

# District Advisory Committee Agenda

October 20, 2021 @ 1:30 p.m.

Levelland ISD Board Room

- I. Call to Order
- II. Welcome New Members

Members present are: April Austin, Matt Birdwell, Amanda Campbell, Melyna Campos, Melissa Clanton, Merribeth Henry-Gregory, Laurie Jones, Stephanie Latham, Kim Moreno, Ashley Nelson, Cindy Niederhauser, Dawniel Ramirez, Kristy Sanders, Aleesha Smith, Kelly Baggett, Teresa Montemayor, Susan Smith, Heidi Blair, Rodney Caddell, and Donna Pugh.

Additional attendee is Carrie Ellis.

Not present Shiloh Berry and Laurie Jones.

- A. District Advisory Committee handbook (handout)

Heidi Blair

- B. Election of Officers

Susan Smith was elected president and Merribeth Henry was elected secretary.

- III. Approval of Minutes

- IV. District Educational Plan Topics

- A. Comprehensive Needs Assessment (CNA)

Donna Pugh presented the Demographic information: 2799 students in LISD. The data shows a continual decline in population for the past five years.

- B. TEA Accountability Updates

Heidi presented testing information: The testing systems measure achievement, current achievement level as well as growth. STAAR measures from spring to spring. NWEA measures growth from fall to spring. There is missing data from 2019 and 2020 as COVID interrupted the school year. During the 2020 and 2021 school year, there were interruptions as there were student and teacher quarantines.

Heidi presented that The raw component score for students has shifted after COVID a 38 from a previous score of 44 in 2019 and 42 in 2018. College, Career, and Military Readiness score in 2021 is a 96 prior to a 86 in 2020. The graduation rate is 98% in 2021 from a 97.8% in 2021.

In 2021-2022 school year, they will only rate A, B, and C scores. Any school below the C range will not receive a rating.

The district was a B in 2019 and has not been evaluated since 2019.

In school progress, academic growth in 2019 was a 67, which in a scale percentage was a 96% growth. Principals want to show growth in each students' academic achievement.

Relative Performance compares 40 districts to Levelland ISD. Our goal is to help grow the students, who may have dropped after COVID.

Closing the Gap Data: All populations are analyzed in closing the gap. A target component score is set by TEA and will now have a rubric.

The district met the 70 percent growth goal in reading and math.

Kristi Sanders asked what the current district rating for LISD was. Heidi explained as we are not currently rated so no schools are not under campus improvement

#### C. District Improvement Plan Goals and Performance Objectives

The district improvement plan goals are based off of the goals outlined by the TEA commissioner; the goals do not change from year to year, but strategies do change.

*Goal 1: Levelland ISD will recruit, support, and retain teachers and principals.*

*Performance Objective 1: 100 % of the Levelland ISD staff hired will be certified in their respective teaching fields or assignments or will become so by March 1 of the current school year.*

Rodney Caddell presented Goal 1. Normally LISD will only have 25-27 teachers leave. In 2021, 54 teachers left in 2021 and only four of the teachers retired. Twenty-seven teachers were hired, who are becoming certified teachers through alt-cert programs. Beginning January 2021, all pre-k through sixth teachers, who were not certified must also do the science of reading academy. In March, renewal of contracts will occur and these teachers need to be certified.

Heidi stated that Strategy 6 will be added to help support instructional coaches.

Rodney stated that District of Innovation allows teachers to be hired that provides grace for teachers, who are experts in their fields but not certified teachers.

Cindy Niederhauser asked if there was information on where these lost teachers went. Rodney Caddell stated that many teachers have left to schools closer to their homes and the salary difference. Thirty-three teachers primarily lost to Lubbock school districts. Thirteen teachers lost to unknown reasons. Three teachers lost to SPC.

Teresa Montemayor stated that LISD is conducting a TASB salary student in comparison to school districts like Levelland ISD.

