

**WACO INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING
WISD Conference Center
115 S 5th Street
Waco, Texas 76701**

Thursday, September 25, 2025 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held September 25, 2025, beginning at 6:00 PM in the WISD Conference Center, 115 S 5th Street, Waco, Texas.

The subjects to be discussed or 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/agenda.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

AGENDA

1. **Call to Order**
2. **Public Comments on Agenda Items**
3. **Moment of Silence and Pledge of Allegiance**
4. **Special Recognitions**
 - 4.A. Pledge Leaders
 - 4.B. Texas Art Education Association's (TAEA) TxEDCON Exhibition
 - 4.C. Texas Art Education Association (TAEA)
 - 4.D. National Association of Music Merchants (NAMM)
 - 4.E. No Place for Hate Designation
 - 4.F. Exhibit of School Architecture
 - 4.G. Community Partner Award
5. **Superintendent's Report**
 - 5.A. Hispanic Heritage Month
 - 5.B. Kendrick Elementary Dedication - September 15, 2025
 - 5.C. High School Musical Productions
 - 5.D. Regional Teachers of the Year
6. **Information Items/Reports**
 - 6.A. Cooperative Fees Paid by Waco ISD for Fiscal Year 2024-2025
 - 6.B. Report on Gifts to Waco ISD
7. **Consent Agenda: Consider and Take Appropriate Action**
 - 7.A. Amendments to the 2025-2026 Budget
 - 7.B. Bid Award for Education Software and Other School District Related Software
 - 7.C. Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services

- 7.D. Bid Award for Local Retailers' General Merchandise
- 7.E. Bid Award for Maintenance Supplies, Equipment, and Services
- 7.F. Bid Renewal for Temporary Labor Services
- 7.G. Purchases in Excess of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- 7.H. School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
- 7.I. School Health Advisory Council (SHAC) Members
- 7.J. Memorandum of Understanding Between the Waco ISD and Transformation Waco for LCSW Program and Office Space
- 7.K. Acceptance of Gifts over \$50,000
- 7.L. T-TESS Appraisers for 2025-2026 School Year
- 7.M. Board of Trustees Meeting Minutes
 - 7.M.1. August 28, 2025 - Regular Meeting
- 8. **Review and Discuss Priority 1 - 1.1 Implementing Systems to Support Campus Performance**
Presenter: Dr. Deena Cornblum
- 9. **Consider, Discuss, and Take Appropriate Action on District and Campus Improvement Plans**
Presenter: Dr. Melissa King-Knowles
- 10. **Review, Discuss, and Take Appropriate Action Regarding a Resolution to Nominate Candidate for the McLennan Central Appraisal District Board of Directors**
Presenter: Jose Vidana
- 11. **Announcements**
- 12. **Review and Discuss Potential Contracts on Real Property**
- 13. **Consideration of Personnel**
 - 13.A. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
 - 13.B. Hear a Complaint or Charge Against an Officer or Employee
- 14. **Adjournment**

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: September 25, 2025

Contact Person: Jill Anderson

RE: Special Recognitions

=====

Background Information:

Pledge Leaders

Each month, one campus selects two students to lead the Pledge of Allegiance at the regular business meeting of the Waco ISD Board of Trustees. For the month of September, Ethan Alvarado-Gamero and Nathan Alvarado-Gamero from West Avenue Elementary were selected for this honor.

Texas Art Education Association (TAEA) TxEDCON Exhibition

Four Waco ISD students' artwork pieces were selected to be part of the Texas Art Education Association's 2025 txEDCON (TASA/TASB) Exhibition. The exhibition showcased works of art from PreK -12th grade across the State of Texas. The exhibition was displayed in the exhibit hall at the George R. Brown Convention Center in Houston from September 11-14, 2025.

Congratulations to:

- Jayla Mata and Arielle Stone from University High School
- Sielo Paloma Romero Hurtado from Tennyson Middle School
- Timothy Sarabia from Waco High School

Texas Art Education Association (TAEA) - Teachers

The Texas Art Education Association (TAEA) recognized Waco ISD as a District of Distinction for the 7th consecutive year. One of only 16 districts to receive this award each year it has been offered, this places our visual arts program in the top 1.6 percent of all visual arts programs in the state.

National Association of Music Merchants (NAMM)

Waco ISD was recognized by the National Association of Music Merchants (NAMM) for being one of the Best Communities for Music Education in the nation for 2025. The award program recognizes and celebrates outstanding efforts by teachers, administrators, parents, students, and community leaders

who have made music education part of a well-rounded education. Designations are made to districts and schools that demonstrate an exceptionally high commitment to and access to music education.

No Place for Hate Designation

The following campuses have been selected as No Place for Hate campuses for building learning communities of inclusivity, respect and equity.

Elementary

Bell's Hill, Brook Avenue, Cedar Ridge, Crestview, G.L. Wiley, Hillcrest PDS, J.H. Hines, Kendrick, Lake Air Montessori, Mountainview, Parkdale, Provident Heights, South Waco, and West Avenue.

Middle School

Cesar Chavez, G.W. Carver, and Tennyson.

High School

University High School and Waco High School.

Exhibit of School Architecture

Waco ISD's Tennyson Middle School architecture project designed by O'Connell Robertson was recognized with one or more Stars of Distinction and was part of the 2025-2026 Exhibit of School Architecture at txEDCON 2025. The exhibit celebrates excellence in planning and design of the learning environment.

Community Partner Award

Mr. Adrian Musquiz, General Manager of Peter Piper Pizza, has provided unwavering support, enthusiastic involvement, and his overall generosity has made a meaningful and lasting impact on our school community.

Mr. Musquiz and Peter Piper Pizza have shown a strong commitment to promoting positive values and student achievement on our campuses. In support of Bully Prevention Month, he provided an anti-bullying banner for students to sign and even arranged for the Peter Piper Pizza mascot, Rocky, to visit and encourage participation—bringing energy and enthusiasm to an important initiative.

To celebrate academic achievement, Mr. Musquiz has provided Peter Piper Pizza gift certificates every six weeks for students who earn Honor Roll or maintain Perfect Attendance, reinforcing the value of dedication and excellence in education. He has also generously donated pizza for student celebrations and for bus driver appreciation week.

Beyond his professional leadership and generosity, Mr. Musquiz has recently earned statewide recognition for his dedication to our students and staff, earning the Texas State Board of Education's Heroes for Children Award. This honor reflects his exceptional personal contributions to Waco ISD, including his instrumental role in launching the PTA at Parkdale Elementary, where he now serves as Treasurer. Through his volunteer efforts, leadership, and organizational skills, he continues to help strengthen the school community.

Even on his days off, Mr. Musquiz volunteers countless hours at the school, assisting in the front office, decorating and stepping in wherever needed. From dressing up and participating in campus spirit days to helping collect and stuff hundreds of eggs for our annual Egg Drop event, his hands-on support and enthusiasm set a shining example of a community partnership at its best.

Fiscal Implications:

None

Administration Recommendations:

For discussion only

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: S. Smith

RE: Cooperative Fees Paid by Waco ISD

=====

Background Information:

The Education Code requires that school districts disclose the amounts spent on purchasing cooperative fees on an annual basis. Specifically, it states:

§ 44.0331. MANAGEMENT FEES UNDER CERTAIN COOPERATIVE PURCHASING CONTRACTS. (a) A school district that enters into a purchasing contract valued at \$25,000 or more under Section 44.031(a)(5), under Subchapter F, Chapter 271, Local Government Code, or under any other cooperative purchasing program authorized for school districts by law shall document any contract-related fee, including any management fee, and the purpose of each fee under the contract. (b) The amount, purpose, and disposition of any fee described by Subsection (a) must be presented in a written report and submitted annually in an open meeting of the board of trustees of the school district. The written report must appear as an agenda item.

Fiscal Implications:

The Buy Board cooperative fees are charged to the individual department budgets that purchased vehicles off of this cooperative. Fees are only charged on this cooperative for vehicles/buses purchases. All other Cooperative fees are charged to the normal operating budget of the Business Services Department.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees accept this report of purchasing cooperative fees paid by the Waco ISD for the Fiscal Year 2024-2025.

Cooperative Fees

The fees paid by Waco Independent School District to purchasing cooperatives for Fiscal Year 2024-20245 are as follows:

- Buy Board – \$ 2,800.00 in processing fees for Vehicle purchases.
- Region 20-13 Purchasing Cooperative - \$ 875.00 annual fee to cover administrative cost.
- Education Services Center (ESC Region 18 Cooperative) - \$ 990.00
- Central Texas Purchasing Alliance - \$150.00 annual fee to cover administrative costs.
- State of Texas Comptroller's Office - \$100.00 annual fee to cover administrative cost

Total fees paid: \$ 4,915.00

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 18, 2025 **Contact Person:** Stephanie Hines

RE: Report on gifts to Waco ISD

=====

Background Information (Gifts >\$50,000 for Board Approval):

No gifts valued over \$50,000 were reported for the **September 2025** report.

Fiscal Implications (All Gifts):

A total increase of **\$75,648.48** in cash, items, and services donated to Waco ISD was recorded **May 2025 through September 2025**.

Administrative Recommendation(s):

Report only.

Date	Name	Cash	Item	Service	Total	Description	Campus
5/5/2025	Soap Donation Center		\$ 700.00		\$ 700.00	Bars of Soap	Brook Avenue Elementary
6/23/2025	Late Model Restoration	\$ 400.00			\$ 400.00	Donation for campus Back to School Teacher / Staff Lunch	Mountainview Elementary
6/24/2025	Extraco Banks	\$ 250.00			\$ 250.00	Donation to purchase bikes	Mountainview Elementary
6/24/2025	Whataburger		\$ 2,817.00		\$ 2,817.00	300 Free Iced Coffee Coupons @ \$3.99ea & 300 Free Whataburger Coupons @ \$5.40ea	Communications Department
7/8/2025	Community Bank & Trust	\$ 100.00			\$ 100.00	Donation to purchase donuts for staff	Bell's Hill Elementary
7/15/2025	Caritas of Waco		\$ 1,600.00		\$ 1,600.00	Donated 20 deep tissue massagers for middle & high school campuses (\$80 ea)	Athletics Department
7/14/2025	Built Wright		\$ 337.70		\$ 337.70	Donated breakfast from Panera for Leadership Retreat	Superintendent Office
7/15/2025	First Financial Group		\$ 1,036.45		\$ 1,036.45	Donated breakfast and lunch from George's for Leadership Retreat	Superintendent Office
7/15/2025	O'Connell Robertson		\$ 6,315.00		\$ 6,315.00	Donated dinner for Leadership Retreat	Superintendent Office
7/22/2025	Andrew C Jones	\$ 5,000.00			\$ 5,000.00	General donation for campus needs	J.H. Hines Elementary
8/1/2025	Raising Cane's Chicken Fingers		\$ 1,436.25		\$ 1,436.25	125 gift cards given to WISD students for participating in Convocation	Communications Department
8/1/2025	Keurig Dr Pepper		\$ 600.00		\$ 600.00	Donated 100 cases of bottled water @ \$6 per case for Convocation	Communications Department
8/5/2025	Mighty Wind Worship Center		\$ 750.00		\$ 750.00	Donated 15-\$50 Dick's gift cards	West Avenue Elementary
8/5/2025	Rosa's Café		\$ 368.00		\$ 368.00	Donated tacos for WISD students participating in Convocation	Communications Department
8/5/2025	H-E-B		\$ 50.00		\$ 50.00	Donated a variety of school supplies	Parkdale Elementary
8/6/2025	Sonic		\$ 200.00		\$ 200.00	Donated free corn dog and tater tot coupons	University High School
8/6/2025	Dubl-R Old Faashioned Hamburgers		\$ 100.00		\$ 100.00	Donated 6 - Free Burger Basket w/ Drink coupons	University High School
8/6/2025	MOD Pizza		\$ 60.00		\$ 60.00	Donated 6 - Free Pizza coupons	University High School
8/8/2025	National Christian Foundation Heartland	\$ 5,000.00			\$ 5,000.00	Donation to purchase staff T-shirts & teacher appreciation baskets - donation made via the Education Foundation earmarked for Brook Ave	Brook Avenue Elementary
8/8/2025	David DeLoach	\$ 2,000.00			\$ 2,000.00	Donation to purchase gifts for teachers	Bell's Hill Elementary
8/11/2025	First Financial Group	\$ 6,600.00			\$ 6,600.00	Donation for New Teacher Launch	Curriculum & Instruction
8/11/2025	Community Bank & Trust		\$ 300.00		\$ 300.00	Donation of gift cards to Panera and Jimmy Johns for CTE teachers	Career and Technical Education Department (CTE)
8/11/2025	Richard Karr Motors		\$ 300.00		\$ 300.00	Donation of gift cards for CTE teachers	Career and Technical Education Department (CTE)
8/11/2025	Mighty Wind Worship Center		\$ 750.00		\$ 750.00	Donated 15-\$50 Dick's gift cards	Parkdale Elementary
8/12/2025	Calvary Baptist Church		\$ 682.86		\$ 682.86	Donated 57 clear backpacks	West Avenue Elementary
8/14/2025	Donors Choose		\$ 411.33		\$ 411.33	Donated headphones for classroom use	Brook Avenue Elementary
8/14/2025	Donors Choose		\$ 214.99		\$ 214.99	Donated a color printer	Brook Avenue Elementary
8/15/2025	Ludus LLC	\$ 137.41			\$ 137.41	General donation for WHS Theatre Dept	Waco High School
8/15/2025	Howmet Aerospace		\$ 5,000.00		\$ 5,000.00	Donation of various school supplies for all campuses	Communications Department
8/17/2025	McLennan County Diaper Collective		\$ 210.00		\$ 210.00	Donated 21 small packs of diapers	Waco High School
8/18/2025	Gina Pasisis	\$ 6,000.00			\$ 6,000.00	Donation to Future Educators Academy TAFE	Career and Technical Education Department (CTE)
8/20/2025	Salvation Army		\$ 500.00		\$ 500.00	Donated 9 boxes of drawstring backpacks	Waco High School
8/20/2025	Mentoring Alliance		\$ 156.00		\$ 156.00	Donated 1 small cookie tray from Tiff's Treats	Parkdale Elementary
8/25/2025	Firmin Office Supply		\$ 100.00		\$ 100.00	Donated 100 notecards	Career and Technical Education Department (CTE)
8/26/2025	St. Paul's Episcopal Church		\$ 535.05		\$ 535.05	Donated various school supplies for students	West Avenue Elementary
8/29/2025	Family of Faith		\$ 200.00		\$ 200.00	Donated person hygiene items for students	University High School
8/29/2025	Bush's Chicken		\$ 50.00		\$ 50.00	Donated 10-\$5 gift cards for Fishcamp	University High School
8/29/2025	Shepherd's Heart		\$ 325.00		\$ 325.00	Donated snacks and food to the campus pantry	University High School
9/3/2025	Allen Samuels	\$ 250.00			\$ 250.00	Donated funds to purchase breakfast items	Mountainview Elementary
9/3/2025	Jimmy Clark		\$ 75.00		\$ 75.00	Donated an H-E-B gift card to purchase breakfast items	Mountainview Elementary
9/3/2025	Mary Fadal		\$ 100.00		\$ 100.00	Donated an H-E-B gift card to purchase breakfast items	Mountainview Elementary
9/3/2025	Bird Kultgen Ford	\$ 250.00			\$ 250.00	Donation to WHS JROTC program	Waco High School
9/5/2025	Freeze Dried Treats, LLC		\$ 2,000.00		\$ 2,000.00	Donated freeze dryer with trays	University High School
9/5/2025	Salvation Army		\$ 18,480.00		\$ 18,480.00	Donated school supply bundles - 1540 @ \$12ea	Communications Department
9/9/2025	Salt & Light		\$ 100.00		\$ 100.00	Donated copies of the Ten Commandments	G.W. Carver Middle School
9/9/2025	Baylor Scott & White		\$ 250.00		\$ 250.00	Donated school supplies	G.W. Carver Middle School
9/9/2025	Jennifer Polk	\$ 10.00			\$ 10.00	Donation to cover cost of band course	G.W. Carver Middle School
9/9/2025	Dairy Queen		\$ 198.00		\$ 198.00	Donated free cake and free birthday treat coupons	University High School
9/9/2025	Cinemark		\$ 30.00		\$ 30.00	Donated 2 guest passes	University High School
9/9/2025	Sonic		\$ 150.00		\$ 150.00	Donated drinks	University High School
9/9/2025	Top Golf		\$ 50.00		\$ 50.00	Donated 10-Mini golf passes	University High School
9/9/2025	Peter Piper Pizza		\$ 399.00		\$ 399.00	Donated free pizza coupons	University High School
9/9/2025	Mr. Gatti's Pizza		\$ 203.76		\$ 203.76	Donated 12-Large 2 topping pizzas	University High School
9/9/2025	Wingstop		\$ 25.00		\$ 25.00	Donated 3 gift cards	University High School
9/11/2025	Rick Caywood Ministries		\$ 1,122.90		\$ 1,122.90	Donated Muscle Milk protein shakes & Gatorade protein shakes	WISD Police Department
9/11/2025	Hiya Gilliam		\$ 31.78		\$ 31.78	Donated pickles and chips to concession stand	G.W. Carver Middle School
9/16/2025	Maria Rodriguez		\$ 80.00		\$ 80.00	Donated drinks for football	G.W. Carver Middle School
9/16/2025	Allen Samuels	\$ 250.00			\$ 250.00	Donation to WHS JROTC program	Waco High School
	Totals	\$ 26,247.41	\$ 49,401.07	\$ -	\$ 75,648.48		

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: Sheryl Davis

RE: Amendments to the 2025-2026 Budget

=====

Background Information:

The Texas Education Agency has established additional requirements for school district budget preparation. As part of these requirements, a school district must amend the official budget before exceeding a functional expenditure category, i.e., instruction, administration, etc., in the total district budget. Attached is a copy of the proposed amendment to the Official Budget identifying details of the request. The following summarizes the effect of the amendment by functional category.

