- Ongoing, proactive recruitment – including college partnerships and job fairs - to bring more candidates into the district, particularly Special Education teachers
- Retention stipends for all employees
- Salary increases for hard-to-fill positions
- Robust professional development calendars for teachers with content-focused, job-embedded training
- Additional Instructional Specialists for campuses to relieve administrators of responsibilities around data management, testing and student support

- Principals focused on developing campus leaders through high-quality professional development and regular Program of Study meetings

ESSER Update

Ms. Coffee also discussed ESSER funds, which are one-time funds to address learning loss from the pandemic. In particular, ESSER III funds must be used for the safe return to in-person instruction and continuity of services. Spring Branch has used 67% of ESSER III funds to address learning loss and continuity of services, with the remaining amounts allocated to Career and Technical Education and Safety/Personal Protective Equipment.

Dr. Annie Wolfe, Executive Director for Curriculum and Instruction, detailed six specific areas of focus for ESSER III:

- Supported Teachers – Hired more Instructional Specialists, increased professional development offerings, hired Kindergarten paraprofessionals, added more long-term substitute positions
- More Time for Learning -- Increased student tutoring and support time, increased reading incentives
- Rigorous Instructional Materials -- Purchased adaptive software licenses to support teachers, transitioned to an online assessment platform, increased teacher team training
- Social Emotional Supports – Began to implement the Core Characteristics work, increased training for counselors, provided classroom management supports and mental health supports for teachers and leaders
- Parent and Family Supports -- Added system of care coaches to support staff and students, aligned efforts to reduce dropout prevention, added more family event programming
- Other Resources -- Transition plans in progress for a new Learning Management System and robust summer programming

Texas Academic Performance Report (TAPR)

Dr. Keith Haffey, Executive Director for Assessment and Compliance, delivered the results of the 2020-2021 Texas Academic Performance Report (TAPR). Overall, Spring Branch students did not experience the significant academic declines that students in other states experienced, and Dr. Blaine noted this data represents a celebration of our teachers, students and community. The district maintained focus on literacy and numeracy and worked diligently to bring students back to in-person learning.

Core Characteristics Update and Review

Community Engagement Director Abby Walker provided a brief update on the ongoing work of developing the Core Characteristics of a T-2-4 Ready Graduate. After viewing a short video, members entered breakout rooms for a brief review and discussion of a document developed this spring by staff to illustrate what the Core Characteristics look like at various milestones throughout the system. After returning to the main room, members shared observations and asked clarifying questions. Dr. Craft noted this work is evolving, and the Core Characteristics Committee will bring the document back to a future DIT meeting for more feedback opportunities.

2022 DIT Elections Update and Closing

Ms. Buchman noted that DIT elections and lottery for the 2022-2024 term have concluded. Staff and parent engagement in this year's process was robust, and all selected applicants have been notified. Final results will be posted soon.

The April DIT meeting will include important topics such as parameters for development of the academic calendar and review of proposed changes to the Student Code of Conduct and Parent and Student Handbook.

Ms. Buchman adjourned the meeting at 6:27 p.m...