

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the Hays Consolidated Independent School District will be held on October 19, 2020 beginning at 5:30 PM at Johnson High School Cafeteria, 4260 FM 967, Buda, TX 78610.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will adjourn to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E or Texas Government Code Section 418.183(f). Before any closed session is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting. Policy BEC Legal attached.

The subjects to be discussed, considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

A. CALL TO ORDER: Establish a quorum

The purpose of this meeting is an agenda workshop. Board members will have the opportunity to discuss agenda items and ask questions of the administration in preparation of the October 26, 2020 Hays CISD Board of Trustees Business Meeting.

B. CLOSED SESSION

1. October 19, 2020 - Board will receive an update on the EOP, including an overview of district safety protocols and training - Tx Gov't Code Sec. 551.076

C. RECONVENE IN OPEN SESSION

D. PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS

United States Flag Pledge:

I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

Texas Flag Pledge:

Honor the Texas flag, I pledge allegiance to thee, Texas, one state under God, one and indivisible.

Board Secretary

E. MISSION STATEMENT

The mission of Hays CISD is to nurture students to become extraordinary citizens through unique, personal educational experiences through an innovative community of learners while celebrating our diversity and legacy.

Board Vice President

F. SOCIAL CONTRACT

The Board will:

1. Serve as District Ambassadors
2. Be Professional
3. Collaborate as a Team and Respect the Body Corporate
4. Promote Discussion and Respect Each Other
5. Assume Positive and Noble Intentions

Board Member

G. PUBLIC FORUM

It is the policy of the Board that, if members of the public wish to address the Board in Public Forum, they must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained at the entrance to the Board room and must be submitted

to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

If you would like to leave comments with the Board but do not wish to attend the meeting, you can submit such comments at <https://www.hayscisd.net/boardcomment>. Those comments must be submitted between the hours of 8:00 am and 12:00 noon on the day of this meeting. All of such comments will be made available to all Board Members prior to this meeting.

Please be aware that the audio of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum is consenting to the online publication of their comments.

H. REQUESTS FOR INFORMATION FROM THE BOARD OF TRUSTEES

I. STUDENT ACHIEVEMENT REPORT / GOALS REPORT - October 19, 2020

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Sandra Dowdy, Charlotte Winkelmann, Adrianna Price

School Safety Goal - HCISD is dedicated to the safety of all student and staff. A safe environment must include secure facilities, staff and student training, and our adopted standard response protocol. The district will partner with local and state entities to assure preparedness. Specific areas addressed are physical and cybersecurity, data privacy, campus access, detecting and reporting possible threats, COVID 19 safety/prevention planning/reporting, and maintaining an environment of trust between adults and all students. Our Emergency Operations Plan is updated annually, and followed throughout the district.

Evidence of Attainment - An overview of student and staff character development, including extra-curricular/club participation, and social/emotional supports (discipline, attendance, counseling strategies...) will be presented in October. The report will include the participation rates/numbers by campus for SEL programs including person/position responsible on each campus. The superintendent and his staff will attend all relevant training and report to the Board throughout the year on this topic. Specific attention will be given to the communication of district safety efforts (both physical and training) to our community.

J. CONSENT AGENDA - FOR ACTION ON OCTOBER 26, 2020

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Per Board Policy BE all items listed as consent items are considered to be routine by the Board and shall be enacted with one motion. There shall be no separate discussion unless a Board member so requests, in which event the item shall be removed as a consent item and considered as an individual item on the regular agenda.

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Marivel Sedillo

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M. RECAP OF BOARD MEMBERS' REQUESTS FOR INFORMATION

Board Secretary

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O. UPCOMING BOARD MEETINGS

October 26, 2020 @ Johnson High School 5:30 pm
November 30, 2020 @ Lehman High School 5:30 pm
December 14, 2020 @ Lehman High School 5:30 pm
January 19, 2021 @ Lehman High School 5:30 pm
January 25, 2021 @ Lehman High School 5:30 pm
February 22, 2021 @ Lehman High School 5:30 pm
March 29, 2021 @ Lehman High School 5:30 pm
April 19, 2021 @ Hays High School 5:30 pm
April 26, 2021 @ Hays High School 5:30 pm
May 17, 2021 @ Hays High School 5:30 pm
May 24, 2021 @ Hays High School 5:30 pm
June 21, 2021 @ Hays High School 5:30 pm
June 28, 2021 @ Hays High School 5:30 pm

Official Board of Trustees information may be obtained at www.hayscisid.net

P. ADJOURN

This notice was posted in compliance with the Texas Open Meetings act on: October 16, 2020 at 2:00 PM

Exceptions for Closed Meetings

A board may conduct a closed meeting for the purposes described in the following provisions.

Attorney Consultation

A board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. *Gov't Code 551.071* [See BE for permissible methods of communication for attorney consultations]

Real Property

A board may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.072*

Prospective Gift

A board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to a district if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.073*

Personnel Matters

A board is not required to conduct an open meeting to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, a board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. *Gov't Code 551.074*

The closed meeting exception for personnel matters does not apply when a board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when a board discusses a class or group of employees, not a particular employee. *Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)*

Employee-Employee Complaints A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

Student Discipline A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

Personally Identifiable Student Information

A board is not required to conduct an open meeting to deliberate a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Directory information about a public school student is considered to be personally identifiable information about the student for this purpose only if a parent or guardian of the student, or the student if the student has attained 18 years of age, has informed a district that the directory information should not be released without prior consent. [See FL]

This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

Gov't Code 551.0821

Medical or Psychiatric Records

A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate

1. The medical records or psychiatric records of an individual applicant for a benefit from the plan; or
2. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan.

Gov't Code 551.0785

Security

A board is not required to conduct an open meeting to deliberate:

1. The deployment, or specific occasions for implementation, of security personnel or devices, or
2. A security audit

Gov't Code 551.076

A board is not required to conduct an open meeting to deliberate:

1. Security assessments or deployments relating to information resources technology;
2. Network security information as described by Government Code 2059.055(b); or
3. The deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Gov't Code 551.089

Assessment Instruments

A board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. *Education Code 39.030(a)*

Emergency Management

A board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175–418.182, Management relating to Homeland Security. However, a board must make a tape recording of the proceedings of a closed meeting held to deliberate the information.

Gov't Code 418.183(f)

Economic Development Negotiations

A board is not required to conduct an open meeting:

1. To discuss or deliberate regarding commercial or financial information that the board has received from a business prospect that the board seeks to have locate, stay, or expand in or near a district and with which the board is conducting economic development negotiations; or
2. To deliberate the offer of a financial or other incentive to such a business prospect.

Gov't Code 551.087

Procedures for Closed Meetings

If a closed meeting is allowed, a board shall not conduct the closed meeting unless a quorum of the board first convenes in an open meeting for which proper notice has been given [see BE] and the presiding officer has publicly announced that a closed meeting will be held and has identified the section or sections of the Open Meetings Act or other applicable law under which the closed meeting is held. *Gov't Code 551.101*

Vote or Final Action

A final action, decision, or vote on a matter deliberated in a closed meeting shall be made only in an open meeting for which proper notice has been given. *Gov't Code 551.102* [See BE]

Certified Agenda or Recording

A board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with a district's attorney. The certified agenda must include a statement of the subject matter of each deliberation, a record of any further action taken, and an announcement by the presiding officer at the beginning and end of the closed meeting indicating the date and time. A presiding officer shall certify that a certified agenda is a true and correct record of the proceedings. If a recording is made, it must include announcements by the presiding officer at the beginning and end of the meeting indicating the date and time. *Gov't Code 551.103*

"Recording" means a tangible medium on which audio or a combination of audio and video is recorded, including a disc, tape, wire, film, electronic storage drive, or other medium now existing or later developed. *Gov't Code 551.001(7)*

Closed meetings may not be recorded by an individual trustee against the wishes of a majority of a board. *Zamora v. Edgewood Indep. Sch. Dist.*, 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ *ref'd n.r.e.*)

Preservation

A board shall preserve the certified agenda or recording of a closed meeting for at least two years after the date of the meeting. If a legal action involving the meeting is brought within that period, the board shall preserve the certified agenda or recording while the action is pending. *Gov't Code 551.104(a)*

Public Access

A certified agenda or recording of a closed meeting is available for public inspection and copying only under a court order issued as a result of litigation involving an alleged violation of the Open Meetings Act. *Gov't Code 551.104(b), (c)*

Prohibitions

No board member shall participate in a closed meeting knowing that neither a certified agenda nor a recording of the closed meeting is being made. *Gov't Code 551.145*

No individual, corporation, or partnership shall without lawful authority disclose to a member of the public the certified agenda or recording of a meeting that was lawfully closed to the public. *Gov't Code 551.146*

No board member shall knowingly call or aid in calling or organizing a closed meeting that is not permitted under the Open Meetings Act, close or aid in closing a regular meeting to the public except as permitted under the Open Meetings Act, or participate in a closed meeting that is not permitted under the Open Meetings Act. *Gov't Code 551.144(a)*

Affirmative Defense

It is an affirmative defense to prosecution under Subsection 551.144(a) that a board member acted in reasonable reliance on a court order or a written interpretation of the open meetings law contained in an opinion of a court of record, the attorney general, or the board's attorney. *Gov't Code 551.144(c)*

DATE ISSUED: 11/16/2017

UPDATE 109

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Public Forum

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item

☐ Action needed

☐ Information only

☒ Receive input

B. Authority for This Action:

☒ Local Policy BED

☒ Law or Rule

☐ N/A

The Board encourages comments from citizens of the District and from District employees.

Policy BED local states that audience participation at a Board Meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board Meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. An open forum will be conducted at each meeting. The Board shall allot approximately 30 minutes for comments from members of the public about school district concerns.

Any member of the public who wishes to address the Board in Public Forum must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer at the entrance prior to reconvening in open session. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

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HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Social and Emotional Learning Progress Report

Administrator Responsible/Position: Charlotte Winkelmann

A. Purpose of Agenda Item:

☐ Action Needed ☒ Information Only ☐ Receive Input

B. Authority for This Action

☐ Local Policy ☐ Law or Rule ☒ N/A

C. Goal or Need Addressed:

Student Goal— Hays CISD believes in the achievement of every student. The District will evaluate and address the individual needs of each student. Students and parents/guardians will receive academic advising and will utilize data, based upon aptitude, ability, and career inventory data, to formulate their plan of study for high school credit beginning in the spring semester of their 7th grade year. Student performance will be evaluated in academics, college, career, and military readiness. Our staff believes in the education of the whole child and believes that success is based on more than the results of a single test, including social and emotional learning, strong interpersonal skills, and the development of positive members of society.

D. Summary:

☐ Previous board action relating to this item -

☐ Future action anticipated -

☒ Background information –

- HB 4454: Social and emotional learning
- HB 1026: Positive Character Education Traits in Public Schools
- Counseling Strategies for a Comprehensive Counseling Plan (ASCA/TCA Model) ([TEC] §§33.005- 33.007)
- Clubs and Activities for Student Engagement: 100% Hays
- Campus and counseling staff PLCs and professional development
- Discipline and Attendance-including counseling supports for Drop Out Prevention
- 2019-20 Campus data and program showcases in February and March

F. Comments Received:

☐ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other _____
☐ From public -

All agenda items are reviewed by the Superintendent's Cabinet.

G. Administrative Recommendation: - N/A Information only

H. Fiscal Impact and Cost: Amount N/A

☐ Budget – General Operating Fund ☐ Bond ☐ Grant/Special Funds ☐ Other _____



**Evidence of Attainment on
School Safety Goals:
Overview of Student/Staff Character
Development, Student Participation and
Social and Emotional Supports
(Discipline, Attendance and Counseling
Strategies)**

**Hays CISD Board of Trustees Meeting
October 2020**

Charlotte Winkelmann, M.ED, PSC
Director of College and Career Readiness and Counseling,
Adrianna Price, Director of Student Services
Sandra Dowdy, Chief Academic Office



**Evidence of Attainment for School Safety Goal
Character Development**

TEA and Hays CISD Guidelines

- HB 4454: Social and emotional learning
- HB 1026: Positive Character Education Traits in Public Schools
- Counseling Strategies for a Comprehensive Counseling Plan (ASCA/TCA Model) ([TEC] §§33.005-33.007)
- 2019-20 Clubs and Activities for Student Engagement: 100% Hays
- Campus and counseling staff PLCs and professional development
- Discipline and Attendance-including counseling supports for Drop Out Prevention
- 2019-20 Campus data and program showcases in February and March



Evidence of Attainment for School Safety Goal Character Development

HB 1026 Positive Character Traits

- | | | |
|----------------|-------------------|-------------------|
| • Respect | • Honesty | • Kindness |
| • School Pride | • Perseverance | • Citizenship |
| • Courage | • Responsibility | • Fairness |
| • Caring | • Integrity | • Trustworthiness |
| • Gratitude | • Self Discipline | |



Evidence of Attainment for School Safety Goal Character Development

Each campus must measure their SEL system success through their Plan4Learning goals and be reviewed by the Campus Improvement Team (CIP) in quarterly reviews:





Evidence of Attainment for School Safety Goal Social and Emotional Systems

Elementary School Campus Reported Social and Emotional Systems

Campuses	SEL Systems
Buda, Science Hall, Tobias	7 Mindsets, www.Cloud9World.com
Negley, Kyle	House System (combination of 7 Mindsets, PBIS (includes House Meetings), www.Cloud9World.com
Carpenter Hill, Elm Grove	Leader in Me, www.Cloud9World.com ,
Uhland, Hemphill, Tom Green	Capturing Kids Hearts and PBIS, TG: Teachers Pay Teachers SEL Toolkit, www.Cloud9World.com
Blanco Vista, Camino Real, Pfluger	Restorative Justice Circles-campus wide, www.Cloud9World.com
Fuentes	Restorative Justice Circles, Second Step, Kelso Choices, Stop, Walk and Talk (PBIS), www.Cloud9World.com



Evidence of Attainment for School Safety Goal Social and Emotional Systems

Middle School Campus Reported Social and Emotional Systems

Campuses	SEL Systems
Barton	Character Strong and PBIS
Chapa	7 Mindsets and Restorative Justice Practices, PBIS
Dahlstrom	Leader in Me
Impact	Why Try?, Restorative Justice groups campus wide
Simon	7 Mindsets and HEROS (PBIS)
McCormick	Character Strong, Restorative Justice Practices
Wallace	Everyday Mindfulness in MS, Character Counts, Bullying Prevention (PBIS), Stop, Walk and Talk (PBIS)



Evidence of Attainment for School Safety Goal Social and Emotional Systems

High School Reported Social and Emotional Learning Systems

Campuses	SEL System
Hays Live Oak Academy	<i>Believe in You</i> (Herff-Jones)
Johnson	<i>2WORDS</i>
Impact	<i>Why Try?</i> , Restorative Justice Groups campus wide
Lehman	<i>7 Mindsets</i> , <i>Teacher SEL Awards</i>



Evidence of Attainment for School Safety Goal Teacher and Staff Supports

Staff Character Development Professional development in collaboration with counseling strategies for support. Staff SEL Professional Development in PLCs, before and after schools and virtual.

Teacher mini-conferences in October, January: Counselor led professional development opportunities on *Trauma Based Classroom Strategies*, *Grief*, *Mental Health First Aid Training*, and *Restorative Practices*: Summer Professional development sessions on these topics were offered by counselors in June and July of 2020. More sessions planned in 2020-21.

- EAP: Deer Oaks representatives invited to campuses for staff grief support. Utilized twice in 2019-20. To be continued in 2020-21.

- Increase counselor professional development sessions through the *Counseling Network* and the *Mental Health Network* at Region 13- sessions are open to administrators and counselors. To be continued in 2020-21.

- Continue Counselor and LCSW PLC support, including agency collaborations and MOUs-1X month meetings

- Continue counselor mandatory campus staff training for CPS reporting, Suicide awareness and district protocols, and bullying awareness. Training conducted by counselors each September.

- *SafeSchools* training for all district staff through Human Resources. Review resources on the TEA website for staff Trauma Informed Practices Training for Implementation in 2020-21.



Evidence of Attainment for School Safety Goal Student Participation

2019-20 Campus Reported Student Engagement- Clubs and Extracurricular Involvement*

- BVES- 180+ students in 6 clubs that are offered all year, with some after school, not including academic tutoring.
- BES- 250-300+ students-6 full year clubs, cheer and fitness clubs are offered at different time after school. Buda Ambassadors add 30 students
- CRES- 155+ students in 9 clubs that are offered all year, with some after school and academic tutoring
- CHES- 220+ students in 15 year-long clubs
- EGES- 100% students involved for once a month clubs during school and after school clubs. Students are encouraged to apply and choose at least one.

*2020-21- Virtual Clubs, In-Person and Blended Clubs are planned for all campuses.



Evidence of Attainment for School Safety Goal Student Participation

Elementary School Participation

- FES- 412+ students with 20 year round clubs, plus tutoring clubs
- HES-112+ total students, also after school clubs, tutoring clubs
- KES-387+ students with 19 clubs yearlong clubs, including some afterschool clubs
- NES-425 students with 25 clubs, including some after school clubs
- PES-100+ students involved in various clubs during the year and after school
- SHES- 80+ students involved in 4 clubs, not including tutorials
- TES-350+ students in 13 year long clubs
- TGES-12 year long clubs with 350+ student, including 170 in after school tutoring
- UES-20 year long clubs with 250+ students, also after school tutoring



Evidence of Attainment for School Safety Goal Student Participation

Middle School Participation

- BMS- 100% participate in a club once a week with 9 additional activities for additional 75% participation, including UIL and extracurricular activities
- CMS- 5 clubs with 170 students, with additional students in UIL and extracurricular activities
- DMS- 30 clubs, with 100% student participation during the day. Also after school clubs, UIL and extracurricular activities
- MMS- 175+ students involved in clubs, with additional students involved in UIL and extracurricular activities
- SMS-1Provide 0 Clubs and athletics, afterschool tutoring M-Th involving each teacher for a total of over 450 students, with additional students involved in UIL and extracurricular activities-100% in 2020-21
- WMS-30+ clubs that meet Fridays during Advisories, 10+ clubs after school with 100% student participation, with additional students involved in UIL and extracurricular activities



Evidence of Attainment for School Safety Goal Student Participation

High School Participation

- HHS- 51 clubs, including Mega Lunch activities, with additional students in UIL and extracurricular activities.
- Impact- Counseling groups
- JHS- 374+ students in 21 clubs. Clubs meet before school, during lunches and after school, with additional students in UIL and extracurricular activities
- LHS- 64 clubs and organizations, including Mega Lunch, with additional students in UIL and extracurricular activities. Data for attendance will be available after Spring Break.
- LOA- 5 clubs, with 50+ students, not including tutorials groups



Evidence of Attainment for School Safety Goal

Discipline Supports

- Accountability system in place to encourage student, teacher and parent collaboration regarding classroom behavior concerns prior to administrator involvement

Year 2 implementation of Classroom Managed Behavior Interventions in TEAMS

- Prioritized student mediations and restorative conferences
- Region XIII Coaching: Multi-Tiered Systems of Support (MTSS)-PBIS, Restorative Discipline, SEL and Mental Health- *Hemphill, Camino, Tom Green, Chapa, Simon, Lehman, Impact*
- Transportation Behavior Support: Region XIII Initial Visit with Staff in November



Evidence of Attainment for School Safety Goal

Discipline Supports

- Campus teams (Admin, Counselor, Teacher) attended Mental Health Conference- *Camino, Simon, Lehman*
- Campus-wide Restorative Practices in place: PES, MMS, Impact
- Bullying investigations: District process completed when alleged bullying concern brought forward by student or parent, including outcome letters to each family involved.
- *Hays HopeLine* for reporting tips for bullying, cyberbullying, harassment, personal crisis, other
- David's Law student mediation for behavior that is not found to be bullying



Evidence of Attainment for School Safety Goal

Attendance Supports

- Early campus interventions
- Expand scope of Campus Staff Involvement
- Collaborative efforts from campus teams
- Increase in counselor participation in home visits with Attendance Intervention Specialists
- Targeted Incentives
- Personal contact for follow up with absent students
- Attendance Intervention Specialists assigned to feeder patterns for family support
- Attendance support for over age ELL students- campus and district support for options for success



Evidence of Attainment for School Safety Goal

Attendance Supports

Dropout Recovery Supports

- Monthly Leaver Team (counselor, AIS, admin, PEIMS) meetings
- Weekly Leaver Team meetings prior to school start window
- Live Oak Academy-Transitioning at risk students to LOA
 - Application review teams*
 - LOA-2019-20 largest graduating class, 236 students*
- AIS follows students to IMPACT and LOA for continuity and relationship maintenance



Evidence of Attainment for School Safety Goal Character Development

Social Emotional Learning Supports were presented to the Board in October 2019 and measurement data reviewed for 2019-20. Each campus must have implemented a Social and Emotional System on their campuses in 2018-19. These Social and Emotional systems would:

Be a part of campus improvement goals, including S.M.A.R.T goals (T-TESS, T-PESS) and be measured through

- improved student attendance,
- reduced discipline referrals, such as bullying
- improved campus climate
- counseling strategies that support character development, discipline and attendance
- student engagement in clubs and activities
- improved campus climate through surveys



Evidence of Attainment for School Safety Goal Counseling Strategies

Campus Counseling Strategies: *ASCA Comprehensive Counseling Plan, Collaboration with Counseling Agencies for At-Risk students, *Hays CISD Comprehensive Counseling Plan* that aligns with the Counselor Appraisal on campus. Each principal (or designee) and counselors sign off on Comprehensive Counseling program implementation.

*American School Counseling Model-Classroom Guidance (all students), Individual Counseling, Support and Responsive Services. All counselors are mandated to provide the following services and strategies:

Counselors will:

1. Complete a campus counseling needs assessment and set up counseling program based on those needs
2. Track groups, classroom guidance lessons, and individual numbers of students seen
3. Meet with campus and district administration about SEL program needs, create SEL lessons and post SEL activities and counseling resources to the campus websites and *Schoology for teachers (2020-21)*



Evidence of Attainment for School Safety Goal

Counseling Strategies

4. Meet with students who are having chronic attendance issues, collaborate with attendance specialists and agencies, including a transition plan for students who have been identified for drug issues returning from Impact. This can include *family porch visits* with CIS or attendance specialists. Counselors also meet with student who are not passing courses.

5. Meet with students for preventive discipline issues and mediation (after bullying investigations) and (David's Law)

6. Collaborate with outside counseling agencies for student support and referrals, including CIS, *Cenikor (Drug Awareness)*, San Marcos Youth Council, College Forward (Academic), TRIO, Upward Bound (Academic) through Texas State University, TXST) and St. Edwards Social Work interns, Upward Bound, XY Zone (CIS), *Seedlings Foundation*, *ConMi Madre*, *Friends of Children in Austin* and other mentoring groups. For 2020-21, HCISD starts a pilot at the MS and HS with Teletherapy and Telemed through a grant with Dell Medical Center. (TCHAT-Texas Child Health Access through Telemedicine).

7. Crisis care for students/families: Track number of students for suicidal and homicidal outcries and follow district protocols in collaboration with campus staff (nurse, SRO, Assist. and Principal). Follow all district crisis protocols for at-risk students and meet with parents to offer referrals for counseling/agency resources.



Evidence of Attainment for School Safety Goal

Counseling Strategies

8. Review and counsel students(informing parents and referrals) from the *Hays HopeLine* tips for personal crisis

9. Create a safety plan and district protocol (Child Find) for students returning from a hospital or residential setting and monitor their progress, including parents, nurses (if appropriate) and teachers and resources referrals

10. Facilitate the campus *No Place for Hate* campus committees and activities for the NPFH banner program,

11. Identify and support Homeless and Foster students through the federal programs,

12. Improve communication for students and parents concerning access to crisis counseling services, including *Hays HopeLine*.



