

Agenda for Meeting

6/25/2019 12:00 pm - 6/25/2019 1:00 pm

Last Revision: 2019-07-10

I. CALL TO ORDER, PLEDGES, PRAYER, WELCOME

II. PROGRESS MONITORING

1. Goal Progress Measure 1.1 - The percentage of 3rd grade students at or above grade level of comprehension and fluency will increase from 28% to 45% by 2021. 2019 - 35% 2020 - 40% 2021 - 50%
Attachments: 3xiX27gQcKdHqhhGXKqO-44616797.pdf

2. Superintendent Evaluation of Goal Progress Measure 1.1

III. PUBLIC COMMENT

IV. CONSENT AGENDA

1. Consider and approve minutes from May 13th Regular Meeting (TGC 551.021)
Attachments: 6LLkKP8HRcu10JpDqvrN-44479652.pdf
3xiX27gQcKdHqhhGXKqO-44616797.pdf
TpVWxkKbTCyt2OLLtHxV-44588801.pdf
7O41edsOSmOFhCX2fQ2g-44605776.pdf
2. Consider and approve the May 2019 Board's Time Use Tracker (LSG)
Attachments: 7O41edsOSmOFhCX2fQ2g-44605776.pdf
3. Consider and approve May Board's Staff Use Tracker (LSG)
Attachments: TpVWxkKbTCyt2OLLtHxV-44588801.pdf
4. Consider and approve donations for the Celebrate the Blue Way ceremony
Attachments: 3xiX27gQcKdHqhhGXKqO-44616797.pdf
5. Consider and approve Garza/Bomberger Natalia MS Wing Replacement Invoice #2
6. Consider and approve Performance Services invoice #3
7. Consider and approve Performance Services Invoice #4
8. Consider and approve property value report 120 days of budget approval.
9. Consider and Approve Monthly Financial Reports
10. Consider and approve 2019-2020 Budget Amendment

V. DISCUSSION

1. Consider and approve adherence to Board Constraint 3.0 - Do not deviate from Natalia ISD Board Policy or Natalia ISD Board Operating Procedures such as negotiating financial compensation with district employees.
2. Report on 2019-2020 Student Performance Data
3. Report on Student Safety and SB 11
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4. Budget Workshop

VI. ADJOURN

HB 3 Financial Impact

	State Run	Model A	Model B
Additional Funding	\$1,200,000	\$1,300,000	\$1,120,000
30% Compensation	\$360,000	\$390,000	\$336,000
75% of 30% (Teachers)	\$270,000	\$292,500	\$252,000
Years 1-5		5.00%	4.45%
Years 6-Retirement		5.70%	4.95%
25% of 30% (Auxiliary)	\$90,000	\$97,500	\$84,000
Percent Increase Auxiliary		5.35%	4.55%
Adminstrative		\$51,198	\$46,175
Pecent Increase Administrative		5.00%	4.50%
Total Compensation Increase		\$441,198	\$382,175
Increased Non 61 XX Budget		\$858,802	\$737,825