*Performance Objective 2: Seventy-five percent of professional development provided for teachers will relate to areas of identified need based on accountability, district initiatives, and staff requests.*

Strategy 1: Provide staff development for principals, teachers, and counselors regarding: implementation of intervention strategies, 504/dyslexia, IEP development, accommodations, LRE, identification, transition, graduation, discipline, classroom management, positive behavior intervention, CPI, restraint, STAAR Decision-Making Process, accommodations, modifications, and special education legal compliance.

Strategy 2: Survey staff and visit PLCs to determine professional development needs.

Heidi Blair stated our staff meets in PLC as well as being supported by two instructional coaches. As a district, we struggle to have professional development for our electives but they can always attend workshops that meet their needs.

Performance Objective 3: Retain effective teachers by providing competitive salaries (within 5% of the market median by 2021 and ensuring a safe and healthy work environment.

Ashley Nelson stated that we need to consider how we deal with snow days as individuals chose not to return to Levelland ISD after the October snow storm as they did not feel safe on the road.

Goal 2: Levelland ISD will build a strong foundation of reading and math to support all content areas.

Performance Objective 1: Overall student performance as measured in Domain 1 will produce a STAAR and NWEA component score of 40 which combines approaches, meets, and masters performance results.

Performance Objective 2: Overall student growth as measured in Domain II will produce a STAAR and NWEA performance greater than 70%.

Heidi Blair stated that 70% is a great number as we would not choose 100% as the cutpoint data can cause a student to not show growth even though the student is growing.

Kristi asked if we needed to add another strategy to include the instructional coaches effectiveness.

Cindy Niederhauser asked is there a way to prevent a student from getting a brand new teacher every single year. Heidi responded that the elementary principals are looking at how students are placed into classrooms based on their growth.

Performance Objective 3: The percent of 3rd grade students that meets grade level or above on the STAAR Math will increase from 30% to 50% by June 2026.

Heidi Blair stated that we will continuously monitor these third graders and teachers and provide professional development as needed. Teachers are being trained in the science of reading.

Performance Objective 4: The percent of 3rd grade students that meets grade level or above on the STAAR reading will increase from 30% to 50% by June 2026. and will provide professional development for the teachers of these students and

Heidi Blair stated that we will continuously monitor these third graders and teachers and provide professional development as needed. The Carnegie math program

Performance Objective 5: District attendance rates will average at least 96.5% across the six weeks.

2019-2020--First Six Week Attendance was 97.3%

2020-2021-First Six Week Attendance was 95%

2021-2022-First Six Week Attendance was 94%.

LISD's first six weeks' attendance is 1.6% down from the previous years. We are at 91% at ABC, 96% at Capitol and between 94-96 at the other schools.

Cindy Niederhauser asked if we should remove this goal; however, the goal will be maintained in the Campus Improvement as funding is attached to attendance.

Every percent drop in attendance is worth approximately \$150,000 for districts.

Performance Objective 6: Migrant priority for Service Action Plant

Performance Objective 7: Utilizes CARES ACT Funding to provide needs for continued instruction (FACE-to-FACE and Virtual) during COVID-19

Performance Objective 8: LISD campuses will develop intervention plans for all students who do not meet standard (approaches level) on the STAAR assessment and schedule accelerated learning committee meetings for students based on performance at 3rd, 5th, and 8th grades based on HB 4545.

Heidi Blair explained that we are targeting students in need academic improvement and how we structure the learning environment. Principals had to develop complex plans. The law states the students must attend thirty hours of remediation for each topic that they need improvement.

Each school will be remediating students until the STAAR test. Next year, students will be targeted so there will be less need for remediation in the school year.

Goal 3: Levelland ISD will connect students, classrooms, and campuses to career and college for all.

Performance Objective 1: The percentage of graduates that meet the criteria for CCMR will increase from 95 to 97% by August 2025.

Donna stated that CTE classes help the school meet needs for all students.