Summary:

Amendment #001: Districtwide (Fund 199)

This amendment will place budgets for projects committed by the Board of Trustees at the August 28, 2025, meeting. Projects include instructional classroom furniture for the Greater Waco Advanced Manufacturing Academy, plant maintenance and operations projects not completed by August 31, 2025, as well as costs for projects related to hail damage. Funding will come from insurance recoveries and other committed fund balance. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds	\$ 2,909,889	Local Revenue-Insurance Recoveries, Other Committed Fund Balance
Use of Funds	\$ 2,909,889	Instruction, Plant Maintenance & Operations
Fund Balance Effect	Decrease	

Amendment #002: Districtwide (Fund 199)

This amendment will re-budget funds for purchase encumbrances outstanding at August 31, 2025, due to project delays or delays resulting from vendors unable to complete orders in a timely manner. These include instructional supplies, contracted services and supplies for extracurricular activities, general administration, plant maintenance and operations, and data processing services, as well as contracted services for security and monitoring services. Funding will come from State New Instructional Facilities Allotment and the unassigned fund balance. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds	\$ 580,081	State Foundation School Program Revenue, Unassigned Fund Balance
Use of Funds	\$ 580,081	Instruction, Extracurricular Activities, General Administration, Plant Maintenance & Operations, Security & Monitoring, Data Processing Services
Fund Balance Effect	Decrease	

Amendment #003: Student Services and Family Engagement (Fund 199)

This amendment will reallocate a portion of the funds budgeted for the Communities in Schools contract to replenish instructional furniture and contingency and place funding for an additional assistant principal at Kendrick Elementary. Funds have been released due to the receipt of a grant from the Cooper Foundation. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds	\$	390,250	Community Services
Use of Funds	\$	390,250	Instruction, School Leadership
Fund Balance Effect		None	

Amendment #004: Facilities and Maintenance (Fund 199)

This amendment will place budget for plant maintenance and operations project costs and debt service principal and interest payments on projects to be completed in fiscal year 2025-2026. Projects will be funded through the State Energy Conservation Office’s (SECO) Loan Program for Energy Retrofits. Current year principal and interest payments will come from unassigned fund balance with the expectation that energy savings from the projects will cover the costs. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds	\$	2,828,426	Other Resources-Loan Proceeds, Unassigned Fund Balance
Use of Funds	\$	2,828,426	Plant Maintenance & Operations, Debt Service
Fund Balance Effect		Decrease	

Amendment #005: Bilingual Department (Fund 199)

This amendment will reallocate funds budgeted for instructional contracted services and supplies to guidance, counseling, and evaluation services for extra-duty costs of testing. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds	\$	5,300	Instruction
Use of Funds	\$	5,300	Guidance, Counseling & Evaluation Services
Fund Balance Effect		None	

Amendment #006: Kendrick Elementary School (Fund 199)

This amendment will reallocate funds budgeted for community services for the Community in Schools (CIS) contract to instruction to fund an instructional support aide. The CIS contract will be funded through a grant from the Cooper Foundation and the Student Services and Family Engagement department. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

			<u>TEA Revenue/Function Description</u>
Source of Funds	\$	30,000	Community Services
Use of Funds	\$	30,000	Instruction
Fund Balance Effect		None	

Amendment #007: Waco High School (Fund 199)

This amendment will reallocate funds budgeted for instructional extra-duty to fund five additional days for the At-Risk Specialist. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>	
Source of Funds	\$	1,783	Instruction
Use of Funds	\$	1,783	Guidance, Counseling & Evaluation Services
Fund Balance Effect		None	

Amendment #008: Child Nutrition Services (Fund 240)

This amendment will place budget for food services walk-in cooler/freezer and generator projects and various other purchases that were not complete at August 31, 2025. The bid for the cooler/freezer and generator projects was awarded at the August 28, 2025 Board of Trustees meeting. Funding will come from the Restricted Fund Balance – Federal and State Programs. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>	
Source of Funds	\$	1,621,183	Restricted Fund Balance-Federal & State Programs
Use of Funds	\$	1,621,183	Food Services
Fund Balance Effect		Decrease	

A copy of the amendments, detailing line items to be adjusted, are attached for your review.

Fiscal Implications:

Amendments #001, #002, and #004 will decrease general fund balances in the amount of \$2,273,698. Amendment #008 will decrease the restricted fund balance in the Child Nutrition Fund by \$1,621,183. The remaining amendments have no impact on fund balances.

Administrative Recommendation(s):

The administration recommends that the Board of Trustees approve the budget amendments, as presented.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date September 25, 2025

Contact Person: S. Smith/J. Allen

RE: Bid Award for Education Software and Other School District Related Software

=====

Background Information:

Request for Proposal, RFP # 24-1277, Educational Software and other School District Related Software, have been received for the purpose of creating a list of vendors which can provide software needs for the District on an as needed basis. We have previously received sixty-one (61) responses for this bid. We received submissions from three (3) additional vendors this past month. The list has been attached for your consideration.

In an effort to allow for maximum participation with our Educational Software and Other School District Related Software and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 Purchasing, the Purchasing Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users.

Consideration may need to be given to have an extended opening for receiving responses.

- Limited Response Period. This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.

- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the three (3) additional vendors for the Educational Software and Other School District Related Software, as presented.

Educational Software and Other School District Related Software
Vendors September 2025

Responding Supplier	City	State
I Support Learning, Inc.	Olathe	KS
Summit K12 Holdings Inc.	Austin	TX
Teaching Strategies, LLC	Bethesda	MD
Previously Responding Supplier	City	State
806 Technologies, Inc.	Plano	TX
Accelerate Education	Anthem	AZ
Beable Education, Inc.	Lakewood	NJ
Blueprint (Spotlight Series Holdings)	Miami Beach	FL
BrainPOP LLC	New York	NY
Cengage Learning, Inc.	Mason	OH
Curriculum Associates, LLC	North Billerica	MA
Different Roads to Learning	New York	NY
Discovery Education, Inc.	Charlotte	NC
eCampus Systems (Figtree Technologies Inc)	McKinney	TX
E-Control Systems, Inc.	Sherman Oaks	CA
Edmentum, Inc.	Bloomington	MN
Education Advanced, Inc.	Tyler	TX
Edusmart (Learn-Ed)	Austin	TX
Encyclopaedia Britannica Inc.	Chicago	IL
Essential Skills (Essential Skills Software Inc)	Aurora	ON
ExploreLearning, LLC	Dallas	TX
Flinn Scientific, Inc.	Batavia	IL
Footsteps2Brilliance, Inc.	Washington	DC
FSS Software Topco LP (Follett Software, LLC)	McHenry	IL
GraceNotes, LLC.	Houston	TX
Hatch, Inc.	Winston Salem	NC
Heinemann (Greenwood Publishing Group LLC)	Portsmouth	NH
Houghton Mifflin Harcourt Publishing	Geneva	IL
iDismiss, LLC	Dallas	TX
Imagine Learning LLC	Tempe	AZ
Innovative Learning Concepts Inc.	Colorado Springs	CO
Insignia Software Corporation	Edmonton	AB
IXL Learning, Inc.	San Mateo	CA
Journeyed.com, Inc.	Allen	TX
Lab Resources, Inc.	Tomball	TX
Learning 2020 dba Penda Learning (Penda Learning)	Loveland	CO
Learning A-Z, LLC	Dallas	TX
Learning Without Tears	Cabin John	MD
Lexia Learning Systems LLC	Concord	MA
Lone Star Learning (Lone Star Learning Sales & Marketing, Inc.)	Lubbock	TX
MindRise Learning	Driftwood	TX
MobyMax (MobyMax Education, LLC)	Pittsburgh	PA
NoodleTools, Inc.	Pala Alto	CA
Perch (Catalyft Labs, Inc.)	Cambridge	MA
Perfection Learning Corporation	Logan	IA

RFP # 24-1277
 Educational Software and Other School District Related Software
 Vendors September 2025

Previously Responding Supplier	City	State
PROGRESS LEARNING LLC	Atlanta	GA
Rhythm Monster, LLC	Prairie Grove	AR
Romeo Music	Coppell	TX
Rosen Classroom Or Rosen Digital OR Jackdaw Publications (Rosen Publishing Group, Inc.)	New York	NY
Rosetta Stone LLC	San Mateo	CA
Savvas Learning Company	Paramus	NJ
ScholasticInc.	New York	NY
SchoolsPLP	Phoenix	AZ
Sirius Education Solutions (Sirius Education Solutions LLC)	Austin	TX
Stats Medic, LLC	Grand Rapids	MI
STEMfinity, LLC	Boise	ID
Super Duper Publications (Super Duper Inc)	Greenville	SC
Teachers Discovery	Auburn Hills	MI
The Writing Academy, LLC	Kemah	TX
ThinkCERCA.com, Inc.	Chicago	IL
Three Minute Theory (TTT United, LLC)	Oceanside	NY
TOPTALENT LEARNING	Plano	TX
TouchhMath Acquisition LLC (TouchMath LLC)	Colorado Springs	CO
Vernier Science Education (Vernier Software & Technology Inc.)	Beaverton	OR
visiOn cue LLC	Scottsdale	AZ

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: S. Smith

RE: Bid Award for Educational Consulting, Professional Development, and Other Student-Based Contracted Services

=====

Background Information:

Request for Proposal, RFP # 21-1182, Educational Consulting, Professional Development, and Other Student-Based Contracted Services have been received for the purpose of creating a list of vendors which can service the District. We received eight (8) responses during the past month. The recommended vendors will be added to our previously approved list of four hundred twenty-nine (429) responses.

Examples of the types of services covered under this RFP are:

- Academic Educational Consultant
- Professional/Staff Development Training
- Motivational or Professional Speaker
- Program Review/Recommendation Services
- Data/Statistical Analysis
- Curriculum Design
- Evaluator Services
- Judging Services
- Technology Analysis/Consultant
- Operations Analysis/Consultant
- Grant Evaluation Services
- Presentations/Programs for staff and students (e.g. authors)
- Marching Band/Drill/Cheer Design and Choreography (includes camps)
- Theatre Coaching Services
- Instructors for outside of the school day classes (art, photography, gardening, tennis, Zumba, etc.)
- Speaker(s) for Assembly Programs
- Other services deemed appropriate for this request

In an effort to create inclusivity with our consulting, professional development, and student-based contracted services vendors and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 – Purchasing, the Business Services Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users.

Consideration may need to be given to have an extended opening for receiving responses.

- **Limited Response Period.** This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.
- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the additional eight (8) vendors for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

RFP #21-1182 Educational Consulting, Professional Development, and Other Student-Based Contracted Services

Education Leadership Services LLC

Company Name: Education Leadership Services LLC
Street Address: 603 Concerto Lane
City, State, Zip: Silver Spring, MD 20901
Contact Name: Veronica Gerald
Contact Phone Number: 908-727-0047
Contact Email Address: admin@educationleadershipservices.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Principals, Assistant Principals, Instructional Coaches, New & Veteran Teachers, Long term Substitute Teachers
Description of Services: Education Leadership Services offers coaching & professional development services to build instructional excellence, leadership capacity, & sustainable improvement in K–12 schools. All services are delivered through a hybrid model that blends in-person training with ongoing virtual support thru Instructional Coaching for Teachers using our Teacher Growth Model™: Leadership Coaching for School & District Leaders: Coaching for Instructional Coaches & Deans: Professional Development Workshops: New Teacher Onboarding & Retention Programs: Data Instructional Leadership Development: Program Monitoring & Reporting: Multilingual Learner Support & SPED Coaching: & Custom Solutions. All services are adapted to align with district goals, existing curricula & compliance requirements.
Pricing: Coaching Pricing Varies from \$300 to \$450/Hour. Professional Development session \$5,000/session Full-day PD up to 20 participants, 2 facilitators, materials. Multi-year contracts: 5% discount on year 2, 10% discount on year 3. Additional 10% discount for groups over 25 participants.

Elevate U Consulting LLC (Elevate U Consulting)

Company Name: Elevate U Consulting LLC
Street Address: 5326 S. Haleyville Way
City, State, Zip: Aurora, CO 80016
Contact Name: Yolanda Greer
Contact Phone Number: 303-725-8829
Contact Email Address: yolanda@elevateued.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: District & campus leaders, instructional coaches, teachers, & school-based teams across Waco ISD.
Description of Services: Elevate U Consulting delivers a cohesive menu of Professional / Staff Development Training services that combines evidence-based content with personalized coaching to help Waco ISD build strong leaders, effective teams, & high-impact classrooms. Leadership Development offerings move participants from insight to action through our Educate → Equip → Empower™ cycle. “Self-Leadership Pathways” is a guided reflection on the Identity-Purpose-Practices (IPP) model. “Team Leadership Intensives” use Emergenetics diagnostics & simulation labs to sharpen collaboration, conflict resolution, & meeting discipline. “Leading for Instructional Excellence” calibrates feedback & model high-impact PLCs. “Data-Driven Decision Making” institutes dashboards that translate assessment results into next-step instruction. “Instructional Coaching Academy” gives participants structured practice &

feedback on GROW coaching, structural-tension charting, & micro-coaching techniques. “Loyalist Teams™ Series” is focused on psychological safety, disciplined collaboration, & trust metrics.

Pricing: Elevate U Consulting uses a transparent, menu-based fee structure so Waco ISD can match professional-learning intensity and budget with precision. Pricing Varies \$2,500 to \$27,600.

EmpowerED Endeavors LLC

Company Name: EmpowerED Endeavors, LLC
Street Address: 2910 Evans Mill Road Suite B PMB 1004
City, State, Zip: Lithonia, GA 30038
Contact Name: Donica Cuspard
Contact Phone Number: 470-338-3135
Contact Email Address: empowered.endeavorsedu@gmail.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: K–12 educators, instructional leaders, & school-based support staff.
Description of Services: Empowered ENDEAVORS focuses on professional development, coaching, & resources for educators & instructional leaders to create engaging, student-centered learning environments. This includes: Guidance for principals, coaches, & teachers with actionable frameworks & support for enhancing classroom culture: Leadership coaching, custom workshops, & professional learning series to improve staff capacity & drive sustainable school improvement: Digital products like templates & branded materials to implement research-based practices: A community hub for empowered educators, recognized for expertise in teacher & student empowerment, school transformation, & instructional innovation.

Pricing: We offer three engagement tiers—Essential, Enhanced, & Comprehensive, so schools can choose the right level of support. Each Tier can be customized to meet the needs of the district. Essential is \$35,000; Enhanced is \$55,000; Comprehensive is \$75,000. School/District can customize options to fit their specific needs instead of using preset packages. Coaching daily rates range from \$1,500 to \$2,000, depending on factors.

Probst Audio

Company Name: Probst Audio
Street Address: PO Box 8108
City, State, Zip: Ennis, Texas 75120
Contact Name: Scott Probst
Contact Phone Number: 214-215-5397
Contact Email Address: Scott@probstaudio.com
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: Music staff
Description of Services: Audio & video recording & production, audio equipment sales, audio consultation
Pricing: Half day & full day rates based on event details.

Rhizome Learning Solutions, LLC (Jacqueline K Choudhry)

Company Name: Rhizome Learning Solutions, LLC
Street Address: 7454 E Knowles Ave 28
City, State, Zip: Mesa, AZ 85209

Contact Name: Jacqueline Choudhry
Contact Phone Number: 480-788-8645
Contact Email Address: jchoudhry@rhizomelearningsolutions.com
Category of Service Provided: Academic Educational Consultant
Target Audience: Directors of Special Education, MTSS/RTI Coordinators, Principals & Instructional Leaders, Diagnosticians & classroom educators.
Description of Services: Rhizome Learning Solutions offers a comprehensive system of cognitive-based academic services designed to accelerate student progress, improve intervention effectiveness, & reduce evaluation backlogs across Tier 2 & Tier 3. Our Rapid Response Cognitive Supports include diagnostics, intervention, professional development, & implementation coaching—through an efficient six-week service cycle in Rapid Intake & Screening: Comprehensive Diagnostic Evaluation: Barrier Mapping & Pre-Referral Intervention: Tier 2 Small Group Workshops: Tier 3 One-on-One Coaching: Instructional Coaching and Lesson Design Support: Professional Development Workshops: Family Engagement & Resource Toolkit: Technology Integration & Dashboard Access: Final Reporting & Team Alignment. At the end of the six-week cycle, we deliver a comprehensive outcome report summarizing services provided, student progress & recommendations for next steps.
Pricing: Rhizome Learning Solutions offers a flexible, hybrid service model with flat-rate, all-inclusive pricing. All travel & on-site costs are embedded in the pricing. The Core Support Package is \$26,000 per cohort & is best suited for small pilot groups or limited student referrals. It includes services for up to 5 students. The Targeted Rapid Response Package is \$51,000 per cohort & supports up to 8 students. The Premier Rapid Response Package is \$81,000 per cohort & supports up to 15 students. Add-on services are available & also include travel costs where applicable varying from \$250 to \$5,000.

Summit K12 Holdings Inc

Company Name: Summit K12 Holdings, Inc.
Street Address: PO Box 26841
City, State, Zip: Austin, Texas 78755
Contact Name: John Kresky
Contact Phone Number: 844-331-4737
Contact Email Address: rfp@summitk12.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Teachers, Administrators, and staff
Description of Services: Summit K12 offers a suite of digital instructional programs designed to accelerate English Language Development (ELD), literacy, & bilingual education for K–12 students. Our platform includes content that builds listening, speaking, reading, & writing skills, with a focus on supporting English Learners & multilingual students. We provide progress monitoring tools & professional development to empower educators & ensure student success. Available in both English & Spanish (RLA Mastery/Dominio de SLAR) with resources available for grades K-8th with plans to expand to high school. Summit K12 offers supplemental support for newcomer students in a program called Knowledge Links. Knowledge Links transforms English Language Development using real-world experiences. Our Connect to Literacy (C2L) program leverages an online curriculum. Family Access is an optional for relatives who wish to improve their English language skills. Each student enrolled is entitled to four Family User accounts. We offer a variety of training packages & sessions, including initial training for educators & administrators to effectively utilize Connect to Literacy (C2L) & enhance student learning outcomes.

Pricing: Pricing: Half Day Onsite: \$2,170.00: Full Day Onsite: \$3,320.00: Half Day Online: \$1,140.00.

Texas Dance Educators Association

Company Name: Texas Dance Educators' Association
Street Address: PO Box 74
City, State, Zip: Houston, TX 77001
Contact Name: Sidnee Denman
Contact Phone Number: 469-682-4498
Contact Email Address: tdeatreasurer22@gmail.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Dance/Drill Team Educators in Texas
Description of Services: Professional development & assessments.
Pricing: Registration fees between \$130 & \$450 per registration.

Walker EDquity Group LLC

Company Name: Walker EDquity Group, LLC
Street Address: 1142 S. Diamond Bar Blvd. Suite 335
City, State, Zip: Diamond Bar, CA 91765
Contact Name: Brenda Walker
Contact Phone Number: 909-248-6624
Contact Email Address: info@walkeredquitygroup.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Aspiring education administrators
Description of Services: Professional development, consulting, group & individual coaching
Pricing: Aspiring Leaders Academy - per coaching hour - \$250.00: Equity-Centered Facilitation - per half-day session - \$1,800.00: Aligned Professional Learning - per full day session - \$2,500.00: Certificate Support Services - per mentee annual - \$3,500.00: Total Estimated Cost: \$27,700.00.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: S. Smith

RE: Bid Award for Local Retailers' General Merchandise

=====

Background Information:

Request for Proposal, RFP # 24-1263, Local Retailers' General Merchandise have been received for the purpose of creating a list of vendors from the Greater Waco Area that can provide supplies, equipment, and services for the District on an as needed basis. We have received fifty-eight (58) responses for this bid. We received one (1) additional vendor this past month. The list has been attached for your consideration.