**Evidence of Attainment on School Safety Goals:
Overview of Student/Staff Character Development, Student
Participation and Social and Emotional Supports (Discipline,
Attendance and Counseling Strategies)**

QUESTIONS?

**Hays CISD Board of Trustees Meeting
October 2020**

Charlotte Winkelmann, M.ED, PSC
Director of College and Career Readiness and Counseling,
Adrianna Price, Director of Student Services
Sandra Dowdy, Chief Academic Office

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and Possible Approval of Consent Agenda

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy BE

☐ Law or Rule

☐ N/A

Policy Be local states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote

C. Goal or Need Addressed:

As listed on attached pages

D. Summary:

☒ Previous board action relating to this item - Ongoing

☒ Future action anticipated - Monthly

☒ Background information – The following items are presented for approval

1. Board Meeting Minutes
2. Finance Report
3. Budget Amendments
4. Procurements
5. Annual approval of investment officers
6. Approval of investment brokers
7. Approval of additional Certified Appraisers for teachers for the 2020-2021 school year

E. Comments Received:

☒ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other _____

All agenda items have been reviewed by the Superintendent's Cabinet

F. Administrative Recommendation:

The Superintendent recommends the Board approve consent agenda items as presented.

G. Fiscal Impact and Cost: Amount: Per individual items attached

H. Suggested Motion:

I move that the Board approve the consent agenda as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and possible approval of meeting minutes

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

Policy BE local states that Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary

C. Goal or Need Addressed: N/A

D. Summary:

☒ Previous board action relating to this item - Ongoing

☒ Future action anticipated - Monthly

☒ Background information – Minutes from the September 18, 2020, September 21, 2020 and September 28, 2020 meetings are presented for approval

E. Comments Received:

☒ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other _____

All agenda items have been reviewed by the Superintendent's Cabinet.

F. Administrative Recommendation:

The Superintendent recommends the Board approve minutes from the August 17, 2020 and August 24, 2020 Board meetings as presented.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

H. Suggested Motion:

I move that the Board approve the September 18, 2020, September 21, 2020 and September 28, 2020 Board meeting minutes as presented.

Minutes of a Special Meeting - Team Building Goal Setting September 18, 2020

Hays CISD Board of Trustees

These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of this meeting is accessible at www.hayscisd.net for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Special Meeting of the Board of Trustees of Hays CISD was held Friday, September 18, 2020, beginning at 8:30 AM in the Johnson High School Cafeteria, 4260 FM 967, Buda, Texas 78610.

CALL TO ORDER: Establish a quorum

Board president, Esperanza Orosco, called the meeting to order at 8:36 AM. All board members, Willie Tenorio, Will McManus, Esperanza Orosco, Merideth Keller, Raul Vela, Vanessa Petrea and Michael Sanchez were present.

PUBLIC FORUM

No one addressed the board during Public Forum.

GOVERNANCE TEAM (BOARD AND SUPERINTENDENT) TEAM OF 8 TRAINING

David Koempel, TASB Consultant, led the board and superintendent in the Team of 8 Training.

BOARD AND SUPERINTENDENT VISION AND GOALS

Cabinet Members presented to the board their individual division goals and initiatives for the 2020-2021 school year. Discussion ensued. Mr. Koempel, together with the board members, made updates to the district goals document to continue to move the district forward.

ADJOURN

No further business was conducted and the meeting adjourned at 2:17 PM.

Minutes of Regular Meeting September 21, 2020

Hays CISD Board of Trustees

These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of this meeting is accessible at www.hayscisd.net for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Regular Meeting of the Board of Trustees of Hays CISD was held Monday, September 21, 2020, beginning at 5:30 PM in the Johnson High School Cafeteria, 4260 FM 967, Buda, Texas 78610.

CALL TO ORDER: Establish a quorum

Board president, Esperanza Orosco, called the meeting to order at 5:30 PM. Board members, Will McManus, Esperanza Orosco, Merideth Keller, Raul Vela, Vanessa Petrea and Michael Sanchez were present. Board Member Willie Tenorio was not present at the beginning of the meeting.

CLOSED SESSION

The Board adjourned to Closed Session at 5:32 PM to deliberate regarding Superintendent's contract extension and compensation, pursuant to Tex. Gov't Code §551.074.

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 6:38 PM. Mr. Tenorio joined the meeting. All board members were present.

PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS

MISSION STATEMENT

SOCIAL CONTRACT

PUBLIC FORUM

No one addressed the Board during the Public Forum portion of the meeting.

The purpose of this meeting is an agenda workshop. Board members will have the opportunity to discuss agenda items and ask questions of the administration in preparation of the September 28, 2020, Hays CISD Board of Trustees Business Meeting.

CONSENT AGENDA - FOR ACTION ON SEPTEMBER 28, 2020

- Minutes of Board of Trustees Meetings

- Finance Report

- Budget Amendments

- Procurements

- a. Additional Custodial Supplies - Hotsy Carlson
 - b. Classroom Supplies - Materials - Cengage Learning
 - c. CTE Certification Software - NCS Pearson
 - d. Playground Materials/Supplies - Soil Express
 - e. Playground Supplies/Materials & Services - TF Harper

- f. Regular and Additional Custodial Supplies - Buckeye Cleaning
 - g. Student ID Cards - Security Mobility dba Smart Tag
- Consideration and possible approval of an extension on the audit due to COVID Contracts. Memorandums of Understanding and/or Agreements
- a. Texas State University Teacher Fellows Program MOU
- Consideration and possible approval of the 2020-2021 amended appraiser list

ACTION ITEMS - FOR ACTION ON SEPTEMBER 28, 2020

Consideration and possible action, if any, resulting from closed session

Action, if any, on Superintendent contract extension and/or contract terms and compensation

Action, if any, regarding Cause No. 1:19-cv-00393-LY

Consideration and possible adoption of Amended Compensation Plan

The Board approved the 2020-2021 compensation plan in June 2020 giving all employees a 2% midpoint increase. Now administration is recommending to increase all salaries by an additional 1% for a total of 3%. In addition, there are several amendments to the compensation plan regarding stipends for some positions, guest teacher pay, custodial and child nutrition retention incentive, increase bus driver minimum pay to \$17.01 per hour and implementation of a referral incentive. Rigorous discussion ensued.

Consideration and possible approval of the purchase of emergency and restoration services for water damage at Chapa Middle School

Max Cleaver informed the board that on August 17, 2020, a 3" water line broke in the ceiling of Room 101 at Chapa Middle School causing water damage to approximately 30 classrooms, cafeteria, library and hallways. Belfor Property Restoration is doing the restoration work. Mr. Cleaver answered questions from Board members.

Consideration and possible approval of Center Point Gas Line Easement at Barton Middle School

Center Point Gas contacted the District requesting a 10' wide gas line easement totaling approximately 0.203 acres on the northern property line of Barton Middle School for the installation of an 8" gas line

Review and possible adoption of the Hays CISD Goals for 2020-2021

On September 18, the Board participated in Team of 8 and Goal Setting Training. Dr. Wright presented the goals developed in that training. Discussion ensued.

Consideration and possible adoption of TASB Policy Update 115 Affecting Local Policies

INFORMATION ITEMS

Update on 2020-2021 School Year

Dr. Wright updated the board on the plans for students to return in person on September 28. Rigorous discussion ensued. Dr. Wright and administrators answered questions from the Board.

ADJOURN

No further business was conducted and the meeting adjourned at 9:11 PM.

Minutes of Regular Meeting September 28, 2020

Hays CISD Board of Trustees

These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of this meeting is accessible at www.hayscisd.net for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Regular Meeting of the Board of Trustees of Hays CISD was held Monday, September 28, 2020, beginning at 5:30 PM in the Johnson High School Cafeteria, 4260 FM 967, Buda, Texas 78610.

CALL TO ORDER: Establish a quorum

Board president, Esperanza Orosco, called the meeting to order at 5:30 PM. All Board members, Will McManus, Esperanza Orosco, Merideth Keller, Raul Vela, Vanessa Petrea, Willie Tenorio and Michael Sanchez were present.

CLOSED SESSION

The Board adjourned to Closed Session at 5:31 PM to deliberate regarding Superintendent's contract extension and compensation, pursuant to Tex. Gov't Code §551.074 and to consult with legal counsel regarding pending litigation in Cause No. 1:19-cv-00303-LY; In the United States District Court, Western District of Texas, Austin Division, pursuant to Texas Government Code §551.071, 551.074 and 551.129.

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 6:30 PM.

PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS

MISSION STATEMENT

SOCIAL CONTRACT

PUBLIC FORUM

No one addressed the Board during the Public Forum portion of the meeting.

CONSENT AGENDA

- Minutes of Board of Trustees Meetings

- Finance Report

- Budget Amendments

- Procurements

- a. Additional Custodial Supplies - Hotsy Carlson
 - b. Classroom Supplies - Materials - Cengage Learning
 - c. CTE Certification Software - NCS Pearson
 - d. Playground Materials/Supplies - Soil Express
 - e. Playground Supplies/Materials & Services - TF Harper
 - f. Regular and Additional Custodial Supplies - Buckeye Cleaning
 - g. Student ID Cards - Security Mobility dba Smart Tag
 - h. Technology Supplies & Equipment - Chromebooks - GTS Technology Solutions

- Consideration and possible approval of an extension on the audit due to COVID

Contracts. Memorandums of Understanding and/or Agreements

a. Texas State University Teacher Fellows Program MOU

Consideration and possible approval of the 2020-2021 amended appraiser list

Mr. McManus pulled item h. from Procurements – Technology Supplies & Equipment – Chromebooks. Mrs. Borreson answered questions and gave more follow-up information. Mr. McManus moved and Mrs. Petrea seconded the motion that the Board approve the consent agenda items as presented. The motion passed with a 7-0 vote.

ACTION ITEMS

Consideration and possible action, if any, resulting from closed session

Action, if any, on Superintendent contract extension and/or contract terms and compensation

Mrs. Orosco moved and Mrs. Keller seconded the motion that the Board approve the Superintendent's contract extension and compensation as presented. The motion passed with a 7-0 vote.

Action, if any, regarding Cause No. 1:19-cv-00393-LY

No action was taken on this item.

Consideration and possible adoption of Amended Compensation Plan

Mrs. Orosco moved and Mrs. Keller seconded the motion that the Board approve the amended Compensation Plan, as presented. The motion passed with a 7-0 vote.

Consideration and possible approval of the purchase of emergency and restoration services for water damage at Chapa Middle School

Mr. Tenorio moved and Mrs. Petrea seconded the motion that the Board approve the purchase of emergency and restoration services for water damage at Chapa Middle School from Belfor Property Restoration in the estimated amount of \$446,250, as presented. The motion passed with a 7-0 vote.

Consideration and possible approval of Center Point Gas Line Easement at Barton Middle School

Mrs. Petrea moved and Mr. McManus seconded the motion that the Board grant Center Point a gas line easement at Barton Middle School with an appraised value of \$58,837, as presented. The motion passed with a 7-0 vote.

Ratification of Execution of Interlocal Agreement for Administration of CRF Funding Under the Cares Act

Mrs. Orosco moved and Mr. McManus seconded the motion that the Board ratify and confirm the authority of the Superintendent to execute the Interlocal Agreement with the City of Kyle for Administration of CRF Funding under the Cares Act, as presented. The agreement provides the district with \$210,500 to be used to support distance learning in Hays CISD in connection with school closings and remote learning due to the COVID-19 pandemic. The motion passed with a 7-0 vote.

Review and possible adoption of the Hays CISD Goals for 2020-2021

Mrs. Keller moved and Mrs. Petrea seconded the motion that the Board adopt the Hays CISD Goals for 2020-2021 as presented. The motion passed with a 7-0 vote.

Consideration and possible adoption of TASB Policy Update 115 Affecting Local Policies

Mr. McManus moved and Mrs. Petrea seconded the motion that the Board Adopt TASB Policy Update 115 affecting local policies BF, DED, DIA, EI, FB, FD, FEB, FFG, FFH, FMF, FNG and GF, as presented. The motion passed with a 7-0 vote.

Consideration and possible appointment of Texas Association of School Board Delegate and Alternate Delegate for the annual TASA/TASB Convention

No action was take on this item.

INFORMATION ITEMS

Update on 2020-2021 School Year

Dr. Wright gave the board a brief update on the first day of in-person school. Approximately 46% of the students returned to the campuses. Discussion ensued and Dr. Wright answered questions from the Board.

ADJOURN

No further business was conducted and the meeting was adjourned at 8:04 PM.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: September 2020 Financial Statements

Administrator Responsible/Position:

- A. Purpose of Agenda Item:
☐ Action needed ☒ Information only ☐ Receive input
- B. Authority for This Action:
☐ Local Policy ☐ Law or Rule ☒ N/A
- C. Goal or Need Addressed:
- D. Summary:
☒ Previous board action relating to this item - Monthly

☐ Future action anticipated -

☒ Background information – A separate summary is attached with the financials.
- E. Comments Received:
☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other _____
- F. Administrative Recommendation:
There is no board action necessary. The monthly financial statements are presented as an information item.
- G. Fiscal Impact and Cost: Amount: \$ _____
☐ Budget ☐ Bond ☐ Grant/Special Funds ☐ Other _____
- H. Suggested Motion:
There is no board action necessary. The monthly financial statements are presented as an information item.

Hays Consolidated Independent School District

Division of Financial Services

21003 Interstate 35 Frontage Road

Kyle, Texas 78640

Ph: (512) 268-2141

Fx: (512) 268-2147



Date: October 19, 2020

Monthly Financial Highlights

- The monthly Financial Reports represent financial data through September 30, 2020.
- The cash and investment balances of all funds at month end totals \$104,157,625.08. The General Fund makes up the largest portion of the total with \$65,624,714.20 or roughly 63.01%.
- Through the end of the month (3/12 or 25% of the budget year):
 - The General Fund has collected \$31,974,316.62 (16.43% of its budgeted revenue) and has spent \$41,966,371.65 (21.28% of its budgeted expenditures). The ending fund balance through the month of September is \$58,061,710.51.
 - The Child Nutrition fund has collected \$579,745.00 (5.85% of its budgeted revenue) and has spent \$1,319,518.31 (13.32% of its budgeted expenditures).
 - The Debt Service fund collected \$22,969.00 (0.05% of its budgeted revenue) and spent \$21,986,126.63 (50.29%) of its budgeted expenditures). Debt service payments are made two times a year, February 15th and August 15th.
 - The Capital Project funds have expended \$21,864,417.25 in the current fiscal year through the month of September 2020 and collected \$7,631.60 in interest revenue.
- Special Revenue funds consist of Federal, State, and local grants received by the District. Some of these grants such as Title I and IDEA are non-competitive federal grants which the District receives based on certain types of student populations reported through PEIMS. Other local grants are “competitive grants” and are awarded based on demonstrated needs. This group of funds also includes the Textbook (IMA) and awarded Education Foundation funds. Total revenue collected is \$2,137,717.90 and total expenditures spent is \$2,137,717.90.
- Current Tax collections for the month of September 2020 totaled \$0.00 representing 0.00% of the levy collected during the month. Approximately 0.00% of the total levy has been collected through the end of September 2020. In comparison, 0.00% of the total levy was collected through the end of September 2019.

If you should have any questions regarding these financials please contact me.

Randall Rau, CPA

Chief Financial Officer

Hays Consolidated Independent School District

Hays Consolidated Independent School District

Financial Reports



September 30, 2020

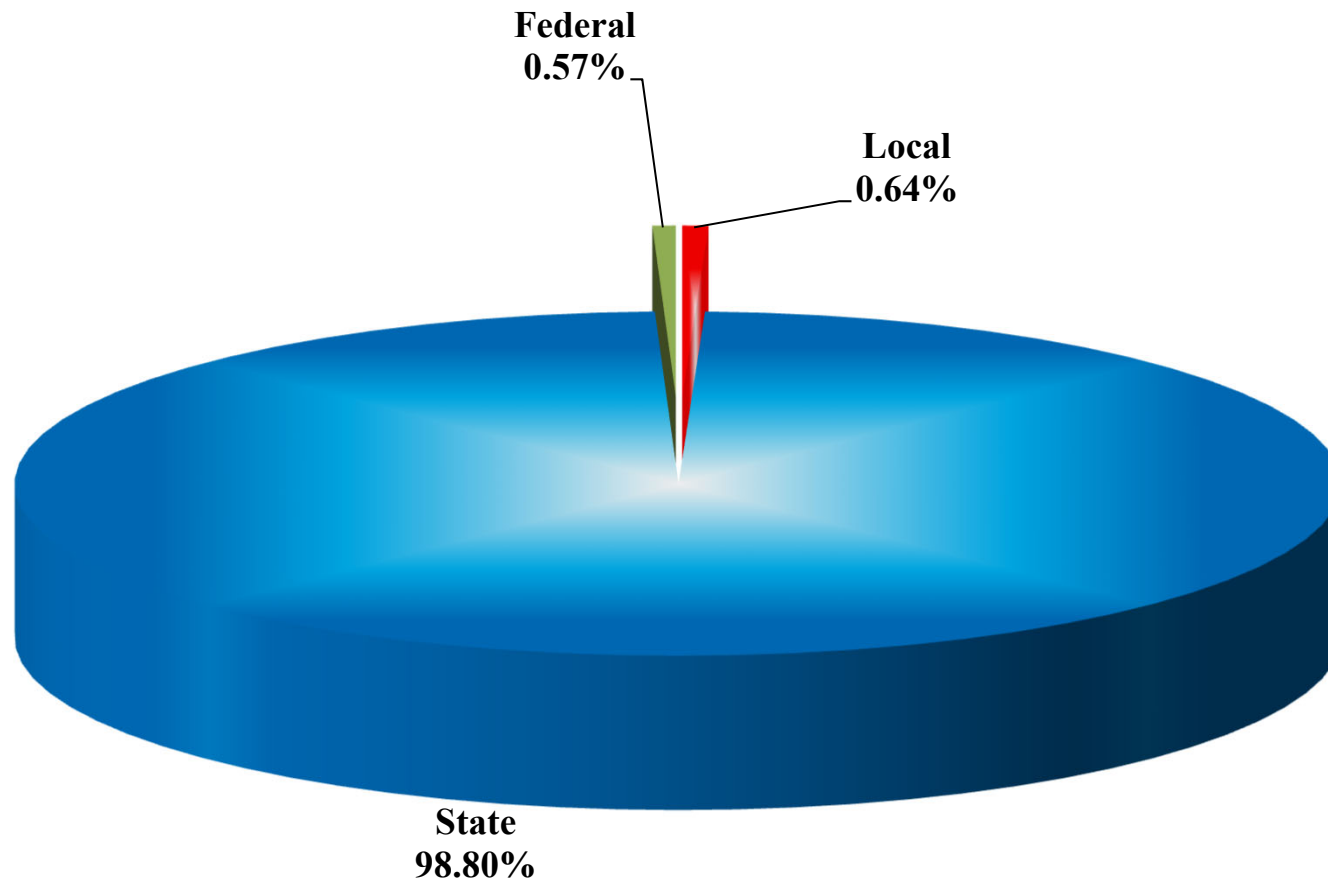
Hays Consolidated Independent School District
Combined Balance Sheet
for the Month Ending September 30, 2020
(Un-Audited)

	<u>General</u> <u>Fund</u>	<u>Child Nutrition</u> <u>Fund</u>	<u>Debt Service</u> <u>Fund</u>	<u>Capital</u> <u>Projects Funds</u>	<u>Special Revenue</u> <u>Funds</u>	<u>Total</u>
<i>Assets:</i>						
Cash and Cash Equivalents	\$ 25,718,796.34	\$ 21,264.55	\$ 7,073,784.33	\$ (8,463,802.68)	\$ (614,207.80)	\$ 23,735,834.74
Current Investments	39,905,917.86	7,800,615.09	2,859,821.60	29,855,435.79	-	80,421,790.34
Total Cash and Investments	\$ 65,624,714.20	\$ 7,821,879.64	\$ 9,933,605.93	\$ 21,391,633.11	\$ (614,207.80)	\$ 104,157,625.08
Property Taxes - Delinquent	2,293,425.67	-	1,016,654.69	-	-	3,310,080.36
Allowance for Uncollectible Taxes	(626,152.00)	-	(239,922.00)	-	-	(866,074.00)
Due from State Agencies	13,134,232.79	764,076.84	-	-	1,075,376.28	14,973,685.91
Due from other Governments	135,973.73	91,402.84	88,655.99	-	-	316,032.56
Accrued Interest	8,143.75	-	-	-	-	8,143.75
Due from Other Funds	4,077,832.57	-	204,191.65	125,953.47	213,301.20	4,621,278.89
Other Receivables	-	58,744.13	4,617.00	41.00	1,171.33	64,573.46
Total Receivables	\$ 19,023,456.51	\$ 914,223.81	\$ 1,074,197.33	\$ 125,994.47	\$ 1,289,848.81	\$ 22,427,720.93
Inventories	-	-	-	-	-	-
Prepaid Items	7,369,174.48	500.00	-	-	-	7,369,674.48
Other Current Assets	\$ 7,369,174.48	\$ 500.00	\$ -	\$ -	\$ -	\$ 7,369,674.48
Total Current Assets	\$ 92,017,345.19	\$ 8,736,603.45	\$ 11,007,803.26	\$ 21,517,627.58	\$ 675,641.01	\$ 133,955,020.49
<i>Liabilities and Fund Balance:</i>						
Current Liabilities						
Accounts Payable	\$ 226,034.30	\$ -	\$ -	\$ -	\$ -	\$ 226,034.30
Other Liabilities	105.10	-	-	-	-	105.10
Payroll Deductions and Withholdings	11,365,225.89	-	-	-	-	11,365,225.89
Accrued Wages Payable	15,305,544.18	418,839.36	-	-	-	15,724,383.54
Due to Other Funds	1,229,780.12	5,491,826.65	-	-	-	6,721,606.77
Due to Student Groups	254,670.73	-	-	-	-	254,670.73
Due to State Agencies	-	-	-	-	-	-
Due to other Governments	-	-	-	-	-	-
Accrued Expenses	-	-	-	-	-	-
Deferred Revenues	4,358,863.36	214,854.36	560,700.26	-	675,641.01	5,810,058.99
Deferred Inflows	1,215,411.00	-	-	-	-	1,215,411.00
Total Liabilities	\$ 33,955,634.68	\$ 6,125,520.37	\$ 560,700.26	\$ -	\$ 675,641.01	\$ 41,317,496.32
<i>Fund Balance/Equity</i>						
Reserved/Designated Fund Balance	-	3,350,856.39	32,410,260.63	21,869,155.22	-	57,630,272.24
Reserved for Current Year	-	-	-	-	-	-
Expenditures/Expenses	(9,992,055.03)	(739,773.31)	(21,963,157.63)	(351,527.64)	-	(33,046,513.61)
Unreserved Fund Balance/Fund Equity	\$ 68,053,765.54	-	-	-	-	68,053,765.54
Total Fund Balance/Equity	\$ 58,061,710.51	\$ 2,611,083.08	\$ 10,447,103.00	\$ 21,517,627.58	\$ -	\$ 92,637,524.17
Total Liabilities and Fund Equity	\$ 92,017,345.19	\$ 8,736,603.45³⁰	\$ 11,007,803.26	\$ 21,517,627.58	\$ 675,641.01	\$ 133,955,020.49