Performance Objective 2: Build effective school to family and community relationships that improve student outcomes and build capacity.

Donna stated that every campus conducts their own program to encourage engagement of family members.

Performance Objective 3: Graduation rates will be at least 98% for all student populations and the dropout rate will not exceed 1.5%.

Performance Objective 4: Ensure programs are in place to provide for the safety and health of the student body.

Rodney Caddell stated that an alternative education program is available to maintain a safe environment for all students. Wellness program is available voluntarily for staff. StayALERT allows for anonymous reporting of bullying and safety concerns. The law enforcement presents programs to our students and are visible on our campuses. Suicide prevention programs are being conducted in our programs. StarCare, formerly MHMR, will determine if a student needs to be assessed for mental healthcare. NEIDS program on illegal drugs will be presented in the future. Zig Ziggler program on positive thinking is being presented at LMS.

Vape detectors are used at LHS and LMS. There are 14 vape detectors installed at LHS and LMS. The vape detectors are catching a minimum of 35 detections per day.

Performance Objective 5: Student response skills for technology-based learning will improve to prepare for STAAR 2.0 as shown by increased time spent practicing keyboarding skills and increased practice with short answer responses across content areas using computers/chromebooks.

Heidi Blair stated that STAAR will change in 2023. The format will shift to different types of questions and open ended questions. Keyboarding skills are essential as third grade students will need to be able to type their responses.

Online instructional tools are available to our teachers.

Goal 4: Levelland ISD will improve area of low performance based on state and federal accountability and RDA measures.

Performance Objective 1. Identified sub-populations will improve MEETS level performance on Reading and Math by 4% based on STAAR/NWEA scores until Closing the Gaps and RDA targets are met.

Heidi Blair stated that no sanctions have been added to any school, but sanctions will return in 2023. However, we are maintaining our high goals.

Results Drive Accountability, RDA, looks at special population performance differently so we can improve our content areas.

Performance Objective 2: Total disciplinary removals for students served in special education will be reduced by 10% to better align with the state rate during the 2021-2022 school year.

Rodney Caddell stated that we have received a warning from the state that our special education students need to have a lower office referral. The state average for special education is 10% while Levelland has 18 percent special education students. The state average for office referrals for special education is 45% while Levelland's office referrals for special education was 55.2%.

#### D. Professional Development/Staffing Updates

Donna Presented: on how we utilize MTSS-Multi-tiered Support System, retention of employees and turnover rate. LISD is above the state turnover rate. Perception is also part of the needs assessment.

#### V. Federal Programs

##### A. Bilingual/ESL—Bilingual Exception

Levelland ISD writes bilingual exception every year as we cannot find bilingual certified individuals.

##### B. Grants (not including ESSA entitlements such as Title I, etc.)

1. 21st Century (ACE)—renewed for 2021-22 and 2022-23--\$900,000 for each year

##### 2. Elementary & Secondary School Emergency Relief (ESSER)

###### a. ESSER I--claimed last year

Donna Pugh explained ESSER paid teachers after COVID

###### b. ESSER II--to be claimed over next two years (\$3,049,861)

###### c. ESSER III--to be claimed over next three years (\$6,849,554)

Donna Pugh explained 20% of funds must be used for learning lost. This money is being used to pay the instructional coaches as well as instructional support programs. The goal is that these coaching positions will be lost after three years unless determined if we absolutely need these positions.

##### 3. Texas COVID Learning Acceleration Supports (TCLAS)

We applied eleven different areas for support funding from the state.

##### C. Parent & Family Engagement

1. Annual Parent & Family Engagement Policy Review

2. Title I, Part A 1% Reservation for Parent Engagement Ideas

\$800,000 paid to the individual parent engagement programs.

### 3. Parent & Family Engagement Survey Results

#### VII. Staff Culture & Climate Survey

The family engagement survey results show only 19% responded.

#### VIII. Miscellaneous

#### IX. Adjourn