In an effort to allow maximum participation for vendors currently residing in the Greater Waco Area, as well as new vendors moving into the area, the Waco Independent School District is electing to engage in Extended Period for Multiple Award Contracts as allowed under the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG), Module 5: Purchasing, exhibited below.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users. Consideration may need to be given to have an extended opening for receiving responses.

- Limited Response Period. This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.
- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

Additional vendors will be added as needed. Vendors submitting a bid by the end of each month will be recommended for consideration at the next Board Meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the one (1) new vendor for the Local Retailers' General Merchandise, as presented.

RFP # 24-1263
Local Retailer's General Merchandise
Vendors for September 2025

New Responding Suppliers	City	State
DuPuy Oxygen & Supply, Company, Inc.	Waco	TX
Previously Awarded Suppliers	City	State
2 Crazy B Designs	Hewitt	TX
25N Coworking Waco (25N Waco, LLC)	Waco	TX
A & K Express Inflatables (Orlando Ray Galindo-Beverly)	Waco	TX
A-1 Banner & Sign Co., Inc.	Waco	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	Tx
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd	Waco	TX
ARC Abatement 1, Inc.	Waco	TX
Astro Events of Waco	Waco	TX
Award Specialties, Inc.	Waco	TX
Axiom Advertising (Bosque Forms, Inc.)	Waco	TX
Barnes & Noble	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach	Waco	TX
Big Ben Dry Cleaners	Waco	TX
Bosque Fence and Supply, LLC. (Jeff Bray)	Waco	TX
Bugsdotcom Termite and Pest	Waco	TX
Centex Carpet & Interiors	Waco	TX
CTWP (Hayday, Inc.)	Waco	TX
Diesel Power Supply Co.	Waco	TX
Dream Big Balloons	China Spring	TX
Express Yourself Designs	Waco	TX
Firmin Business Forms	Waco	TX
Flow Plumbing Services, LLC	Waco	TX
Gene Ives Accoustic & Tile Co	Waco	TX
Gross-Yowell	Waco	TX
HEB Grocery Store	Waco	TX
Herff Jones/Overall Recognition (Overall Recognition LLC)	Waco	TX
Hidewilly (will Suarez)	Waco	TX
Hobby Lobby Creative Centers (Hobby Lobby Stores, Inc.)	Waco	TX
Hole in the Roof Marketing (Hole in the Roof)	Waco	TX
Jeff's Balloons	Waco	TX
Kleen-Air Filter Services & Sales (Allison Enterprises Inc.)	Groesbeck	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
Mardel Christian and Education (Mardel Inc.)	Waco	TX
North Waco Tropical Fish	Waco	TX
Paramount Waste Water (Paramount Porta-Potty)	Temple	TX
Peerport Collective	Waco	TX
Pendley Party Productions & Rentals	Waco	TX
Resco (E & O Investments, LLC)	Waco	TX
Smoot-Anderson Co., Inc.	Waco	TX
Stephanie Asselin	Waco	TX
Swift Uniforms	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc.	Waco	TX

RFP # 24-1263
 Local Retailer's General Merchandise
 Vendors for September 2025

Previously Awarded Suppliers	City	State
Tarpley Music Company, Inc.	Waco	TX
TDR COMP	Robinson	TX
Tessera Technology Group	Woodway	TX
Texas Security Equipment, Inc.	Waco	TX
Total Office Solutions	Waco	TX
Triple S Sports (Triple S Sales, Inc.	Waco	TX
Vincent Thomas	Waco	TX
Virkim, Inc.	Waco	TX
Waco Bounce House Rentals, LLC	Eddy	TX
Wesley Blanton Service Co/WBSCO	Hewitt	TX
Wizard Wash & Paint	Waco	TX
Wolfe Wholesale Florist, Inc.	Waco	TX
Stanley Ford McGregor	McGregor	TX
Integ	Waco	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: S. Smith/G. Barrera

RE: Bid Award for Maintenance Supplies, Equipment, and Services

=====

Background Information:

Request for Proposal, RFP # 22-1229, Maintenance Supplies, Equipment, and Services have been received for the purpose of creating a list of vendors which can provide supplies, equipment, and services for the Facilities and Maintenance and Custodial Departments. We have received one hundred sixty-seven (167) responses for this bid. We received four (4) additional vendors this past month. The list has been attached for your consideration.

In an effort to allow for maximum participation with our Maintenance and Custodial vendors and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 Purchasing, the Purchasing Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users.

Consideration may need to be given to have an extended opening for receiving responses.

- **Limited Response Period.** This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.
- **Extended Response Period.** This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the four (4) additional new vendors for the Maintenance Supplies, Equipment, and Services bid, as presented.

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for September 2025

Responding Supplier	City	State
Alliance Electrical Group LLC	Woodway	TX
R & R Tactical, LLC	Hewitt	TX
Rob Pelletier Construction, Inc.	Dayton	TX
Temperature Control Systems, Inc.	Dallas	TX
Previously Awarded Vendors	City	State
A&H Refrigeration Company, Inc.	Waco	TX
A-1 Banner & Sign Company, Inc.	Waco	TX
A-1 Vacuum Center, Inc.	Conroe	TX
AAA Elevator Inspections	Austin	TX
Access Lift & Service Company, Inc.	Peaster	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	TX
Acme Architectural Hardware	College Station	TX
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd.	Waco	TX
Alamo Iron Works (Triple-S Steel Supply, LLC)	San Antonio	TX
ALERT Radar (DJ Hopkins, Inc.)	Mountain Home	AR
Allen Glass Company	Hewitt	TX
American Consulting	Austin	TX
ARC Abatement 1, Ltd.	Waco	TX
Arrow Magnolia International, Inc.	Dallas	TX
AutoCzech/Soljonhof	West	TX
B F Hurley Mat Co, Inc.	LaGrange	GA
B&B Repair Shop	West	TX
Bain Paper Company	Waco	TX
Barnett Contracting, Inc.	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach)	Waco	TX
Belfor (Belfor USA Group, Inc.)	Waco	TX
Benchmark Signs	Weatherford	TX
Bill's Discount Tire Service (Maria G. Castanon-Vega)	Waco	TX
Bleacher Service Company (Gilbert D. Trevino)	Moody	TX
Brandt (The Brandt Companies, LLC)	Waco	TX
Brem's Fencing LLC	Valley Mills	TX
Brewer Lock and Safe	Waco	TX
BUGSDOTCOM Termite and Pest	Waco	TX
Bullseye Glass (Bullseye Glass LLC)	Waco	TX
Carquest of Hewitt (Pavelka Truck and Auto Parts, Inc)	Hewitt	TX
CCP Industries, Inc. (The Tranzonic Companies)	Richmond Heights	OH
Centex Carpet & Interiors	Waco	TX
Central Texas Mobile Storage	Waco	TX
Century HVAC Distributing	Dallas	TX
CF Supply, Inc.	Waco	TX
CheckSammy, Inc.	Plano	TX
City Tire and Battery	Waco	TX
Clarks Small Engine Repair	Lacy Lakeview	TX
Cleaning Robotics, LLC	Luling	LA

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for September 2025

Previously Awarded Vendors	City	State
Climatec, LLC	Austin	TX
Code-3 Fire & Safety Products	Waco	TX
Communication Concepts	Fort Worth	TX
Competitive Choice, Inc.	Houston	TX
Complete Supply, Inc.	Dallas	TX
Core Controls	Dallas	TX
Dealers Electrical Supply	Waco	TX
DenaliCS (Denali Construction Services, LP)	Carrollton	TX
Dent Enterprises LLC	Desoto	TX
DH Pace Company, Inc.	Coppell	TX
Diesel Power Supply Company	Waco	TX
Duncan's Commercial Lock	Wichita Falls	TX
Emerge Services, LLC	Conroe	TX
Encore Fence	Temple	TX
Environmental Concerns, Inc.	Waco	TX
Epic Solar Control, LLC	McKinney	TX
Equipment Depot	Waco	TX
Fairway Supply	Irving	TX
Fastsigns Waco (Red Bird Digital Media LLC)	Waco	TX
Filterbuy Incorporated	Talladega	AL
Firetrol Protection Systems (Heather Foster)	Austin	TX
Fissco Supply (Frigelar North America DBA Fissco Supply)	Dallas	TX
Fitzgerald Lawscaper Ltd.	Woodway	TX
Flip Lok, LLC	Houston	TX
Flow Plumbing Services, LLC	Waco	TX
Fort Worth Window Cleaning, Inc.	Haltom City	TX
Fred's Power Wash (Washer Power)	Waco	TX
Gene Ives Acoustic & Tile Company	Waco	TX
Global Industrial (Global Equipment Company, Inc.)	Buford	GA
Grones Environmental Services	Waco	TX
Ground Penetrating Radar Systems	Maumee	OH
H & H Sign Co., Inc	Waco	TX
H. B. Blake Company	Hewitt	TX
Hardin & Associates Holdings, LLC	Carrollton	TX
HCS Inc. (MB Home Construction)	Waco	TX
Herc Rentals, Inc.	Austin	TX
Hill Country Paints (Wendy Hui Anderson)	Waco	TX
Holt Cat (Holt Texas Ltd)	Waco	TX
Image Maker 4U, Inc.	Hughes Springs	TX
Independent Hardware, Inc.	Philadelphia	PA
Interboro Packaging Corporation	Montgomery	NY
Intercon Environmental, Inc.	Mansfield	TX
Intermountain Lock & Security Supply	Salt Lake City	UT
J.K. Brown	Moody	TX
Jackson Sign & Lighting	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for September 2025

Previously Awarded Vendors	City	State
JGA Roofing	Waco	TX
JLM Contracting, LLC	Waco	TX
Justin Seed Company	Justin	TX
Kinco Inc., Overhead Door Co of Waco	Waco	TX
Lady Liberty Flag and Flagpole (Convict Hill Floor Covering & Design, Inc.	Austin	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
LD Tebben Co/Pax Services Group	Waco	TX
Lea Park & Play, Inc.	Richardson	TX
Lennox Industries (Lennox Industries, Inc.)	Richardson	TX
Liftcrete Solutions (Green Foam Solutions, Inc.)	Waco	TX
Lonestar Chiller Systems (Lonestar Chiller Systems LLC)	Crawford	TX
Lonestar Truck Group Waco (Lonestar Freighliner Group, LLC	Waco	TX
Loop 340 Overhead Door (Sideline Enterprises, Inc.)	Waco	TX
Ludwig Saw AND Tool Sharpening	Waco	TX
M.A.N.S Distributors, Inc.	Carrollton	TX
Marks Plumbing Parts (John W Gasparini, Inc.)	Fort Worth	TX
MJM Commercial HVAC, LLC (Motl)	Robinson	TX
Morrison Supply Company (Reece USA)	Waco	TX
National Wholesale Supply Company	Woodway	TX
NEI Datacom (Nemmer Electric, Inc.)	Waco	TX
Newman Technology Solutions	Temple	TX
Otuyv, Inc	Provo	UT
P&E Mechanical Contractors, LLC	Waco	TX
Parking Garage Solutions, LLC deb PGW Solutions	Houston	TX
Patriot Supply Company	Brady	TX
Perry Office Plus (Perry Office Products)	Temple	TX
Pioneer Steel and Pipe Co., Inc.	Waco	TX
Pioneer Vacuum Services, LLC	Waco	TX
Pye Barker Fire	Waco	TX
R&R Tactical, LLC	Hewitt	TX
Ranger Security Solutions (Ranger Elite Management, LLC)	Temple	TX
RBO Technologies, LLC	Waco	TX
Regian Tool and Equipment	Waco	TX
Resco (E & O investments, LLC)	Hewitt	TX
Richards Equipment Company	Waco	TX
Ryberg Plumbing LLC	Waco	TX
School Bus Safety Company	Hudson	OH
Sentinel Air Conditioning and Heating	Spring	TX
Share Corporation	Milwaukee	WI
Sherwin Williams (The Sherwin Williams Company)	Waco	TX
Shiffler Equipment Sales, Inc.	Chardon	OH
Sims Plastics of Waco	Waco	TX
Smith Supply Co. LLC	Temple	TX
Smoot-Anderson Company, Inc.	Waco	TX
Solar Supply	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for September 2025

Previously Awarded Vendors	City	State
Southern Clean Pressure Washing (Michael Jackson)	Ferris	TX
Southern Tire Mart	Dallas	TX
Southwest Maintenance, LTD	Waco	TX
Starks Janitorial Services	Mesquite	TX
Steeles Garage Door Solutions	Belton	TX
Sunrise Environmental LLC (Jessica L Marquesen)	Bridgeport	TX
SWS Concrete Contractor (Scott W Schreiber)	Waco	TX
T & W Tire	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc. (Texas Energy & Automation Management Solutions, Inc.)	Waco	TX
Tanglewood ATX, LLC	Leander	TX
Texas Alternator Starter Service (McAdamsGroup, LLC)	Austin	TX
Texas Security Equipment, Inc.	Waco	TX
The Reynolds Company (D. Reynolds Co., LLC)	Fort Worth	TX
The Roof Co. Waco, LLC	Waco	TX
TJ's Professional Painting and Construction, LLC	Red Oak	TX
Tradesman Service	Waco	TX
Trane	Fort Worth	TX
Truck Alignment Frame, LLC	Elm Mott	TX
Tuff Shed	Waco	TX
Tyggr Roofing & Construction Company	Morgan	TX
UniFirst Corporation	Hewitt	TX
Unifirst First Aid & Safety	Earth City	MO
United Ag & Turf	Waco	TX
United Refrigeration, Inc.	Waco	TX
Versalift Southwest	Waco	TX
Virkim, Inc.	Hewitt	TX
Visual Techniques	Longview	TX
Waco Fencing & Stuff	Waco	TX
Waco Hydro Wash	Waco	TX
Waco Lock and Key, LLC	Waco	TX
Washer Power, LLC	Waco	TX
WESCO Chemicals, Inc.	Waxahachie	TX
Winston Watercooler of Waco LTD	Waco	TX
Wizard Wash & Paint	Waco	TX
Woodard Builders Supply Company	Fort Worth	TX
Zed Security, LLC	Hickory Creek	TX

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: September 25, 2025 **Contact Person:** S. Smith/T. Alcala

RE: Bid Renewal for Temporary Labor Services

=====

Background Information:

Request for Proposals, RFP # 24-1272, have been previously opened and evaluated for the purpose of awarding multiple vendors to provide temporary labor services in the areas of Kitchen workers, Office/Clerical Staff, Custodial, and Warehouse workers on an as needed basis. We received eleven (11) responses for these services. After evaluating each response and understanding the number of temporary labor personnel needed to maintain our facilities with kitchen workers being needed the most, the evaluation committee determined that a minimum of four (4) vendors could meet the District's needs and carry out the daily work schedule necessary for both the Child Nutrition Department and other areas within the District. Jack of All Trades Placements Unlimited Beatty's Services and Total Placement were awarded for these services. The original bid tabulation is attached for your review.

The District has been pleased with the services of Jack of All Trades, Unlimited Placement, and Total Placement and would like to exercise our option to renew for an additional one (1) year period.

The District does not wish to renew with Beatty's Services, and has since canceled the bid award for this vendor. One of the requirements in the bid was that the vendor must have a brick and mortar building within the greater Waco area to be awarded for these services. After trying to reach Beatty's Services on numerous occasions, we discovered they did not reside in the Waco area but in another State and as such cancelled their award.

This bid will expire October 24, 2026 with two (2) additional one (1) year renewal options.

Fiscal Implications:

The cost of this service will be charged to the appropriate departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Temporary Labor Services to Jack of All Trades, Placements Unlimited, and Total Placement, as presented.

RFP # 24-1172
Temporary Labor Services
Bid Tabulation

Vendor	Kitchen Worker	Admin/Office Clerical	Custodial	Warehouse
All-N-One Services, LLC	\$ 19.80	\$ 20.79	\$ 18.67	\$ 19.41
Beatty's Services	\$ 16.44	\$ 17.13	\$ 16.44	\$ 19.18
Hanker Systems, Inc.	No Bid	\$ 28.00	\$ 34.00	No Bid
Health Advocates Network, Inc.	\$ 20.55	\$ 21.60	\$ 24.99	\$ 28.77
Jack of All Trades	\$ 19.16	\$ 21.68	\$ 20.91	\$ 20.91
Maxim Healthcare Services	\$ 37.00	\$ 33.00	\$ 36.00	\$ 38.00
Noor Staffing Group, LLC	\$ 18.20	\$ 20.80	\$ 20.80	\$ 19.50
Openwork LLC	\$ 18.32	\$ 19.12	\$ 18.32	\$ 19.12
Placement Unlimited	\$ 18.48	\$ 21.60	\$ 19.80	\$ 22.95
StaffEZ of Texas	\$ 26.40	\$ 27.00	\$ 28.00	\$ 32.50
Total Placement	\$ 17.68	\$ 21.76	\$ 17.68	\$ 20.40

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: S. Smith

RE: Purchases over \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service

=====

Background Information:

In April 2020, the Board approved a change in Board Policy CH (Local) that requires all purchase requests over \$50,000 to be approved by the Board of Trustees prior to being made. These purchases will be made under a pre-existing bid or purchasing cooperative. The following purchase requests have been made as of September 15, 2025:

Pre-Existing Bid:

1. NEI - \$51,885.00 – Axis Camera Server and Device License – Security camera licensing and software subscription for District – Kendrick Bond Funding – WISD Maintenance Bid # 22-1229
2. NEI - \$52,527.76 – SmartZone from Ruckus – Support, management and warranty for Wireless Access Points – WISD Maintenance Bid # 22-1229
3. Coachman Educational Services - \$72,500 – Professional Development – WISD Educational Consulting, Staff Development and other Student Based Contracted Services, Bid # 21-1182.
4. Houghton Mifflin Harcourt - \$106,400 – Instructional, Supplemental reading program (online) and diagnostic and an AI program to fill in the gaps for foundational reading skills.
5. Texas Language Connection - \$ 75,000 – Sign Language and Interpreting Service, Waco ISD Bid # 25-1279
6. Amy Tharp Speech Services - \$50,000 – Bilingual Speech Services – Waco ISD Bid # 22-1232

Purchasing Cooperative:

7. Certiport - \$59,432.90 – CTE Curriculum and Testing Materials, CTPA, Round Rock ISD Bid # 22-100, Instructional Materials

8. Solid Border, Inc. - \$90,224.65 - Palo Alto & Barracuda Firewall - Anti threat protection for the district network- BuyBoard Bid # 661-22 Technology Equipment, Products, Services, and Software - BuyBoard Bid # 692-23 Software as a Service
9. SHI Government Solutions, Inc, - \$\$58,957.00 – VM solution for virtual servers – TIPS Contract # 230105, Technology Solutions Products and Services
10. College Board – \$64,496.34 – SAT/PSAT tests – CTPA, Belton ISD, Bid # 2410-450-372, Instructional Materials, Supplies, Equipment and Services
11. Soliant - \$230,000 – Special Education Services – CPTA, Belton ISD, Bid # 2105-725-254-1

Fiscal Implications:

The cost of these goods and services will be charged to the appropriate departmental budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the purchase requests over \$50,000, as presented.

