

The **Springboard** e-newsletter is provided as a community service to inform the public of actions during the monthly meeting of the Board of Trustees. The official minutes from the meeting will be posted online at www.springisd.org once approved by the Board.

Trustees

- Deborah Jensen, Ph.D.**
President
- Chris Bell**
Vice President
- Rhonda Newhouse, M.Ed.**
Secretary
- Justine Durant**
Assistant Secretary
- Donald Davis**
- Rhonda L. Faust, J.D.**
- Jana Gonzales**

Public Participation is Welcomed

Citizens who want to speak at a Board meeting are asked to register at least 15 minutes prior to the time when the meeting is scheduled to begin.

For more information, go online at www.springisd.org and click on the Public Participation at Board Meetings link under General Info.

The next regular Board Meeting will be at 7 p.m. Tuesday, Oct. 17 at Gordon M. Anderson Leadership Center, 16717 Ella Blvd.

The Spring ISD Board of Trustees met at 7 p.m. Tuesday, Sept. 12 at Gordon M. Anderson Leadership Center to address items on the agenda. President Dr. **Deborah Jensen** called the meeting to order. Spring High School Navy JROTC Cadets **Chandler Bieneke, Jason Borders, Stephen Terrazas, Kyle Shea** and **Soloman Foster-Smith** presented the colors and led the pledges of allegiance.

Recognitions

Since January 1984, the Board has recognized students and staff for major accomplishments beyond the District with Points of Pride awards. ABCD awards are presented to individuals or groups that go Above and Beyond the Call of Duty.

Point of Pride Awards



Cooper Elementary School Principal Leticia Gonzalez, center, joins Board trustees and Superintendent Watson in the horseshoe for a congratulatory photo.



Trustee Donald Davis, from left, congratulates Principal Leticia Gonzalez, while Trustee Jana Anders looks on.



Northgate Crossing Elementary School Principal Kristi Brown, center, joins Board trustees and Superintendent Watson in the horseshoe for a celebratory photo.

Cooper and Northgate Crossing Earn All Distinctions

The Board presented Points of Pride awards to both Cooper Elementary School and Northgate Crossing Elementary School for outstanding achievement in the 2017 State Accountability Ratings.

"Tonight we are so excited to introduce to you, two of our district's highest-performing schools," said Dr. **Lupita Hinojosa**, chief of school leadership and student support services.

Both schools earned all possible distinctions based on achievement in the areas of Reading/English Language Arts, Math, Science, Student Progress, Closing Performance Gaps and Postsecondary Readiness.

Cooper Principal **Leticia Gonzalez** and Northgate Crossing Principal **Kristi Brown** were at the meeting to accept the awards on behalf of their campus teams, including many who were in the audience.

When asked by Hinojosa to what she attributed her school's success, Gonzalez said, "It is the attitude that my teachers have toward student success. They believe every student can succeed and they make it happen."

When asked the same question, Brown identified parent involvement as the key. "Engage the parents and you engage the students," she said. She also acknowledged the importance of a "dedicated staff that works tirelessly to do what's best for kids, and motivated scholars that want to achieve."

Hinojosa also noted that both schools have a number of staff members who have been with each school since they opened.

ABCD Award



Pastor Michael Pender, center, joins Board trustees, family, friends and administrators in the horseshoe for a celebratory photo.



Board President Dr. Deborah Jensen, from left, presents the ABCD award to Pastor Michael Pender.

Fallbrook Church Recognized for Years of Service

The Board recognized Fallbrook Church and Pastor **Michael Pender** with an Above and Beyond the Call of Duty (ABCD) award for the many ways they have supported the district over the years.

Spring ISD Police Chief **Victor Mitchell** thanked "Pastor Mike" for opening the doors of Fallbrook Church to the district for a number of big events, including the presentation of the district's strategic plan EVERY Child 2020, summer graduation, a recent leadership team-building workshop, and most recently during Hurricane Harvey.

Since Fallbrook's inception in 1994 under Pastor Pender's leadership, the church has been an integral part of the Spring community. Located, since 2002, in the heart of the district, the church has worked in tandem with the district to make the Spring community and the lives of families who live there better.

"We are thankful and grateful to have a partnership with Fallbrook Church," Mitchell said.

