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LEADERSHIP ACADEMY

**LEADERSHIP ACADEMY NETWORK (LAN) STEERING COMMITTEE MEETING**

**LEADERSHIP ACADEMY AT COMO ELEMENTARY**

*October 24, 2019*

*9:00-11:00 a.m.*

I. Call to Order

Note Time and Who Called the Meeting to Order

Dr. Carlos Martinez called the meeting to order at 9:04am.

II. Roll Call

Members Present: Norie Pride-Womack, Hank Johnson, Darren Moore, Janie Faris, Jeremy Smith, Ken Helvey, Erika Beltran, Carlos Martinez

Members Absent: Patricia Scott

Other Attendees: Alyssa Morton (Empower Schools), Alice Buckley (FWISD), Arista Owens-McGowan (FWISD), Patti Gearhart-Turner (TXWES), Chris Shropshire (LAN-TXWES), Priscila Dilley (LAN-TXWES), Whitney Clark (LAN-TXWES), Chazz Robinson (Empower Schools)

III. Conflicts of Interest - Having reviewed the agenda, please disclose any conflicts of interest or potential conflicts you may have with any item on today's agenda.

None Stated



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IV. Public Comment on Agenda Items

No Public Comment

V. Approval of the Agenda

Motion By: Ken Helvey

Seconded By: Jeremy Smith

Yeas: Norie Pride-Womack, Hank Johnson, Darren Moore, Janie Faris, Jeremy Smith, Ken Helvey, Erika Beltran, Carlos Martinez

Nays: none

Abstention(s): None

Result of Vote (Approved, Not Approved): Approved

VI. Approval of August 7, 2019 Meeting Minutes

Motion By: Hank Johnson

Seconded By: Jeremy Smith

Yeas: Norie Pride-Womack, Hank Johnson, Darren Moore, Janie Faris, Jeremy Smith, Ken Helvey, Erika Beltran, Carlos Martinez

Nays: none

Abstention(s): None

Result of Vote (Approved, Not Approved): Approved



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- VII. Greetings from Como Principal, Valencia Rhines
- a. Background on Como Elementary
  - b. Key Initiatives
  - c. Walking Tour
  - d. Video

Summarize Key Points of Presentation, Note any questions (and who asks them)

Mrs. Rhines presented the committee with information on how the Leadership Academy Network using the ACE model has helped her campus. Here are key points from her presentation.

-Year one being an IR campus we relied a lot on our partnership with Rainwater, Teaching Trust and Commit to help put systems in place.

-First couple of years building culture of pride on our campus. We want our students and families to come in and be proud to be at Como Elementary. More than ½ of our students' parents and grandparents went to Como. Our teacher retention is high now due to the culture of our campus.

-Having systems in place for everything gives us the ability to have high expectations and full accountability. By implementing data tracking, Teaching Trust, morning meetings and routines gives us intentionality. Instruction begins the second kids step on campus. Our students are talking and engaged in the classroom. Our goal is to take away the excuses.

Year two B campus

Year three B campus

-Our motto is Sky's the limit, lead by example, be the change. Our relationships are the grain of everything we do.

-Como kids used to be treated different, right systems and education has brought about better response to the Como kids. Everything we do here is for the students. They deserve the spotlight because they deserve it. One day soon we will be an A campus.

Janie Farris- Would this have been possible without this system in place? Do you use the gallop procedure? My biggest opportunity was being able to hire my staff. Recruit like



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mindful people. I was able to ask questions on relationships, look for a good fit. I can teach content, we need a teacher to be a fit for our culture.

Norrie-What has kept you at it for 7 years?! I love coming here everyday. I love it!! I Love my kids and staff. We built a family atmosphere here. Its my passion for my kids.

Erika Beltran- How do you work with the other LAN principals? We have principal PLC meetings. We are a tight group, we have a good relationship and we are able to call and depend on each other a lot. We have built a family. Priscila as our Leader is key. She holds us accountable with high expectations, coaches us along the way and listens to us. Very tight knit.

VIII. Academic Performance

- a. Overview of Texas Academic Accountability (A-F)
- b. Historical Performance of LAN Campuses
- c. LAN Performance Targets
- d. Campus/Student Goals
- e. LAN Academic Support Model
- f. Interim Data Review/Discussion

Summarize Key Points of Presentation, Note any questions (and who asks them)

Priscila Dilley presented to the committee TEA accountability system and gave them an overview of how the Leadership Academies are doing.