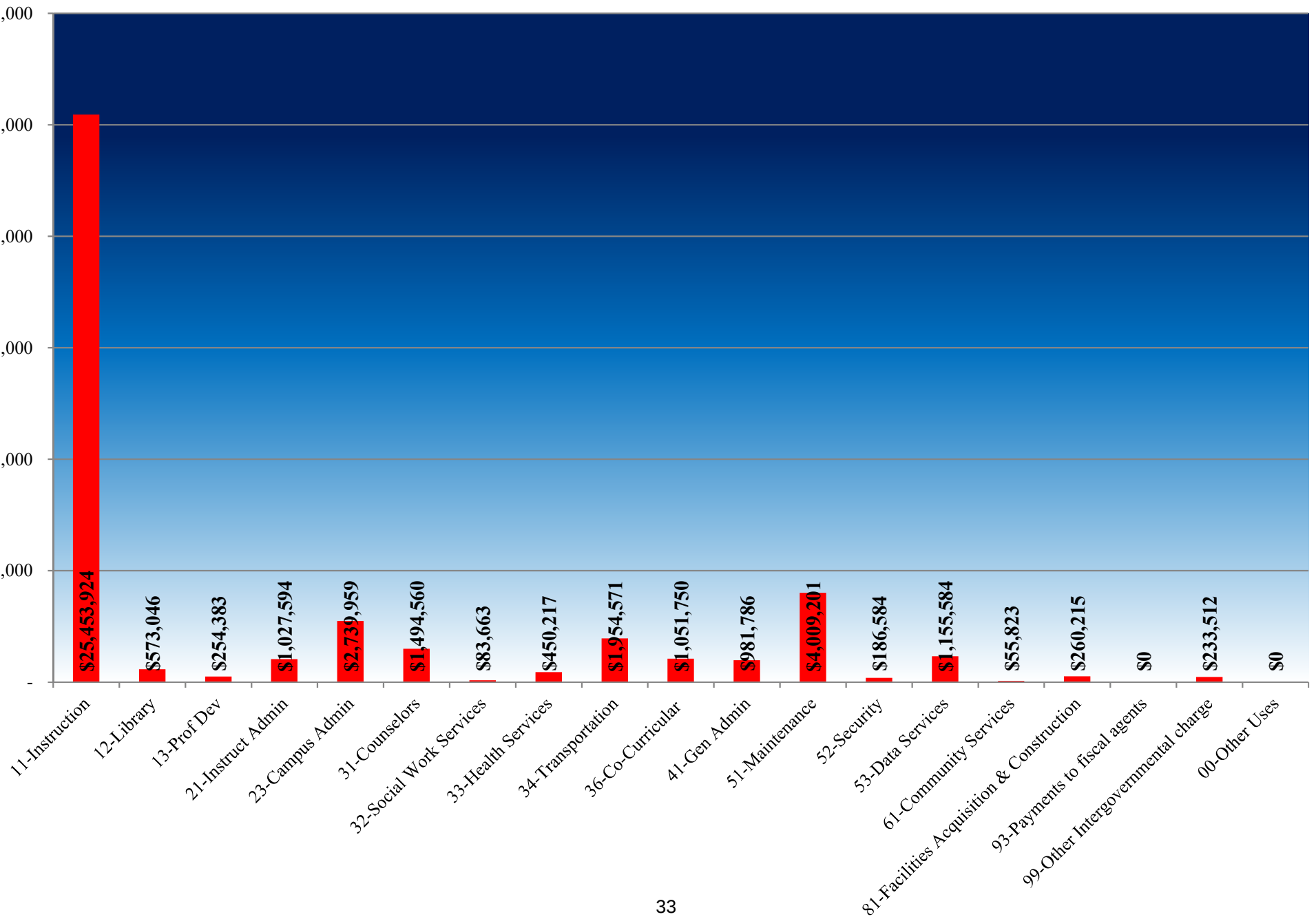
Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - General Fund
for the Month Ending September 30, 2020
(Un-Audited)

	<u>Original</u>	<u>Official</u>	<u>Current Year</u>	<u>Unrealized/</u>	<u>Percentage</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual Revenues/</u>	<u>Unexpended</u>	<u>Y-T-D</u>
			<u>Expenditures</u>	<u>Budget</u>	
<i>Revenues:</i>					
Local	\$ 88,257,397	\$ 88,678,647	\$ 203,148.59	(88,475,498.41)	0.23%
State	102,997,133	102,997,133	31,589,420.00	(71,407,713.00)	30.67%
Federal	2,583,000	2,883,000	181,748.03	(2,701,251.97)	6.30%
Other Sources	-	-	-	-	NA
Total Revenues	\$ 193,837,530	\$ 194,558,780	\$ 31,974,316.62	\$ (162,584,463.38)	16.43%
<i>Expenditures and Other Uses:</i>					
11-Instruction	111,268,074	111,660,981	25,453,924.46	86,207,056.54	22.80%
12-Library	2,686,456	2,686,456	573,045.71	2,113,410.29	21.33%
13-Prof Dev	4,394,895	4,195,959	254,382.51	3,941,576.49	6.06%
21-Instruct Admin	4,866,624	4,947,136	1,027,594.06	3,919,541.94	20.77%
23-Campus Admin	12,100,694	12,110,218	2,739,958.93	9,370,259.07	22.63%
31-Counselors	6,860,734	6,965,734	1,494,560.06	5,471,173.94	21.46%
32-Social Work Services	269,052	269,052	83,663.10	185,388.90	31.10%
33-Health Services	2,251,762	2,252,155	450,216.70	1,801,938.30	19.99%
34-Transportation	11,291,406	11,291,406	1,954,570.74	9,336,835.26	17.31%
36-Co-Curricular	5,508,225	5,501,675	1,051,750.07	4,449,924.93	19.12%
41-Gen Admin	5,191,355	5,191,245	981,786.37	4,209,458.63	18.91%
51-Maintenance	20,348,895	20,785,215	4,009,200.91	16,776,014.09	19.29%
52-Security	2,805,352	2,794,852	186,583.78	2,608,268.22	6.68%
53-Data Services	5,085,338	5,076,998	1,155,583.77	3,921,414.23	22.76%
61-Community Services	270,526	270,526	55,823.21	214,702.79	20.64%
81-Facilities Acquisition & Construction	-	-	260,214.85	(260,214.85)	NA
93-Payments to fiscal agents	330,538	330,538	-	330,538.00	0.00%
99-Other Intergovernmental charge	837,000	837,000	233,512.42	603,487.58	27.90%
00-Other Uses	-	-	-	-	NA
Total Expenditures and Other Uses	\$ 196,366,926	\$ 197,167,146	\$ 41,966,371.65	\$ 155,200,774.35	21.28%
Excess of Revenues and Other Resources					
Over (Under) Expenditures and Other Uses	\$ (2,529,396)	\$ (2,608,366)	\$ (9,992,055.03)		
Fund Balance July 1, 2020 - <i>(Un-Audited)</i>	\$ 68,053,765.54	\$ 68,053,765.54	\$ 68,053,765.54		
Fund Balance Ending - Monthly Reporting Period	\$ 65,524,369.54	\$ 65,445,399.54	\$ 58,061,710.51	\$ (7,383,689.03)	

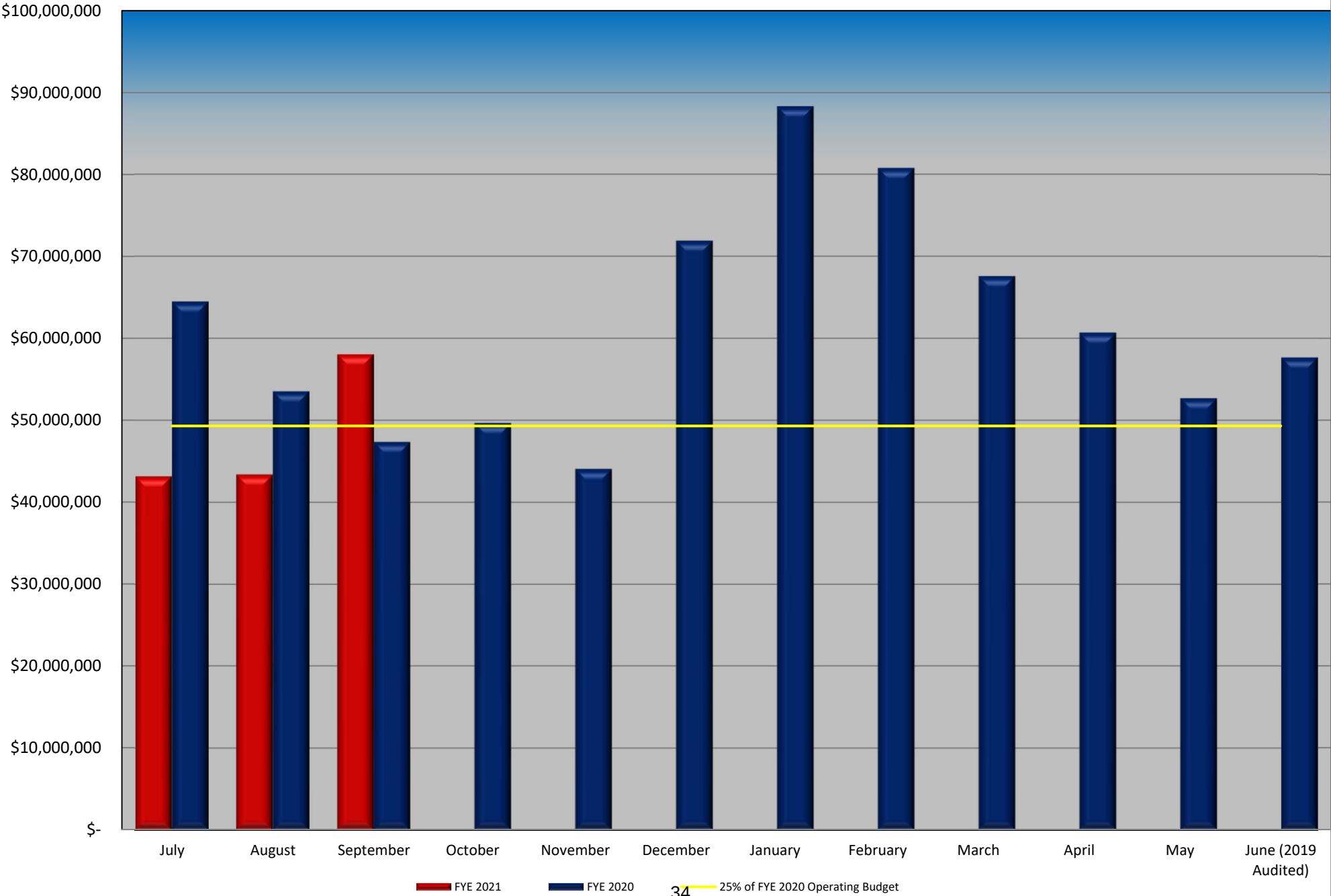
General Fund Revenues Collected to Date



General Fund Expenditures to Date



General Fund Balance by Reporting Month



Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Child Nutrition Fund
for the Month Ending September 30, 2020
(Un-Audited)

	<u>Original</u>	<u>Official</u>	<u>Current Year</u>	<u>Unrealized/</u>	<u>Percentage</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual Revenues/</u>	<u>Unexpended</u>	<u>Y-T-D</u>
			<u>Expenditures</u>	<u>Budget</u>	
<i>Revenues and Other Resources:</i>					
Local	\$ 3,727,116	\$ 3,727,116	\$ 10,564.06	\$ (3,716,551.94)	0.28%
State	45,093	45,093	-	(45,093.00)	0.00%
Federal	6,130,966	6,130,966	569,180.94	(5,561,785.06)	9.28%
Other sources	-	-	-	-	NA
Total Revenues and Other Resources	\$ 9,903,175	\$ 9,903,175	\$ 579,745.00	\$ (9,323,430.00)	5.85%
<i>Expenditures and Other Uses:</i>					
35-6100 Payroll	4,363,880	4,363,880	954,110.89	3,409,769.11	21.86%
35-6200 Professional and Contracted Services	808,815	808,815	19,457.74	789,357.26	2.41%
35-6341 Food Supplies	3,658,529	3,658,529	226,418.13	3,432,110.87	6.19%
35-6342 Non-Food Supplies	256,968	256,968	28,645.72	228,322.28	11.15%
35-6344 USDA Commodities	415,477	415,477	-	415,477.00	0.00%
35-6349 Miscellaneous Supplies	157,001	157,001	28,496.07	128,504.93	18.15%
35-6300 Supplies & Materials	77,486	77,486	54,066.20	23,419.80	69.78%
35-6400 Food Service Other Operating Expenses	165,019	155,019	1,329.59	153,689.41	0.86%
35-6600 Food Service Capital Expenses	-	10,000	6,993.97	3,006.03	69.94%
Total Expenditures	\$ 9,903,175	\$ 9,903,175	\$ 1,319,518.31	\$ 8,583,656.69	13.32%
Excess of Revenues and Other Resources					
Over (Under) Expenditures and Other Uses	\$ -	\$ -	\$ (739,773.31)		
Fund Balance July 1, 2020 - <i>(Un-Audited)</i>	3,350,856.39	3,350,856.39	3,350,856.39		
Fund Balance Ending - Monthly Reporting Period	\$ 3,350,856.39	\$ 3,350,856.39	\$ 2,611,083.08	\$ (739,773.31)	

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Debt Service Fund
for the Month Ending September 30, 2020
(Un-Audited)

	<u>Original</u> <u>Budget</u>	<u>Official</u> <u>Budget</u>	<u>Current Year</u> <u>Actual Revenues/</u> <u>Expenditures</u>	<u>Unrealized/</u> <u>Unexpended</u> <u>Budget</u>	<u>Percentage</u> <u>Y-T-D</u>
Revenues:					
Local Revenue					
Taxes, Current Year Levy	\$ 43,315,670	\$ 43,315,670	15,526.00	\$ (43,300,144.00)	0.04%
Taxes, Prior Year	250,000	250,000	-	(250,000.00)	0.00%
Penalties, Interest and Other Tax Revenues	150,000	150,000	-	(150,000.00)	0.00%
Earnings from Investments	-	-	7,443.00	7,443.00	NA
Miscellaneous Revenue	-	-	-	-	NA
Local Revenue	\$ 43,715,670	\$ 43,715,670	\$ 22,969.00	\$ (43,692,701.00)	0.05%
State Revenue					
Additional State Aid for Homestead Exemption	\$ -	\$ -	\$ -	-	NA
State Revenue	\$ -	\$ -	\$ -	\$ -	NA
Total Revenue	\$ 43,715,670.00	\$ 43,715,670.00	\$ 22,969.00	\$ (43,692,701.00)	0.05%
Expenditures:					
71-6511 Bond Principal	24,720,000	24,720,000	12,285,000.00	12,435,000.00	49.70%
71-6521 Interest on Bonds	18,970,670	18,970,670	9,699,676.63	9,270,993.37	51.13%
71-6599 Other Debt Service Fees	25,000	25,000	1,450.00	23,550.00	5.80%
Total Expenditures	\$ 43,715,670	\$ 43,715,670	\$ 21,986,126.63	\$ 21,729,543.37	50.29%
Excess of Revenues					
Over (Under) Expenditures	\$ -	\$ -	\$ (21,963,157.63)		
Fund Balance July 1, 2020 - (Un-Audited)	\$ 32,410,260.63	\$ 32,410,260.63	\$ 32,410,260.63		
Fund Balance Ending - Monthly Reporting Period	\$ 32,410,260.63	\$ 32,410,260.63	\$ 10,447,103.00	\$ (21,963,157.63)	

Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Capital Project Funds
for the Month Ending September 30, 2020
(Un-Audited)

	<u>2004</u> <u>Capital Projects</u> <u>Program</u>	<u>2006</u> <u>Capital Projects</u> <u>Program</u>	<u>2008</u> <u>Capital Projects</u> <u>Program</u>	<u>2014</u> <u>Capital Projects</u> <u>Program</u>	<u>2017</u> <u>Capital Projects</u> <u>Program</u>	<u>2019 - 2020</u> <u>Capital Projects</u> <u>Total Revenues/</u> <u>Expenses</u>
<i>Revenues and Other Resources:</i>						
Local	\$ 47.44	\$ 25.87	\$ 270.65	\$ 249.66	\$ 7,631.60	\$ 8,225.22
State	-	-	-	-	-	-
Other sources	-	-	-	-	-	-
Total Revenues and Other Resources	\$ 47.44	\$ 25.87	\$ 270.65	\$ 249.66	\$ 7,631.60	\$ 8,225.22
<i>Expenditures and Other Uses:</i>						
6100 Payroll	-	-	-	-	-	-
6200 Professional and Contracted Services	-	-	-	-	1,032.60	1,032.60
6300 Supplies and Materials	-	-	-	-	11,822.05	11,822.05
6400 Other Operating Expenses	-	-	-	-	-	-
6600 Capital Outlay	-	-	-	-	346,898.21	346,898.21
8000-Other Uses	-	-	-	-	-	-
Total Expenditures	\$ -	\$ -	\$ -	\$ -	\$ 359,752.86	\$ 359,752.86
Excess of Revenues and Other Resources						
Over (Under) Expenditures and Other Uses	\$ 47.44	\$ 25.87	\$ 270.65	\$ 249.66	\$ (352,121.26)	\$ (351,527.64)
Fund Balance July 1, 2020 - <i>(Un-Audited)</i>	\$ 214,099.45	\$ 114,105.74	\$ 1,007,575.71	\$ 445,047.77	\$ 20,083,588.58	\$ 21,864,417.25
Fund Balance Ending - Monthly Reporting Period	\$ 214,146.89	\$ 114,131.61	\$ 1,007,846.36	\$ 445,297.43	\$ 19,731,467.32	\$ 21,512,889.61

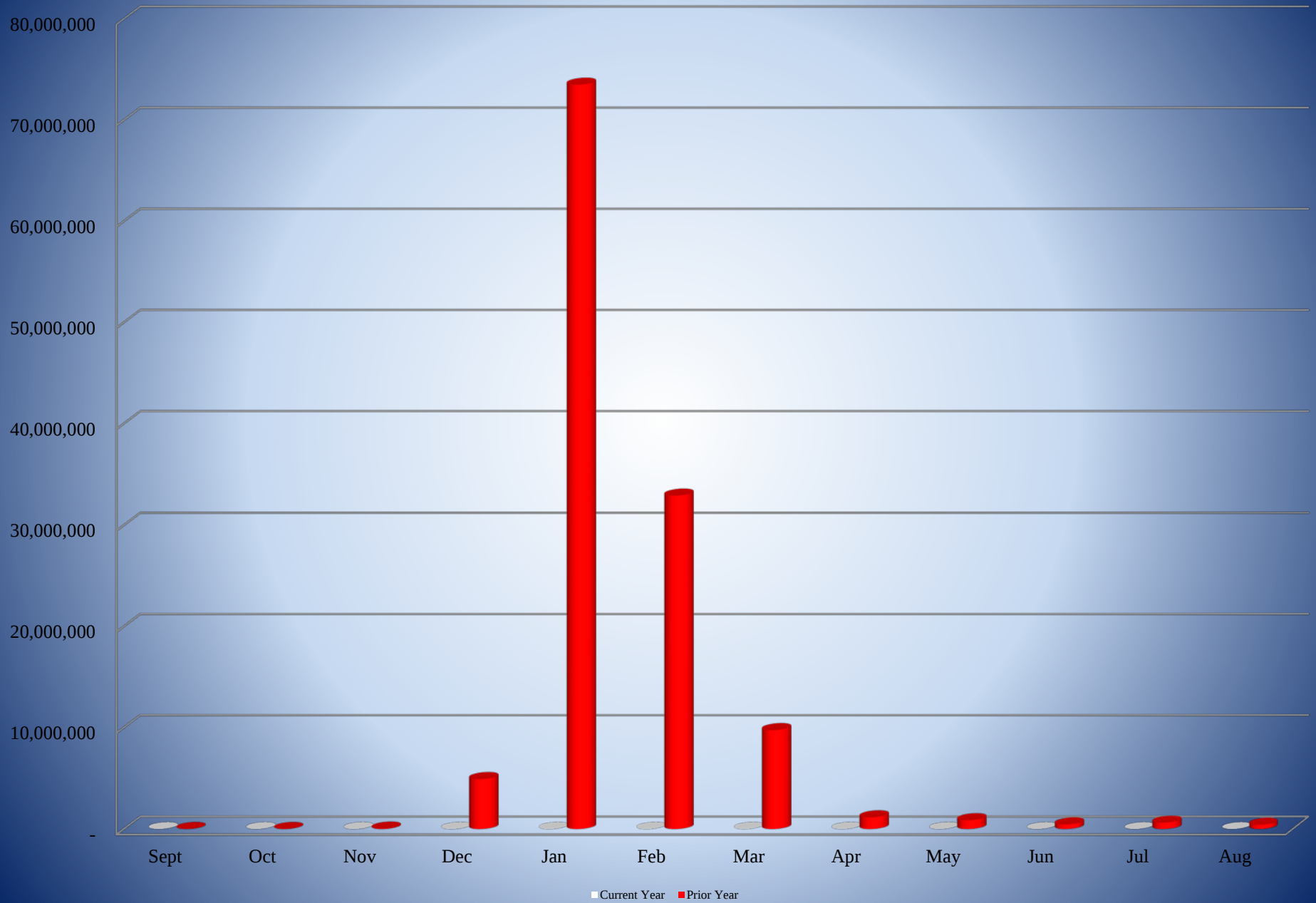
Hays Consolidated Independent School District
Statement of Revenues, Expenditures, and Changes in Fund Balance - Special Revenue Funds (Grants)
for the Month Ending September 30, 2020
(Un-Audited)

	<u>Original</u>	<u>Official</u>	<u>Current Year</u>	<u>Unrealized/</u>	<u>Percentage</u>
	<u>Budget</u>	<u>Budget</u>	<u>Actual Revenues/</u>	<u>Unexpended</u>	<u>Y-T-D</u>
			<u>Expenditures</u>	<u>Budget</u>	
Revenues:					
Local	\$ -	\$ -	\$ 2,475.00	\$ 2,475.00	NA
State	-	-	512,018.25	512,018.25	NA
Federal	6,415,479	6,415,479	1,623,224.65	(4,792,254.35)	25.30%
Total Revenues	\$ 6,415,479	\$ 6,415,479	\$ 2,137,717.90	\$ (4,277,761.10)	33.32%
Expenditures:					
6100 Payroll	5,274,410	5,274,410	1,558,432.77	3,715,977.23	29.55%
6200 Professional and Contracted Services	464,200	464,200	868.92	463,331.08	0.19%
6300 Supplies and Materials	639,537	639,537	576,984.82	62,552.18	90.22%
6400 Other Operating Expenses	37,332	37,332	1,431.39	35,900.61	3.83%
6600 Capital Outlay	-	-	-	-	NA
Total Expenditures	\$ 6,415,479	\$ 6,415,479	\$ 2,137,717.90	\$ 4,277,761.10	33.32%
Excess of Revenues					
Over (Under) Expenditures	\$ -	\$ -	\$ -		
Fund Balance July 1, 2020 - <u>(Un-Audited)</u>	\$ -	\$ -	\$ -	\$ -	
Fund Balance Ending - Monthly Reporting Period	\$ -	\$ -	\$ -	\$ -	