Superintendent's Report

Superintendent Dr. **Rodney Watson** reported that it was good to be back after the long break following the storm, and although the district's schools fared better than most, with no major damage, many of the district's families and employees were not so fortunate.

To help alleviate some of the hardship, the district has partnered with the Spring ISD Education Foundation to establish a Hurricane Harvey Relief Fund that, so far, had collected over \$42,000. This includes a \$20,000 gift from the foundation, that is already being used for employees and the families of Spring students who lost everything in the flood. [See video.](#)

"We would really like to say a special thank you to the Spring ISD foundation for donating \$20,000 to help with our efforts," Watson said.

Additionally, he expressed his gratitude to Wal-mart for generously donating school supplies that were being delivered to students this week.

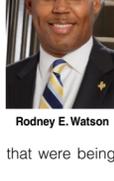
Watson also said the district had let parents know that, in addition to the free breakfast that is always available, the district will be offering free lunch to all students through Sept. 29 as well.

He went on to share that 35,750 students were enrolled, as of Tuesday, which is more than were enrolled on Aug. 24; there are 261 homeless students.

Watson said he had attended a meeting with Texas Education Commissioner **Mike Morath** on Friday, and the commissioner talked about all the things the state is doing to help districts in the aftermath of the hurricane. "We did get an email from Commissioner Morath this afternoon letting us know that they are working to make sure our average daily attendance will not be affected," Watson said.

With attendance this year being the focus of a major district initiative – EVERYday Counts, Attendance Matters – Watson said the Success Walk originally scheduled for Sept. 9 would be rescheduled. Formerly called the Grad Walk, the event uses volunteers to go into the community and encourage students to come back to school.

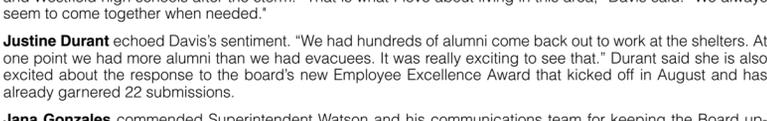
Watson closed with the introduction of **Vvette Casas**, new principal at Burchett Elementary School. Casas will take the reins from Michael Walker, who will be the new Director of Talent and Acquisition for the Spring ISD Human Resources Division. A veteran educator with 17 years experience, Ms. Casas came to Spring ISD in 2012. Since then she has served as an assistant principal at both Bammel Middle School and Reynolds Elementary School.



Rodney E. Watson

Trustees Remarks

At each regular board meeting, during Opening Remarks each board member is given the opportunity to share information with those present.



President Dr. **Deborah Jensen** invited Board Trustees to make remarks.

Donald Davis praised Spring ISD alumni for their service to the district. "That is what I love about living in this area," Davis said. "We always seem to come together when needed."

Justine Durant echoed Davis's sentiment. "We had hundreds of alumni come back out to work at the shelters. At one point we had more alumni than we had evacuees. It was really exciting to see that." Durant said she is also excited about the response to the board's new Employee Excellence Award that kicked off in August and has already garnered 22 submissions.

Jana Gonzales commended Superintendent Watson and his communications team for keeping the Board up-to-date during and after the storm using not only direct communication but social media as well. "It was reassuring to know that our district was being taken care of, and our community did such a wonderful job coming together and fulfilling the needs of our families," Gonzales said.

Chris Bell remarked that he is excited by the return of civility in the aftermath of Hurricane Harvey. "In the midst of chaos, the last couple of weeks, we saw community civility return. Moving forward, we still have a lot of need – but I am positive on the direction our community is taking," Bell said.

Deborah Jensen expressed how very grateful she is that the district is now back in school and maintaining a routine for people who have been devastated by the storm. "It's wonderful to have our schools supporting the children and employees in our community," Jensen said.

Presentation:

Two Firms Authorized to Provide CMAR Services for Upcoming Bond Projects

The Board agreed to authorize the district to negotiate contracts with two firms to provide construction manager at risk (CMAR) services on selected 2016 bond projects.

"We are very excited to be at this point in our bond program," said Chief Operations Officer **Mark Miranda**, after giving the trustees an update at Tuesday's meeting. "We're still on target despite the events of the past few weeks."