Waco Independent School District

Board of Trustees Meeting Agenda

Date: September 25,2025

Contact Person: Dr. Ronnita Carridine

RE: School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course

=====

Background Information:

Since 1995, Texas law has allowed school districts to issue a school district permit to someone who does not hold a teaching certificate, subject to approval by the Commissioner of Education (Texas Education Code 21.055). For "non-core academic career and technical education (CTE) courses" only, state law allows the school district's Board of Trustees the authority to determine if a school district may issue a school district teaching permit without approval by the Commissioner of Education (House Bill 2205, 84th Regular Legislative Session).

In order for a non-core academic CTE teacher candidate to be qualified for a school district teaching permit, the individual must demonstrate subject matter expertise, such as:

- Professional work experience
- Formal training and education
- Relevant industry license, certification, or registration
- Any combination of work experience, training, and education, or industry credentials related to the subject matter he or she will be teaching

A bachelor's degree is not a requirement.

The administration requests that the following candidate be issued a school district teaching permit effective for the 2025-2026 school year.

Ronnie Briscoe- Business

Brings years of experience across diverse corporate environments, where he developed multi-level skills; particularly through a comprehensive Manager-in-Training program.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the named

teacher candidate to be issued a school district teaching permit, which will allow them to teach assigned non-core academic career and technology courses for Waco ISD.

**Waco Independent School District
Board of Trustee Meeting Agenda**

Date: September 25, 2025

Contact Person: Dr. Suzanne Hamilton

RE: School Health Advisory Council (SHAC) Members

=====

Background Information:

Policy BDF (Legal) states the Board shall appoint at least five members to the School Health Advisory Council (SHAC). A majority of the members must be parents of students enrolled in the district and must not be employed by the district. In addition, one of those members shall serve as chair or co-chair of the SHAC.

The Board may also appoint one or more public school teachers, public school administrators, district students, healthcare professionals, members of the business community, law enforcement representatives, senior citizens, clergy, representatives of nonprofit health organizations, representatives of local domestic violence programs, or representatives of another group. *Education Code 28.004(d)*

The names of potential voting committee members who have agreed to serve on SHAC for the 2025-2026 school year are:

Parents/Community Members:

1. Rob Ward (HPDS)
2. Alfred Monroe (Kendrick & CCMS)
3. Hope Balfa (LAMM & TMS)
4. Sarah Pedrotti (UHS and Communities in Schools)
5. Matthew Polk (HPDS and Waco Family Medicine)
6. Fernando Arroyo (Tennyson, WHS and Waco Family Medicine)
7. Mary Danielson (LAMM)
8. Misty Burks (LAMM)
9. Stephanie Pieper (LAMM)
10. Maria Sardaneta (UHS)
11. Ruth Lara (WMCPHD)
12. April Strickland (AgriLife)
13. Erin Hughley (Oceans Behavioral Hospital)

Waco ISD Staff:

1. Rhiannon Settles, Director of Health Services
2. Suzanne Hamilton, Assistant Superintendent for Student Services & Support
3. Yolanda Williams, Executive Director of Student Support
4. Sara Miller, Coordinator of Counseling and SEL
5. Sarah Hodde, CNS Specialist
6. Craig Goodman, Waco ISD Police Department

Fiscal Implications:

Not Applicable.

Administrative Recommendation(s):

Approve the appointment of SHAC members as presented.

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: September 25, 2025

Contact Person: Tiffany Spicer

RE: Memorandum of Understanding Between the Waco ISD and Transformation Waco for LCSW Program and Office Space

=====
Background Information:

This Memorandum of Understanding (MOU) is submitted for approval and outlines the continued partnership between Transformation Waco (TW), a 501(c)(3) non-profit organization, and Waco Independent School District (the District) on the TW LCSW program through December 2025. In addition, this agreement provides for TW to continue to utilize existing office space the District has provided the organization in its property at 3005 Edna Avenue, Waco, TX through June 30, 2026.

Fiscal Implications:

Maintain budgeted expenditures associated with providing existing office space to TW. Staffing and additional operational costs to be provided by TW.

Administration Recommendations:

The Administration recommends that the Board of Trustees approve the memorandum of understanding between Waco ISD and TW, as presented.

**Contract for Operation of the Transformation Waco LCSW Program at Waco ISD
2025-2026 School Year**

The purpose of this contract between Transformation Waco, a 501(c)3 non-profit organization, (“TW”) and Waco Independent School District (the “District”) is to provide for the continued oversight and funding of the TW LCSW Program (the “Program”).

TW shall:

1. Continue funding for two Licensed Clinical Social Workers (LCSWs) through October 1, 2025, and, if additional funding becomes available, may extend services through December 31, 2025.
2. Work closely with WISD to develop a student-centered transition plan that mitigates disruptions to care and maintains service continuity.
3. TW Staff will provide required parent notice and obtain written parental consent (as required by applicable law, including without limitation, Texas Education Chapter 26) to render services.
4. The parties will designate representatives to work together to develop a transition plan for ongoing services to be provided to the students being served by the Program, with the plan finalized no later than October 1, 2025, or by December 31, 2025, if Transformation Waco extends services with additional funding. The transition plan will include the following terms:
 - If Transformation Waco secures additional funding to extend services through December 31, 2025, the costs of the Program will remain TW’s responsibility during that period.
 - Party representatives:
 - TW: Dr. Robin McDurham
 - District: Dr. Tiffany Spicer

The District shall:

1. Provide continued access to all other office space and related facilities currently used by TW at the Waco ISD property located at 3005 Edna Avenue, Waco, TX through June 30, 2026.
2. Provide ongoing computer and internet access for employees designated by the TW CEO.
3. Provide assistance in collecting and submitting any documentation, student data or outcomes relevant to services delivered on district campuses, to the extent

requested by the U.S. Department of Education for reporting purposes.

4. Assist TW Staff with obtaining written parental consent to render services

Terms and Provisions

Term. The term of this Agreement shall begin on the date signed by both parties and end no later than December 31, 2025. This Agreement is subject to termination for noncompliance as set forth below.

Non-Compliance. Notwithstanding any provision herein to the contrary, if TW does not comply with any part of this Agreement, and the failure to comply is not corrected within thirty (30) calendar days after written notice from the District, this Agreement may be terminated immediately upon written notice from the District, at the District's sole discretion.

Liability. Neither the District nor its trustees, officers, employees or agents shall have any liability or responsibility for any claim or cause or action of any person or group arising from (a) the use of District property and/or equipment by TW and TW's officers, volunteers, employees, contractors, agents, invitees, licensees, participants, and visitors, or (b) non-compliance with this Agreement, or (c) any act, omission, or negligence of TW, or any of its officers, agents, employees, contractors, invitees, licensees, volunteers, participants or visitors. Likewise, neither TW nor its trustees, officers, employees or agents shall have any liability or responsibility for any claim or cause or action of any person or group arising from (a) the use of District property and/or equipment by the District and the District's officers, volunteers, employees, contractors, agents, invitees, licensees, participants, and visitors, or (b) non-compliance with this Agreement, or (c) any act, omission, or negligence of the District, or any of its officers, agents, employees, contractors, invitees, licensees, volunteers, participants or visitors.

Notice. All notices or other communications required or permitted hereunder shall be in writing, and shall be personally delivered or sent by registered or certified mail, return receipt requested, courier delivery, electronic mail, facsimile or receipted overnight mail, and shall be deemed received upon the earlier of (a) the date of delivery, if personally delivered, or (b) three

(3) business days after the date of posting by the U.S. postal service, if mailed. All such notices or communications shall be addressed as follows: *(Dr. Tiffany Spicer, Superintendent of Schools for Waco ISD, tiffany.spicer@wacoisd.org, P.O. Box 27, Waco, Texas, 76703; Dr. Robin McDurham, Chief Executive Officer for Transformation Waco, robin.mcdurham@wacoisd.org, 3005 Edna Avenue, Waco, Texas 76708.)*

Either party may change such address for notice for the party designated to receive such notice by giving written notice to the other party as provided in this paragraph.

Relationship of the Parties. It is understood and agreed that TW is a separate legal entity from the District, and TW is not an employee, agent, joint venture, or partner of

the District. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the District and either TW or any employee or agent of TW.

No Waiver of the District's Immunity. The execution of this Agreement and the performance by the District of any of its obligations hereunder are not, and are not intended to waive or relinquish, and WISD shall not waive or relinquish, any governmental, sovereign immunity or defense from or to liability or prosecution available to the District, its trustees, officers, employees, or agents under federal or Texas laws.

No Third-Party Beneficiaries. The provisions of this Agreement are and will be for the benefit of the District and TW only and are not for the benefit of any third party, and accordingly nothing in this Agreement shall be deemed or construed to create any third-party beneficiaries or otherwise give any third party any claim or right of action against any party to this Agreement.

Governing Law and Venue. This Agreement shall be governed by and construed in accordance with the laws of the State of Texas, without regard to its conflicts of laws provisions. The mandatory and exclusive venue for the adjudication or resolution of any dispute arising out of this Agreement shall be in McLennan County, Texas.

Entire Agreement. This Agreement and the attached and incorporated addendum or exhibits, if any, contain the entire agreement of the parties relative to the purpose(s) of the Agreement and supersede any other representations, agreements, arrangements, negotiations, or understanding, oral or written, between the parties of this Agreement.

Severability. In the event that any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions, and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.

Interpretation. The parties agree that the normal rules of construction that require that any ambiguities in this Agreement are to be construed against the drafter shall not be employed in the interpretation of this Agreement.

Changes and Amendments. This Agreement may be amended, modified, and/or supplemented only by the mutual agreement of the parties, in writing, to be attached to the incorporated in this Agreement.

Assignment. Neither this Agreement nor any rights, duties, or obligations under it shall be assignable by TW without the prior written acknowledgment and authorization of the District. Any attempted assignment by TW without the District's prior written consent shall be void.

No Waiver. No failure on the part of either party at any time to require the performance

by the other party of any term hereof shall be taken or held to be a waiver of such term or in any way affect such party's right to enforce such term, and no waiver on the part of either party of any term hereof shall be taken or held to be a waiver of any other term hereof or the breach thereof. No waiver, alteration, or modification or any of the provisions of this Agreement shall be binding unless in writing and signed by duly authorized representatives of the parties hereto.

Captions. The captions herein are for convenience and identification purposes only, are not an integral part hereof, and are not to be considered in the interpretation of any part hereof.

Counterparts. This Agreement may be executed in separate counterparts, each of which when so executed shall be an original, but all such counterparts shall together constitute but one and the same instrument.

Non-Discrimination. Neither TW nor the District will discriminate on any basis prohibited by applicable law, including but not limited to, the basis of sex, age, handicap, race, color, and national origin in its educational and vocational programs, activities, or employment.

Attorneys' Fees. In the event of any litigation arising out of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees and costs.

IN CONSIDERATION OF THE FOREGOING TERMS AND CONDITIONS, the parties have caused this contract to be executed by duly authorized representatives of the Parties on the date as set forth below.

Waco Independent School District

Superintendent of Schools

Signature

Date (Printed Name)

Transformation Waco, Inc.

Authorized Representative

Signature

Date (Printed Name)

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 18, 2025 **Contact Person:** Stephanie Hines

RE: Acceptance of Gifts over \$50,000

=====

Background Information (Gifts >\$50,000 for Board Approval):

School Specialty, the College Football Playoff Foundation, the Big 12 Conference, and Baylor University teamed up to award J.H. Hines Elementary a room makeover valued at \$50,000. The funds will be used to transform a space into a rewards/game room space for students to enjoy on campus. An additional \$6,000 was awarded to the campus to purchase needed items for students and staff.

Administrative Recommendation(s):

The administration recommends acceptance of the gift over \$50,000.

Date	Name	Cash	Item	Service	Total	Description	Campus
9/18/2025	School Specialty, College Football Playoff Foundation, Big 12 Conference, and Baylor University	\$ 56,000.00			\$ 56,000.00	Room makeover on campus - rewards/game room PLUS money donated for student and staff needs	J.H. Hines Elementary
	Totals	\$ 56,000.00	\$ -	\$ -	\$ 56,000.00		

Waco Independent School District

Board of Trustee Workshop Agenda Item

Date: September 25, 2025

Contact Person: Dr. Ronnita Carridine

RE: T-TESS Appraisers for 2025-2026 School Year

=====

Background Information:

Per DNA (Local), the Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher’s supervisor.

Attached is the 2025-2026 T-TESS Appraiser list for Board consideration. T-TESS Administrators who may serve as Second Appraisers for 2025-2026 are designated in the attached list with an asterisk (*).

Fiscal Implications:

None

Administrative Recommendation(s):

The administration recommends approval of the 2025-2026 T-TESS Appraisers list as presented.

**2025-2026 T-TESS Appraisers
September 25, 2025**

Last Name	First Name	Role
Fox	Ronald	Resident Assistant Principal
Hand	John	Assistant Principal
Reasor	Lauren	Assistant Principal
Whiting	Janice	Principal

Updated September 2025

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Regular Meeting, Thursday, August 28, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Jim Patton
Keith Guillory
Angelo Ochoa
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:00 p.m. He stated that a quorum of Board Members was present, that the meeting had been duly called, and that the notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

PUBLIC COMMENTS ON AGENDA

None

MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE

SPECIAL RECOGNITIONS

Pledge Leaders

Brooklyn Golden and Kennan Woods, students from South Waco Elementary, led the Pledge of Allegiance.

Region 12 Teachers of the Year

The Board recognized Waco ISD's Elementary and Secondary Teachers of the Year.

Dara Altamirano, first-grade teacher at West Avenue Elementary, was named Region 12 Elementary Teacher of the Year. Altamirano has 13 years of teaching experience, including service in Waco ISD since 2015. She is dedicated to fostering literacy, creating supportive learning environments, and mentoring fellow educators.

Taylor Adame, U.S. History teacher and Social Studies Department Head at Waco High School, was named Region 12 Secondary Teacher of the Year. Adame has 10 years of teaching experience, serving Waco ISD since 2015. She is committed to connecting history to current issues, empowering students to engage with their community, and fostering a school culture where all students are valued.

Community Partner Award

Joe Davila and Mike O'Malley with Raising Cane's were honored with the TASB Stand Up for Public Education Award as the August Waco ISD's Community Partner of the Month.

SUPERINTENDENT’S REPORT

Back to School Events Recap

The district launched the school year with districtwide and campus events, including the first Superintendent’s Superhero Fun Run and the annual Family Fest, which distributed more than 1,900 backpacks and connected families with staff and community resources.

First Two Weeks of School

Dr. Spicer reported a strong start to the school year, with visits to all campuses, smooth openings of three new school buildings, and appreciation expressed to facilities, maintenance, and support teams. Families were thanked for their partnership in supporting student success.

Dedication for Kendrick Elementary School

Dr. Spicer invited the community to the Kendrick Elementary School dedication which will be held Monday, September 15, at 11:00 a.m.

Strategic Plan Update

Dr. Spicer shared that the district will begin implementation of the new five-year plan. Monthly board presentations will provide updates on strategic priorities, celebrate early progress, and address challenges to ensure accountability and continuous improvement.

Introduction of Executive Director of Elementary Education

Dr. Spicer welcomed Dr. Tamekia Brown as the new Executive Director of Elementary Education. She brings 25 years of experience, most recently as Area Superintendent in Fort Worth ISD and will join the Office of School Leadership to support principals and improve academic outcomes across the district.

PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE FOR THE 2025-2026 FISCAL YEAR

President Vidana opened the public meeting at 6:17 p.m. Sheryl Davis, Chief Financial Officer, discussed the 2025-2026 budgets and proposed tax rate. Notice of the hearing was published on August 16, 2025 and both the notice and proposed budget were posted on the district website.

No public comments were made. The public meeting was closed at 6:37 p.m.

INFORMATION ITEMS/REPORTS

- Monthly Financial Reports for the Period Ended July 31, 2025

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2024-2025 Budget
- Resolution Committing Unassigned General Fund Balance as of August 31, 2025
- Bid Award for Educational and Other School District Related Software

- Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- Bid Award for Local Retailers' General Merchandise
- Bid Award for Maintenance Supplies, Equipment and Services
- Bid Award for Restaurant and Catering Services
- Bid Award for Freezer, Cooler and Generator Renovations for Child Nutrition Services
- Bid Award for Advanced Email Security Solution (E-Rate)
- Bid Award for Multi-Factor Authentication (E-Rate)
- Bid Award for Offsite Immutable Backups Solution
- Bid Award for Security Information and Event Management (E-Rate)
- Bid Award for Vulnerability Management Solution (E-Rate)
- Job Order Contract (JOC) Renewal for Refrigeration Services
- Purchases in Excess of \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Services
- Second Reading of Board Policy Update 124
- Second Reading of Board Policy Update 125
- Change to Board Policy FD (LOCAL)-A Admissions
- Change to Board Policy FM (LOCAL)-X Student Activities
- Change to Board Policy EFB (LOCAL) Instructional Resources: Library Materials
- T-TESS Appraisers for the 2025-2026 School Year
- Amendment to the Teacher Compensation Plan
- 4-H Extracurricular Status Request
- Designation of Public Information Act Non-Business Days
- Memorandum of Understanding Between the Waco ISD and Transformation Waco for the Bernard and Audre Rapoport Vision Center
- School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
- Board of Trustees Meeting Minutes
 - July 24, 2025 - Regular Meeting
 - August 6, 2025 - Special Meeting
 - August 6, 2025 - Workshop Meeting
 - August 14, 2025 - Special Meeting
 - August 21, 2025 - Workshop Meeting

President Jose Vidana entertained a motion to approve the consent agenda as presented. Jim Patton made a motion, seconded by Taylor Bledsoe. The motion passed unanimously (7-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING ALTA VISTA ELEMENTARY SCHOOL AND KENDRICK ELEMENTARY SCHOOL CONSOLIDATION AND CLOSING AND RENAMING

Dr. Melissa King-Knowles, Deputy Superintendent, discussed the Alta Vista and Kendrick Elementary consolidation. The District submitted a closure request for Alta Vista, but on August 14, 2025 TEA advised the District it would not approve the closure. Instead, TEA reassigned Alta Vista's campus identification code to Kendrick Elementary, allowing the campus to operate under the new Kendrick name.