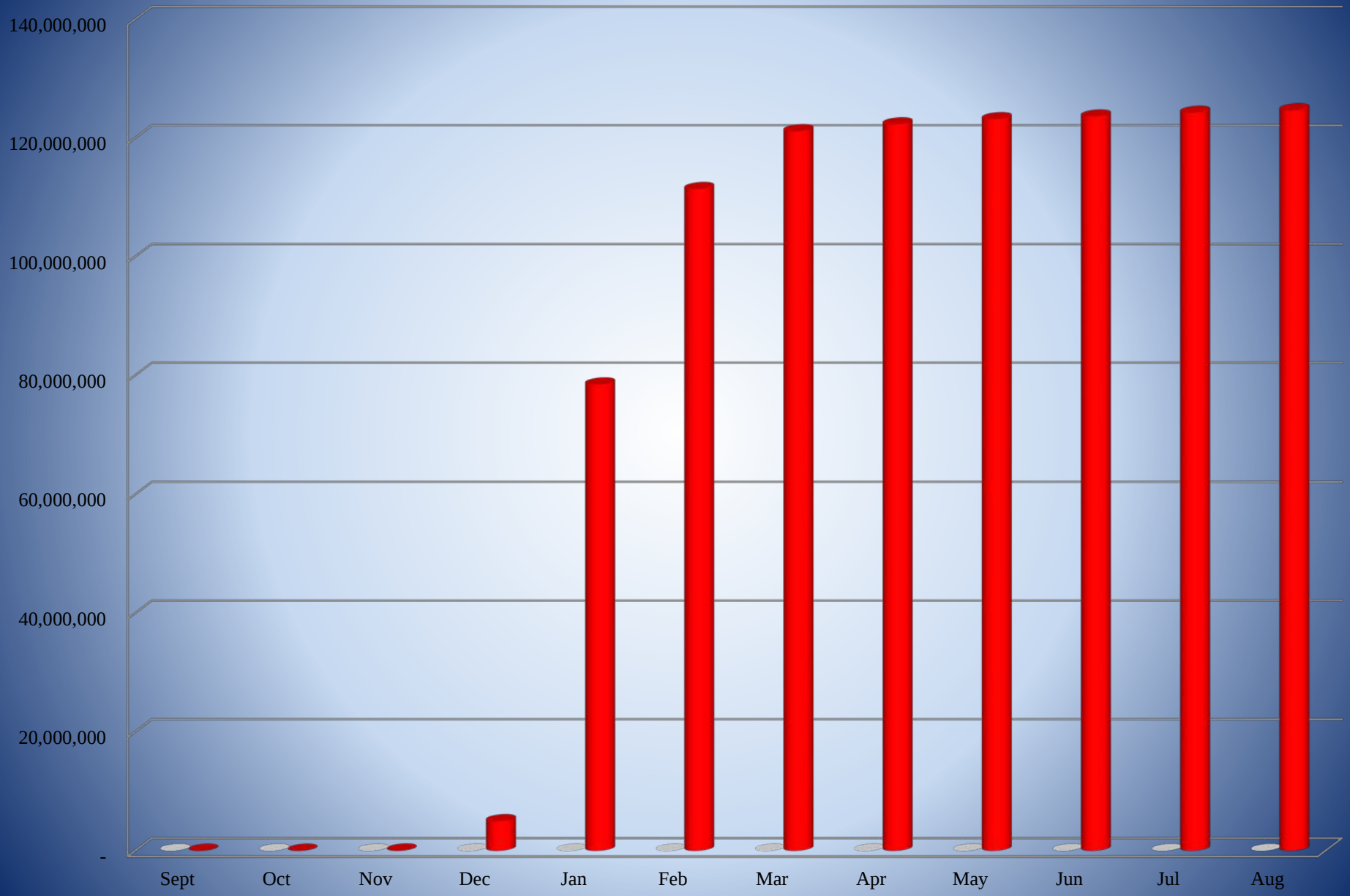
Hays Consolidated Independent School District
Monthly Tax Collection Report
for the Month Ending September 30, 2020

	Prior Year 2019 - 2020				Current Year 2020 - 2021			
	<u>Debt Service</u>		<u>Total</u>	<u>% of Levy</u>	<u>Debt Service</u>		<u>Total</u>	<u>% of Levy</u>
<u>Current Month Tax Collections:</u>	<u>General Fund</u>	<u>Fund</u>			<u>General Fund</u>	<u>Fund</u>		
5711 Taxes-Current Year Tax Levy	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
5712 Taxes-Delinquent Collections	\$ 94,218.24	\$ 44,797.79	\$ 139,016.03		\$ 66,603.22	\$ 33,564.41	\$ 100,167.63	
5719 Penalties and Interest	\$ 20,104.34	\$ 9,609.11	\$ 29,713.45		\$ 13,799.05	\$ 6,716.19	\$ 20,515.24	
Total Current Month Collections	\$ 114,322.58	\$ 54,406.90	\$ 168,729.48		\$ 80,402.27	\$ 40,280.60	\$ 120,682.87	
<u>Fiscal Year to Date Collections:</u>								
5711 Taxes-Current Year Tax Levy	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
5712 Taxes-Delinquent Collections	\$ 94,218.24	\$ 44,797.79	\$ 139,016.03		\$ 66,603.22	\$ 33,564.41	\$ 100,167.63	
5719 Penalties and Interest	\$ 20,104.34	\$ 9,609.11	\$ 29,713.45		\$ 13,799.05	\$ 6,716.19	\$ 20,515.24	
Total Revenue Collected	\$ 114,322.58	\$ 54,406.90	\$ 168,729.48		80,402.27	40,280.60	120,682.87	
Total Budgeted Tax Revenue (Current, Delinquent, Penalty & Interest)	\$ 82,048,026.00	\$ 41,354,502.00	\$ 123,402,528.00		\$ 86,187,397.00	\$ 43,715,670.00	\$ 129,903,067.00	
Percentage of Budget Collected	0.14%	0.13%	0.14%		0.09%	0.09%	0.09%	

Month to Date Tax Collections Current Levy



Year to Date Tax Collections Current Levy



■ Current Year ■ Prior Year

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Budget Amendments

Administrator Responsible/Position:

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy

☒ Law or Rule

☐ N/A

C. Goal or Need Addressed:

D. Summary:

☐ Previous board action relating to this item -

☐ Future action anticipated -

☒ Background information – The 2020-2021 budget has been approved by the Board of Trustees. Amendments to the budget must also be approved by the Board. There is no increase in the budget. The amendment involves cross function transfers only.

E. Scope of Options Reviewed:

Reasons for rejecting alternatives:

F. Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other _____

☐ From public -

G. Administrative Recommendation:

The administration recommends approval of the budget amendment as presented.

H. Fiscal Impact and Cost:

Amount: \$183,000 – increase in revenue; \$1,228,279 increase in expenditures

☒ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

(See attached detail)

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action—

Randy Rau

J. Suggested Motion:

I move that the Board approve the budget amendment as presented.

BUDGET AMENDMENT 3 – October 19, 2020

RECOMMENDATION:

The Administration recommends the listed budget amendments and transfers be approved.

BACKGROUND INFORMATION:

In accordance with the TEA budget and accounting procedures and guidelines, the District's official budget includes the General Fund, Food Service Fund, and the Debt Service Fund. The Board of Trustees should approve the adoption of the budgets associated with these funds, and subsequent amendments, at the *Fund Function* level. Other Special Revenue Funds for grants and capital projects should be approved on a *Project Basis*; and consequently, *are* not required to be approved with the same level of detail.

The administration routinely allows transfers of existing budgeted funds within the same fund function in order to accommodate the necessary operations of the requesting department or campus. These transfers usually become necessary due to account coding requirements. Requests for transfers of existing funds between functions are reviewed by the administration to ensure that the related expenditures will not exceed the overall approved budget at the function level. These requests allowed at the administrative level are subject to final approval by the Board of Trustees.

In addition to the transfers of existing budget funds outlined above, the Board of Trustees must approve requests for new appropriations prior to expenditure. These requests include appropriations from fund balance, and reappropriation of designated fund balances.

ADMINISTRATIVE CONSIDERATIONS:

Transfers: The Administration has reviewed the following transfers and determined that there will be **no impact to the budget.**

Cross Function Transfer Summary

Description	Increase (Decrease)
11 - Instruction	\$ 4,805
12 - Instructional Resources and Media Services	\$ 0
13 - Instructional Staff Development	\$ (5,952)
21 - Instructional Administration	\$ (1,800)
23 - Campus Administration	\$ (82)
31 - Guidance and Counseling Services	\$ 0
32 - Social Work Services	\$ 0
33 - Health Services	\$ 0
34 - Transportation	\$ 0
36 - Co curricular / Extracurricular	\$ 2,267
41 - General Administration	\$ 0
51 - Maintenance	\$ 212
52 - Security	\$ 0
53 - Data Services	\$ 0
61 - Community Services	\$ 0
71 - Debt Service	\$ 550
81 - Facilities Acquisition & Construction	\$ 0
91 - Chapter 41 Payments	\$ 0
93 - Payments to Fiscal Agents	\$ 0
95 - Payments to JJAEP	\$ 0
99 - Other Intergovernmental Charges	\$ 0
Total Net Transfers	\$ \$0

REQUESTS for Re-APPROPRIATIONS:**General Operating Fund:**

New appropriations requested as follows:

- Additional expenditure budget for purchase orders encumbered in the prior fiscal year “rolled over” to the current fiscal year for payment - \$1,045,279
- Appropriate revenue and expenditure budget for ERATE activities - \$150,000
- Appropriate revenue and expenditure budget for JROTC activities - \$33,000

General Operating Fund Re-Appropriations Summary			
Description	Official Budget	Increase/ (Decrease)	Amended Budget
<u>Revenues:</u>			
135-00-5919-00-000-00-0	\$ 0	\$ 150,000	\$
183-00-5949-00-000-00-0	\$ 0	\$ 33,000	\$
Total		\$183,000	
<u>Expenditures:</u>			
135-53-6200-00-718-99-4	\$ 0	\$ 25,000	\$
135-53-6300-00-718-99-4	\$ 0	\$ 125,000	\$
183-11-6000-00-000-11-1	\$ 0	\$ 32,500	\$
183-13-6400-00-000-99-1	\$ 0	\$ 500	\$
199-11-6000-00-000-00-9	\$ 0	\$ 56,569	\$
199-12-6000-00-000-00-9	\$ 0	\$ 3,809	\$
199-13-6000-00-000-00-9	\$ 0	\$ 2,400	\$
199-23-6000-00-000-00-9	\$ 0	\$ 3,147	\$
199-34-6000-00-000-00-9	\$ 0	\$ 510	\$
199-36-6000-00-000-00-9	\$ 0	\$ 323,734	\$
199-51-6000-00-000-00-9	\$ 0	\$ 291,725	\$
199-52-6000-00-000-00-9	\$ 0	\$ 6,800	\$
199-53-6000-00-000-00-9	\$ 0	\$ 1,810	\$
199-81-6000-00-000-00-9	\$ 0	\$ 309,402	\$
240-35-6000-00-000-00-9	\$ 0	\$ 45,373	\$
Total		\$1,228,279	
Total Net Appropriations (Revenues minus Expenditures)		\$ (1,045,279)	

ACTION REQUIRED

Board Approval

SUPPORT INFORMATION

Additional information provided upon request.
Contact: Randall Rau – Chief Financial Officer

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: October 26, 2020

Subject: Consideration and possible approval of Procurements

Administrator Responsible/Position: Cabinet Members

Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

Authority for This Action:

☒ Local Policy - BE

☐ Law or Rule

☐ N/A

Goal or Need Addressed:

Procurement of necessary items for the district.

Summary:

☒ Previous board action relating to this item - Ongoing

☒ Future action anticipated - Monthly

☒ Background information – The following procurements will be presented for approval

- a. Auto Body Repair & Paint – AMC Body & Frame Inc & Central TX Collision Services – Max Cleaver
- b. Backpack Mist System – Smith Supply – Max Cleaver
- c. Custodial COVID Supplies – Smith Supply – Max Cleaver
- d. Steamers for Child Nutrition – Strategic Equipment LLC dba ISI Commercial Refrigeration – Randy Rau

Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other _____

All agenda items have been reviewed by the Superintendent's Cabinet.

Administrative Recommendation:

The Administration recommends approval of the November procurement items.

Fiscal Impact and Cost: Amount: as set forth in the procurement item.

Suggested Motion:

I move that the Board approve the procurement item as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: 10/26/2020

Subject: Procurement: Auto Body Repair & Paint – ACM Body & Frame and Central Texas Collision Services

Administrator Responsible/Position: Max Cleaver – Chief Operations Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: This purpose of this agenda is to procure auto body repair and painting services from both ACM Body & Frame and Central Texas Collision.

D. Summary:

☐ Previous board action relating to this item –

☐ Future action anticipated –

☒ **Background information** – In anticipation of needing minor and/or major district auto body repair and paint for the district's school buses and district's white fleet, an RFP was published on our website as well as Public Purchasing Website. Upon the solicitation closing, we had two (2) vendors respond.

E. Scope of Options Reviewed:

RFP #25-072001JO Auto Body Repair & Painting

This is a one-year contract with four (4) options to renew through 09/14/2025

Reasons for rejecting alternatives:

F. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ **Other:** Maintenance & Operations and Transportation

☐ From public -

G. Administrative Recommendation:

The administration recommends approval of the procurement of auto body repair & paint from ACM Body & Frame and Central Texas Collision.

H. Fiscal Impact and Cost: Total Amount: \$75,000

☒ Budget – General Operating Fund

☐ Bond

☐ Grant/Special Funds

☐ Other _____

Prior Year Spending – \$98,719 – ACM Body & Repair

\$0 – Central Texas Collision

Future/Ongoing – This procurement will be a recurring cost (annually)

- I. Monitoring and Reporting Time Line:**
Person responsible for evaluating this decision or action— Filiberto Bonilla – Director of Transportation

Evaluation method and time line -

Next report to the board -

- J. Suggested Motion:**
I move that the Board approve the procurement of auto body repair & paint from both ACM Body & Frame and Central Texas Collision for \$75,000 as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: 10/26/2020

Subject: Procurement: Orientation – Backpack Mist Systems (COVID) – Smith Supply Company.

Administrator Responsible/Position: Max Cleaver – Chief Operations Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: This purpose of this agenda item is to authorize the procurement of Backpack Mist Systems due to COVID from Smith Supply Company.

D. Summary:

☐ Previous board action relating to this item

☐ Future action anticipated

☒ Background information – Due to COVID-19 protocols the Transportation staff will utilize these Backpack Mist Systems to spray the school buses after each route has been completed.

E. Scope of Options Reviewed:

BuyBoard Cooperative Contract #569-18 (Custodial Supplies & Equipment)

This is a one-year contract through 09/30/2021

Reasons for rejecting alternatives:

F. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ Other: Transportation

☐ From public -

G. Administrative Recommendation:

The administration recommends approval of the procurement of backpack mist systems from Smith Supply Co.

H. Fiscal Impact and Cost: Total Amount: \$49,800

☒ Budget – General Operating Fund

☐ Bond

☐ Grant/Special Funds

☐ Other _____

Prior Year Spending – \$26,315

Future/Ongoing – This is a one-time purchase

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Max Cleaver – Chief Operations Officer

Evaluation method and time line -

Next report to the board -

J. Suggested Motion:

I move that the Board approve the procurement of backpack mist systems form Smith Supply Co. for \$49,800 as presented.

Laura Carver

From: Mike Englund <menglund@smithsupply.com>
Sent: Friday, September 11, 2020 10:15 AM
To: Laura Carver
Subject: Quote # 196352

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Laura,

Per our conversation is the below quote.

Thank you for all your help.

Mike

Quote #196352

Bill To:	HAYS CISD	Ship To:	HAYS ISD TRANSPORTATION
	ACCOUNTS PAYABLE		21009 IH35
	21003 INTERSTATE 35		KYLE, TX 78640
	KYLE, TX 78640		ATTN: 512-268-2141 EXT46041
	Acct #: HAYSI100		Ship-to #: 0001

Quote Date	Valid Until	Status	Rep
09-Sep-2020	-	Quotation	Mike Englund

Line	Item	Qty Quoted	Unit Price	Amount
1	820-PSSWAND	200	\$10.00	\$2,000.00
	PSAMS WAND ATTACHMENT 18"			

49
1

2

EXTREMEMIST

3

390-PSAMS

200 \$239.00 \$47,800.00

PSAMS BACKPACK MIST SYSTEM

4

RECHARGEABLE 2L

Merchandise Total: \$49,800.00

Sent from [Mail](#) for Windows 10



From: [Mike Englund](#)
To: [Jennifer Ornelas](#)
Cc: [Filiberto Bonilla](#); [Anthony Shields](#); [Laura Carver](#)
Subject: Revised Quote 196352 - Hays CISD
Date: Thursday, September 10, 2020 3:20:24 PM

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello Jennifer,

I have emailed you the updated quote #196352.
We at Smith appreciate your business and look forward to supporting you in the future.

Mike

Sent from my iPad

On Sep 10, 2020, at 2:37 PM, Jennifer Ornelas <Jennifer.Ornelas@hayscisd.net> wrote:

Good Afternoon Mike,

We have gotten approval from our COO to move forward with this order, can you please send me an update quote reflecting what we discussed over the phone yesterday?

- Wand Attachments - \$10.00
- Backpacks - \$239.00
- Freight - \$0.00

Total: \$49,800

Thank you for working with us on this, as soon as I have the colors and sizes, I will get with Ron and let him know so he can get these to us before our September 28th deadline.

Thank you!
Jennifer

Jennifer D. Ornelas, CTSBO
Buyer
Hays CISD
Central Administration
21003 IH 35, Kyle, TX 78640
(512) 268-2141 Ext 46035
www.hayscisd.net/purchasing

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: 10/26/2020

Subject: Procurement: Custodial COVID Supplies – Smith Supply Company

Administrator Responsible/Position: Max Cleaver – Chief Operations Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: This purpose of this agenda item is to authorize the procurement of custodial supplies due to COVID from Smith Supply Company.

D. Summary:

☐ Previous board action relating to this item

☐ Future action anticipated

☒ Background information – Due to COVID-19 protocols the Custodial Staff will be ordering 55-gallon barrels of Alcohol along with any other additional supplies needed across the district.

E. Scope of Options Reviewed:

BuyBoard Cooperative Contract #569-18 (Custodial Supplies & Equipment)

This is a one-year contract through 09/30/2021

Reasons for rejecting alternatives:

F. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ Other: Custodial Operations

☐ From public -

G. Administrative Recommendation:

The administration recommends approval of the procurement of Custodial COVID Supplies from Smith Supply Co.

H. Fiscal Impact and Cost: Total Amount: \$57,348.50

☒ Budget – General Operating Fund

☐ Bond

☐ Grant/Special Funds

☐ Other _____

Prior Year Spending – \$26,315

Future/Ongoing – This procurement will be a recurring cost (annually)

I. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Brandon Porter – Director of Operations/Custodial Department

Evaluation method and time line -

Next report to the board -

J. Suggested Motion:

I move that the Board approve the procurement of Custodial COVID Supplies from Smith Supply Co. for \$57,348.50 as presented.

Sold To:

Hays CISD Child Nutrition
Kim Roberts
5750 Dacy Lane
Buda, TX 78610
512-268-1336 (Contact)

Ship To:

Hays CISD
4800 Jack C. Hays Trail
Buda, TX 78610

From:

ISI Commercial Refrigeration, LLC
Jim DeLuca
8006 Cameron Road, Suite D
Austin, TX 78754
512-645-9802 (Contact)

Job Reference Number: 11028

TERMS

Hays CISD purchase order required with equipment order.

Item	Qty	Description	Sell	Sell Total
1	5 ea	CONVECTION STEAMER, GAS, BOILERLESS  AccuTemp Model No. N61201E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, natural gas, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection required, warranty NOT voided by water quality, NO water filtration required, 60,000BTU, 120/60/1ph, (2) 5' cords & NEMA 5-15P, ENERGY STAR® (Includes stand in configuration of choice) Locations: Negley, Blanco Vista, Science Hall and 2 other campuses (Inquire with contact) 5 ea 1 year parts & labor warranty, standard 5 ea (K-12) 2 year extended warranty. Please provide address of school when purchasing. 5 ea Lifetime service and support guarantee 5 ea Alternate voltages available, contact factory for details 5 ea Door hinged on right standard 5 ea SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std	\$16,350.66	\$81,753.30
			ITEM TOTAL:	\$81,753.30
2	1 ea	CONVECTION STEAMER, ELECTRIC, BOILERLESS  AccuTemp Model No. E62081E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, electric, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection needs plumbed, warranty NOT voided by water quality, NO water filtration required, 6kW, (2) 208/60/1ph, (2) 5' cords & NEMA L6-30P, ENERGY STAR® (Includes stand in configuration of choice)	\$12,879.28	\$12,879.28

Item	Qty	Description	Sell	Sell Total
		Location: Hays High School		
	1 ea	1 year parts & labor warranty, standard		
	1 ea	(K-12) 2 year extended warranty. Please provide address of school when purchasing.		
	1 ea	Lifetime service and support guarantee		
	1 ea	Alternate voltages available, contact factory for details		
	1 ea	Door hinged on right standard		
	1 ea	SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std		
ITEM TOTAL:				\$12,879.28
3		INSTALL ADDRESS		
		Gas Steamer Locations: Negley, Blanco Vista, Science Hall, Hays High School and 2 other campuses. (Inquire with contact)		
4	10 ea	SAFETY SYSTEM MOVEABLE GAS CONNECTOR	\$196.79	\$1,967.90
		Dormont Manufacturing Model No. 1675BPQS48		
		Dormont Blue Hose™ Moveable Gas Connector Hose Assembly, 3/4" inside dia., 48" long covered with stainless steel braid, coated with blue antimicrobial PVC, (1) SnapFast® QD, (1) Swivel MAX®, (1) Snap'N Go, 167,000 BTU/hr minimum flow capacity, limited lifetime warranty		
ITEM TOTAL:				\$1,967.90
5	6 ea	COOKING EQUIPMENT INSTALLATION	\$300.00	\$1,800.00
		ISI Commercial Refrigeration Model No. INSTALL COOKING EQUIPMENT		
		Service includes delivery, uncrating, setting in place, connecting to existing utilities. The utilities must meet the minimum requirements as specified by the manufacturer and be within 4 feet of the equipment being installed.		
		Set old equipment on dock for disposal.		
ITEM TOTAL:				\$1,800.00
Total				\$98,400.48

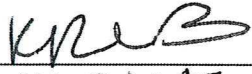
09/22/2020

This proposal is valid for acceptance within 30 days or as long as current manufacturers price list is in effect.

Regulated by The Texas Department of Licensing and Regulation, P.O. Box 12157, Austin, Texas
78711, 1-800-803-9202, 512-463-6599, www.tdlr.texas.gov

AUSTIN: TACLB52729R / BEAUMONT: TACLA35912C / DALLAS: TALCB16860C / HOUSTON:
TACLB27580R

This Quote shall be subject to TriMark's Terms of Sale
<http://www.trimarkusa.com/SiteMedia/SiteResources/Terms/TriMark-Terms-and-Conditions-of-Sale.pdf>, which are incorporated herein by reference and shall govern. The parties specifically agree that no signature shall be required in order for this Quote or its applicable terms and conditions to be deemed legally binding and enforceable on Customer where the intent to be so bound can be inferred (including by acceptance or retention of products or services), notwithstanding contrary requirements under any law.

Acceptance:  Date: 9/22/2020
Printed Name: Kim Roberts
Project Grand Total: \$98,400.48

09/10/2020

Project:
 HAYS CISD - ACCUTEMP STEAMERS
 - 09/10/20

From:
 Mission Restaurant Supply - AU
 Francisco Herrera
 6509 North Lamar Blvd.
 Austin, TX 78752-4009
 5123891705

Job Reference Number: 10981

QUOTE VALID FOR 30 DAYS ONLY.
 BUYBOARD CONTRACT # 598-19.
 ALL GAS & ELECTRICAL FINAL CONNECTIONS BY OTHERS.