LSG Board Meeting Time Use Tracker

May 13 2019

	Activity	Minutes Used	% of Total Minutes Used	Descriptions	Notes
1	Vision	Student Outcome Goal Setting	0	0	Selecting student outcome goals, GPMs, and/or targets
2	Vision	Student Outcome Goal Monitoring	37	34	Progress monitoring Board-approved student outcome goals using monitoring reports in accordance with the Board-adopted monitoring calendar
3	Vision	Constraints Setting	0	0	Selecting constraints, CPMs, theories of action, and/or targets
4	Vision	Constraints Monitoring		0	Progress monitoring Board-approved constraints using monitoring reports in accordance with the Board-adopted monitoring calendar
5	Accountability	Superintendent Evaluation		0	Annual evaluation of superintendent/district performance (in LSG, superintendent performance is indistinguishable from district performance)
6	Accountability	Board Self-Evaluation		0	Meeting evaluation using this time use tracker; quarterly and/or annual board self-evaluation using the LSG instrument
7	Structure	Voting	30	27	Debating and voting on any item up for board consideration; these activities are never a form of "monitoring"
8	Advocacy	Community Engagement	0	0	Two-way communication opportunity where Board Members listen for and discuss the vision/values of their staff and community members
9	Advocacy	Student / Family Engagement	0	0	Two-way communication opportunity where Board Members listen for and discuss the vision/values of their students and families
10	Advocacy	Community Training	0	0	Board-hosted and Board Member-led or co-led training on Lone Star Governance
11	Unity	Board Training		0	The Board fulfilling statutorily required, LSG-related, or other training
12	Other	Other	43	39	Any time spent on an activity that is not one of the above
Total Minutes		110			
Executive Session Minutes		0			
Public Meeting Minutes		110	100	All minutes combined	
Total Student Outcome Goal-Focused Minutes & Percentage		37	34	Student Outcome Goal Setting and Monitoring combined	
Board review on June 10, 2019					

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SCHOOL SAFETY

Recent and Planned Updates

- Aligned Emergency Procedures with Lytle ISD
- Building Entrances locked except for primary entry
- Active Shooter Training
- Increased Camera coverage
- High School Security Vestibule at High School
- JH Security Vestibule
- Electronic Building Access

School Safety and Security Committee

- One or more representatives of an office of emergency management of a county or city in which the district is located
- One or more representatives of the local police department or sheriff's office
- One or more representatives of the district's police department, if applicable
- The president of the district's board of trustees; a member of the district's board of trustees other than the president
- The district's superintendent
- One or more designees of the district's superintendent, one of whom must be a classroom teacher in the district
- If the district partners with an open-enrollment charter school to provide instruction to students, a member of the open-enrollment charter school's governing body or a designee of the governing body
- Two parents or guardians of students enrolled in the district.

School Safety and Security Committee shall:

- Participate on behalf of the district in developing and implementing emergency plans consistent with the district multihazard emergency operations plan required by Section 37.108(a) to ensure that the plans reflect specific campus, facility, or support services needs
- Periodically provide recommendations to the district's board of trustees and district administrators regarding updating the district multihazard emergency operations plan required by Section 37.108(a) in accordance with best practices identified by the agency, the Texas School Safety Center, or a person included in the registry established by the Texas School Safety Center under Section 37.2091
- Provide the district with any campus, facility, or support services information required in connection with a safety and security audit required by Section 37.108(b), a safety and security audit report required by Section 37.108(c), or another report required to be submitted by the district to the Texas School Safety Center

School Safety and Security Committee shall:

- Review each report required to be submitted by the district to the Texas School Safety Center to ensure that the report contains accurate and complete information regarding each campus, facility, or support service in accordance with criteria established by the center.
- Consult with local law enforcement agencies on methods to increase law enforcement presence near district campuses.
- Except as otherwise provided by this subsection, the committee shall meet at least once during each academic semester and at least once during the summer.
- The committee is subject to Chapter 551, Government Code, and may meet in executive session as provided by that chapter. Notice of a committee meeting must be posted in the same manner as notice of a meeting of the district's board of trustees.

THREAT ASSESSMENT AND SAFE AND SUPPORTIVE SCHOOL PROGRAM AND TEAM

- The board of trustees of each school district shall establish a threat assessment and safe and supportive school team to serve at each campus of the district and shall adopt policies and procedures for the teams.
- The team is responsible for developing and implementing the safe and supportive school program at the district campus served by the team
- Require each team to complete training provided by the Texas School Safety Center or a regional education service center regarding evidence-based threat assessment programs.
- The superintendent of the district shall ensure that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, classroom instruction, special education, school administration, school safety and security, emergency management, and law enforcement. A team may serve more than one campus of a school district, provided that each district campus is assigned a team.