President Jose Vidana made a motion to approve the Alta Vista Elementary School and Kendrick

Elementary School consolidation and closing and renaming. Jim Patton made a motion, seconded by Jeremy Davis. The motion passed unanimously (7-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING ADOPTION OF THE BUDGETS FOR THE 2025-2026 FISCAL YEAR

In compliance with Section 44.002 of the Education Code, the Superintendent has prepared a proposed budget for the 2025-2026 fiscal year, which includes all estimated revenues and proposed expenditures for the general, food service, and debt service funds, as required by the State Board of Education. The budget was presented to the Board of Trustees on August 14, 2025.

The proposed budget includes:

- General Fund Budget: \$168,880,277
- Child Nutrition Bund Budget: \$11,643,012
- Debt Service and Fund Budget: \$26,149,268

President Jose Vidana entertained a motion to approve the Adoption of the Budgets for the 2025-2026 Fiscal Year. Keith Guillory made a motion, seconded by Taylor Bledsoe. The motion passed unanimously (7-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING A RESOLUTION ADOPTING THE TAX RATE FOR THE 2025 TAX YEAR (STRATEGIC PLAN PRIORITY 4.1)

Each year, the Board is responsible for setting the property tax rate needed to generate sufficient local revenue to fund the upcoming fiscal year’s budget. This year’s proposed tax rate does not exceed the no-new-revenue tax rate, thereby eliminating the need for the “tax increase” language as outlined in Section 25.05(b) of the Property Tax Code.

President Jose Vidana entertained a motion to approve the Resolution Regarding Adopting the Tax Rate of \$1.026600 for the 2025 fiscal year. Keith Guillory made a motion, seconded by Taylor Bledsoe.

- Yes: President Jose Vidana, Vice President Jeremy Davis, Secretary Jim Patton, Trustee Keith Guillory, Trustee Angelo Ochoa, Trustee Taylor Bledsoe, Trustee Arash Abnoussi
- No: N/A

The motion passed unanimously (7-0).

REVIEW AND DISCUSS TIMING AND FUNDING FOR A FUTURE BOND ELECTION TO ADDRESS FACILITY NEEDS

Sheryl Davis, Chief Financial Officer, and Gloria Barrera, Chief Officer of Facilities and Maintenance discussed the timing and funding for a future bond election. The District’s 2020 Long Range Facility Planning process led to the successful 2021 bond program, approved by voters at 58.8%. The five bond projects are nearly complete, on time, and within budget. The

2020 plan identified over \$900 million in additional needs not included in the 2021 bond, including major facility improvements, deferred maintenance, and capital projects. Future bond planning will need to address school consolidation, financial considerations such as enrollment trends, property values, and state legislation. If planning begins in September 2026, a bond election could be called for May 2027, with potential facility completions by fall 2029.

ANNOUNCEMENTS

Elizabeth Cox, Chief of Staff, shared the following announcements:

- August 29, 2025 - UHS and WHS Football games
- Volleyball starts September on Tuesdays and Fridays
- September 1, 2025 - District closed for Labor Day holiday
- September 12, 2025 - Hispanic Leaders network Connectar Event at WHS
- September 15, 2025 - Kendrick Dedication Event
- September 22, 2025 - Lion’s Way street sign unveiling
- September 25, 2025 - Regular September board meeting

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

The board convened into closed session at 7:18 p.m.

The board reconvened at 7:43 p.m.

CONSIDERATION OF PERSONNEL

- Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
- Hear a Complaint or Charge Against an Officer or Employee

ADJOURNMENT

The meeting adjourned at 7:48 p.m.

Board President

Board Secretary

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: Dr. Deena Cornblum

RE: Review and Discuss Priority 1 – 1.1 Implementing Systems to Support Campus Performance

=====

Background Information:

The Waco ISD Strategic Plan Priority 1 focuses on students and accelerating their learning growth. To support this priority, Strategic Objective 1.1 directs the district to develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth.

The attached presentation provides an update on district progress and includes the following key areas of focus:

- **iReady Assessments (Reading & Math):** Beginning-of-Year (BOY), Middle-of-Year (MOY), and End-of-Year (EOY) data help track student progress and both typical and stretch growth goals for students in grades K-8.
- **Taught Curriculum Assessments (TCAs) & Benchmarks:** Ongoing measures used to monitor student mastery of the taught curriculum and to calibrate instructional planning and support.
- **STAAR:** Spring state assessment results serve as baseline measures for monitoring progress toward 2026 goals, including increases in the percentage of students meeting grade-level standards.
- **Advanced Placement & Dual Credit Participation:** Data on enrollment and success rates demonstrate how students are accessing advanced coursework opportunities, aligned to college, career, and military readiness (CCMR) indicators.

Fiscal Implications:

N/A

Administrative Recommendation(s):

Report only

STRATEGIC PLAN

PRIORITY ONE - STUDENTS

1.1

Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth.

- iReady: BOY (September), MOY (January), EOY (May)
- Taught Curriculum Assessments (TCAs) – On going
- Benchmark: January - February
- STAAR - April
- Advanced Placement and Dual Credit Participation – Fall, Spring, Summer

iREADY

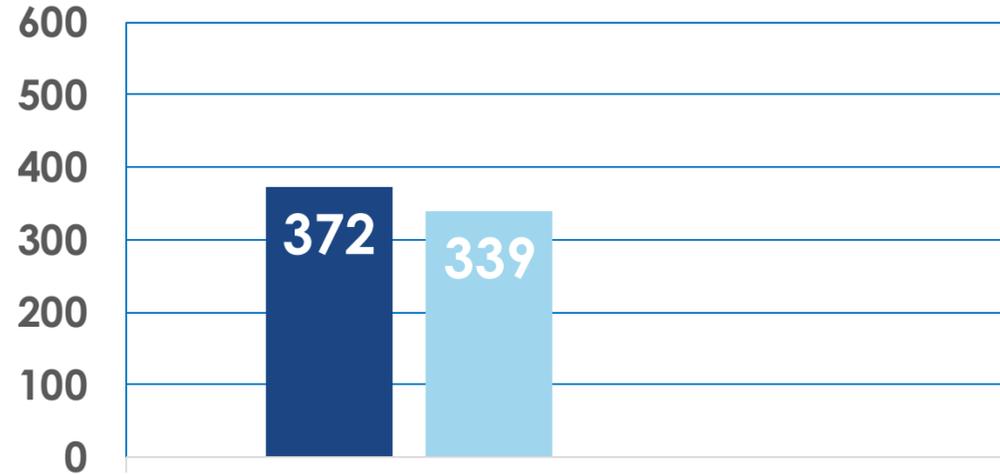
District RLA and Math Data by Grade Level

2026 GOALS:

- By MOY 30% of students on grade level or above will achieve typical growth.
- BY MOY 20% of students one or more years below grade level will achieve stretch growth.

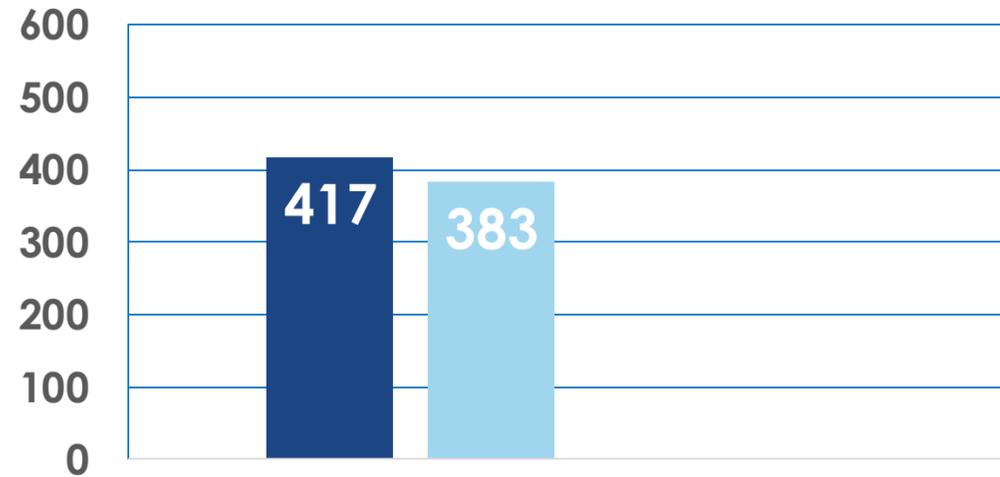
iREADY RLA - ELEMENTARY

KINDERGARTEN



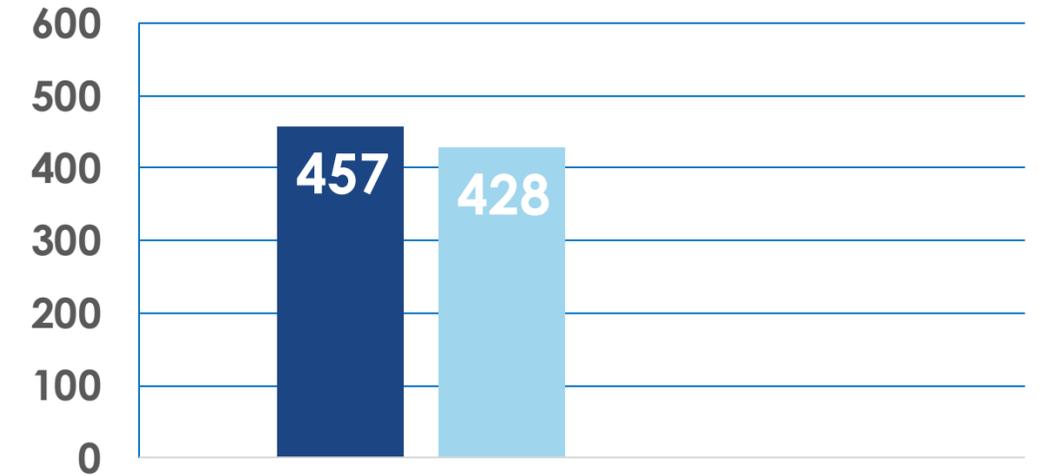
	EMERGING K	GRADE K
GRADE K	100 - 361	362 - 395 396 - 423 424 - 479

1ST GRADE



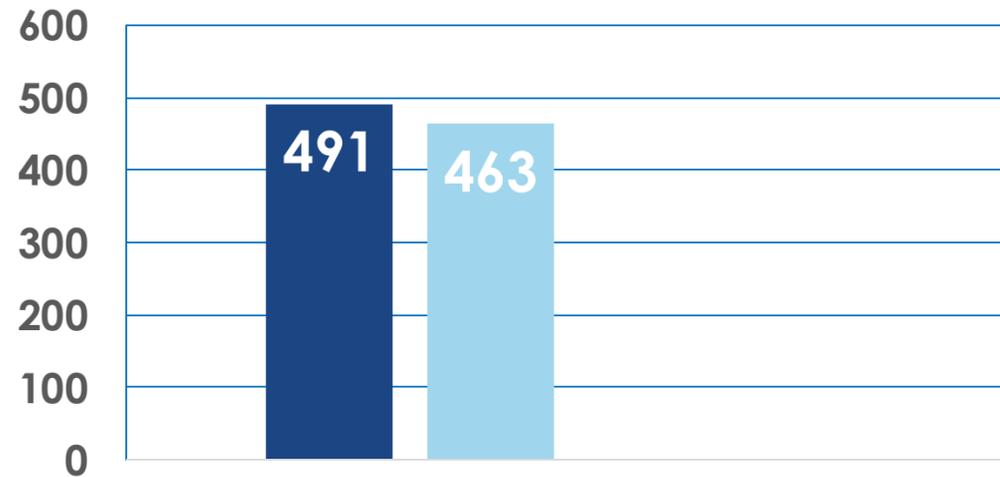
	GRADE K	GRADE 1
GRADE 1	347 - 433	434 - 457 458 - 479 480 - 536

2ND GRADE



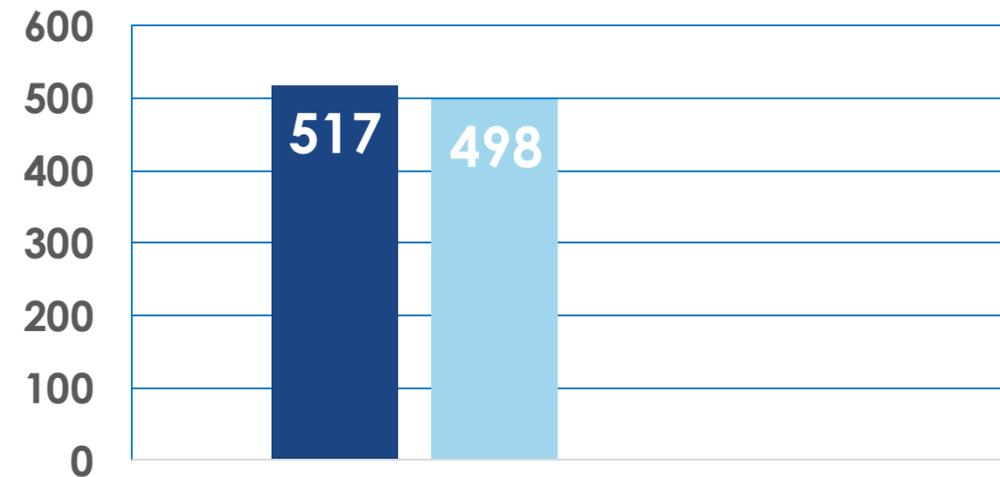
	GRADE 1	GRADE 2
GRADE 2	419 - 488	489 - 512 513 - 536 537 - 560

3RD GRADE



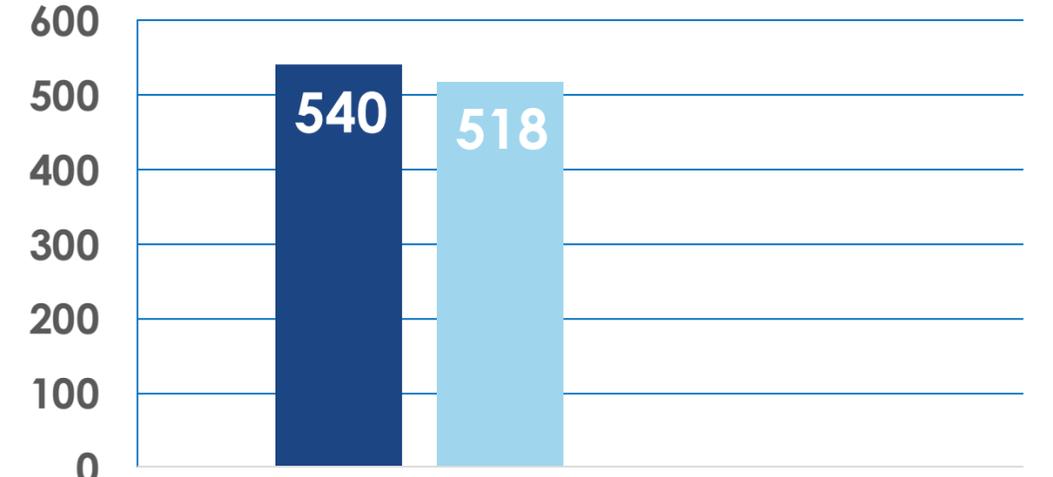
	GRADE 1	GRADE 2	GRADE 3
GRADE 3	419 - 473	474 - 510	511 - 544 545 - 560 561 - 602

4TH GRADE



	GRADE 3	GRADE 4
GRADE 4	496 - 556	557 - 578 579 - 602 603 - 629

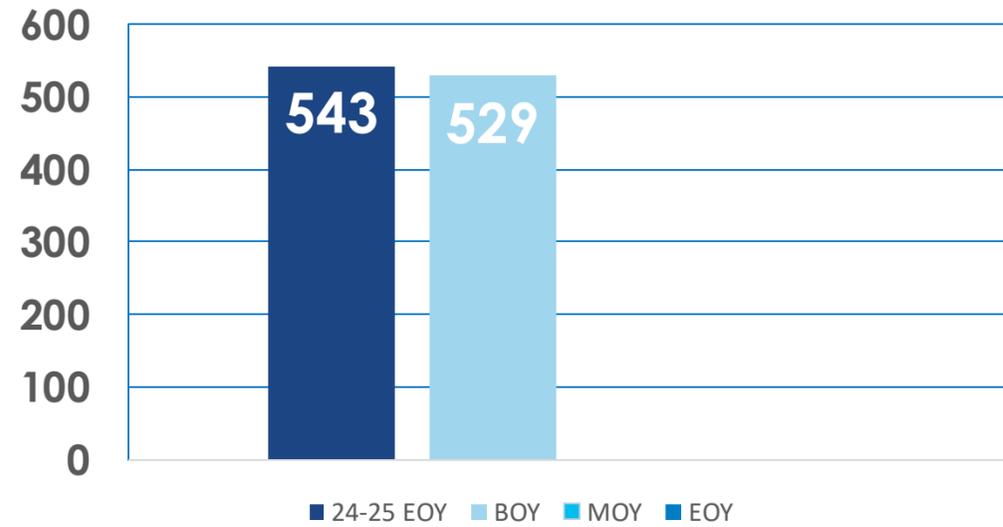
5TH GRADE



	GRADE 3	GRADE 4	GRADE 5
GRADE 5	496 - 541	542 - 580	581 - 608 609 - 629 630 - 640

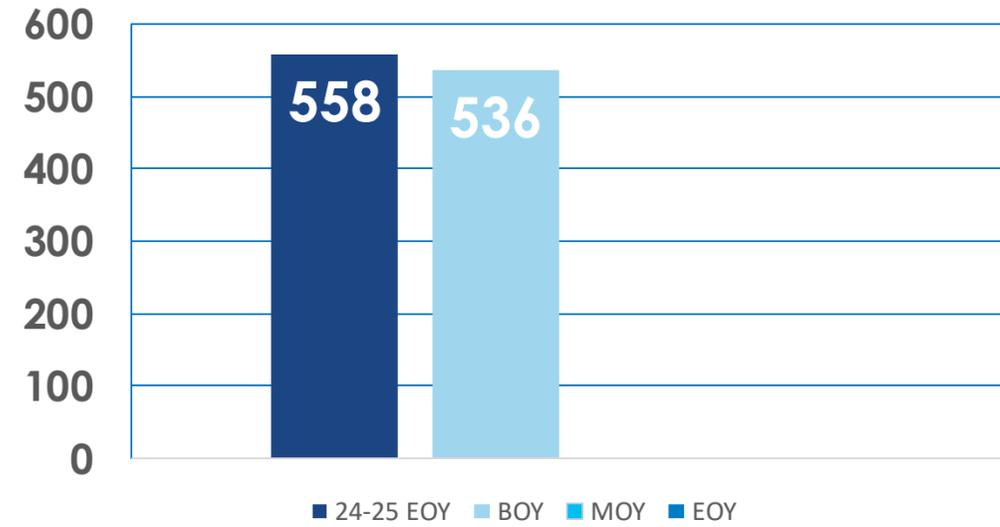
iREADY RLA – MIDDLE SCHOOL

6TH GRADE



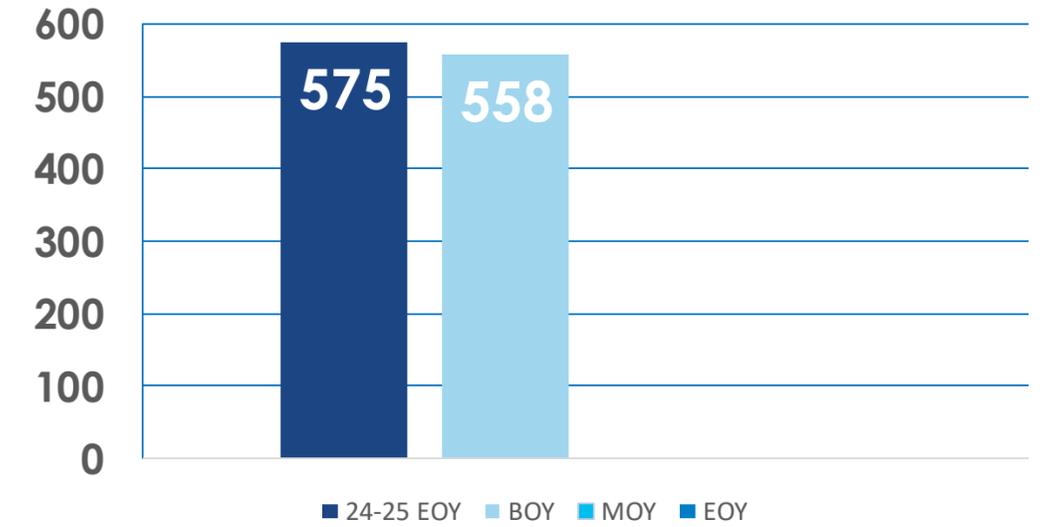
	GRADE 3	GRADE 4	GRADE 5	GRADE 6
GRADE 6	496 - 541	542 - 565	566 - 597	598 - 615
				616 - 640
				641 - 653