Item	Qty	Description	Net	Net Total
1	5 ea	CONVECTION STEAMER, GAS, BOILERLESS  AccuTemp Model No. N61201E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, natural gas, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection required, warranty NOT voided by water quality, NO water filtration required, 60,000BTU, 120/60/1ph, (2) 5' cords & NEMA 5-15P, ENERGY STAR® (Includes stand in configuration of choice) 5 ea 1 year parts & labor warranty, standard 5 ea (K-12) 2 year extended warranty. Please provide address of school when purchasing. 5 ea Lifetime service and support guarantee 5 ea Alternate voltages available, contact factory for details 5 ea Door hinged on right standard 5 ea SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std Locations: Negley, Blanco Vista, Science Hall and 2 other campuses (Inquire with contact)	\$16,184.00	\$80,920.00
			ITEM TOTAL:	\$80,920.00
2	1 ea	CONVECTION STEAMER, ELECTRIC, BOILERLESS  AccuTemp Model No. E62081E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, electric, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection needs plumbed, warranty NOT voided by water quality, NO water filtration required, 6kW, (2) 208/60/1ph, (2) 5' cords & NEMA L6-30P, ENERGY STAR® (Includes stand in configuration of choice) *** (THIS ITEM IS SUBJECT TO A 3% CONVENIENCE FEE IF PURCHASED WITH A CREDIT CARD) *** 1 ea 1 year parts & labor warranty, standard 1 ea (K-12) 2 year extended warranty. Please provide address of school when purchasing.	\$12,748.00	\$12,748.00

*no connection
 kits on 2nd
 page*

09/10/2020

Item	Qty	Description	Net	Net Total
	1 ea	Lifetime service and support guarantee		
	1 ea	Alternate voltages available, contact factory for details		
	1 ea	Door hinged on right standard		
	1 ea	SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std Location: Hays High School		
ITEM TOTAL:				\$12,748.00
3	10 ea	GAS CONNECTOR HOSE KIT / ASSEMBLY Dormont Manufacturing Model No. 1675KIT48 (DOR1675KIT48) Dormont Blue Hose™ Moveable Gas Connector Kit, 3/4" inside dia., 48" long, covered with stainless steel braid, coated with blue antimicrobial PVC, (1) SnapFast® QD, (1) full port valve (2) 90° elbows, coiled restraining cable with hardware, 180,000 BTU/hr minimum flow capacity, limited lifetime warranty	\$136.00	\$1,360.00
			ITEM TOTAL:	\$1,360.00
4	1 ea	REMOVAL OF EXISTING EQUIPMENT Mission Restaurant Supply Model No. EERR Existing Equipment Removal. DISPOSAL BY OTHERS.	\$500.00	\$500.00
			ITEM TOTAL:	\$500.00
5	1 ea	DELIVERY - UNCRATE AND SET EQUIPMENT Mission Restaurant Supply Model No. EDUS Equipment Delivery, Uncrate and Set in Place MRS will deliver, uncrate, and set the quoted equipment. Cold equipment will be assembled, set, and started if correct power is available. Hot equipment will be assembled and set in place only. All gas and electrical final connections BY OTHERS. Any existing equipment will need to be removed PRIOR to our delivery.	\$3,000.00	\$3,000.00
			ITEM TOTAL:	\$3,000.00
Total				\$98,528.00

Acceptance: _____ Date: _____
 Printed Name: _____
 Project Grand Total: \$98,528.00



Quote

09/10/2020

To:
Kim Roberts

Project:
Hays CISD - Accutemp

From:
Ace Mart Restaurant Supply -
Contracting
Hiyori Gallipo
2653 Austin Hwy
San Antonio, TX 78218
210-323-4467 (Contact)
hgallipo@acemart.com

Project Code: 32206430

Price includes removal of old equipment, inside delivery of new steamers, uncrating, setting in place, and installation. No modifications (plumbing, electrical, gas, etc) to the sites. The sites will need to be ready to accept the new equipment with proper utilities in place.

Item	Qty	Description	Sell	Sell Total
1	<u>5 ea</u>	CONVECTION STEAMER, GAS, BOILERLESS  AccuTemp Model No. N61201E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, natural gas, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection required, warranty NOT voided by water quality, NO water filtration required, 60,000BTU, 120/60/1ph, (2) 5' cords & NEMA 5-15P, ENERGY STAR® (Includes stand in configuration of choice) <u>5 ea</u> 1 year parts & labor warranty, standard <u>5 ea</u> (K-12) 2 year extended warranty. Please provide address of school when purchasing. <u>5 ea</u> Lifetime service and support guarantee <u>5 ea</u> Alternate voltages available, contact factory for details <u>5 ea</u> Door hinged on right standard <u>5 ea</u> SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std <u>10 kt</u> Dormont 1650KIT48 Dormont Blue Hose™ Moveable Gas Connector Kit, 1/2" inside dia., 48" long, covered with stainless steel braid, coated with blue antimicrobial PVC, (1) SnapFast® QD, (1) full port valve, (2) 90° elbows, coiled restraining cable with hardware, 68,000 BTU/hr minimum flow capacity, limited lifetime warranty Locations: Negley, Blanco Vista, Science Hall and 2 other campuses Class 85 Weight: 2836.2 lbs total	\$16,706.63	\$83,533.15
			\$136.26	\$1,362.60

09/10/2020

Item	Qty	Description	Sell	Sell Total
			ITEM TOTAL:	\$84,895.75
2	<u>1 ea</u>	CONVECTION STEAMER, ELECTRIC, BOILERLESS	\$13,159.67	\$13,159.67
		 AccuTemp Model No. E62081E060 DBL (QUICK SHIP) Two Connected Evolution™ Boilerless, Convection Steamers featuring Steam Vector Technology, electric, holds (6) 12" x 20" x 2-1/2" deep pans each compartment, Digital Controls, water and drain connection needs plumbed, warranty NOT voided by water quality, NO water filtration required, 6kW, (2) 208/60/1ph, (2) 5' cords & NEMA L6-30P, ENERGY STAR® (Includes stand in configuration of choice) *** (THIS ITEM IS SUBJECT TO A 3% CONVENIENCE FEE IF PURCHASED WITH A CREDIT CARD)*** <u>1 ea</u> 1 year parts & labor warranty, standard <u>1 ea</u> (K-12) 2 year extended warranty. Please provide address of school when purchasing. <u>1 ea</u> Lifetime service and support guarantee <u>1 ea</u> Alternate voltages available, contact factory for details <u>1 ea</u> Door hinged on right standard <u>1 ea</u> SNH-20-01 - Support Stand, for double stacked Steam'N'Hold or Evolution units, Ergo-low mounting height: 8-7/8" lowest unit height, stainless steel, with adjustable bullet feet in lieu of std Location: Hays High School Class 85 Weight: 512 lbs total		
			ITEM TOTAL:	\$13,159.67
3	<u>1 ea</u>	DELIVERY AND INSTALLATION	\$5,745.60	\$5,745.60
		Custom Model No. DELIVERY AND INSTALALTION Delivery and installation of new Accutemp steamers at 6 different schools. The old equipment will be removed and left at the location for others to dispose.		
			ITEM TOTAL:	\$5,745.60
			Total	\$103,801.02

Prices Good Until: 09/30/2020

TERMS: Purchase Orders are accepted with net 30 day terms from date of invoice. Prices FOB your dock. Pricing is good for 30 days from date of bid, unless otherwise stipulated. Prices contained on this quote are subject to Ace Mart being awarded the entire quoted package. If individual line(s) are chosen, pricing is subject to change.

Non-stock/special order items are not eligible for return.

Please allow 60 days after receipt of order for delivery on all merchandise unless otherwise specified. Ace Mart will make all efforts to make one complete shipment. Ace Mart will not be responsible for freight delays.

- Installation charges not included unless otherwise specified on the quote
- Acceptance of this proposal is subject to the final approval of the Ace Mart Restaurant Supply Co
- All electrical, mechanical, plumbing interconnections and final connections to be installed by others
- All contractors, motor starters, disconnects, plugs and pigtails not provided as standard by the manufacturer are to be provided by the electrical contractor
- Customer will verify and sign acceptance that their facility meets electrical and plumbing requirements

Initial: _____

09/10/2020

to install and operate the equipment on this purchase order. Ace Mart will not be responsible for incorrect specifications provided or accepted by the customer

- Warranties are standard as offered by the manufacturer

- Ace Mart Restaurant Supply is not responsible for damaged items accepted and signed for at the time of delivery.

Acceptance: _____ Date: _____

Printed Name: _____

Project Grand Total: \$103,801.02

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Consideration and Approval of Investment Officers for the District

Administrator Responsible/Position: Randy Rau-Chief Financial Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

CDA Legal/Local

C. Goal or Need Addressed:

A district shall designate by rule, order, ordinance, or resolution, as appropriate, one or more officers or employees as investment officer(s) to be responsible for the investment of its funds consistent with the investment policy adopted by the board. Gov't Code 2256.005(f)

D. Summary:

☒ Previous board action relating to this item – Approved on October 28, 2019

☒ Background information - The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures.

In accordance with the Public Funds Investment Act, Texas Government Code 2256.005(f), the Board of Trustees must approve the person(s) that shall serve as investment officer(s) for the District.

The following individuals are recommended for approval as investment officers for the District:

Randy Rau – Chief Financial Officer

Rebecca Palmer – Director of Finance

E. Scope of Options Reviewed:

NA

F. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other _____

G. Administrative Recommendation:

The administration recommends approval of the resolution as presented.

H. Fiscal Impact and Cost:

Amount: \$ _____

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

I. Monitoring and Reporting TimeLine:

Person responsible for evaluating this decision or action— NA

J. Suggested Motion:

I move that the Board of Trustees approve the investment officers as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Consideration and Approval of Investment Brokers for the District

Administrator Responsible/Position: Randy Rau-Chief Financial Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

CDA Legal/Local

C. Goal or Need Addressed:

All investments made by a district shall comply with the Public Funds Investment Act (Texas Government Code Chapter 2256, Subchapter A) and all federal, state, and local statutes, rules, or regulations. Gov't Code 2256.026

D. Summary:

☒ Previous board action relating to this item – Approved on October 28, 2019

☒ Background information - The district's funds are invested in local government investment pools that are considered stable and highly liquid. In addition, the district purchases securities in order to provide Hays CISD with additional investment income, without compromise to its safety or security. In order to purchase securities for the purpose of investing the District's funds, the District must have an approved broker list.

In accordance with the Public Funds Investment Act, Texas Government Code 2256.025, the Board of Trustees must adopt a list of qualified brokers that are authorized to engage in investment transactions with the District.

The following brokers are recommended for approval:

Firm	Broker	Firm	Broker
BOK Financial Securities	Nicole Gilbert	Frost Bank	Jeff Beckel
FTN Financial	John Saragusa	TASB/First Public	Trent Toon
Hilltop Securities	Linda Callaway	Wells Fargo	Dennis Serio

The district has verified that the recommended brokers are in good standing with FINRA and have submitted documentation as required by Board Policy-CDA (Legal).

E. Scope of Options Reviewed:

NA

F. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other _____

G. Administrative Recommendation:

The administration recommends approval of the resolution as presented.

H. Fiscal Impact and Cost:

Amount: \$ _____

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

I. Monitoring and Reporting TimeLine:

Person responsible for evaluating this decision or action— NA

J. Suggested Motion:

I move that the Board of Trustees approve the investment brokers as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Amended 2020-2021 Appraiser List

Administrator Responsible/Position: Marivel Sedillo, CHRO

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy DNA (lega/local)

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: Request for approval of additional Certified Appraisers for teachers.

D. Summary:

☒ Previous board action relating to this item - Board approved a list of certified appraisers in August 2020. Annual compliance of appraisal process for certified teachers in accordance with DNA (Legal/ Local) and Commissioner's Rule, §150.1003(d), and Commissioner's Rule §150.1006.

☐ Future action anticipated -

☒ Background information - In accordance with the Commissioner's Rule, §150.1003(d), Appraisals, Data Sources and Conferences, each school district shall adopt a calendar for the appraisal of teachers. The local Board of Trustees must approve days that will be identified for exclusion purposes from the formal observation process. The calendar, which will designate specific time frames for appraisal purposes, must be disseminated to all appraisers and teachers before the appraisal process begins.

In accordance with the Commissioner's Rule §150.1006, Appraiser Qualification, the Board of Trustees must also approve individuals who serve as appraisers for teachers.

E. Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other -

☐ From public -

F. Administrative Recommendation:

☒ Advantages/benefits of this proposal – All campus administrators will be able to conduct annual T-TESS performance evaluations.

☒ Consequences of not approving recommendation -

G. Fiscal Impact and Cost: Amount: \$

☒ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

Prior Year Spending - \$ _____

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Marivel Sedillo, CHRO

Evaluation method and time line – All annual T-TESS performance evaluation will be conducted and completed by the appraisal timeline.

Next report to the board -

I. Suggested Motion:

I move that the Board approve the addition to the 2020-2021 appraiser list as presented.

Last Name	First Name	Position	Location
GARCIA	JACOB	ASST PRINCIPAL HS	Middle School - Dahlstrom

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Amend Compensation Plan

Administrator Responsible/Position: Marivel Sedillo, CHRO

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy (DEA Legal & Local); DK (Local)

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: In an effort to better maximize our human capital, we are requesting approval to amend the compensation plan to reflect changes in responsibilities and duties of certain positions.

D. Summary:

☒ Previous board action relating to this item - Board approved the 2020-21 compensation plan in September 2020.

☐ Future action anticipated -

☒ Background information - In accordance with legal and local policy (DEA), the board approves any amendments/changes to the compensation plan.

Recommendation:

Update Athletic Coordinator and Band Director Secretary paygrade from PP06 to PP07.

Amend the following on the compensation plan:

- Reclassify Assistant Athletic and Band Secretary, HS from PP06 to PP07 due to adding ticketing responsibilities and volume of financial duties comparable of HS Bookkeeper.

E. Comments Received:

☒ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other -

☐ From public -

F. Administrative Recommendation:

☒ Advantages/benefits of this proposal – Our restructuring will allow us to maximize our human capital and support our daily operations.

☒ Consequences of not approving recommendation - Work within our current structure until the next budget year.

G. Fiscal Impact and Cost: Amount: \$ TBD

☒ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

Prior Year Spending - \$ _____

Future/Ongoing -

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action— Marivel Sedillo, CHRO

Evaluation method and time line – Surveys and feedback from administrators and employees will indicate if our changes are improving operations in the various departments.

Next report to the board -

I. Suggested Motion:

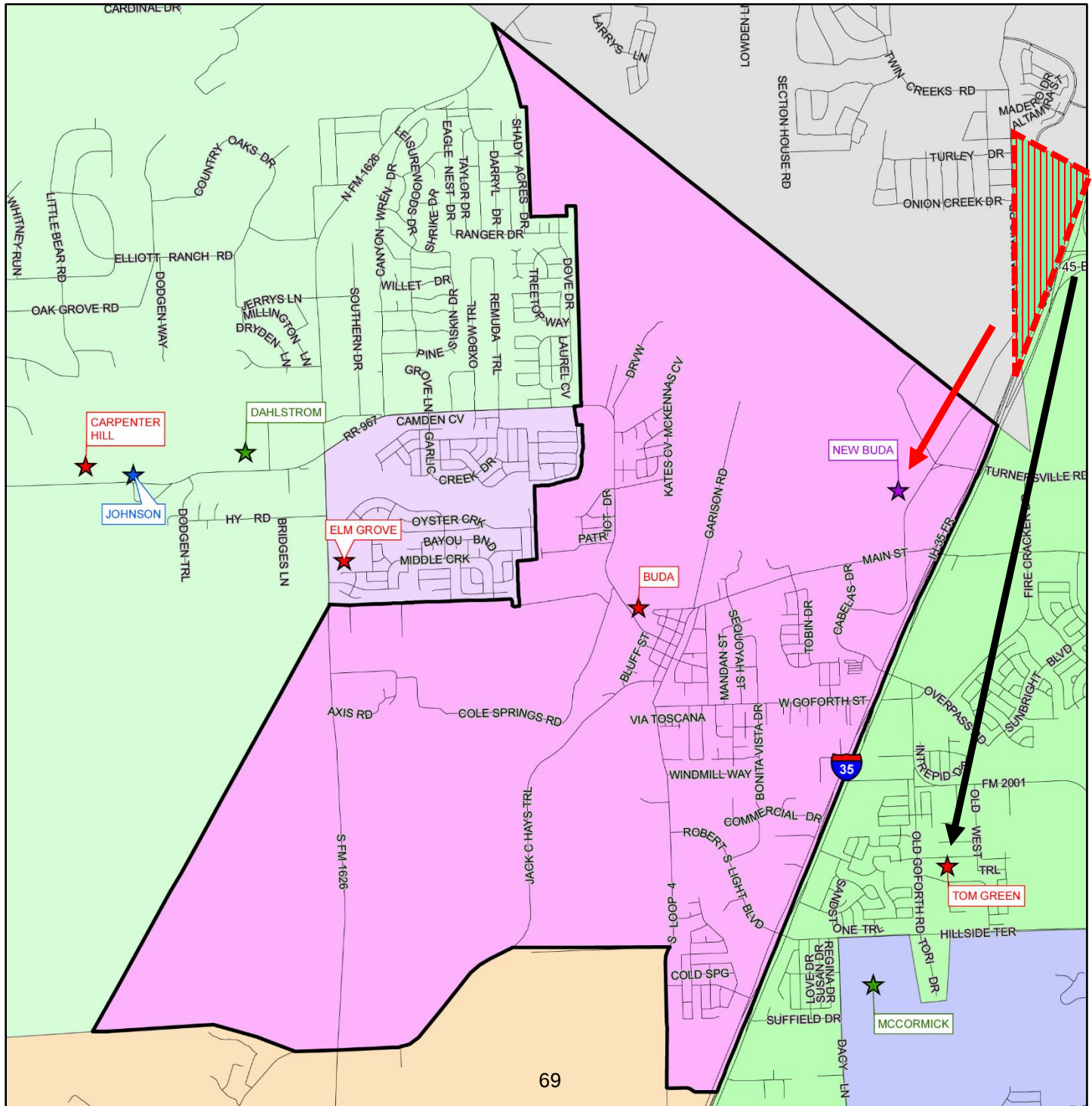
I move that the Board approve the amendment to the Compensation Plan as presented.

Rezoning Proposal for Estancia Development

Proposal: Move area noted in red outline (Estancia), which is under development (no current homes), from TGES/MMS/JHS feeder pattern to BES/BMS/HHS feeder pattern. Subdivision entrance/exit is near the new BES, and BES/BMS are better equipped to handle additional number of students.

Current Zones/Feeder Pattern			Proposed Zones/Feeder Pattern		
	Current*	Capacity		Current*	Capacity
TGES	757	714	BES	664	900
MMS	986	900	BMS	743	900
JHS	1805	2250	HHS	2250	2250

*Current = snapshot date of 10/1/2020



HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and possible approval of security fencing

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy

☒ Law or Rule

☐ N/A

C. Goal or Need Addressed:

Install security fencing to protect students, staff, and District assets.

D. Summary:

☐ Previous board action relating to this item -

☐ Future action anticipated -

☒ Background information:

In December 2019, the Director of Safety and Security applied for the Texas Education Agency Grant ID 19055301105906, School Safety and Security Grant, and was awarded \$322,406 in the following categories:

Grant Item #4: Security systems that monitor and record school entrances, exits, and hallways for \$14,133

Grant Item # 7: Security perimeter fencing for \$308,273 (grant allows reallocation of funds from Item #4 if needed)

The grant was funded as a result of SB 500, Section 32 of the 86th Texas Legislature.

At the time this agenda item was prepared, staff had finalized the plans for the following campuses:

Location	Cost	Cost + 5% Cont.
CRES PHASE 1	\$19,379	\$20,348
CRES PHASE 2	\$15,560	\$16,337
FES	\$28,050	\$29,453
EGES	\$21,102	\$22,157
LHS	\$19,620	\$20,601
TGES	\$36,794	\$38,633
Impact	\$17,400	\$18,270
CMS PHASE 1	\$16,413	\$17,234
CMS PHASE 2	\$16,698	\$17,533
KES	\$13,250	\$13,912
HHS	\$8,400	\$8,820
BVES	\$16,800	\$17,640
HES	\$17,405	\$18,275
MMC	\$9,002	\$9,452
SMS PHASE 1	\$25,051	\$26,304
BMS	\$19,758	\$20,746
	\$300,680	\$315,714

Staff requests approval of Allied Fence and Security to perform the work listed above and authorization to work within the limits of the grant to complete security fencing as needed.

Additionally, staff is requesting \$50,000 for districtwide repairs to existing fencing, paid out of Maintenance Funds.

E. Scope of Options Reviewed:

BID #18-021805CM Fencing Installation Services

This is a one-year contract with two (2) options to renew through 05/19/2023

Reasons for rejecting alternatives:

F. Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☒ Other: Director of Safety & Security
☐ From public -

G. Administrative Recommendation:

Consideration and approval of Allied Fence and Security Company for security fencing Districtwide.

H. Fiscal Impact and Cost: Amount: \$365,714

☒ Budget ☐ Bond ☒ Grant/Special Funds ☐ Other

Texas Education Agency Grant ID 19055301105906: \$315,714

Maintenance Funds: \$50,000

Prior Year Spending – not applicable

Future/Ongoing – not applicable

I. Monitoring and Reporting TimeLine:

Person responsible for evaluating this decision or action: Jeri Skrocki, Director of Safety and Security

Evaluation method and time line -

Next report to the board -

J. Suggested Motion:

I move the Board approve the purchase of security fencing from Allied Fence and Security Company in the amount of \$365,714 as presented.

Hays CISD Student Achievement Goals 2020-2021

#StrongerTogether



	2019 STATE			2019 DISTRICT			2020-2021 DISTRICT GOAL		
	Approaches	Meets	Masters	Approaches	Meets	Masters	Approaches	Meets	Masters
3rd GRADE MATH	78%	47%	24%	77%	45%	23%	79%	47%	24%
3rd GRADE READING	75%	43%	27%	76%	45%	27%	78%	47%	28%
4th GRADE MATH	74%	46%	28%	73%	48%	29%	75%	50%	30%
4th GRADE READING	73%	43%	22%	74%	45%	23%	76%	47%	24%
4th GRADE WRITING	65%	33%	10%	67%	31%	7%	69%	33%	8%
5th MATH (FIRST ADMIN ONLY)	83%	56%	36%	82%	53%	34%	84%	55%	35%
5th READING (FIRST ADMIN ONLY)	77%	51%	29%	78%	52%	29%	80%	54%	30%
5th GRADE SCIENCE	73%	48%	23%	76%	51%	25%	78%	53%	27%
6th GRADE MATH	79%	45%	20%	78%	44%	20%	80%	46%	21%
6th GRADE READING	66%	35%	17%	64%	32%	15%	66%	34%	16%
7th GRADE MATH	73%	41%	16%	63%	26%	6%	67%	30%	7%
7th GRADE READING	74%	47%	28%	69%	42%	23%	72%	45%	25%
7th GRADE WRITING	69%	40%	17%	61%	31%	11%	65%	35%	13%
8th MATH (FIRST ADMIN ONLY)	81%	55%	16%	83%	58%	17%	85%	60%	18%
8th READING (FIRST ADMIN ONLY)	77%	53%	27%	78%	51%	26%	80%	53%	27%
8th GRADE SCIENCE	79%	49%	24%	81%	53%	28%	83%	55%	29%
8th GRADE SOCIAL STUDIES	67%	35%	20%	67%	32%	16%	69%	34%	17%
ALGEBRA I	84%	62%	39%	87%	70%	35%	89%	72%	36%
ENGLISH I	63%	49%	12%	63%	52%	6%	65%	54%	7%
ENGLISH II	67%	51%	8%	68%	52%	8%	70%	54%	9%
BIOLOGY	88%	63%	26%	86%	64%	28%	88%	66%	29%
US HISTORY	93%	75%	47%	92%	75%	47%	94%	77%	48%

TELPAS Goals 2020-2021

	2020 TELPAS*		2021 GOAL
	STATE	DISTRICT	DISTRICT
1st GRADE	58%	56%	59%
2nd GRADE	37%	35%	38%
3rd GRADE	47%	56%	59%
4th GRADE	34%	36%	39%
5th GRADE	53%	56%	59%
6th GRADE	37%	38%	41%
7th GRADE	40%	50%	53%
8th GRADE	43%	42%	45%
9th GRADE	26%	27%	30%
10th GRADE	32%	38%	41%
11th GRADE	32%	34%	37%
12th GRADE	30%	42%	45%

Percentage of Students Progressing At Least One Proficiency Level.