THREAT ASSESSMENT AND SAFE AND SUPPORTIVE SCHOOL PROGRAM AND TEAM SHALL:

- Conduct a threat assessment that includes: (A) assessing and reporting individuals who make threats of violence or exhibit harmful, threatening, or violent behavior in accordance with the policies and procedures adopted under Subsection (c); and (B) gathering and analyzing data to determine the level of risk and appropriate intervention, including: (i) referring a student for mental health assessment; and (ii) implementing an escalation procedure, if appropriate based on the team's assessment, in accordance with district policy.
- Provide guidance to students and school employees on recognizing harmful, threatening, or violent behavior that may pose a threat to the community, school, or individual.
- Support the district in implementing the district's multihazard emergency operations plan.

A school district shall include in its multihazard emergency operations plan:

- A chain of command that designates the individual responsible for making final decisions during a disaster or emergency situation and identifies other individuals responsible for making those decisions if the designated person is unavailable.
- Provisions that address physical and psychological safety for responding to a natural disaster, active shooter, and any other dangerous scenario identified for purposes of this section by the agency or the Texas School Safety Center
- Provisions for ensuring the safety of students in portable buildings.
- Provisions for ensuring that students and district personnel with disabilities are provided equal access to safety during a disaster or emergency situation.

A school district shall include in its multihazard emergency operations plan:

- Provisions for providing immediate notification to parents, guardians, and other persons standing in parental relation in circumstances involving a significant threat to the health or safety of students, including identification of the individual with responsibility for overseeing the notification.
- Provisions for supporting the psychological safety of students, district personnel, and the community during the response and recovery phase following a disaster or emergency situation that
 - are aligned with best practice-based programs and research-based practices recommended under Section 161.325, Health and Safety Code
 - include strategies for ensuring any required professional development training for suicide prevention and grief-informed and trauma-informed care is provided to appropriate school personnel

A school district shall include in its multihazard emergency operations plan:

- Training on integrating psychological safety and suicide prevention strategies into the district's plan, such as psychological first aid for schools training, from an approved list of recommended training established by the commissioner and Texas School Safety Center for
 - members of the district's school safety
 - and security committee under Section 37.109;
 - district school counselors and mental health professionals; and
 - educators and other district personnel as determined by the district;
- Strategies and procedures for integrating and supporting physical and psychological safety that align with the provisions described by Subdivision (2)
- Trauma-informed policies

A school district shall include in its multihazard emergency operations plan:

- A policy for providing a substitute teacher access to school campus buildings and materials necessary for the substitute teacher to carry out the duties of a district employee during an emergency or a mandatory emergency drill
- The name of each individual on the district's school safety and security committee established under Section 37.109 and the date of each committee meeting during the preceding year.

TRAUMA-INFORMED CARE POLICY

- Each school district shall adopt and implement a policy requiring the integration of trauma-informed practices in each school environment.
- A district must include the policy in the district improvement plan.
- Increasing staff and parent awareness of trauma-informed care.
- Implementation of trauma-informed practices and care by district and campus staff.
- Available counseling options for students affected by trauma or grief

Increasing staff and parent awareness of trauma-informed care

- Select a program from the list of recommended best practice-based programs and research-based practices established under Section 161.325, Health and Safety Code
- Include as part of any new employee orientation for all new school district educators
- Deliver to existing school district educators on a schedule adopted by the agency by rule that requires educators to be trained at intervals necessary to keep educators informed of developments in the field.

School Health Advisory Council

The local school health advisory council's duties include recommending:

- Strategies to increase parental awareness regarding: (A) risky behaviors and early warning signs of suicide risks and behavioral health concerns, including mental health disorders and substance use disorders; and (B) available community programs and services that address risky behaviors, suicide risks, and behavioral health concerns.
- Make policy recommendations to the district to increase parental awareness of suicide-related risk factors and warning signs and available community suicide prevention services.