7TH GRADE



	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7
GRADE 7	496 - 541	542 - 565	566 - 582	583 - 608	609 - 631
					632 - 653
					654 - 669

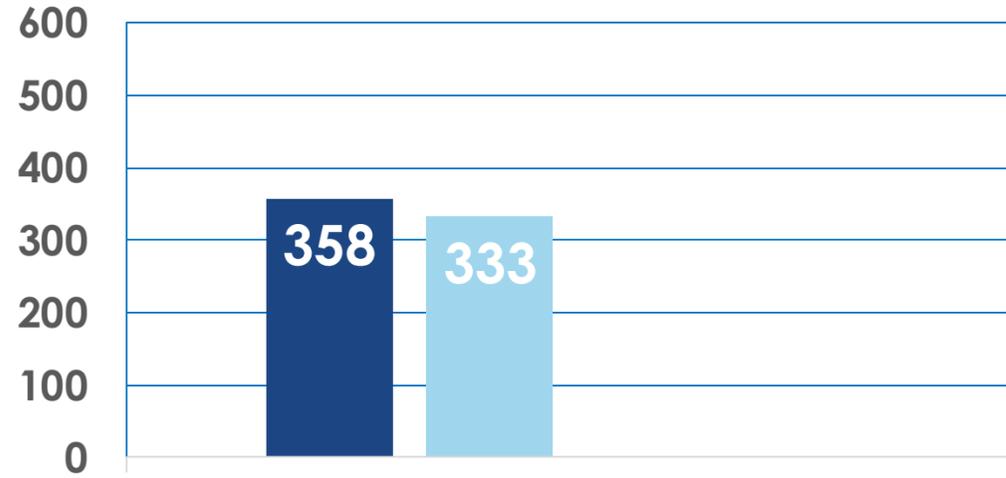
8TH GRADE



	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8
GRADE 8	542 - 565	566 - 582	583 - 593	594 - 604	620 - 660
					661 - 684
					685 - 703

iREADY MATH - ELEMENTARY

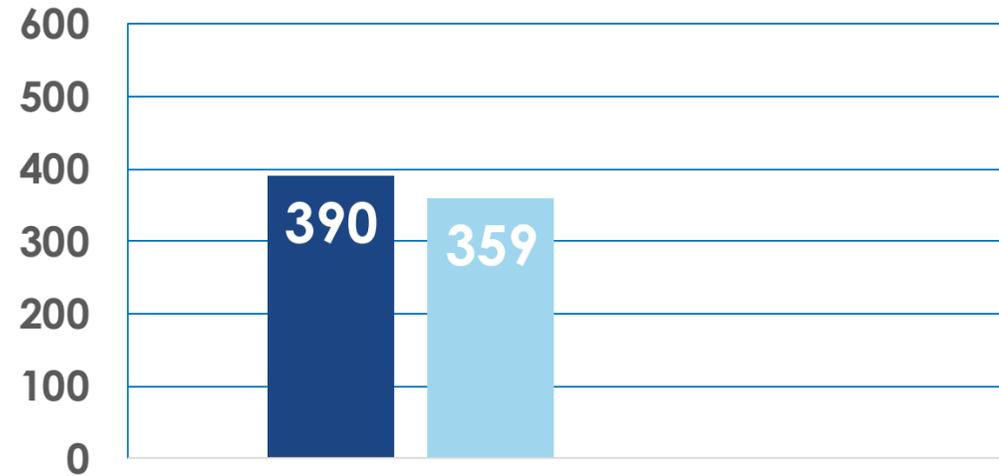
KINDERGARTEN



■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	EMERGING K	GRADE K
GRADE K	100 - 361	362 - 372
		373 - 411
		412 - 448

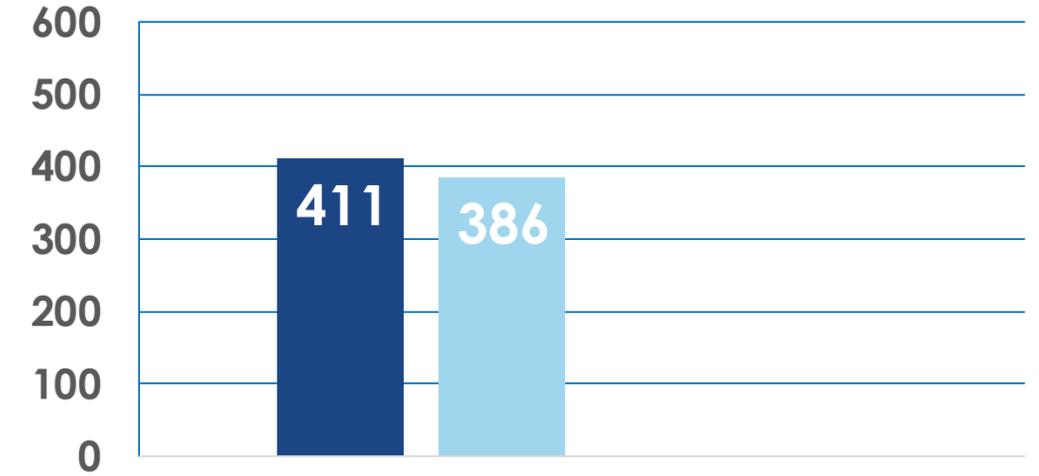
1ST GRADE



■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	GRADE K	GRADE 1
GRADE 1	347 - 401	402 - 412
		413 - 448
		449 - 472

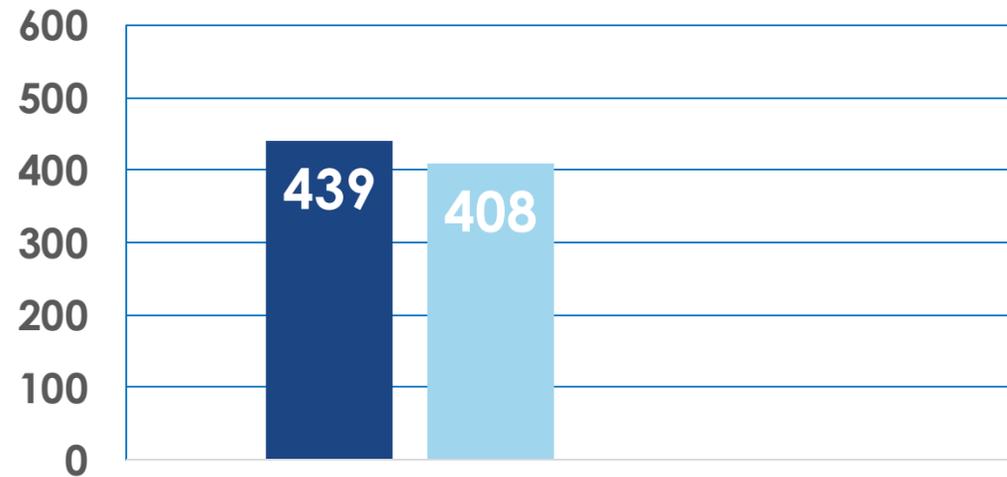
2ND GRADE



■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	GRADE K	GRADE 1	GRADE 2
GRADE 2	100 - 386	387 - 427	428 - 440
			441 - 472
			473 - 498

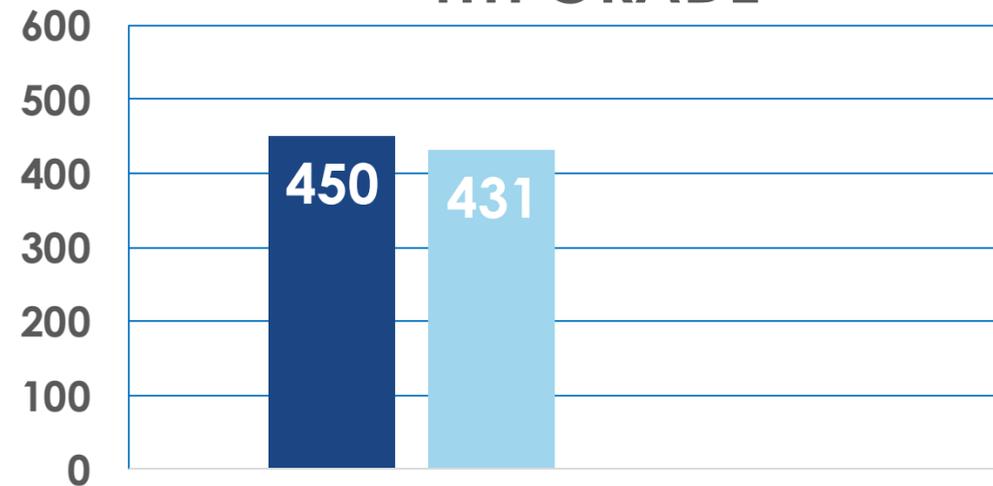
3RD GRADE



■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	GRADE 1	GRADE 2	GRADE 3
GRADE 3	387 - 412	413 - 448	449 - 463
			464 - 498
			499 - 516

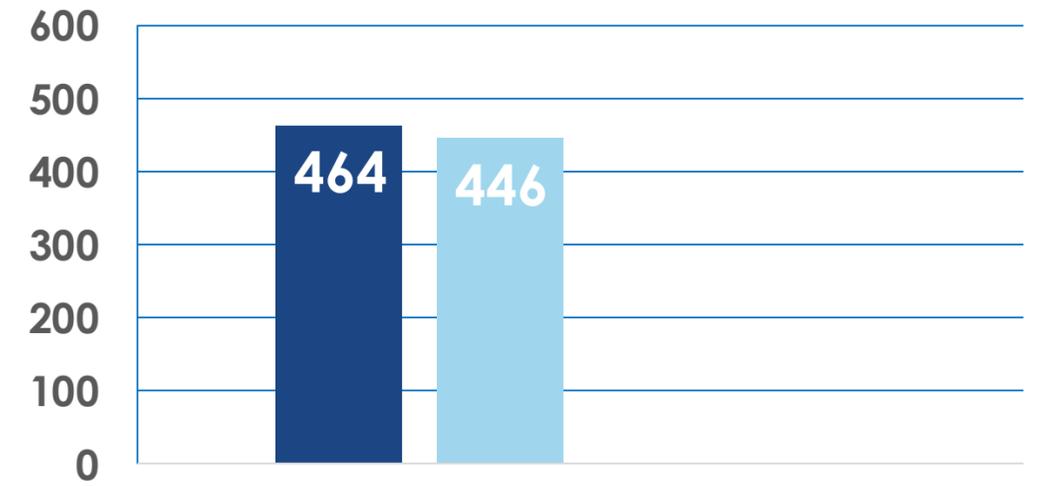
4TH GRADE



■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	GRADE 2	GRADE 3	GRADE 4
GRADE 4	413 - 448	434 - 464	465 - 481
			482 - 516
			517 - 526

5TH GRADE

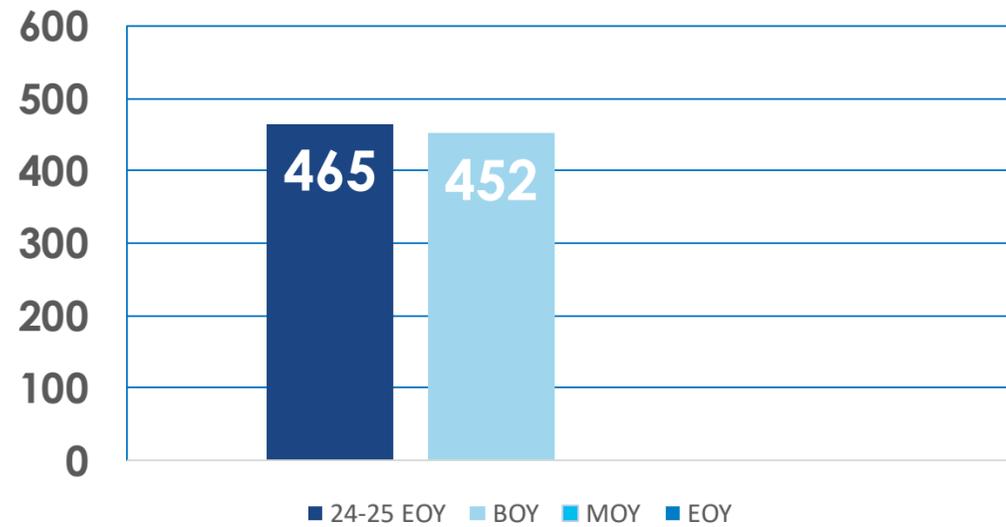


■ 24-25 EOY ■ BOY ■ MOY ■ EOY

	GRADE 2	GRADE 3	GRADE 4	GRADE 5
GRADE 5	413 - 448	434 - 449	450 - 479	480 - 497
				498 - 526
				527 - 540

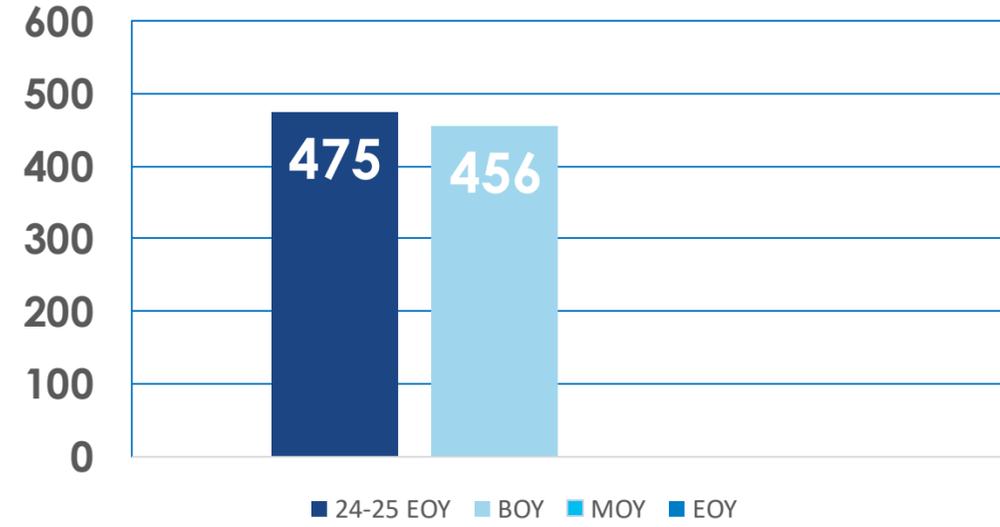
iREADY MATH – MIDDLE SCHOOL

6TH GRADE



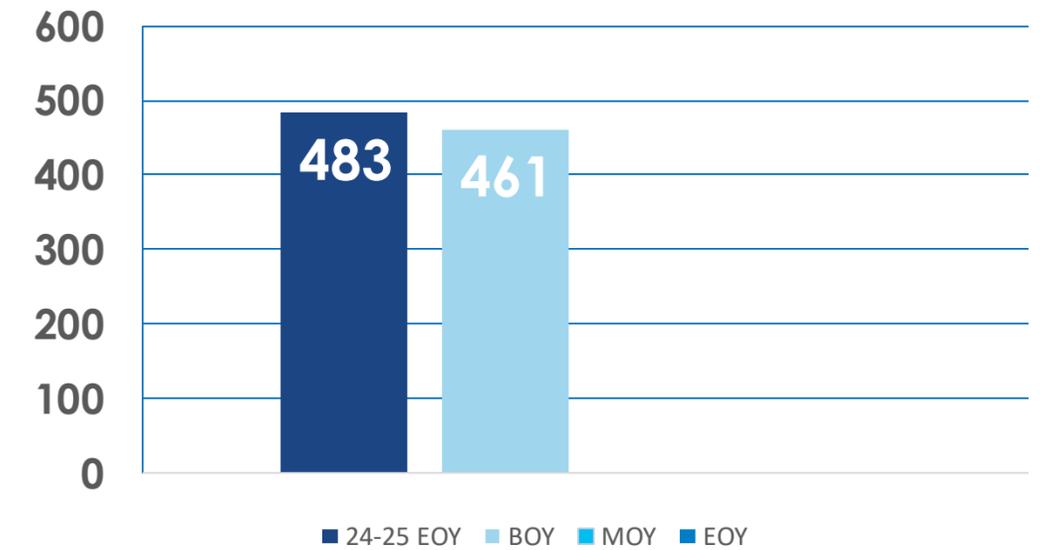
	GRADE 4	GRADE 5	GRADE 6
GRADE 6	450 - 464	465 - 494	495 - 513
			514 - 540
			541 - 564

7TH GRADE



	GRADE 4	GRADE 5	GRADE 6	GRADE 7
GRADE 7	450 - 464	465 - 479	480 - 507	508 - 530
				531 - 564
				565 - 574

8TH GRADE



	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8
GRADE 8	450 - 464	465 - 479	480 - 492	493 - 517	518 - 540
					541 - 574
					575 - 585

iReady data and resources are used to...

- Set goals for students (typical growth and stretch growth)
- Create student groups for intensive intervention (Tier III)
- Create intervention pathways for students
- To support supplemental lessons in the classroom for Tier II instruction
- Monitor student progress to inform instructional decisions along the way

TCAs & Benchmarks

Taught Curriculum Assessments & Benchmarks are formative checks used to...