*In the Spring of 2020, HCISD was able to complete 88% of all TELPAS assessments.

Statewide, 70% of all TELPAS assessments were completed.

Career & Technology: Industry Based Certificates 2020-2021

	Industry Based Certificates Earned			2022 GOAL
	2018 Graduates	2019 Graduates	2020 Graduates	2021 Graduates
DISTRICT	65	*	**	225

Total number of IBCs earned from the TEA A-F IBC List.

*Available November 2020

**Available August 2021

Advanced Academic Goals 2020-2021

	Participation				2023 GOAL	Performance				2023 GOAL
	2016-2017	2017-2018	2018-2019	2019-2020		2016-2017	2017-2018	2018-2019	2019-2020	
ACT, SAT	86.4%	58.1%	*	**	95%	34%	38%	*	**	60%
Dual Credit, UT OnRamps, and Advanced Placement	34.2%	38.9%	*	**	70%	AP-21%, DC / OnRamps-11.2%	37.6% AP-20%, DC/OnRamps 17.6%	*	**	Combined-50%

*Available November 2020

**Available August 2021

HB3 Required Board Goals

GRADE 3 STAAR READING (% of Students at the Meets Performance Level)

2020	2021	2022	2023	2024
47% (No Data)	47%	49%	51%	53%

Grade 3 STAAR Reading: Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
TEA/Federal Target	32%	37%	60%	*	74%	*	56%	19%	33%	36%	29%	46%	42%
2020 (No Data)	33%	41%	64%	*	75%	*	52%	24%	35%	47%	37%	50%	43%
2021	34%	42%	64%	*	75%	*	52%	25%	36%	47%	38%	50%	43%
2022	37%	45%	66%	*	77%	*	54%	28%	39%	49%	41%	52%	45%
2023	40%	48%	68%	*	79%	*	56%	31%	42%	51%	44%	54%	47%
2024	43%	51%	70%	*	81%	*	58%	34%	45%	53%	47%	56%	49%

GRADE 3 STAAR MATH (% of Students at the Meets Performance Level)

2020	2021	2022	2023	2024
47% (No Data)	47%	49%	51%	53%

Grade 3 STAAR Math: Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
TEA/Federal Target	31%	40%	59%	*	82%	*	54%	23%	36%	44%	40%	47%	45%
2020 (No Data)	37%	39%	67%	*	75%	*	52%	29%	37%	51%	35%	50%	43%
2021	38%	40%	67%	*	75%	*	52%	30%	38%	51%	36%	50%	43%
2022	41%	43%	69%	*	77%	*	54%	33%	41%	53%	39%	52%	45%
2023	44%	46%	71%	*	79%	*	56%	36%	44%	55%	42%	54%	47%
2024	47%	49%	73%	*	81%	*	58%	39%	47%	57%	45%	56%	49%

COLLEGE, CAREER, & MILITARY READINESS (% of Students Meeting CCMR Criteria)

2020	2021	2022	2023	2024
61%	61%	63%	65%	67%

CCMR: Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
TEA/Federal Target	31%	41%	58%	*	76%	*	53%	27%	39%	43%	30%	50%	31%
2020	50%	57%	70%	*	75%	*	75%	41%	55%	72%	41%	63%	38%
2021	50%	57%	70%	*	75%	*	75%	41%	55%	72%	41%	63%	38%
2022	52%	59%	72%	*	77%	*	77%	43%	57%	74%	43%	65%	40%
2023	54%	61%	74%	*	79%	*	79%	45%	59%	76%	45%	67%	42%
2024	56%	63%	76%	*	81%	*	81%	47%	61%	78%	47%	69%	44%

HB3 requires that school boards set 5-year goals in the areas of Grade 3 Reading, Grade 3 Math, and CCMR.

Goals can be adjusted at any point during the 5-year period as new data becomes available.

All percentages in **BOLD** are where we have already met the set TEA/Federal targets or when we are set to meet the TEA/Federal target.

Hays CISD Student Achievement Goals (Expanded*): 2020-2021

	2019 State	All HCISD Students	African American	Hispanic	White	Asian	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EL (Current & Monitored)
Grade 3 Reading													
At Approaches GL or Above	77%	79%	72%	76%	89%	93%	71%	53%	82%	80%	76%	72%	71%
At Meets GL or Above	43%	48%	34%	42%	64%	75%	52%	25%	47%	50%	43%	36%	38%
At Masters GL	25%	30%	21%	24%	45%	38%	33%	15%	24%	32%	23%	20%	19%
Grade 3 Mathematics													
At Approaches GL or Above	78%	79%	76%	75%	90%	93%	68%	52%	84%	80%	77%	72%	69%
At Meets GL or Above	47%	48%	36%	40%	67%	75%	52%	29%	51%	50%	43%	38%	35%
At Masters GL	23%	26%	21%	20%	39%	57%	33%	13%	31%	27%	20%	18%	17%
Grade 4 Reading													
At Approaches GL or Above	73%	77%	75%	73%	88%	88%	87%	45%	71%	78%	76%	68%	64%
At Meets GL or Above	46%	48%	34%	42%	63%	59%	60%	27%	31%	50%	44%	38%	33%
At Masters GL	24%	25%	9%	22%	36%	9%	31%	10%	19%	27%	20%	18%	16%
Grade 4 Mathematics													
At Approaches GL or Above	78%	76%	67%	72%	86%	88%	87%	43%	73%	77%	73%	68%	68%
At Meets GL or Above	49%	50%	47%	44%	66%	73%	58%	28%	53%	53%	44%	40%	35%
At Masters GL	27%	32%	22%	27%	44%	52%	39%	15%	36%	34%	26%	25%	20%
Grade 4 Writing													
At Approaches GL or Above	63%	70%	72%	64%	83%	88%	77%	37%	53%	70%	69%	61%	59%
At Meets GL or Above	39%	33%	26%	29%	45%	31%	44%	19%	25%	34%	33%	27%	23%
At Masters GL	11%	9%	6%	9%	11%	2%	12%	6%	2%	9%	8%	8%	8%
Grade 5 Reading													
At Approaches GL or Above	84%	89%	84%	87%	97%	94%	90%	63%	92%	89%	88%	84%	82%
At Meets GL or Above	54%	56%	48%	49%	73%	66%	64%	32%	56%	56%	54%	45%	36%
At Masters GL	26%	31%	29%	26%	46%	34%	34%	12%	44%	33%	26%	22%	17%
Grade 5 Mathematics													
At Approaches GL or Above	91%	92%	88%	91%	98%	102%	96%	70%	96%	93%	91%	90%	91%
At Meets GL or Above	58%	57%	48%	52%	72%	82%	58%	37%	62%	59%	52%	49%	47%
At Masters GL	30%	36%	26%	31%	50%	58%	46%	19%	42%	39%	30%	28%	27%
Grade 5 Science													
At Approaches GL or Above	76%	79%	66%	75%	91%	98%	84%	49%	86%	81%	73%	73%	75%
At Meets GL or Above	41%	54%	36%	48%	73%	70%	58%	31%	60%	57%	47%	46%	43%
At Masters GL	17%	28%	18%	23%	42%	46%	26%	14%	28%	30%	22%	21%	19%

Hays CISD Student Achievement Goals (Expanded*): 2020-2021

	2019 State	All HCISD Students	African American	Hispanic	White	Asian	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EL (Current & Monitored)
Grade 6 Reading													
At Approaches GL or Above	69%	67%	80%	61%	80%	102%	83%	31%	62%	68%	64%	55%	51%
At Meets GL or Above	39%	35%	37%	31%	46%	65%	46%	17%	28%	36%	33%	25%	22%
At Masters GL	19%	18%	14%	14%	27%	52%	24%	6%	15%	18%	16%	12%	11%
Grade 6 Mathematics													
At Approaches GL or Above	77%	80%	80%	76%	92%	102%	96%	47%	91%	83%	74%	73%	69%
At Meets GL or Above	44%	47%	43%	40%	64%	77%	58%	24%	40%	50%	41%	33%	31%
At Masters GL	18%	23%	14%	17%	37%	65%	27%	13%	25%	25%	17%	14%	12%
Grade 7 Reading													
At Approaches GL or Above	74%	72%	60%	67%	87%	94%	86%	33%	71%	73%	70%	62%	53%
At Meets GL or Above	48%	45%	36%	38%	60%	60%	74%	15%	41%	46%	43%	33%	23%
At Masters GL	29%	25%	10%	21%	36%	44%	46%	7%	24%	25%	25%	18%	11%
Grade 7 Mathematics													
At Approaches GL or Above	72%	66%	59%	62%	81%	82%	82%	37%	70%	67%	64%	60%	54%
At Meets GL or Above	40%	29%	22%	25%	45%	42%	55%	17%	22%	30%	27%	23%	21%
At Masters GL	18%	8%	3%	8%	14%	42%	9%	8%	6%	9%	7%	8%	7%
Grade 7 Writing													
At Approaches GL or Above	69%	64%	51%	57%	81%	85%	86%	23%	60%	65%	61%	52%	43%
At Meets GL or Above	43%	35%	24%	29%	48%	52%	65%	13%	38%	35%	33%	24%	15%
At Masters GL	15%	13%	10%	11%	19%	19%	36%	5%	8%	14%	12%	9%	5%
Grade 8 Reading													
At Approaches GL or Above	86%	88%	82%	86%	97%	96%	90%	51%	72%	89%	87%	82%	80%
At Meets GL or Above	49%	54%	35%	47%	73%	65%	67%	17%	42%	56%	48%	43%	35%
At Masters GL	27%	29%	16%	24%	43%	58%	40%	8%	25%	30%	27%	21%	14%
Grade 8 Mathematics													
At Approaches GL or Above	86%	93%	84%	91%	99%	94%	96%	69%	90%	93%	92%	88%	87%
At Meets GL or Above	51%	62%	38%	57%	77%	94%	69%	29%	67%	64%	56%	51%	48%
At Masters GL	15%	20%	14%	16%	30%	48%	35%	9%	20%	22%	15%	13%	10%
Grade 8 Science													
At Approaches GL or Above	76%	84%	61%	81%	95%	96%	87%	50%	82%	86%	77%	76%	74%
At Meets GL or Above	52%	56%	29%	49%	75%	83%	75%	22%	52%	59%	50%	45%	37%
At Masters GL	28%	30%	14%	25%	46%	71%	32%	10%	25%	33%	23%	20%	15%
Grade 8 Social Studies													
At Approaches GL or Above	65%	70%	56%	64%	86%	96%	78%	36%	72%	72%	64%	59%	55%
At Meets GL or Above	36%	35%	21%	29%	50%	65%	44%	13%	35%	36%	31%	24%	20%
At Masters GL	21%	18%	8%	14%	27%	65%	29%	6%	19%	19%	14%	12%	9%

Hays CISD Student Achievement Goals (Expanded*): 2020-2021

	2019 State	All HCISD Students	African American	Hispanic	White	Asian	Two or More Races	Special Ed (Current)	Special Ed (Former)	Continuously Enrolled	Non-Continuously Enrolled	Econ Disadv	EL (Current & Monitored)
EOC English I													
At Approaches GL or Above	65%	67%	65%	62%	85%	78%	75%	25%	81%	68%	64%	58%	43%
At Meets GL or Above	44%	51%	51%	45%	71%	54%	59%	12%	37%	53%	45%	39%	26%
At Masters GL	7%	8%	10%	7%	11%	7%	2%	4%	11%	8%	8%	7%	4%
EOC English II													
At Approaches GL or Above	67%	70%	68%	65%	85%	74%	80%	27%	62%	71%	65%	62%	36%
At Meets GL or Above	48%	52%	57%	45%	71%	58%	67%	14%	30%	53%	47%	42%	17%
At Masters GL	8%	9%	6%	8%	15%	13%	28%	4%	2%	9%	9%	7%	3%
EOC Algebra I													
At Approaches GL or Above	83%	87%	92%	85%	95%	98%	86%	59%	102%	88%	85%	84%	81%
At Meets GL or Above	55%	68%	54%	62%	84%	72%	78%	29%	85%	70%	61%	59%	51%
At Masters GL	32%	34%	19%	33%	41%	50%	39%	11%	50%	35%	33%	29%	24%
EOC Biology													
At Approaches GL or Above	87%	87%	93%	85%	96%	82%	85%	51%	98%	89%	83%	84%	73%
At Meets GL or Above	59%	64%	61%	57%	83%	72%	60%	19%	80%	66%	58%	53%	40%
At Masters GL	24%	29%	27%	24%	44%	32%	31%	6%	24%	30%	25%	20%	10%
EOC US History													
At Approaches GL or Above	92%	93%	88%	92%	99%	102%	95%	52%	96%	94%	92%	92%	77%
At Meets GL or Above	70%	75%	71%	70%	90%	95%	91%	28%	84%	77%	69%	68%	39%
At Masters GL	40%	47%	41%	40%	66%	59%	56%	10%	49%	48%	44%	36%	13%

*Expanded goals were created from the 2019 TAPR report (Accountability Data) while other student achievement goals were created from Assessment Data. Some percentages may vary.

Expanded goals represent an increase of 3% in the areas of African American, Hispanic, Special Education (Current), English Learners, and Economically Disadvantaged.

All other areas are set for a 2% increase.

2021 Accountability decisions will not be final until the summer of 2021. Many factors are yet to be determined, but implications including "COVID-slide" and participation may impact all 2021 goals.

Hays Consolidated Independent School District
District Improvement Plan
Goals/Performance Objectives/Strategies
2020-2021

Accountability Rating: Not Rated: Declared State of Disaster



Mission Statement

The mission of Hays CISD, an innovative community of learners that values the diversity and legacy of the people, is to nurture students to become extraordinary citizens through unique, personal educational experiences.

Core Beliefs

Decision making is student-focused.

All students have the capacity to learn and be successful.

A safe and secure environment is essential.

Success is a shared investment that includes learners, educators, parents and the community.

In treating our educators and staff with dignity and respect.

The allocation of resources will support high quality learning.

An educated populace is essential to democracy.

High expectations lead to high achievement.

Open communication, transparency, and accountability build trust.

Inspired learning is the foundation of lifelong success.

Diverse and varied opportunities further learning.

Student success includes a well-rounded education that goes beyond standardized testing.

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Goals

Goal 1: Hays CISD believes in the achievement of every student.

Performance Objective 1: The District will evaluate and address the individual needs of each student. Students and parents/guardians will receive academic advising and will utilize data, based upon aptitude, ability, and career inventory data, to formulate their plan of study for high school credit beginning in the spring semester of their 7th grade year. Student performance will be evaluated in academics, college, career, and military readiness. Our staff believes in the education of the whole child and believes that success is based on more than the results of a single test, including social and emotional learning, strong interpersonal skills, and the development of positive members of society.

T-PESS Standard 1- Instructional Leadership: The principal is responsible for ensuring every student receives high-quality instruction.

Evaluation Data Sources: The Board will receive a report summarizing student academic performance, student achievement and accessibility gaps, including college, career, and military readiness efforts, by campus, at the November Meeting. A summary of staff professional development efforts addressing data disaggregation, administrative walk-throughs, and CTE programs, will be presented in December and June that includes literacy and math data, along with specific curricular and teaching strategies to address these areas. PK-3 reading levels will be measured at the beginning and end of each year and results shared with the Board. The percentage of students receiving academic advising at the end of their 7th grade year will be presented in June. Report of academic advising will be presented to parents/guardians. The superintendent will present the Board with a student growth goal at the August Board Meeting addressing HCISD approaches/meets/masters % vs. the state. (No campuses rated Improvement Required and no campuses rated D from now forward is a part of this goal).

Strategy 1: Reading: The district will continue to provide a streamlined, explicit phonics instruction program, for grades K-2. Balanced literacy (K-5) and reader's workshop (K-12) will be provided as a framework for in-person and virtual instruction. Strategy's Expected Result/Impact: 3rd Reading will increase to 78% Approaches, 47% Meets, and 28% Masters. 4th Reading will increase to 76% Approaches, 47% Meets, and 24% Masters. 5th Reading will increase to 80% Approaches, 54% Meets, and 30% Masters. 6th Grade Reading will increase to 66% Approaches, 34% Meets, and 16% Masters. 7th Grade Reading will increase to 72% Approaches, 45% Meets, and 25% Masters. 8th Grade Reading will increase to 80% Approaches, 53% Meets, and 27% Masters. English I EOC will increase to 65% Approaches, 54% Meets, and 7% Masters. English II EOC will increase to 70% Approaches, 54% Meets, and 9% Masters. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by ELA Content Coordinators and District Literacy Specialists Title I Schoolwide Elements: 2.4, 3.1	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
Strategy 2: Writing: The district will ensure writing time is purposefully planned during the delivery of instruction for in-person and virtual learning. Teachers will be provided continued training on writer's workshop and writing calibration, while focusing on increasing writing quality and frequency across all content areas. Strategy's Expected Result/Impact: 4th Grade Writing will increase to 69% Approaches, 33% Meets, and 8% Masters. 7th Grade Writing will increase to 65% Approaches, 35% Meets, and 13% Masters. English I EOC will increase to 65% Approaches, 54% Meets, and 7% Masters. English II EOC will increase to 70% Approaches, 54% Meets, and 9% Masters. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by ELA Content Coordinators and District Literacy Specialists Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June

Strategy 3: Math: The district will enhance math concepts, numerical fluency, and daily problem solving by streamlining the usage of DreamBox and Numerical Fluency Resources (K-5th). Strategic planning for secondary will focus on fidelity of the curriculum and understanding of data analysis. Strategy's Expected Result/Impact: 3rd Grade Math will increase to 79% Approaches, 47% Meets, and 24% Masters. 4th Grade Math will increase to 75% Approaches, 50% Meets, and 30% Masters. 5th Grade Math (first administration) will increase to 84% Approaches, 55% Meets, and 35% Masters. 6th Grade Math will increase to 80% Approaches, 46% Meets, and 21% Masters. 7th Grade Math will increase to 67% Approaches, 30% Meets, and 7% Masters. 8th Grade Math (first administration) will increase to 85% Approaches, 60% Meets, and 18% Masters. Algebra I will increase to 89% Approaches, 72% Meets, and 36% Masters. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by Math Content Coordinators Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
Strategy 4: Science/STEM: The district will develop scientific inquiry to drive conceptual understanding by regularly embedding technical writing as a mode of communicating scientific understanding. Purposeful planning will emphasize the importance of lab experience time; through the utilization of STEMscopes for grades K-8 and Explore Learning Gizmos for grades 3-12. Strategy's Expected Result/Impact: 5th Grade Science will increase to 78% Approaches, 53% Meets, and 27% Masters. 8th Grade Science will increase to 83% Approaches, 55% Meets, and 29% Masters. Biology will increase to 88% Approaches, 66% Meets, and 29% Masters. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by Science Content Coordinators Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June