It is amazing what we are seeing in our Academies. What we are seeing is a belief system change in what is possible for our students. Teacher administration setting bar for students. The closer you are to students the closer you are to affecting the data. We will discuss the



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accountability with state and student level. I wanted to start us off with our core values to start. Kids first, serve others, results driven, EVERYBODY GROWS, better together

There are three domains in the TEA accountability system: Domain 1 student achievement Domain 2 school progress and Domain 3 closing the gaps. We look at 1&2 to see where to close the gaps. Most of our schools are domain 2 schools because they are making so much progress. 70% has been from student growth plus closing the gaps. And that is how you get the A-F system.

Connecting the pieces- sheet of paper demonstration.

The state wants a certain percentage in approaches, meets and masters. The state formula is 33% approaches 33%meets 33%masters.

Student achievement is most important.

Domain 3 closing the gaps

Questions:

Jeremy Smith- What is this based on? It is all based on STARR testing.

Jeremy Smith-What are the percentages doe approaches, meets and masters? Generally masters 85-100%, meets is somewhere in the 70-85% and approaches 55-69%.

Dr Martinez- How do they split the score? They give us were we landed at domain1,2 and 3 but for accountability purposes were are going to go \_\_\_\_ they make the decision.

Erika Beltran- How are you compared to other campuses? Now students are measured against themselves? They do on the progress measure.

Patti Gearhart-Turner-

Ken Helvey- Does this count for sub pop? That would fall under closing the gaps.



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Jeremy Smith- Everyone must do domain 3, is that correct? Yes, it's 30% of the total.

Janie- All parents see is a grade but look at how complex this is.

Norrie Pride-Womack- Who is progress measure set by? We are aggressive and say everyone need to grow 20%, unless they are masters we want them to stay there. State does not provide them.

Dr Martinez – Is the school or students considered economically disadvantaged? The school but it is based on number of students in the reduced school lunch program. We are given a list of comparison schools. State selects the schools. Only looking at economic disadvantage explanation of pie chart

Dr Martinez: Does domain 2 impact you if you are a domain 1 school? Correct, our goal is to be domain 1 but we are currently domain 2. The higher they score on domain 1 less focus on domain 2. Everybody counts some way.

Jeremy Smith- TEA is talking about a domain four based on campus culture, attendance and parent engagement.

We are responsible for reporting pk-2 but not held accountable on this rating system. Only grades 3 and up.

They were about to shut doors on JTW and Logan that when ace model LAN came about. Saw tremendous growth year one. IR schools are F campuses and soon D ratings will also be included in this. IR campuses are the bottom 5% of schools in the state, they are our priority schools.

Dr Martinez-Did you say their letter grade is mostly growth not achievement? Correct  
Can still get progress measure if a student went from 20%-50% which is still not Meets.

This past year Como still at B, that is huge! They are really moving kids. Mitchel Blvd they stayed at C but are still moving kids.

Logan is still moving kids just not as much as others they only dropped one letter but are not worried we know our areas of focus is. We are headed in the right direction. JTW is now an F, mobility rates high 40% kids in and out 157 new kids this year. It is a different lift trying to do the very best. Getting kids at JTW used to our systems. We are targeting 4<sup>th</sup> grade math! It's all about growth. Were there any personnel changes all new leadership this year..



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Jeremy Smith- Do you have more flexibility to make changes if you need to? Yes, this partnership makes it possible to make changes. We come together to make the changes we feel will better support us.

Ken Helvey- Hard job to get to the level of masters only a small % of schools even there.

Our promise is to have every campus at a B and Mitchell C. Grow to B for all schools.

Norrie Pride-Womack- To get an A do you need mastery? We had some schools close, if growth is significant enough you can get an A.

Handed off to Whitney Clark

You can go to TXschools.gov can look up a schools rating.

STARR targets tracking slide

Interim assessments handout

Dr Martinez- Do these correlate to STARR scores? Yes, using TRS is what is aligned to STARR.

These numbers show growth and gives us our focus.