- Measure teacher effectiveness & student learning of taught curriculum
- Track growth using *Meets* performance criteria +5
- Benchmarks: measure progress on taught standards + readiness for untaught standards (STAAR predictor)
- Guide next steps in instruction
- Create reteach plans
- Inform tutoring & intervention groups
- Provide insight at **standard, skill, student, and teacher level**

24-25 STAAR Baseline

2026 GOALS

- 36% of students will achieve meets grade level or better on 3-8 Reading STAAR, English I and English II STAAR EOC.
- 25% of students will achieve meets grade level or better on 3-8 Math STAAR, and Algebra 1 STAAR EOC.

24 – 25 STAAR BASELINE DATA

Subject	24-25 Meets %
RLA	32%
Math	21%

2026 GOALS

- 36% of students will achieve meets grade level or better on 3-8 Reading STAAR, English I and English II STAAR EOC. (S
TAAR Reading state average= 54%)
- 25% of students will achieve meets grade level or better on 3-8 Math STAAR, and Algebra 1 STAAR EOC. (STAAR Math state average= 45%)

Grade Level/Subject	24-25 RLA Meets %	24-25 Math Meets %
3 rd Grade	31%	22%
4 th Grade	31%	22%
5 th Grade	38%	24%
6 th Grade	34%	18%
7 th Grade	31%	7%
8 th Grade	37%	26%
English I EOC	28%	
English II EOC		
Algebra 1 EOC		22%

<https://tealprod.tea.state.tx.us/visual-public-reports/?workspace=0fe93535-a080-4e6c-8bbe-68ccd4eb06a8&report=96b01c9c-004d-4a10-94d0-5726c6195cd0>

STAAR is a summative measure used to...

- **Evaluate effectiveness:** Results show how well curriculum and instruction supported student learning across subjects and grade levels.
- **Measure growth and readiness:** Progress measures and performance levels (*Approaches, Meets, Masters*) highlight both achievement and student growth.
- **Identify gaps and priorities:** Data disaggregation by standard, skill, and student group reveals strengths and areas requiring greater focus.
- **Inform future planning:** Results are used to refine curriculum & pacing, instructional strategies, and intervention plans for the following school year.
- **Guide professional learning:** Teacher supports and PLC work are aligned to areas identified in the data, ensuring instructional decisions are targeted and responsive.
- **Drive continuous improvement:** Campus and district improvement plans incorporate STAAR findings to set goals and monitor progress for the next cycle.



Advanced Placement and Dual Credit Participation

2026 GOALS

- The percentage of students passing an AP exam or completing a dual credit course (by time they have graduated) will increase to 28%.

Advanced Placement & Dual Credit Enrollment

Baseline	Advanced Placement	Dual Credit
Class of 2024	9.9%	13.9%

- AP: earned a 3 or better on at least one AP exam
- DC: earned credit for any of the following:
 - 3 credit hours of DC English
 - 3 credit hours of DC Math
 - 9 credit hours of any DC courses

Grades 9-12	24-25		25-26*	
	Students	Courses	Students	Courses
Advanced Placement (AP)	823	1304	817	1213
Dual Credit (DC)	124	625	279	575

*based on current records

Summary of Strategies, Actions, and Alignment to the Strategic Plan

Priority 1 – Strategic Objective 1.1

Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth.

Strategies in Response to Data

- Implement K–12 Math & RLA Curriculum with calibration look-fors
- Streamline Lesson Planning for consistency and alignment
- Track Data at All Levels (district, campus, teacher, student) with goal setting
- Monitor TCAs (Approaches–Meets–Masters +5 growth target)
- Establish Campus Accountability Plans & Goals
- Refine CCMR Tracking & Monitoring processes
- Provide Aligned Campus Support based on student and campus needs
- Strengthen Coordination between Teaching & Learning and School Leadership



Thank
You

Waco Independent School District

Board of Trustee Meeting Agenda

Date: September 25, 2023

Contact Person: Dr. Melissa King-Knowles

RE: Consider, Discuss and Take Appropriate Action on the District and Campus Improvement Plans

=====

Background Information:

In accordance with state and local policy as outlined in Policy BQ, the Board shall ensure that a District Improvement Plan is developed, evaluated, and revised annually for the purpose of improving the performance of all students. In addition, Policy BQ requires that a campus-level committee shall develop, review, and revise its campus improvement plan annually for the purpose of improving student performance for all student populations.

The Waco ISD District Improvement Plan was developed in collaboration with district leaders and teams across all programs and departments. District level leaders have partnered with campus principals to ensure that campus improvement plans are aligned to the District Improvement Plan and meet policy requirements. All plans have been designed to serve as a guide for the work that will be done to improve student achievement for all student populations in Waco ISD.

Campus improvement plans can be accessed through the “extras” link on BoardBook.

Fiscal Implications:

Goals, objectives and activities drive the annual budgeting process.

Administrative Recommendations:

Approve the District Improvement Plan and Campus Improvement Plans as presented.



WACO INDEPENDENT SCHOOL DISTRICT

Wisdom works wonders.

District and Campus Improvement Plans

2025-2026⁸³



Purpose and Context

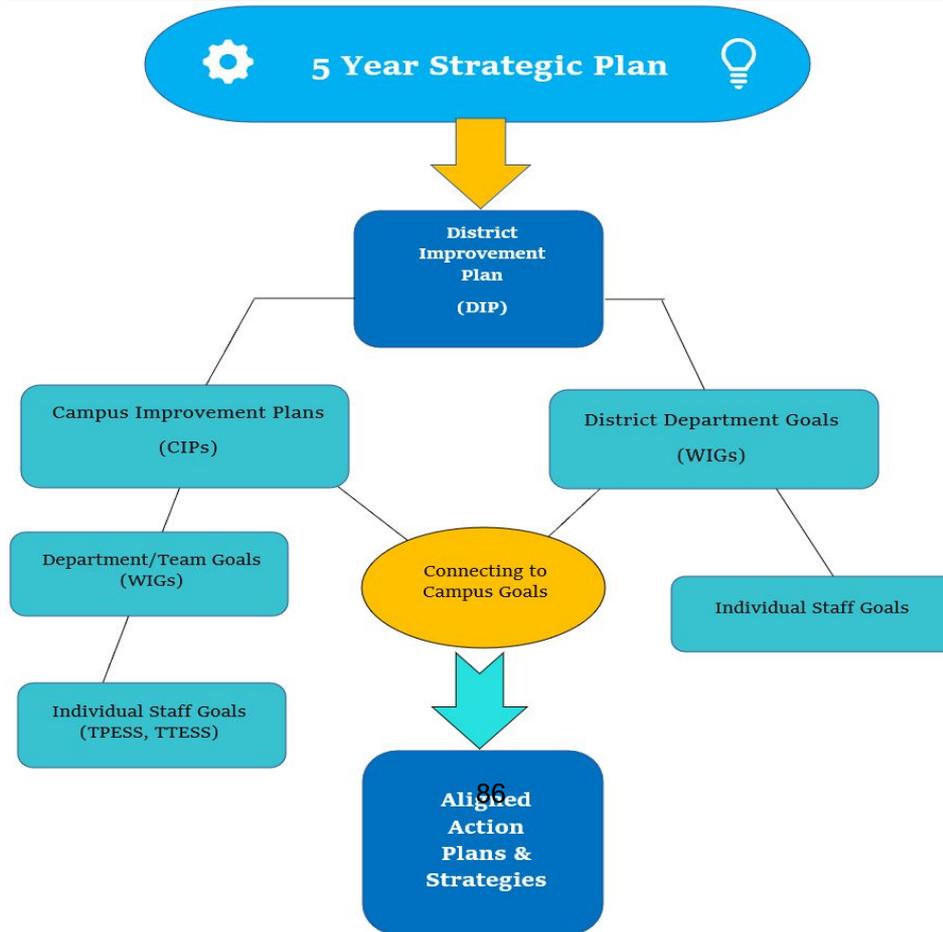
- Required annually by state and federal law (e.g., ESSA, Title I).
- Focused on **student achievement, equity, and continuous improvement.**
- Aligns campus and district efforts to **district strategic goals.**
- Trustees have received all plans for review in advance.



Plan Development

- **Comprehensive needs assessments** conducted at each campus.
- Input gathered from **teachers, parents, students, and community.**
- Analysis of:
 - Student achievement data
 - Attendance and discipline trends
 - Staff and family engagement
- Plans reflect both **district priorities** and **campus-specific needs.**

Cascading the Plan





District Priorities

Key Focus Areas 2025-2026

- 4 Priorities of Strategic Plan
Specific Focus: Priorities 1 & 2
- Ensure academic success with specific targeted areas in math and literacy
- Improvement in post-secondary outcomes college, career and military readiness (CCMR)
- Training and developing teachers and staff

Campus Improvement Plans



- Living document
- Directly correlates to the Strategic Plan
- Process is focused on PDSA
- Informative & transparent
- Board updates will be provided



CIP Common Themes

Shared Needs and Strategies Across Campuses

- **Academic Interventions:** Use of data-driven RTI and support for Tier II and Tier III instruction.
- **Professional Learning:** Tier I curriculum implementation, alignment and internalization.
- **Attendance Initiatives:** Strategies to reduce chronic absenteeism.
- **Family Engagement:** More opportunities for feedback and collaboration.



Monitoring and Accountability

- **Ongoing data reviews** at district and campus levels.
- Use of **formative assessments, walkthroughs, and progress monitoring tools**.
- Recurring **progress reports** (Campus Accountability Plans).
- District support teams assigned to campuses for **coaching and review**.
- Trustees will receive **quarterly updates** during the year.



Board Role and Next Steps

Board's Role in the Process

- Approve improvement plans for implementation.
- Monitor alignment with district goals and accountability outcomes through quarterly updates.
- Support strategic resource allocation and equity.
- Thank you for your review and continued leadership!



Questions?

Waco Independent School District

District Improvement Plan

2025-2026

Accountability Rating: D



Board Approval Date: September 25, 2025

Mission Statement

The mission of Waco ISD is to cultivate **WISDom**, inspire growth, and pursue excellence in every student.

Vision

Rooted in **WISDom**, Committed to Excellence.

Value Statement

In Waco ISD, we believe:

STUDENTS are empowered, equipped, and ready to lead with **WISDom**, wonder, and confidence.

PARENTS are empowered to engage as active partners and bring **WISDom** to the shared journey of their child's growth and success.

FACULTY AND STAFF are highly skilled professionals who lead with **WISDom**, foster meaningful relationships, and support every student to achieve their personal best.

CAMPUS ADMINISTRATORS are present and accessible leaders, inspiring students and staff to achieve their best, as they model **WISDom**, encouragement, and understanding.

SUPERINTENDENT AND CENTRAL OFFICE STAFF are driven by a commitment to high expectations, as they lead with **WISDom** and a strategic vision, inspiring excellence for all.

BOARD OF TRUSTEES lead with strategic focus and **WISDom**, while working together as a unified team, in service and support of Waco ISD and its community.

Strategic Plan Priorities

Priority 1: Students

- 1.1 Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth.
- 1.2 Ensure academic success for all students in math, literacy, and CCMR, as required by HB 3.
- 1.3 Create and sustain safe and supportive learning environments.

Priority 2: Staff

- 2.1 Recruit highly qualified staff and a diverse workforce committed to serving all students.
- 2.2 Train and develop all staff, in service to Waco ISD stakeholders.

2.3 Retain highly qualified staff and a diverse workforce committed to serving all students.

Priority 3: Community

3.1 Increase effective parent/family engagement opportunities to support student success and well-being.

3.2 Foster strong partnerships and organizations, business/industry, and higher education institutions.

3.3 Ensure district communication, marketing, and branding are strategic, targeted, and transparent to improve public perception of Waco ISD.

Priority 4: Financial & Operational Efficiencies

4.1 Ensure strategic allocation of resources to effectively address student/staff needs.

4.2 Technology - Equip our educators, staff, and students with the technology and training needed to advance teaching, learning, and district effectiveness.

4.3 Facilities/Operations - Ensure well-maintained, quality teaching/learning spaces and operational efficiencies.

Table of Contents

Comprehensive Needs Assessment	5
Needs Assessment Overview	5
Demographics	9
Student Learning	11
Areas for Growth	13
Strengths	14
District Processes & Programs	15
Perceptions	17
Priority Problem Statements	20
Comprehensive Needs Assessment Data Documentation	21
Goals	23
Goal 1: Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth. Priority 1: Students	23
Goal 2: Recruit, develop, and retain highly qualified teachers and staff. Priority 2: staff	27
Goal 3: Engage families and the community. Priority 3: Community	29
Goal 4: Evaluate, develop, and/or refine financial and operational processes and systems Priority 4: Financial & Operational efficiencies	32

Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Waco ISD serves the community of Waco, Texas in McLennan County. Waco ISD has 23 schools- including 14 elementary schools, 3 middle schools, 2 comprehensive 5A high schools, 1 disciplinary alternative school, and 2 CTE based academy programs (Greater Waco Advanced Health Care Academy, Greater Waco Advanced Manufacturing Academy). Additionally, there is a P-TECH program focused on an education preparation program called the Future Educators Academy. Two elementary schools are magnet schools and one middle school has a district GT program option.

Student Demographics:

Waco ISD has approximately 13,000 students enrolled.

The student demographic breakdown is as follows:

African American: 27%

Hispanic: 62%

White: 8%

Other (including Two or More, American Indian, and Asian): 3%

90% of our students are identified as economically disadvantaged.

76% of our students are identified as at risk.

25% of our students are identified as emerging bilingual or ESL.

16% of our students are identified as special education.

10% of our students are identified as gifted and talented.

Waco ISD has a 24% mobility rate among our students.

Waco ISD is has retention rates that significantly exceed the state for students identified as general education and special education.

Waco ISD has a teaching staff comprised of 47% identified as beginning or having 5 years or less experience, 11% higher than the state average.

(Information as reflected in the 2023-24 Texas Academic Performance Report)

Student Achievement:

Considering standardized assessment performance data spanning the last four academic years (2021-22 through 2024-25), there are multiple concerns. STAAR scores, grades 3-8, reflect little to no overall growth. Math has shown roughly 4% more students each of the last two years not meeting academic readiness. Reading has maintained a steady percentage of students approaching or meeting academic readiness over the last four academic years, while students achieving at the master's level of the reading assessments has dipped 5%. Although 2024-25 shows a slight recovery from the previous two years, it still reflects a concerning gap between the students earning a master's score in 2021-22.

Overall, the high school EOC scores over the last four school years indicate that student academic readiness does not reflect desired growth. What growth has occurred has been incremental and fluctuate and there is a significant gap between WISD's scores in each content area and the overall state and regional averages (up through 2023 as we are awaiting official release of results). Preliminary results reflect that four of the secondary campuses saw a dip in their overall academic achievement.

Distinction Designations

As of the most recent release in April 2025, the 2023 distinction designations remain the latest available. Waco ISD did not receive any districtwide distinction designations for 2023. However, two elementary campuses earned designation Academic Achievement in Science, while one campus earned designation in Top 25%: Comparative Closing the Gaps

Strengths

- 15-point increase in CCMR since 2021
- Strong growth in IBC participation and completion
- Improved outcomes in Social Studies across student groups
- Progress in TELPAS for Emergent Bilingual students

Areas for Growth

- Math performance declined across most grade levels
- Dual Credit participation down 10 percentage points
- Low AP test success rate despite rising enrollment
- Minimal improvement in overall student progress and growth metrics

Analyzing Waco ISD's College, Career, and Military Readiness (CCMR) at a deeper level shows:

Over the past four years, Waco ISD has demonstrated consistent and encouraging growth in College, Career, and Military Readiness (CCMR) outcomes among its graduates. It is important to note that CCMR data is lagging; the performance reported for a given year reflects outcomes from the previous graduating cohort.

Overall CCMR Performance

- CCMR indicators have increased from 47% for the Class of 2021 to 62% for the Class of 2024, marking a 15-percentage point gain.

- Students meeting TSI criteria in both RLA and Math increased from 22% to 37% over the same period.
 - TSI RLA: Increased from 47% to 58%
 - TSI Math: Increased from 27% to 46%, reflecting focused efforts to expand access and support particularly with College Prep courses.

SAT Performance

- While SAT scores improved overall since the Class of 2022, a slight decline occurred in the most recent year:
 - SAT RLA: Decreased 5% from the Class of 2023 to 2024
 - SAT Math: Decreased 3% during the same period
 Despite these short-term declines, both areas reflect a net gain over the four-year trend.

Advanced Placement (AP)

- AP course participation has more than doubled:
 - 2021–22: 610 courses taken
 - 2024–25: 1,236 courses taken
 However, CCMR outcomes for AP—defined as scoring a 3 or higher on at least one AP exam—have remained stable at approximately 10% of graduates.

Dual Credit

- Participation has decreased from 24% to 14%, a 10-point drop, possibly indicating a shift toward AP and CTE-related pathways.

Industry-Based Certifications (IBC)

- Significant improvements have been noted:
 - IBC CCMR outcomes increased from 17% to 32% (15-point gain)
 - IBC Completer status: Doubled from 9% to 18%

IBC certification attainment rose from 54% to 65% in the past three years
 These gains highlight strengthened CTE programming and improved alignment with workforce demands.

Overall Big Picture:

Waco ISD saw significant transitions during the 2024-25 school year. In September, the Superintendent who had been serving since 2019 retired. The Board of Trustees hired a new Superintendent, Dr. Tiffany Spicer, in October. While the new Superintendent rolled out her 100 day entry plan, she incorporated multiple methods to listen and learn about the Waco ISD and our staff and students. The survey results reflected much of the feedback she received. Overall positive morale was reported by about 68% of employees who participated in the end of the year climate and culture survey. Information acquired through the newly hired Superintendent's structured campus visits, along with other methods like the Thought Exchange platform and focus groups from an external auditing firm revealed strengths as well as opportunities for growth. Strengths such as deep pride and passion for the Waco ISD community were consistently present. Many individuals have long standing ties to the area and specifically, Waco ISD. There are opportunities to grow in areas such as communication and perceptions of support for campus staff from central administration, as well as specific targeted areas related to clarity of expectations, systems consistency, and improved Tier 1 teaching and learning supports across the organization. The Superintendent and her leadership team began responding and planning for the 2025-26 school year

before the end of the 2024-25 school year and are excited for the anticipated outcomes! Numerous anecdotal responses indicate similar momentum from various departments and campuses. As identified in the goal portion of the District Improvement Plan, Waco ISD aims to see an increased participation rate in our climate and culture survey as well as see a minimum increase of 7% reporting overall positive morale in 2025-26.