Strategy 5: Social Studies: The district will enhance instruction to embed a higher frequency of artifact based, and non-fiction writing components. The district will enhance instruction through the use of online textbook resources, online DBQ (Document Based Questions) resources, and online activities through the Learning Management System Schoology. Students will have opportunity to connect real-world experiences with historical context (facts, figures, events) to create a depth of knowledge. Strategy's Expected Result/Impact: 8th Grade Social Studies will increase to 69% Approaches, 34% Meets, and 17% Masters. US History will increase to 94% Approaches, 77% Meets, and 48% Masters. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by Social Studies Content Coordinator Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 6: Instructional Planning: The district will utilize the TEKS Resource System, the Hays CISD content resource website, Schoology, instructional coaches, content coordinators and purposefully planned PLCs to streamline curriculum across all content areas. Strategy's Expected Result/Impact: With the use of the district of innovation schedule and virtual PLC meetings, 100% of teachers will have the direct support of a content coordinator and/or lead teacher to guide virtual and in person planning and data analysis. TTESS Dimension 1.1 Standards and Alignment Staff Responsible for Monitoring: District Support Provided by Director of Curriculum and Instruction Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 7: Progress Monitoring: Teachers will monitor student progress through regular universal screeners for reading and math. Strategy's Expected Result/Impact: 100% of K-5 students will be administered a universal screener three times a year for reading. 100% of K-3 students will be administered a universal screener three times a year for math. Based on data students will received differentiated instruction within tier 1, 2 and 3. TTESS Dimension 2.5 Monitor and Adjust Staff Responsible for Monitoring: District Support Provided by Director of Academic Support Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 8: Data and Assessment: The district will streamline assessment procedures to support teachers in the analysis of data and making real-time adjustments to classroom and student-specific instruction. Strategy's Expected Result/Impact: The implementation of the district testing procedures, including the new baseline checks, and timely professional development with campuses will yield at least a 3% increase in student achievement District Data on State Assessments can be found at: District Site: https://www.hayscisd.net/site/Default.aspx?PageID=309 Direct Link to the State Site: http://www.txschools.gov TTESS Dimension 1.2 Data and Assessment Staff Responsible for Monitoring: District Support Provided by Director of Assessment and Accountability Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 9: Response to Intervention: Teachers will identify struggling learners through the RtI process, providing written documentation of student needs, identifying resources to support achievement and regularly report student progress via Tier-2 and Tier-3 documentation forms in SuccessEd. Strategy's Expected Result/Impact: 100% of students identified as having academic difficulties will have ongoing documentation, in SuccessEd., be provided differentiated instruction and follow-up regarding their progress. TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided by Director of Academic Support Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 10: English Learners: The district will use a bilingual instructional framework (dual language or transitional early-exit), depending on campus and grade as well as Sheltered Instruction strategies for developing academic language proficiency. Purposeful planning will be developed with the collaboration of Special Education, C&I, CTE, Advanced Academics, Office of Academic Support and Campus Instructional Coaches, etc.). Additional supports include strategic scheduling of English learners needing additional linguistic support, new arrival centers, access to Imagine Learning Language & Literacy online platform for beginner reading students. Strategy's Expected Result/Impact: By the end of the 2020-21 school year, students in a special language program and monitor status will demonstrate increased performance on the STARR exam, by 3% in Approaches, 3% in Meets, and 3% in Masters. By the end of the 2020-21 school year, 10% of English learners will increase one proficiency level using the composite score in TELPAS. TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided by the Director of PK-12 Multilingual Education Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 11: Special Education Services: The district will continue to provide professional development in specific content areas, improve progress monitoring, and support improved instructional strategies. Purposeful planning will be provided during district PLC times to enhance content knowledge of special education teachers to support both in person and virtual learners through their individualized education plan. Strategy's Expected Result/Impact: By the end of the 2020-21 school year, students in special education will demonstrate increased performance on the STAAR exam, by 3% in Approaches, 3% in Meets, and 3% in Masters. TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided Director of Special Education and Special Education Curriculum Coordinator Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 12: Dyslexia Services: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided. Clear criteria for entry/exit for pull-out dyslexia classes will be communicated during the 2020-21 school year. Strategy's Expected Result/Impact: 100% of Kindergarten, first grade, second grade and 7th grade students will be screened for dyslexia to help identify students who may need dyslexia services. TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided by Director of Academic Support Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 13: 504 Services: Campus administrators will help support the transition from e504 to Success Ed. for documentation of student needs. Student accommodations will be based on evaluations/data and aligned directly to the student's eligibility. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. Strategy's Expected Result/Impact: 100% of 504 plans of qualified students will be reviewed to ensure their accommodations appropriately meet their needs. Plans will reflect only the accommodations necessary for student. TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided by Director of Academic Support Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 14: Accelerated Instruction for At-Risk Students: Accelerated Instruction will be provided for all students not meeting the minimum standard on state assessments. These instructional opportunities can be provided by intervention/ tutorial classes and other methods during the school-year and/or during summer school programs. Strategy's Expected Result/Impact: 100% of students will receive the appropriate level of accelerated instruction before the student is required to re-test or take the next grade level assessment. TTESS Dimension 1.3 Knowledge of Students Staff Responsible for Monitoring: District Support Provided by Deputy Academic Officers Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 15: Gifted and Talented Services (G/T): G/T assessments, professional development, parent communication, and systematic instruction aligned to the Texas State Plan for the Education of Gifted/Talented students will be provided. The district will utilize the Schoolwide Cluster Grouping Model (SCGM) emphasizing strong differentiation strategies to support G/T students in both in person and virtual environments. The district will work to increase identification of under served populations. Strategy's Expected Result/Impact: 100% of G/T cluster teachers, counselors, and administrators will complete the required training as outlined in the Texas State Plan for the Education of Gifted/Talented Students. Quality services provided for students in both in person and virtual environments. Increased communication with parents to build relationships to support G/T students. Increased number of students identified from under served populations to more closely align with district demographics. TTESS Dimension 1.4 Activities, 2.1 Achieving Expectations, 2.4 Differentiation, and 4.4 School Community Involvement Staff Responsible for Monitoring: District Support Provided by Coordinator of Gifted and Talented Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 16: College, Career and Military Readiness: Counselors will provide students and parents with activities and information about post-secondary readiness and opportunities through * Public events such as Navigate Your Future Night and information sessions on college application and financial aid process * The creation of personal graduation plans * Career and interest inventories * College Fairs * Field trips to colleges and universities Counselors and other secondary staff will assist students in tracking their progress toward and achievement of college and military readiness through preparation for and administration of * PSAT 8/9 * PSAT/NMSQT * SAT * TSI * ASVAB Strategy's Expected Result/Impact: 100% of all counselors will collaborate with post-secondary opportunity providers, parents and students about opportunities and activities involving college/career and military readiness beginning in the Spring of 7th Grade. 8th, 9th, 10th, and 11th graders will build College Board accounts for Khan Academy for SAT prep after they have received PSAT scores. The overall percentage of graduates who have taken either SAT or ACT and the percentage of graduates meeting the college readiness standard (through SAT, ACT, or TSI) will increase. CCMR Accountability for measures will be set for each high school campus. TTESS Dimension 2.1 Achieving Expectations Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling and Director of Advanced Academics Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 17: Career and Technical Education: The district will increase the number of student industry certifications on the A-F list for accountability in order to increase our College, Career & Military Readiness rating, enhance COW Day (Career On Wheels Day) and CREW Day (Career Ready Educated Workforce/Senior Hiring Day), place more students in internships at the conclusion of a four year pathway and increase the number of businesses participating in National Manufacturing Day. Strategy's Expected Result/Impact: 100% of CTE teachers will include program growth and certification growth in their TTESS goals. TTESS Dimension 2.1 Achieving Expectations Staff Responsible for Monitoring: District Support Provided by the Director of Career and Technical Education Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 18: Digital Learning: The district will increase professional development in innovative practices such as blended and personalized learning, as well as, in digital citizenship and implementation of digital resources for all staff. Evidence to demonstrate success will include, but is not limited to, the Digital Learning Coach scheduled professional development, digital learning teacher resource page, hosting a district digital learning conference, and providing additional avenues for digital learning professional development. Strategy's Expected Result/Impact: Schoology analytic data will show teachers are using the Learning Management System with fidelity. Staff Responsible for Monitoring: District Support Provided by the Director of Digital Learning Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 19: Advanced Academics: The district will enhance communication with stakeholders regarding opportunities to obtain college credit in high school. The district will also increase students' capacity to access college-credit bearing courses through enhanced Pre-AP/advanced courses Strategy's Expected Result/Impact: Identify baseline data for awareness of college-bearing credit opportunities and measure increased awareness. Identify and leverage venues/platforms to share information about the availability and benefit of taking college-credit bearing courses in high school. Increase number of students engaged in advanced and college-credit bearing courses; increase number of college credits accrued by high school students. TTESS Dimension 2.1 Achieving Expectations Staff Responsible for Monitoring: District Support Provided by Director of Advanced Academics Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 20: Pre-Kindergarten Program: Pre-K curriculum will be based upon the Pre-K guidelines aligned to the Kindergarten curriculum. The district will provide ongoing professional development to increase readiness for kindergarten. The district will support the administration of mCLASS for Kinder Entry Assessment and support teachers in the analysis of results. Strategy's Expected Result/Impact: Circle Classroom Environment Checklist will be conducted three times (BOY/MOY/EOY) per year to guide professional development (Tiered PK PD Plan). Teachers will create two action items based on Kinder Entry Assessment data. TTESS Dimension 2.2 Content Knowledge and Expertise Staff Responsible for Monitoring: District Support Provided by Director of Early Childhood and Extended Day Programs Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 21: Pregnancy Related Services: The district Pregnancy, Education and Parenting Program provides support services, including Compensatory Education Home Instruction (CEHI), to pregnant and parenting students. The PEP staff collaborates with other programs including Early Head Start, Texas State University, counselors, case managers, educators, and other staff who support pregnant and parenting students in their completion of requirements needed for graduation while learning to manage the responsibilities of parenthood. These services continue to be administered while the student is receiving CEHI services. Strategy's Expected Result/Impact: 100% of students served with PEP/PRS CEHI services will be provided education in all course subjects required for promotion/graduation, courses in child development, parenting, job-related skills, college and career readiness and community services (TEA Waiver on File). TTESS Dimension 2.4 Differentiation Staff Responsible for Monitoring: District Support Provided by the Coordinator of Pregnancy Related Services Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 22: Higher Education Requirements: The district will ensure that secondary students' teachers, counselors, and parents receive information about higher education admissions and financial aid opportunities, dual credit opportunities, HB5 graduation requirements, the TEXAS grant program, scholarships, endorsements, and the need for students to make informed curriculum choices to be prepared for success beyond high school. Strategy's Expected Result/Impact: All students grades 8-11 will receive Navigate your Future course guides. All 6-11 grade students will complete a career and learning styles inventory. All students grades 9-11 will complete their course selection and individual graduation plans. TTESS Dimension 2.1 Achieving Expectations Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 23: Title I: The Title I, Part A school wide program is designed to provide supplemental instruction support to campuses, with a population that contains 40% or higher of low-income students, to increase academic achievement. The basis for eligibility is indicated on the ESSA Consolidated Federal Grant Application and campuses are served in rank order, with per pupil allocations tiered, based on need of services. Equitable services are provided to eligible Private Non-Profit campuses. Strategy's Expected Result/Impact: The campus allocations worksheet maintains a rank order with needs prioritized and funds efficiently utilized within the grant year. Campus Title I plans reflect strategies developed from a comprehensive needs assessment and fiscal prioritization categorized by the Commissioner's 4 priorities. TTESS 4.1 Professional Demeanor and Ethics Staff Responsible for Monitoring: District Support Provided by the Director of Federal Programs, State Reports and Grants Title I Schoolwide Elements: 2.4	Reviews			
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No Progress



Accomplished



Continue/Modify



Discontinue

Goal 2: HCISD is dedicated to the safety of all students and staff.

Performance Objective 1: A safe environment must include secure facilities, staff and student training, and our adopted standard response protocol. The district will partner with local and state entities to assure preparedness. Specific areas addressed are physical and cybersecurity, data privacy, campus access, detecting and reporting possible threats, COVID19 safety/prevention planning/reporting, and maintaining an environment of trust between adults and all students. Our Emergency Operations Plan is updated annually, and followed throughout the district.

Evaluation Data Sources: The Board will receive a brief narrative posted in Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September. An overview of student and staff character development, including extra-curricular/club participation, and social/emotional supports (discipline, attendance, counseling strategies...) will be presented in October. The report will include the participation rates/numbers by campus for SEL programs including person/position responsible on each campus. The superintendent and his staff will attend all relevant training and report to the Board throughout the year on this topic. Specific attention will be given to the communication of district safety efforts (both physical and training) to our community. The board, staff, and community will receive updated COVID19 plans as they occur and beginning after the first week in September the district will post a weekly COVID19 dashboard reflecting the number of positive cases by campus.

Strategy 1: Student Safety: The district will utilize the support of the Director of School and Student Safety. Areas of focus include, but are not limited to, establishing strong communication channels with area emergency operations departments, manage the School Resource Officer program, provide training, manage security coverage, update the Emergency Operations Procedures, and conduct safety/ security audits. Strategy's Expected Result/Impact: A baseline will be established for this initial year of implementation to measure the extent to which students feel safe using the K-12 Insight Survey. The district will measure the success of established learning environments and enhanced student effective learning skills that are essential for school readiness and academic success, by providing integrated systems of student and family supports. TTESS Dimension 3.1 Environment, Routines and Procedures Staff Responsible for Monitoring: District Support Provided by the Director of School and Student Safety Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 2: Social Emotional Learning: The district will continue support for activities for each campus and the district award of No Place for Hate (ADL). The district will ensure each campus will implement strategies and a program for SEL for both virtual and in person learners. Strategy's Expected Result/Impact: 100% of all campuses will implement and gather data on the success of their SEL programs and initiatives. 100% of campuses and the district will be awarded a No Place for Hate banner and recognized in the September Board meeting. TTESS Dimension 3.3 Classroom Culture Staff Responsible for Monitoring: Director of College and Career Readiness and Counseling Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 3: Drop-Out Prevention and Increased Student Attendance: The district will support campuses multi-tiered intervention systems. The district Attendance Intervention Specialists will collaborate with students at risk of dropping out and stakeholders to provide intervention, support and a plan for the school year. The district will streamline the process to transition students who are at risk of dropping out to Live Oak Academy. Strategy's Expected Result/Impact: The district will achieve a 97% attendance rate. All campuses will improve attendance of all students and ensure a lowered drop-out rate. Campuses will have monthly data reviews with attendance intervention specialists and campus administration. TTESS Dimension 3.3 Classroom Culture Staff Responsible for Monitoring: District Support Provided by the Director of Student Services Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 4: Student Engagement: The district will encourage the participation of students in extra-curricular activities and clubs both in person and virtually. The district will implement the 100% Hays motto to provide a vision for engagement. Strategy's Expected Result/Impact: The district will increase the rating of the overall engagement score from the Student Engagement Survey from a 2.68 to at least a 3.0 on the question, "I participate in extracurricular activities." TTESS Dimension 3.3 Classroom Culture Staff Responsible for Monitoring: District Support Provided by the Deputy Academic Officers Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 5: Positive Behavior Intervention Support and Restorative Practices: The district will help new teachers develop a classroom management plan, including behavior expectations and motivation systems for virtual as well as in person learners. The district will support PBIS and Restorative Practices professional development. Strategy's Expected Result/Impact: Positive Campus Culture for staff and students. Campuses utilizing PBIS and Restorative Practices will experience a reduction in exclusionary discipline. TTESS Dimension 3.2 Managing Student Behavior Staff Responsible for Monitoring: District Support Provided by the Director of Student Services Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 6: Health and Wellness: The district will implement coordinated school health, and the wellness plan to encourage healthy and active lifestyle choices as advised by the Student Health Advisory Committee (SHAC). This year's focus is to continue the implementation of the health component of coordinated school health plan. Strategy's Expected Result/Impact: All SHAC meeting notes, sign-in sheets and agendas reflect implementation of actionable items. TTESS Dimension 3.1 Classroom Environment, Routines, and Procedures Staff Responsible for Monitoring: District Support Provided by the Director of Health Services Title I Schoolwide Elements: 2.5	Reviews			
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Strategy 7: Early Intervention: The district will provide counseling and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The district will integrate best practices on grief-informed and trauma-informed care. The district will enter a counseling/social workers internship model with Texas State University. The district will enter into an MOU with Community in Schools, the Seedling Foundation, and the Greater San Marcos Youth Council for additional support. The district will continue to train staff in Suicide Prevention and update the Suicide Action Plan. Strategy's Expected Result/Impact: 100% of all staff will complete all portions of the SafeSchool Online Training Series by January 8th. Counselors will present to staff about suicide prevention, referrals and protocol. TTESS Dimension 4.1 Professional Demeanor and Ethics Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 8: Addressing Abuse: The district will adhere to the district policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and CPS reporting by staff and administrators. Strategy's Expected Result/Impact: 100% of all staff will complete all portions of the SafeSchool Online Training Series by January 8th. Counselors will present to campus staff on bullying, crisis, CPS reporting and suicide awareness TTESS Dimension 4.1 Professional Demeanor and Ethics Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 9: Anti-Bullying: The district will ensure that the discipline management program provides for prevention, intervention and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles. Students and parents will have access to the Hays Hope Line to report harassment, bullying, safety and personal crisis issues. Strategy's Expected Result/Impact: 100% of all staff will complete all portions of the SafeSchool Online Training Series by January 8th. Counselors will present to staff on preventing bullying, David's Law and the Hays Hope Line. Principals will respond to tips reported on the Hays Hope Line and keep documentation. TTESS Dimension 4.1 Professional Demeanor and Ethics Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 10: Homelessness: Campus counselors will identify students that are homeless and utilize district resources (TI reservations and TEHCY funds), in coordination with the Family Support Specialist and Homeless Liaison, to provide emergency instructional supplies, hygiene products and clothing as needed. Strategy's Expected Result/Impact: 100% of students identified as homeless under McKinney Vento, will receive services to fit their individual needs. 100% of all staff will complete all portions of the SafeSchool Online Training Series by January 8th. TTESS Dimension 1.3 Knowledge of Students Staff Responsible for Monitoring: District Support Provided by the Director of Federal Programs, State Reports and Grants and Family Support Specialist Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 11: Foster Care: The district will provide supplemental transportation and free lunch to ensure educational stability for children in foster care. Strategy's Expected Result/Impact: 100% of students identified as a Foster student, will receive services to fit their individual needs. TTESS Dimension 1.3 Knowledge of Students Staff Responsible for Monitoring: District Support Provided by the Director of Federal Programs, State Reports and Grants and Family Support Specialist Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 12: Migrant Services: The district will utilize a shared service arrangement with Region 13, to provide a high-quality and comprehensive educational program for migratory children that: reduces the education disruptions and other problems that result from repeated moves, does not penalize in any manner by disparities among the States in curriculum, provides appropriate services, full and appropriate opportunity to meet state academic standards, and that benefits students from systemic reform. Please see attached Priority for Service (PFS) Action Plan for Migrant Students. Strategy's Expected Result/Impact: The district will provide services to 100% of migrant students identified through the utilization of Region 13 SSA. (See Priority for Services Addendum) TTESS Dimension 1.3 Knowledge of Students Staff Responsible for Monitoring: District Support Provided by the Coordinator of LPAC and TELPAS Title I Schoolwide Elements: 2.6	Reviews			
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Strategy 13: DAEP: The district will monitor performance data of students served in the DAEP including: student groups served, attendance rates, pre- post- assessment results, dropout rates, graduation rates and recidivism rates. Strategy's Expected Result/Impact: The district will decrease the number of discretionary placements and will be within the PBM-Leaver Limits. TTESS Dimension 1.3 Knowledge of Students Staff Responsible for Monitoring: Director of Student Services Title I Schoolwide Elements: 2.6	Reviews			
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0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 2: HCISD is dedicated to the safety of all students and staff.

Performance Objective 2: COVID Response: The district will report to the Department of State & Health Services as required under the Communicable Disease Notifications requirements. The district will also report weekly to TEA all positive cases who were on campus during their infectious period and any associated close contacts for the week prior. Information is published through the district's dashboard no later than the end of day each Monday for the previous week. Campus communities are notified via email when a positive case is determined to be on campus during the infectious period.

Evaluation Data Sources: The district will increase public awareness of positive cases on district properties on a continued basis via weekly updated district dashboard.

Goal 3: Hays CISD is dedicated to treating everyone with respect and dignity.

Performance Objective 1: Cultivating a culture of positive engagement and public service requires empathy, visibility, trust, and communication. Communication through all appropriate avenues is a priority, and staff will receive training in these areas. Our district is committed to increasing client engagement both internally and externally. Dr. Wright will release a weekly video "Wright this Minute" to help keep the Hays CISD constituents informed. Dr. Wright will create a Diversity Advisory Council to receive input from stakeholders to inform current practices in order to enhance district systems to reduce barriers and to create educational opportunities for students who are members of traditionally disenfranchised communities

Evaluation Data Sources: Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November. The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed. The board and community will have the opportunity to view the latest "Wright this Minute" video each week. During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council. Progressive Educational Opportunities such as co-curricular, experiential learning, etc.

Strategy 1: Customer Service: The district will streamline communications and provide resources to stakeholders via up to date websites and social media avenues. The district will expand social media to include regular updates via Wright the Minutes, Facebook, Instagram and You Tube. Virtual capabilities will be evaluated to increase community input opportunities. Strategy's Expected Result/Impact: The district will show continuous, annual increases by 10% of persons indicating "strongly agree" on the K-12 Insight Survey for Family and Community Satisfaction that "the front office staff members in my child's school provide customer service in a professional manner." TTESS Dimension 2.3 Communication Staff Responsible for Monitoring: District Support Provided by the Chief Communication Officer and the Director of Community Relations Title I Schoolwide Elements: 3.2	Reviews			
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Strategy 2: School Community Involvement: The district will educate and inform families about campus/district programs and services prior to the event as a means to build capacity, understanding and importance of school-to-community and community-to school connections. A variety of communication methods will be used, in a language that parent can understand via social media, websites and print media. Strategy's Expected Result/Impact: The district will show continuous, annual increases of persons who score the district as "Strongly Agree" on the indicator "I am welcome to attend school activities" and "I feel welcome at district and school functions" of the K-12 Insight Family and Community Satisfaction Survey TTESS Dimension 4.4 School Community Involvement Staff Responsible for Monitoring: District Support Provided by the Director of Community Relations Title I Schoolwide Elements: 3.2	Reviews			
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Strategy 3: Goal Setting (CNA/CIP/DIP): The district has an established Site Based Decision Making Committee called the District Leadership Team. The use of the DLT is an advisory role to the Superintendent. This year, the DLT will focus on the District Improvement Plan, discussions over being a District of Innovation, the District Calendar, PD Plans, Budgets, Compliance Documents, Waivers, Drop Out and Attendance Rates, Federal/State Requirements, etc. Strategy's Expected Result/Impact: 100% of all meeting notes, agendas and sign-in sheets are made public on the Hays CISD DLT web page. TTESS Dimension 4.2: Goal Setting Staff Responsible for Monitoring: District Support Provided by the Chief Academic Officer (DLT Facilitator) Title I Schoolwide Elements: 3.2	Reviews			
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Strategy 4: Communicating Student Achievement to Parents: The district will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to: student work samples, progress report updates, report cards, parent-teacher conferences, teacher phone calls, TEA assessment portals, student support team meetings, Parent Portal, etc. Strategy's Expected Result/Impact: 100% of parents will receive individual student achievement data at least once per nine weeks TTESS Dimension 2.3 Communication Staff Responsible for Monitoring: District Support Provided by Director of Assessment and Accountability Title I Schoolwide Elements: 3.2	Reviews			
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Strategy 5: Professional Development: The district will provide a virtual and in person professional development plan that differentiates learning opportunities and career development for teacher, administrators, aspiring administrators, paraprofessionals and other staff as needed. The virtual/in person system will also provide streamlined training on blended learning instructional strategies for new to profession teachers, new to district teachers, returning staff as well as, opportunities for new found knowledge for veteran teachers. The district provides embedded professional development to all teachers with the support of a campus instructional coach. Strategy's Expected Result/Impact: The Eduphoria online catalog of workshops offered will list one or more professional development opportunities for teachers and/or administrators to deepen their knowledge in the district focused initiatives. 100% of our professional development offerings will be aligned to T-TESS and District goals/focus initiatives. TTESS Dimension 4.3 Professional Development Staff Responsible for Monitoring: District Support Provided by the Director of Curriculum and Instruction Title I Schoolwide Elements: 2.4	Reviews			
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Strategy 6: Professional Learning Communities: The district will have teachers meet virtually through professional learning communities (PLCs), aligned to the Dufour model, to articulate learning goals based upon the curriculum, analyze student data, evaluate student work, and plan engaging instruction. Strategy's Expected Result/Impact: Campus schedules will reflect a PLC time for all core content teachers as well as non-core special areas/electives. PLC meeting notes will indicate that teachers are engaging in discussion of the four questions as well as using protocols to look at student work. 100% of the PLC meeting notes will be housed electronically in a common/shared location (campus discretion) . TTESS Dimension 4.3 Professional Development Staff Responsible for Monitoring: District Support Provided by the Director of Curriculum and Instruction Title I Schoolwide Elements: 2.5	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
Strategy 7: Attract/Retain Staff: The district will attract and retain highly qualified teachers and other employees by building trust, improving communication, and building relationships. We will continue to foster positive relationships with local universities, alternative certification programs, and other workforce recruiters to strengthen our applicant pool. Furthermore, we will monitor and adjust our social media presence, compensation plan, and offer recruitment and retention incentives to remain competitive to attract and retain high quality staff. Strategy's Expected Result/Impact: The district will maintain a teacher retention rate equal to the level of other region 13 districts and at least 1% higher than the retention rate for the state. TTESS Dimension 4.3 Professional Development Staff Responsible for Monitoring: District Support Provided by the Chief Human Resource Officer Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
Strategy 8: Title I: Title I campuses will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students. Strategy's Expected Result/Impact: 100% of Title I campuses will upload agendas, sign in sheets, meeting notes, and meeting announcements of meetings held to discuss and distribute the Parental and Family Engagement Plan. TTESS Dimension 4.4 School Community Involvement Staff Responsible for Monitoring: District Support Provided by the Director of Federal Programs, State Reports and Grants Title I Schoolwide Elements: 3.1	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June

Strategy 9: Fiscal Compliance: In order to increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the district will coordinate federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources. Strategy's Expected Result/Impact: Federal and state compliance will be met in accordance to EDGAR and ESSA, by receiving zero "missed" Initial Compliance Review (ICR) indicators, maintaining 100% rank order with campus allocations, receiving zero audit findings during review, and meeting 100% of comparability and MOE standards. The campuses will utilize ESSA budget templates to plan expenditures with measurable outcomes. TTESS Dimension 4.1 Professional Demeanor and Ethics Staff Responsible for Monitoring: District Support Provided by the Director of Federal Programs, State Reports and Grants and the Chief Financial Officer Title I Schoolwide Elements: 2.4	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
Strategy 10: The district will create a Diversity Committee to advise us on important policy and operational recommendations and decisions from the perspective of equity, social justice, fairness, understanding, and respect. Strategy's Expected Result/Impact: Increase overall awareness as reflected in the Family Engagement Survey by increasing diversity related questions by 10%. Staff Responsible for Monitoring: Office of the Superintendent	Reviews			
	Formative			Summative
	Oct	Feb	Apr	June
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and possible adoption of the instrument to be used to evaluate the Superintendent

Administrator Responsible/Position: Dr. Eric Wright/ Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ N/A

Board Policy BJCD states the Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals and that the appraisal process and criteria will be adopted by the board.