Is a 32%-52% still growth? Yes you can still have growth without being approaches.

Our data analyst crunches all these numbers.

Patti Gearhart-Turner-How do the teachers use this data? Incentives for students & teachers. Is the incentive \$? No, it is jean passes and sonic runs.

Patti Greahart-Turner- Is this pressure on the teachers? No, it gives them intentionality.

Academic support on campuses? Increasing competency of coaches. Growth walks help share data with staff.

Mater teacher- training Paul Bambrick, peer to peer training, feedback review.

Collaborate with IC's together to help teachers.



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Tiered the teachers tier three more support- tier three could be new teachers to give them more support.

Bi lingual- LAN worked with TXWES to develop our own program.

What is teaching trust? A framework to design programs

Looking a 2way DL classrooms, Piloting at Mitchell- We provide the support for that  
Patti Gearhart-Turner- Do they feel overwhelmed with all the new programs? Yes and no We are over abundant in support.

Darren Morre- What resources are offered for test anxiety and stress of students? We have counselors an intervention specialist at each campus and they are very proactive (2 at JTW where the need is higher).

We are working on getting mentors for students who have been identified by staff. The Intervention Specialist is key, they are licensed social workers.  
TBRI and resortative practice training

Erika Beltran- With all the data, how do you focus on students? Kids first! Staff is key to keep data at the forefront but keeping Kids first.

Being strategic for kids hitting targets. Creating a culture for kids/teachers to feel supported.

Patti Gearhart-Turner- Are the positive incentives tracked? We need to tell you more about culture climate measure.

Janie- When a student is in the classroom with a teacher they trust they will take more risks. This goes back to our autonomy for staffing decisions.

IX. Board Training Update(s): Required/Recommended Trainings





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Summarize Key Points of Presentation, Note any questions (and who asks them):

Know what we are facing, leave understanding what the lift is.

Alyssa:

TEA is taking longer than expected to set rules, but we expect them by end of the year.

Three trainings:

Lonestar governess 1<sup>st</sup> weekend in December (around the 7<sup>th</sup>) two days Friday-Saturday or Saturday-Sunday doing it with FWISD, AJ Crabill coming to present. Immersive team experience.

Online trainings: Open Meetings Act and Public Meetings Act, once completed send in certificates. LAN will send out the links. To be completed before the December meeting. act-online video send in certificates.

Before December meeting- homework

Erika- I can't make the December 7<sup>th</sup> weekend.

Ken- Priscila are you TEA trained? Can you give credit for this? Amazing presentation.



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- X. Discussion Items
  - a. SY20 Meeting Dates
  - b. Public Comment Policy
  - c. Proposed LAN SteerCo Training (Lone Star Governance)

Summarize Key Points, Note Questions/Follow-Up Items:

Hank working on April 30<sup>th</sup> conflict, Erika Beltran will not be at the February meeting, Jeremy Smith cannot attend February as well.

Quorum must be present.

Physical posting at campus for meetings, posted on TXWES website, LAN websites.

- XI. Public Comment on Action Items

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment:  
None



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- XII. Action Items
  - a. Adoption of SY20 LAN SteerCo Meeting Calendar

Motion By: Ken Helvey

Seconded By: Hank Johnson

Yeas: Norie Pride-Womack, Hank Johnson, Darren Moore, Janie Faris, Jeremy Smith, Ken Helvey, Erika Beltran, Carlos Martinez

Nays: none

Abstention(s): none

Result of Vote (Approved, Not Approved): Approved

Follow-Up Items:

- XIII. Items for Next Meeting
  - a. LAN Academic Assessment Data Review (STAAR Released Benchmark Assessment)
  - b. LAN "Opt-Out" Policies
  - c. LAN Operating Budget/Funding
  - d. Public Comment Policy

Note questions or follow up items:



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Academic discussion

Policy work

NorriePride-Womack- I want to applaud the team on the approach you took in explaining was wonderful and made us engaged and more informed.

Ken Helvey- I would expect more and more notice and media presence in the future.

XIV. Public Comment on any Matter

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment  
None

XV. Adjournment

Motion: Dr. Carlos Martinez

Second: Hank Johnson

Time Adjourned: 10:59



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*INTRIGUE - INSTRUCT - INSPIRE*