LSG Board Meeting Staff Use Tracker

May 13 2019

Title	Name	Hours Preparing	Hours Attending	Hours Debriefing	Total Hours	Hourly Rate	Total Hours x Hourly Rate	Notes
Superintendent	Dr. Hensley Cone	3	2	1	6	\$77.43	\$464.58	
Admin Assistant	Savannah Richardson	2	2	1	5	\$21.63	\$108.15	
Assitant Superintendent	Dr. Donald Stewart	2	2	1	5	\$57.50	\$287.50	
District Instructional Facilitator	Lori Robinson	2	2	1	5	\$44.24	\$221.20	
Director Academic Services	Leticia Buenrostro	1	2	1	4	\$41.66	\$166.64	
Executive Director of Finance	Paul Michels	2	2	1	5	\$45.84	\$229.20	
Technology Director	Jeanette Roberts	1	2	1	4	\$33.18	\$132.72	
High School Principal	Dr. Andrea Moreno-Hewitt	1	2	0	3	\$51.99	\$155.97	
Jr. High Principal	Dr. Edgar Camacho	1	2	0	3	\$46.51	\$139.53	
Elem/ECC Principal	Carmen Maglievaz	1	2	0	3	\$40.32	\$120.96	
Athletic Director	Ilyan Martinez	0	2	0	2	\$44.80	\$89.60	
Interim Operations Director	Phil Riddle	1	2	1	4	\$23.87	\$95.48	
Technology	Gilbert DelToro	1	0	1	2	\$19.24	\$38.48	
HR/Payroll	PatriciaMcMillian	1	2	0	3	\$17.79	\$53.37	
Accounts Payable	Aida Ramos	1	0	0	1	\$17.97	\$17.97	
Totals								
		20	26	9	55	\$583.97	\$2,321.35	
May 13th Board Meeting reviewed on June 10, 2019								

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- The team is responsible for developing and implementing the safe and supportive school program at the district campus served by the team
- Require each team to complete training provided by the Texas School Safety Center or a regional education service center regarding evidence-based threat assessment programs.
- The superintendent of the district shall ensure that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, classroom instruction, special education, school administration, school safety and security, emergency management, and law enforcement. A team may serve more than one campus of a school district, provided that each district campus is assigned a team.

THREAT ASSESSMENT AND SAFE AND SUPPORTIVE SCHOOL PROGRAM AND TEAM SHALL:

- Conduct a threat assessment that includes: (A) assessing and reporting individuals who make threats of violence or exhibit harmful, threatening, or violent behavior in accordance with the policies and procedures adopted under Subsection (c); and (B) gathering and analyzing data to determine the level of risk and appropriate intervention, including: (i) referring a student for mental health assessment; and (ii) implementing an escalation procedure, if appropriate based on the team's assessment, in accordance with district policy.
- Provide guidance to students and school employees on recognizing harmful, threatening, or violent behavior that may pose a threat to the community, school, or individual.
- Support the district in implementing the district's multihazard emergency operations plan.

A school district shall include in its multihazard emergency operations plan:

- A chain of command that designates the individual responsible for making final decisions during a disaster or emergency situation and identifies other individuals responsible for making those decisions if the designated person is unavailable.
- Provisions that address physical and psychological safety for responding to a natural disaster, active shooter, and any other dangerous scenario identified for purposes of this section by the agency or the Texas School Safety Center
- Provisions for ensuring the safety of students in portable buildings.
- Provisions for ensuring that students and district personnel with disabilities are provided equal access to safety during a disaster or emergency situation.