C. Goal or Need Addressed:

Adoption of document to be used to evaluate the Superintendent

D. Summary:

☒ Previous board action relating to this item – Previous Superintendent Evaluation Document was adopted by the board on September 23, 2019

☒ Future action anticipated - annually

☐ Background information -

E. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☐ Other _____

F. Administrative Recommendation:

The Superintendent recommends adoption of the presented evaluation document.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

H. Suggested Motion:

I move that the Board adopt the Superintendent Evaluation Instrument, as presented.



Superintendent Evaluation Instrument 2020-2021

Priority Performance Goals

Student Goal:

Hays CISD believes in the achievement of every student. The District will evaluate and address the individual needs of each student. Students and parents/guardians will receive academic advising and will utilize data, based upon aptitude, ability, and career inventory data, to formulate their plan of study for high school credit beginning in the spring semester of their 7th grade year. Student performance will be evaluated in academics, college, career, and military readiness. Our staff believes in the education of the whole child and believes that success is based on more than the results of a single test, including social and emotional learning, strong interpersonal skills, and the development of positive members of society.

Evidence of Attainment—The Board will receive a report summarizing student academic performance, student achievement and accessibility gaps, including college, career, and military readiness efforts by campus at the November Meeting. A summary of staff professional development efforts addressing data disaggregation, administrative walk-throughs, and CTE programs, will be presented in December and June that includes literacy and math data, along with specific curricular and teaching strategies to address these areas. PK-3 reading levels will be measured at the beginning and end of each year and results shared with the Board. The percentage of students receiving academic advising at the end of their 7th grade year will be presented in June. Report of academic advising will be presented to parents/guardians. The superintendent will present the Board with a student growth goal at the August Board Meeting addressing HCISD approaches/meets/masters % vs. the state. (No campuses rated Improvement Required and no campuses rated D from now forward is a part of this goal)..

Rating:

- | | |
|--|--|
| ☐ Exceptional | Progress exceeds expectations and criteria noted in the instrument |
| ☐ Proficient | Progress meets the expectations and criteria noted in the instrument |
| ☐ Needs Improvement | Progress does not meet the expectations and criteria noted in the instrument |

Comments may be made on any item. Any rating of “Needs Improvement” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the board expected to see in performance that was not evident



Superintendent Evaluation Instrument 2020-2021

Priority Performance Goals

School Safety Goal

HCISD is dedicated to the safety of all students and staff. A safe environment must include secure facilities, staff and student training, and our adopted standard response protocol. The district will partner with local and state entities to assure preparedness. Specific areas addressed are physical and cybersecurity, data privacy, campus access, detecting and reporting possible threats, COVID19 safety/prevention planning/reporting, and maintaining an environment of trust between adults and all students. Our Emergency Operations Plan is updated annually, and followed throughout the district.

Evidence of Attainment—The Board will receive a brief narrative posted in Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September. An overview of student and staff character development, including extra-curricular/club participation, and social/emotional supports (discipline, attendance, counseling strategies...) will be presented in October. The report will include the participation rates/numbers by campus for SEL programs including person/position responsible on each campus. The superintendent and his staff will attend all relevant training and report to the Board throughout the year on this topic. Specific attention will be given to the communication of district safety efforts (both physical and training) to our community. The board, staff, and community will receive updated COVID19 plans as they occur and beginning after the first week in September the district will post a weekly COVID19 dashboard reflecting the number of positive cases by campus.

Rating:

- | | |
|--|--|
| ☐ Exceptional | Progress exceeds expectations and criteria noted in the instrument |
| ☐ Proficient | Progress meets the expectations and criteria noted in the instrument |
| ☐ Needs Improvement | Progress does not meet the expectations and criteria noted in the instrument |

Comments may be made on any item. Any rating of “Needs Improvement” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the board expected to see in performance that was not evident



Superintendent Evaluation Instrument 2020-2021

Priority Performance Goals

Board/Staff/Community Relations Goal

HCISD is dedicated to treating everyone with respect and dignity. Cultivating a culture of positive engagement and public service requires empathy, visibility, trust, and communication. Communication through all appropriate avenues is a priority, and staff will receive training in these areas. Our district is committed to increasing client engagement both internally and externally. Dr. Wright will release a weekly video “Wright this Minute” to help keep the Hays CISD constituents informed. Dr. Wright will create a Diversity Advisory Council to receive input from stakeholders to inform current practices in order to enhance district systems to reduce barriers and to create educational opportunities for students who are members of traditionally disenfranchised communities

Evidence of Attainment—Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November. The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed. The board and community will have the opportunity to view the latest “Wright this Minute” video each week. During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council. Progressive Educational Opportunities such as co-curricular, experiential learning, etc.

Rating:

- | | |
|--|--|
| ☐ Exceptional | Progress exceeds expectations and criteria noted in the instrument |
| ☐ Proficient | Progress meets the expectations and criteria noted in the instrument |
| ☐ Needs Improvement | Progress does not meet the expectations and criteria noted in the instrument |

Comments may be made on any item. Any rating of “Needs Improvement” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the board expected to see in performance that was not evident

Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

- A. Instructional management:** The superintendent manages an assessment and improvement system for student learning in the major academic subjects that results in the ongoing improvement in student achievement.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

- B. Student services management:** The superintendent oversees a program of students services tied to defined goals and objectives.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

- C. Staff development and professional growth:** The superintendent oversees a program of staff development designed to improve district performance.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

- A. Facilities and operations management:** The superintendent maintains a management system designed to produce ongoing efficiencies in major district operations, including transportation, food services, and building maintenance and operations.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

- B. Fiscal management:** The superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices and that supports district goals.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

- C. Human resources management:** The superintendent oversees a comprehensive human resources program (recruitment, retention, staff organization, compensation and benefits, staff recognition, and support), tied to defined goals and targets developed by administration for board review.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

Board and Community Relations

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

- A. Board relations:** The superintendent maintains a positive and productive working relationship with the board of trustees.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

- B. Community Relations:** The superintendent maintains a positive and productive working relationship with the community.

Rating:

☐

Exceptional

☐

Proficient

☐

Needs Improvement

Comments:

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and possible adoption of Board Operating Procedures

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy

☒ Law or Rule
Board Operating Procedures

☐ N/A

C. Goal or Need Addressed:

The Board has reviewed the Board Operating Procedures and has made revisions to the document.

D. Summary:

☒ Previous board action relating to this item – The Board adopted Board Operating Procedures on September 23, 2019.

☒ Future action anticipated – Annual review of the Board Operating Procedures and revisions made if necessary

☒ Background information –

E. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ Other – Board

F. Administrative Recommendation:

N/A – this is a Board Matter.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

H. Suggested Motion:

I move that the Board adopt the Board Operating Procedures as presented.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2020

Subject: Consideration and possible adoption of Social Contract for the Hays CISD Board of Trustees

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy

☒ Law or Rule
Board Operating Procedures

☐ N/A

C. Goal or Need Addressed:

Review of the Board's Social Contract and revisions made if necessary

D. Summary:

☒ Previous board action relating to this item – The initial Social Contract for the Hays CISD Board of Trustees was adopted by the Board on September 23, 2019.

☒ Future action anticipated – Annual review and possible revisions made

☒ Background information -

E. Comments Received:

☐ Cabinet

☐ DLT

☐ FBOC

☐ Teacher Org. Reps.

☒ Other: Board

F. Administrative Recommendation:

N/A – this is a Board Matter.

G. Fiscal Impact and Cost: Amount: N/A

☐ Budget

☐ Bond

☐ Grant/Special Funds

☐ Other _____

H. Suggested Motion:

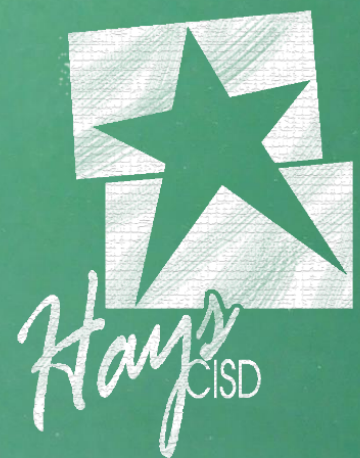
I move that the Board adopt the Social Contract for the Hays CISD Board of Trustees as presented.

Hays Consolidated Independent School District Board of Trustees

SOCIAL CONTRACT

The Board Will:

1. Serve as District Ambassadors
2. Be Professional
3. Collaborate as a Team and Respect the Body Corporate
4. Promote Discussion and Respect Each Other
5. Assume Positive and Noble Intentions



HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 19, 2020

Subject: Update on 2020-2021 School Year

Administrator Responsible/Position: Dr. Eric Wright, Superintendent of Schools

A. Purpose of Agenda Item:

☐ Action Needed

☒ Information Only

☐ Receive Input

B. Authority for This Action

☐ Local Policy

☐ Law or Rule

☒ N/A

C. Goal or Need Addressed:

Share with Board and Community information regarding the 2020-2021 school year.

D. Administrative Recommendation: N/A

Hays CISD

Board of Trustees Operating Procedures



Board Meetings

While Board Meetings are for the purpose of the Board conducting the business of the District in public, they are not public forums for the purpose of securing interaction with the public.

Developing the Board Meeting Agenda (Ref Policy BE)

- ▶ Agendas
 - The Superintendent will develop all Board Meeting agendas in collaboration with the Board President.
 - Items discussed at previous Board Meetings which are proposed for inclusion by more than one board member at a future meeting will also be added when appropriate.
 - Board Members must request to the Board President and Superintendent in writing, any item(s) they wish to have considered for placement on the agenda.
 - Items may be placed on the agenda by the Superintendent, the Board President, any Board Member with approval of the President, or through a request by any two Board Members.
 - No item can be placed on the agenda less than ten days in advance of the meeting without the Board President's approval.
 - No item can be placed on the agenda less than three work days in advance of the meeting unless an emergency or public necessity exists.
 - The complete agenda will be reviewed by the Superintendent and the Board President the Tuesday afternoon prior to the Agenda Workshop Meeting.
 - An annual agenda content calendar will be maintained by the Superintendent's office. This will be used to determine the minimum routine items that need to be on each regular meeting agenda. Other items can be added as requested following the procedures above and as noted in the minutes of previous Board Meetings.
 - Board Members will adhere to deadlines and parameters of the Board agenda/event calendar.
- ▶ Timely Notification and Information
 - Board Members shall be notified of a meeting at least 72 hours prior to a regular meeting, workshop or special meeting, and at least one hour prior to an emergency meeting.
 - Typically, information will be provided to each Board Member via electronic or hard copy delivery. Questions regarding supporting documents should be directed to the Superintendent.
 - Copies of the agenda, for non-emergency meetings, shall be available for the Board Members requesting a copy no later than 5:00 p.m. on Wednesday prior to the Agenda Workshop Meeting.

- Board members will attempt to have all questions regarding agenda items submitted to the Superintendent by 5:00 p.m. on Friday prior to the Board Agenda Workshop Meeting. The Superintendent and his Cabinet will make every attempt to communicate the answers to the questions to Board Members prior to the Monday meeting with a copy of the questions and answers included in the dais folders.

- ▶ Open and Closed Session Format
 - Every Board Meeting will begin at the designated posted time and reconvene at the posted time.
 - Closed Session items for which there is a corresponding action item to be considered during the Open Session of the meeting will be scheduled prior to the beginning of the Open Session. The Board President and Superintendent shall, to the extent possible, allocate sufficient time to complete Closed Session discussion prior to the beginning of the Open Session.
 - If more Closed Session discussion is needed, the Presiding Officer shall announce that it is necessary for the Board to reconvene in Closed Session.
 - The Presiding Officer shall state publicly that any action, if taken, will be conducted in Open Session following the Public Comment portion of the meeting; or, if appropriate, that no action will then be taken.

- ▶ Consent Agenda
 - The consent agenda includes items of routine and/or recurring nature, grouped together under one action item.
 - The consent agenda shall be limited to:
 - > Routine Personnel
 - > Minutes
 - > Finance Report
 - > Budget Amendments
 - > Routine Contracts/Agreements
 - > Routine Procurements
 - > Acceptance of Gifts
 - > Acceptance of Grants
 - > Other items agreed to by the Board
 - Background material for each consent agenda item shall be furnished to the Board in the meeting's supporting documents.
 - All consent agenda items shall be acted upon by one vote without separate discussion.
 - A Board Member may request that an item be withdrawn for individual consideration.

- ▶ Meeting Dates
 - The Superintendent will develop a Board calendar that will include regular and workshop meeting dates of the Board of Trustees.
 - Generally, unless otherwise scheduled by a consensus of the Board, regular Board Business Meetings will be held on the fourth Monday of every month except July. An agenda review session in the form of a workshop may be held the week

prior to the regular business meeting. Additional board workshops will be scheduled as deemed necessary.

- The calendar will include those items that are cyclical and/or recurring for consideration at regular or workshop meetings.

Conducting Board Meetings

► Quorum

- Any time four or more Board Members are gathered to discuss school district business, it is considered a meeting, and must be posted as such according to Board legal policy.

► Closed Sessions

- The Board may meet in Closed Session as provided for in the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E.
- Before any Closed Session is convened, the Presiding Officer will announce publicly, as appropriate, that matters before the Board exist that necessitate convening into Closed Session to serve and protect the interests of the District, and that any action, if necessary, resulting from duly posted Closed Session items shall be conducted in Open Session. The Presiding Officer will also announce the specific sections of the Texas Government Code under which the Board will be meeting in closed session.
- The posted agenda shall identify the section or sections of the Act authorizing the Closed Session and the general topics or subjects to be discussed. The Presiding Officer of the Board shall publicly identify such section or sections and such topics and subjects.
- The Superintendent shall attend all sessions of the Board, both Open and Closed, except when the Board desires to meet without the Superintendent to consider the Superintendent's contract, evaluation or performance, or to resolve conflicts between individual Board Members, or to act as a tribunal.
- In the event of the Superintendent's illness or Board approved absence, the Superintendent's designee shall attend such meetings.

► Public Participation at Board Meetings

- The Board shall provide for public comment at each meeting, including all regular and special meetings. (Ref Policy BED)
- Prior to the beginning of the Public Forum, the Presiding Officer will announce the rules for public participation.
- A citizen must sign up on the appropriate form prior to the Public Forum portion of the agenda. The topic described on the form shall be complete and in sufficient detail as to determine appropriateness of the topic prior to addressing the Board. Comments on posted agenda items will be taken first. Comments on non-agenda items shall be permitted only after all agenda-specific comments have been made and if time permits.
- Public comments may be on items listed on the agenda or other areas of school district operations. Speakers with specific complaints or comments about identifiable students, employees, or officials of the District will be directed to the appropriate District administrator and/or the District's formal complaint process.

Speakers shall be discouraged from using the names of specific individuals in their public comments.

- Questions asked during Public Forum on posted agenda items may be answered or addressed by the Board during the discussion of that agenda item. Comments or questions on topics not on the posted agenda may be referred to the Superintendent for consideration and a later response, if appropriate.
 - The Presiding Officer shall determine the time limitation for each speaker, based on the number of individuals signed up to speak in Public Forum at the entrance prior to reconvening in open session. The time allotted to each speaker shall not exceed five minutes. Groups of five or more people wishing to speak on a single subject will be encouraged to appoint a spokesperson to express the views of the group. A speaker may not defer his/her allotted time to another speaker.
 - The Presiding Officer shall determine the total allotment of time for each Public Forum, based on the number of individuals signed up to speak at the start of each meeting. The standard time allotted for Public Forum shall be a total of 30 minutes.
 - The Board vests in its Presiding Officer the authority to terminate the remarks of any individual when such individual does not adhere to the established rules.
 - The Board shall not tolerate disruption of the meeting by members of the audience. If any person disrupts the meeting by his or her words or actions, the Presiding Officer may request assistance from law enforcement officials to have the person removed from the meeting.
- Board Meeting Parliamentary Procedure (Ref Policy BE)
- The Board President serves as the Presiding Officer at Board Meetings. In the absence of the President, the Vice-President will preside.
 - The Board shall be guided by parliamentary procedure as detailed in Robert's Rules of Order, Revised, or as spelled out in adopted procedure.
 - The Board President has the responsibility to keep the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
- Transacting Business (Ref Policy BBE)
- When an agenda item is presented, a discussion shall be held and a decision reached through voting in accordance with prescribed procedures.
 - Whenever possible, the Board should work toward a consensus model of decision-making. There may be dissenting votes which are a matter of record. However, once a decision has been made, all Board Members should support the majority vote of the Board, recognize that it carries the full authority of the Board, and individually respect that vote.
- Hearings (Ref Policy ENG, FOD, DGBA, GF)
- Employee, community and/or student/parent grievances will be handled according to Board policy ENG, FOD, DGBA, GF.

Board Workshops

The Board will conduct Special Meetings/Board Workshops as needed.

- ▶ The workshop format is intended to allow the Administration to present information to the Board that is:
 - Time sensitive and/or discussion intensive
 - Required by law, rule or policy, and
 - Is necessary for the efficient and effective operation of the District
- ▶ Board workshops are not intended to substitute for regular monthly Board Business Meetings, although a quorum of the Board may take action, as necessary.
- ▶ The workshops are intended to allow an opportunity for presentation, questions, discussion and an assessment of the Board's perspective.
- ▶ The Board President serves as the Presiding Officer at Board Workshops; however, it is understood that the intended nature and format of workshops allows for the Superintendent to substantially facilitate the presentation and ordering of items under consideration. In the absence of the President, the Vice-President will preside.

Board Committees (Ref Policy BDB)

- ▶ The Board may, from time to time as it deems necessary, create committees to facilitate the efficient and necessary operation of the Board.
- ▶ The President shall appoint members to special Board committees, and the Board President and the Superintendent shall be ex officio members of all Board committees unless otherwise provided by Board action.

District- and Campus-Level Committees

- ▶ District- and campus-level planning and decision-making committees serve in an advisory capacity to the Board and make recommendations to the Board for final Board action; therefore, Board Members shall not serve on such committees, unless otherwise provided by federal or state law, or approved by the Board.

Electing Board Officers (Ref Policy BDAA)

- ▶ At the first meeting after each election and qualification of Board members, the members of the Board shall organize by selecting:
 1. A president, who shall be a member of the Board
 2. A secretary, who may or may not be a member of the Board
 3. Such other officers and committees as the Board may deem necessary*Education Code 11.061(c).*
- ▶ A vacancy among officers of the Board shall be filled by majority action of the Board.

ANNUAL EVALUATIONS

Superintendent Evaluation (Ref Policy BJCD, BJCF, BJA)

- ▶ The Superintendent evaluation instrument will be updated and approved annually after the Board goal setting workshop session.
- ▶ Three formative evaluations will be conducted annually in closed sessions at the Board Agenda Workshops, in February, August and November. New Board members will receive training on how to evaluate the superintendent prior to the first formative dialogue session.
- ▶ A summative evaluation will be conducted in closed session annually in May.
 - This closed session shall be on a date separate from the regular monthly Board Agenda Workshop or Board Meeting.
 - This session may include a discussion of the Superintendent's contract.
- ▶ The Board will use the approved evaluation instrument for the summative evaluation. A copy of the evaluation document will be completed in advance by each Board Member and brought with the Board Member to a special closed session meeting. After coming to a consensus on each evaluated item, the Board shall prepare a single composite Summative Evaluation Document to be given to the Superintendent for discussion during that closed meeting.
- ▶ The Board shall strive to accomplish the following objectives during each evaluation.
 - Develop and sustain a harmonious working relationship between the Board and the Superintendent.
 - Ensure administrative leadership for excellence in the District.
 - Formulate Board consensus about the Superintendent's performance and the District's progress toward achieving its goals and objectives.

Board Evaluation/Team Building

- ▶ There will be a routine assessment of the status of the Board/Superintendent team annually.
- ▶ The evaluation and team building process may include:
 - Board operating procedures
 - Board Member training
 - Social Contract
 - Conflict resolution
 - Working relationships with the Superintendent
 - Conduct of Board Meetings
 - Long-range planning and goal setting
 - Relationship with the community

INDIVIDUAL BOARD MEMBERS

Access to Information (Ref Policy BBE)

- ▶ An individual Board Member, acting in his or her official capacity, shall have the right to seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code.
- ▶ Individual Board Members shall not have access to confidential student records, unless there is a legitimate educational interest in the records in accordance with policies FL (LEGAL) and (LOCAL).
- ▶ A Board Member may request existing information and reports from the Superintendent's office. If the information is not available or a new report must be generated, it shall be requested through the Board President. If the Board President does not agree to the request, it may be resubmitted to the Board President by two or more Trustees. In case of emergency, the Board President may request information or reports.
- ▶ Board Member inquiries of staff shall be limited to Superintendent's Cabinet and responses will be distributed to all Board Members.

Communication with Other Board Members

- ▶ Board electronic and written communications regarding District issues should be routed through the Superintendent's office so that information can be disseminated and/or questions can be addressed in this manner, rather than among and between Board Members.
- ▶ A Board Member may discuss a District issue with no more than two other Board Members unless in a duly posted Board Meeting.

Communication with the Media

- ▶ The Board President serves as the official spokesperson for the Board team to the media/press on issues of media attention.
- ▶ Media calls should be directed to Superintendent and the Public Information Officer as the district spokesperson.
- ▶ Board Members asked for individual comments or opinions by the media/press are to qualify those statements as being the opinion of the individual Board Member and not representative of the Board as a whole or the District.

Complaints to Board Members (Ref Policy BBE)

- ▶ Employees, students, parents or other members of the public who bring concerns or complaints to an individual Board Member for the purpose of seeking remedy or perspective shall receive guidance that reflects:
 - An understanding by each Board Member that information provided to a Board Member, in some specific situations, could cause the Board Member receiving the information to be disqualified from participating in future hearing(s) or action by the Board specific to the issue;
 - Adherence to the Board's policies (DGBA, FNG, FOD and GF) regarding complaints and grievances.
- ▶ Board Members may notify the Superintendent's office of any complaint.
- ▶ As necessary, the Superintendent or designee shall guide the complainant to the appropriate staff member.
- ▶ When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Trustee may request that the issue be placed on the agenda.

Visits to Campuses

- ▶ Board Members are encouraged to attend any and all school events as their time permits, and to show support of school activities.
- ▶ Board Members must notify the Superintendent or designee prior to visiting a campus in an official capacity.
- ▶ Board Members shall not visit a campus in an attempt to evaluate personnel on a campus.

Board Member Training (Ref Policy BBD)

- ▶ Board Members are required to attend training set forth in Policy BBD. In addition to the orientation and team building training, a Board Member shall receive additional continuing education on an annual basis, in fulfillment of assessed needs and based on the framework for governance leadership. The district will cover the cost of registration, travel and lodging for each Board Member for the minimum number of hours shown on the *Continuing Education Requirements for School Board Members* as published on the TASB website. All costs for additional training will be the responsibility of the individual Board Member.
- ▶ Board memberships to any and all associations shall be brought to the Board for discussion and approval.