The firm of Satterfield & Pontikes won the majority of the bond work and was selected as the CMAR on the following three project packages:

- Spring High School Stadium and 9th Grade Center
- Roberson Middle School and Westfield High School 9th Grade Center
- New Middle School across from Northgate Crossing Elementary

For the Police Command Center, the firm of Division One was selected.

The CMAR contracting method will allow the district to increase coordination with the design team and will allow the projects to move forward more quickly on construction site work, Miranda said. For the Police Command Center, Miranda said the goal is to start bidding out that work as early as the end of the year.

In recommending the two firms approved by the trustees, the district went through a two-step process that began with a pool of 13 firms that responded to the Request for Qualifications released over the summer.

From there, the district evaluated those firms against several criteria, including quality of work, relevant experience, safety record, project management and financial stability. Qualified firms were then invited to submit cost proposals for construction services. Satterfield & Pontikes, as well as Division One, ended up as the two top firms for their corresponding projects.

Miranda noted that design work has already begun on the majority of the projects within the bond program and that architects have been meeting with administrators and educators to discuss the specific needs of each one. He assured the board that as soon as ground-breaking dates are known, he would share the news.

Overview of Strategic Compensation Initiative

Dr. **LaQuita Carter**, assistant superintendent of performance management, presented an overview of the Strategic Compensation Initiative, which has been in development for the past eight months. Aligned with the strategic plan, EVERY Child 2020, in regard to excellence in every school and high performance from every employee, the plan focuses on the growth and retention of teachers and rewarding them for their work.

"We want to make sure that we have the highest-performing teachers in front of our children and that we are able to reward and celebrate them by keeping them and continuing our achievement year over year," Carter said.

She also said the goals of the initiative are to develop and acknowledge growth of performance to top performance as well as employee engagement. Teacher-focused priorities include recruiting and retaining high quality teachers and improving student achievement.

Key components include rewarding teachers for excellent attendance, meeting index targets and helping students meet state achievement standards. In addition, it would reward those who serve at high-need campuses and/or in critical shortage areas.

The design team for the initiative developed a plan that would differentiate rewards for all teachers and presented two models that would both be sustainable without a need for grant funding.

"This year, the two models are being reviewed with the proposed criteria to determine how our teachers would be rewarded if we were in implementation," said Carter. "This will allow us to remain transparent and show teachers in advance how they might be compensated under this rewards structure when it is implemented in 2018-19."

Action Items

Agreement Between Dekaney and UTI Provides Services to Auto Tech Students

The Board approved an affiliation agreement between Dekaney High School and Universal Technical Institute to share the responsibility for providing services to support the Automotive Technology Career Pathway for Dekaney students.

Dr. **Lupita Hinojosa**, chief of school leadership and student support services, said there is strong interest in the auto tech pathway at Dekaney, and the number of students enrolled has increased tremendously.

With the agreement, services provided free of charge by UTI will include the facility, auto tech lab/shop, equipment/cars and hands-on class work and skills. Spring ISD will provide the teacher, students, transportation to and from the facility, textbooks and tools.

Dekaney Principal **David Baxter** said traveling to the UTI lab to gain hands-on experience would be part of the Automotive 2 course for juniors and seniors. "This is not shop class; these are academic, technical classes," Baxter said. "These students will leave that program ready to work."

Although the agreement is for the 2017-18 school year, it will automatically renew for successive one-year terms unless either party gives notice of nonrenewal.

In other action the Board approved:

- 2017-18 Campus Improvement Plans;
- Adoption of a resolution to pay district police officers for workdays missed as a result of the district's closure due to Hurricane Harvey;
- A resolution waiving provision in Board Policy FD local that requires a notarized statement relation to a family living with another family;
- Memorandum of Understanding with Lone Star College for college preparatory mathematics and English language arts courses;
- Second reading of Texas Association of School Boards (TASB) proposed revisions to local Board Policy EH – curriculum design, EHDB – alternative methods for earning credit and EL – campus charters;
- Second reading of proposed revisions to local Board Policy CV – facilities construction, CCA – local revenue resources, EF – instructional resources, EFAA – instructional materials selection and adoption, EG – curriculum development and EIF – academic achievement: graduation; and
- Taxpayer refunds.



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