A school district shall include in its multihazard emergency operations plan:

- Provisions for providing immediate notification to parents, guardians, and other persons standing in parental relation in circumstances involving a significant threat to the health or safety of students, including identification of the individual with responsibility for overseeing the notification.
- Provisions for supporting the psychological safety of students, district personnel, and the community during the response and recovery phase following a disaster or emergency situation that
 - are aligned with best practice-based programs and research-based practices recommended under Section 161.325, Health and Safety Code
 - include strategies for ensuring any required professional development training for suicide prevention and grief-informed and trauma-informed care is provided to appropriate school personnel

A school district shall include in its multihazard emergency operations plan:

- Training on integrating psychological safety and suicide prevention strategies into the district's plan, such as psychological first aid for schools training, from an approved list of recommended training established by the commissioner and Texas School Safety Center for
 - members of the district's school safety
 - and security committee under Section 37.109;
 - district school counselors and mental health professionals; and
 - educators and other district personnel as determined by the district;
- Strategies and procedures for integrating and supporting physical and psychological safety that align with the provisions described by Subdivision (2)
- Trauma-informed policies

A school district shall include in its multihazard emergency operations plan:

- A policy for providing a substitute teacher access to school campus buildings and materials necessary for the substitute teacher to carry out the duties of a district employee during an emergency or a mandatory emergency drill
- The name of each individual on the district's school safety and security committee established under Section 37.109 and the date of each committee meeting during the preceding year.

TRAUMA-INFORMED CARE POLICY

- Each school district shall adopt and implement a policy requiring the integration of trauma-informed practices in each school environment.
- A district must include the policy in the district improvement plan.
- Increasing staff and parent awareness of trauma-informed care.
- Implementation of trauma-informed practices and care by district and campus staff.
- Available counseling options for students affected by trauma or grief

Increasing staff and parent awareness of trauma-informed care

- Select a program from the list of recommended best practice-based programs and research-based practices established under Section 161.325, Health and Safety Code
- Include as part of any new employee orientation for all new school district educators
- Deliver to existing school district educators on a schedule adopted by the agency by rule that requires educators to be trained at intervals necessary to keep educators informed of developments in the field.

School Health Advisory Council

The local school health advisory council's duties include recommending:

- Strategies to increase parental awareness regarding: (A) risky behaviors and early warning signs of suicide risks and behavioral health concerns, including mental health disorders and substance use disorders; and (B) available community programs and services that address risky behaviors, suicide risks, and behavioral health concerns.
- Make policy recommendations to the district to increase parental awareness of suicide-related risk factors and warning signs and available community suicide prevention services.

LSG Board Meeting Staff Use Tracker

May 13 2019

Title	Name	Hours Preparing	Hours Attending	Hours Debriefing	Total Hours	Hourly Rate	Total Hours x Hourly Rate	Notes
Superintendent	Dr. Hensley Cone	3	2	1	6	\$77.43	\$464.58	
Admin Assistant	Savannah Richardson	2	2	1	5	\$21.63	\$108.15	
Assitant Superintendent	Dr. Donald Stewart	2	2	1	5	\$57.50	\$287.50	
District Instructional Facilitator	Lori Robinson	2	2	1	5	\$44.24	\$221.20	
Director Academic Services	Leticia Buenrostro	1	2	1	4	\$41.66	\$166.64	
Executive Director of Finance	Paul Michels	2	2	1	5	\$45.84	\$229.20	
Technology Director	Jeanette Roberts	1	2	1	4	\$33.18	\$132.72	
High School Principal	Dr. Andrea Moreno-Hewitt	1	2	0	3	\$51.99	\$155.97	
Jr. High Principal	Dr. Edgar Camacho	1	2	0	3	\$46.51	\$139.53	
Elem/ECC Principal	Carmen Maglievaz	1	2	0	3	\$40.32	\$120.96	
Athletic Director	Ilyan Martinez	0	2	0	2	\$44.80	\$89.60	
Interim Operations Director	Phil Riddle	1	2	1	4	\$23.87	\$95.48	
Technology	Gilbert DelToro	1	0	1	2	\$19.24	\$38.48	
HR/Payroll	PatriciaMcMillian	1	2	0	3	\$17.79	\$53.37	
Accounts Payable	Aida Ramos	1	0	0	1	\$17.97	\$17.97	
Totals								
		20	26	9	55	\$583.97	\$2,321.35	
May 13th Board Meeting reviewed on June 10, 2019								