Demographics

Demographics Summary

District Name	District	Region	County Name	Charter Status	Ethnicity	Gender	Student Count
WACO ISD	161914	12	MCLENNAN COUNTY	TRADITIONAL ISD/CSD	American Indian Or Alaska Nat	Female	<20
					American Indian Or Alaska Nat	Male	<20
					Asian	Female	20
					Asian	Male	14
					Black Or African American	Female	1,690
					Black Or African American	Male	1,893
					Hispanic/Latino	Female	4,082
					Hispanic/Latino	Male	4,277
					Native Hawaiian/Other Pacific	Female	<10
					Native Hawaiian/Other Pacific	Male	<10
					Two Or More Races	Female	184
					Two Or More Races	Male	176
					White	Female	460
					White	Male	552
District Total							13,376

District Name (District #)	Region	All Enrollment	At Risk	Bilingual	Dyslexic	Economically Disadvantaged	Emergent Bilingual	ESL	Foster Care	Gifted & Talented	Homeless	Military Connected	Section 504	Special Education
WACO ISD (161914)	12	13,376	9,607	1,163	1,265	11,786	3,536	2,010	75	1,459	555	N/A	890	2,471

District Name (District Number)/Charter Status/Region	Primary Disability														
	OI	OHI	DHH	VI	DB	ID	ED	LD	SI	AU	DD	TBI	NCEC		
WACO ISD (161914)	TRADITIONAL ISD/CSD	12	N/A	348	25	10	N/A	305	106	929	407	291	N/A	N/A	33

Attendance rates have seen incremental improvement. We are continuing to set goals for improving our overall attendance rate as we understand the significant positive correlation to increased attendance and improved academic achievement and growth.

Year	District Attendance Rate
2021-2022	88.33%
2022-2023	90.77%
2023-2024	91.32%
2024-2025	91.72%

Demographics Strengths

We are seeing positive trends in student attendance rates. While we still need to see this percentage improve and are continuing to set goals and strategies to support continued improvement, this is a celebration for our district.

Student Learning

Student Learning Summary

CCMR Analysis

Over the past four years, Waco ISD has demonstrated consistent and encouraging growth in College, Career, and Military Readiness (CCMR) outcomes among its graduates. It is important to note that CCMR data is lagging; the performance reported for a given year reflects outcomes from the previous graduating cohort.

Overall CCMR Performance

- CCMR indicators have increased from 47% for the Class of 2021 to 62% for the Class of 2024, marking a 15-percentage point gain.
- Students meeting TSI criteria in both RLA and Math increased from 22% to 38% over the same period.
 - TSI RLA: Increased from 47% to 59.9%
 - TSI Math: Increased from 27% to 47.2%, reflecting focused efforts to expand access and support particularly with College Prep courses.

SAT Performance

- While SAT scores improved overall since the Class of 2022, a slight decline occurred in the most recent year:
 - SAT RLA: Decreased 4.2% from the Class of 2023 to 2024
 - SAT Math: Decreased 2.2% during the same periodDespite these short-term declines, both areas reflect a net gain over the four-year trend.

Advanced Placement (AP)

- AP course participation has more than doubled:
 - 2021–22: 610 courses taken
 - 2024–25: 1,236 courses takenHowever, CCMR outcomes for AP—defined as scoring a 3 or higher on at least one AP exam—have remained stable at approximately 10% of graduates.

Dual Credit

- Participation has decreased from 24% to 14%, a 10-point drop, possibly indicating a shift toward AP and CTE-related pathways.

Industry-Based Certifications (IBC)

- Significant improvements have been noted:
 - IBC CCMR outcomes increased from 17% to 32.5% (+15-point gain)
 - IBC Completer status: Doubled from 9% to 18%
 - IBC certification attainment rose from 54% to 65% in the past three yearsThese gains highlight strengthened CTE programming and improved alignment with workforce demands.
-

Emergent Bilingual STAAR and TELPAS Analysis

STAAR Performance (Emergent Bilingual Current/Monitored Students)

- Overall STAAR performance declined:
 - Approaches level: Decreased by 1%
 - Meets level: Maintained 23%
- RLA: Maintained at approaches but decreased 1% at meets levels
- Math:
 - Approaches: Decreased by 6%
 - Meets: Decreased by 3%, raising concerns about grade-level readiness
- Science: Increased by 5% (approaches), 3% (meets)
- Social Studies: Increased from 48% (2022) to 60% (2025) at the approaches level

TELPAS

- A 2% increase was observed in the percentage of students progressing at least one proficiency level between 2024 and 2025.
-

STAAR Performance Analysis

Overall Trends

- Minimal change across most performance levels over the past several years
- Social Studies: Notable 3% increase at approaches level from 2023 to 2025
- Math: Declined by 7% (approaches) and 3% (meets), remaining a significant area of concern

Student Group Highlights

- African American Students:
 - Social Studies: Increased 10% (approaches), 9% (meets)
 - Math: Decreased 4% (approaches), remained relatively steady at meets
- Hispanic Students:
 - Social Studies: Increased 5% (approaches)
 - Math: Decreased 7% (approaches)
- Students Receiving Special Education Services:
 - Science: Increased 6% (approaches)
 - Social Studies: Increased 14% (approaches)
 - Math: Declined across all levels by at least 3%

Grade-Level Highlights

- Grade 3 RLA: Recovered from a dip in 2024; increased by 3% since 2023
- Grade 5 RLA: Decreased 11% (approaches) over two years; stable at 13% (masters)
- Grade 7 Math: Most significant decline
 - 2023: 46% (approaches), 21% (meets)
 - 2025: 17% (approaches), 3% (meets)

Student Progress

- Declined by 2% in both overall growth and accelerated instruction over the past two years
 - RLA Accelerated Growth: Increased by 1% from 2024 to 2025
 - Math Growth: Decreased by 3% overall and 4% in accelerated growth
-

Areas for Growth

- Math performance declined across most grade levels
- Dual Credit participation down 10 percentage points

- Low AP test success rate despite rising enrollment
- Minimal improvement in overall student progress and growth metrics

Student Learning Strengths

Distinction Designations

As of the most recent release in August 2025, Waco ISD did not receive any districtwide distinction designations for 2025. However, two campuses earned designation Academic Achievement in Science and Academic Achievement in Reading, while one campus earned Academic Achievement in Social Studies designation.

Strengths

- 15-point increase in CCMR since 2021
- Strong growth in IBC participation and completion
- Improved outcomes in Social Studies across student groups
- Progress in TELPAS for Emergent Bilingual students

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Waco ISD Math scores continue to reflect significant gaps compared to where the district's scores were five years ago as well as where we compare with other districts across the region and state.

Root Cause: Our Tier 1 curriculum and related assessments had been outdated and therefore misaligned to changes in standards in the state curriculum. There are inconsistencies in best practices such as PLC, DDI, and RTI.

Problem Statement 2 (Prioritized): Waco ISD has seen declines in high school students enrolling in college level dual credit courses.

Root Cause: There was a district focus on Advanced Placement courses and exams that determined policy adjustments related to GPA incentives for Advanced Placement course enrollment made in 2021.

Problem Statement 3 (Prioritized): Waco ISD has seen an increased enrollment in Advanced Placement courses but not seen an increased success rate with the Advanced Placement exams.

Root Cause: Originally, there was no expectation on students to take the Advanced Placement exams. Additionally, there were no benchmarks, practice assessments or structured opportunities provided to students to prepare for these exams.

Problem Statement 4 (Prioritized): Waco ISD has seen minimal improvement in overall student progress and growth metrics.

Root Cause: Multiple factors contribute to this dilemma: decreased student attendance, outdated curriculum, and inconsistent practices in PLC and Tier 1 instruction. Furthermore, the district has seen a high percentage of staff turnover coinciding with higher than average numbers of teaching staff with less than 5 years' experience.

District Processes & Programs

District Processes & Programs Summary

Waco ISD is undergoing an exciting transformation!

A new Superintendent was named in October of 2024. In her first 100 days, Dr. Spicer visited every campus and engaged in structured campus visits with three stakeholder groups: staff, students, and families to listen and collect feedback on what was working and where there were opportunities for growth. She relied on this information in combination with other modes of feedback such as an end of year survey and Thought Exchange feedback from all employees within Waco ISD. The feedback collected over the first 6 months of her arrival helped develop a deeper understanding of the organization's strengths and constraints.

Dr. Spicer recognized several immediate needs which included a need to create a better balance while restructuring to ensure there was a focused support for school leaders. The previous organizational chart highlighted a significant imbalance in which over 50% of the central administration and related departments were overseen by a single individual. These two pieces contributed to a reorganization. A new Deputy Superintendent was hired in January and was assigned a newly formed department, The Office of School Leadership. Two Executive Directors were moved from Curriculum and Instruction to oversee and support the elementary and secondary campuses. Another position was pulled from C & I and was restructured to become a Director of School Improvement. Additionally, after an external audit on our Special Education department was conducted, this department was also reassigned to the Deputy Superintendent. This allows the Assistant Superintendent of Teaching and Learning to provide a renewed, targeted focus and oversight of teaching and learning.

Aside from the new Superintendent and Deputy Superintendent, there were four other new hires for district level leadership positions. These were comprised of a combination of internal and external hires. Additionally, there were at least five new principals during the 2024-2025 school year and there were four new principals named for the 2025-2026 school year. This amount of change reflects addressing concerns at six of our underperforming campuses and underscores the strategic support the Superintendent recognized school leaders in Waco ISD need.

Additionally, the Superintendent worked in a collaborative capacity with the Board of Trustees, cabinet level leaders, and a committee comprised of district employees, parents, and community members (including city officials, business owners, and local IHE representatives) to revise the district's mission and vision. Based on those revisions, information was collected to envision where we want to be in five years. Baseline data was used in a backwards design capacity to build out a five-year strategic plan. The strategic plan has been adopted by the Board of Trustees and is being used with last year's data and needs assessment to construct this year's District Improvement Plan, which is aligned to accomplishing the first year's worth of growth towards the five-year vision.

Furthermore, the Superintendent is implementing new efforts to align inconsistencies present throughout the organization with a focus on systems. Thus far, programmatic adjustments, communication channels, supportive measures, fiscal reviews Standardized assessment scores reiterated a need for new curriculum in math and revisions to the curriculum for reading and English language arts. Those were approved by the Board of Trustees this past July.

Dr. Spicer is driving a vision that refocuses the organization on alignment of not only curriculum and instruction, but also on the practices associated with Professional Learning Communities. There is an ongoing set of steps to improve overall efficacy in relation to technology resources. Professional development is being redesigned for school leaders, and the focus for our teachers is related to continued efforts with Multi-tiered systems of support for behavior, new curriculum roll-out, and progress monitoring strategies.

2025-2026 will produce our first graduates from the P-Tech Future Teachers program. They will emerge with not only their diplomas but an Associates degree. These students will receive letters of intent to return as teachers to Waco ISD and even be provided the opportunity to work for us as paraprofessionals while they continue in higher education pursuing their degree and teacher certification. Overall, the 2025-2026 year is one that will yield improved outcomes based on the adjustments and we are excited to see what is on the horizon for our students and staff!

Problem Statement 1 (Prioritized): Waco ISD has seen an increased enrollment in Advanced Placement courses but not seen an increased success rate with the Advanced Placement exams.

Root Cause: Originally, there was no expectation on students to take the Advanced Placement exams. Additionally, there were no benchmarks, practice assessments or structured opportunities provided to students to prepare for these exams.

Problem Statement 2 (Prioritized): Waco ISD has seen declines in high school students enrolling in college level dual credit courses.

Root Cause: There was a district focus on Advanced Placement courses and exams that determined policy adjustments related to GPA incentives for Advanced Placement course enrollment made in 2021.

Problem Statement 3 (Prioritized): Waco ISD Math scores continue to reflect significant gaps compared to where the district's scores were five years ago as well as where we compare with other districts across the region and state.

Root Cause: Our Tier 1 curriculum and related assessments had been outdated and therefore misaligned to changes in standards in the state curriculum. There are inconsistencies in best practices such as PLC, DDI, and RTI.

Problem Statement 4 (Prioritized): Waco ISD has seen minimal improvement in overall student progress and growth metrics.

Root Cause: Multiple factors contribute to this dilemma: decreased student attendance, outdated curriculum, and inconsistent practices in PLC and Tier 1 instruction. Furthermore, the district has seen a high percentage of staff turnover coinciding with higher than average numbers of teaching staff with less than 5 years' experience.

Problem Statement 5 (Prioritized): Waco ISD has higher than average turnover and higher than average teaching staff with 5 years or less of experience.

Root Cause: The district is in need of improved strategies for recruiting as well as improved hiring and onboarding processes.

Perceptions

Perceptions Summary

In Waco ISD, we believe:

STUDENTS are empowered, equipped, and ready to lead with **WISDom**, wonder, and confidence.

PARENTS are empowered to engage as active partners and bring **WISDom** to the shared journey of their child's growth and success.

FACULTY AND STAFF are highly skilled professionals who lead with **WISDom**, foster meaningful relationships, and support every student to achieve their personal best.

CAMPUS ADMINISTRATORS are present and accessible leaders, inspiring students and staff to achieve their best, as they model **WISDom**, encouragement, and understanding.

SUPERINTENDENT AND CENTRAL OFFICE STAFF are driven by a commitment to high expectations, as they lead with **WISDom** and a strategic vision, inspiring excellence for all.

BOARD OF TRUSTEES lead with strategic focus and **WISDom**, while working together as a unified team, in service and support of Waco ISD and its community.

We believe all of our students can learn at high levels and that we can inspire excellence in all we do. We want Waco ISD to serve as a beacon in the central Texas area and Region 12.

We are in the process of strengthening partnerships among various groups, be it through efforts to increase meaningful parent engagement or support of campuses from central office administrative staff.

There were multiple opportunities for stakeholder groups to provide feedback:

Superintendent structured listening tours at every school for each of the three stakeholder groups (students, staff, families)

Thought Exchange open ended feedback for all WISD employees (February)

End of Year Climate Surveys for each of the three stakeholder groups (students, staff, families) (May)

Focus groups or committees:

QDAC- District improvement/professional development plan

SHAC- Student Health Advisory Council

GWAMA advisory council

Attendance boundaries committee

Mission, vision and strategic plan committee

Special Education focus groups for two stakeholder groups (staff and families) included in external audit

Superintendent Student Advisory Council started in spring 2025 (secondary students)

Student panel for principals

Multiple community partnerships (IHEs, businesses, non-profits)

- examples include but are not limited to YMCA, Raising Cane's, HEB, Transformation Waco, Inspiracion, Baylor University, Tarleton State University, McClennan County Community College, Boy Scout's of America

We learned through the feedback that there are opportunities for us to continue building upon our efforts to consistently and equitably support student behavior including a targeted focus on peer conflict resolution and bullying as both areas were two of the lowest favorably scoring prompts with all three stakeholder groups in our end of the year surveys. Additionally, students rated the lowest favorable rating in the prompt relating to students treating one another with respect. For staff, the other opportunity is to ensure increased opportunities are provided for their voices to be heard in decision making at their campuses.

These insights will allow us to be intentional about how we grow and improve.

Perceptions Strengths

Perception strengths were determined through survey data. Top three findings in each stakeholder group are provided below:

Staff

90% report having positive relationships with most of their colleagues

81% report having confidence in managing their classroom and maintaining a safe environment

75% report having a good working relationship with their campus administrative team

Students

83% report that they know their campus expectations for behavior

77% report that they have at least one adult at school they can come to with a problem

73% report that they believe their teachers care about them and want them to succeed

Parents

92% understand the rules and expectations of their child's school

80% feel the curricula the school provides is engaging and appropriate for their child

80% feel welcomed and respected by the school staff

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Waco ISD has seen minimal improvement in overall student progress and growth metrics.

Root Cause: Multiple factors contribute to this dilemma: decreased student attendance, outdated curriculum, and inconsistent practices in PLC and Tier 1 instruction. Furthermore, the district has seen a high percentage of staff turnover coinciding with higher than average numbers of teaching staff with less than 5 years' experience.

Priority Problem Statements

Problem Statement 1: Waco ISD Math scores continue to reflect significant gaps compared to where the district's scores were five years ago as well as where we compare with other districts across the region and state.

Root Cause 1: Our Tier 1 curriculum and related assessments had been outdated and therefore misaligned to changes in standards in the state curriculum. There are inconsistencies in best practices such as PLC, DDI, and RTI.

Problem Statement 1 Areas: Student Achievement - Curriculum, Instruction, and Assessment - Student Learning - District Processes & Programs

Problem Statement 2: Waco ISD has seen minimal improvement in overall student progress and growth metrics.

Root Cause 2: Multiple factors contribute to this dilemma: decreased student attendance, outdated curriculum, and inconsistent practices in PLC and Tier 1 instruction. Furthermore, the district has seen a high percentage of staff turnover coinciding with higher than average numbers of teaching staff with less than 5 years' experience.

Problem Statement 2 Areas: Student Achievement - Staff Quality, Recruitment, and Retention - Curriculum, Instruction, and Assessment - Student Learning - District Processes & Programs - Perceptions

Problem Statement 3: Waco ISD has higher than average turnover and higher than average teaching staff with 5 years or less of experience.

Root Cause 3: The district is in need of improved strategies for recruiting as well as improved hiring and onboarding processes.

Problem Statement 3 Areas: Student Achievement - District Culture and Climate - Staff Quality, Recruitment, and Retention - Curriculum, Instruction, and Assessment - District Processes & Programs

Problem Statement 4: Waco ISD has seen declines in high school students enrolling in college level dual credit courses.

Root Cause 4: There was a district focus on Advanced Placement courses and exams that determined policy adjustments related to GPA incentives for Advanced Placement course enrollment made in 2021.

Problem Statement 4 Areas: Student Achievement - Curriculum, Instruction, and Assessment - Student Learning - District Processes & Programs

Problem Statement 5: Waco ISD has seen an increased enrollment in Advanced Placement courses but not seen an increased success rate with the Advanced Placement exams.

Root Cause 5: Originally, there was no expectation on students to take the Advanced Placement exams. Additionally, there were no benchmarks, practice assessments or structured opportunities provided to students to prepare for these exams.

Problem Statement 5 Areas: Student Achievement - Curriculum, Instruction, and Assessment - Student Learning - District Processes & Programs

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Gifted and talented data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Mobility rate, including longitudinal data

Employee Data

- Staff surveys and/or other feedback
- State certified and high quality staff data

Parent/Community Data

- Parent surveys and/or other feedback

- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Other additional data

Goals

Goal 1: Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth. Priority 1: Students

Performance Objective 1: Develop and implement a multi-tiered instructional plan to ensure all students achieve more than 1 year's growth during the academic school year (from BOY to EOY) in both reading and math, thereby improving our accountability ratings from a D to a C. (Priority 1.1, 1.2, & 2.2) 25.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR and EOC scores, BOY and MOY data, iReady data, attendance data

Strategy 1 Details
Strategy 1: Implement a curriculum for math in grades K-12 using streamlined resources and a lesson internalization process.
Strategy 2 Details
Strategy 2: Implement a curriculum for reading in grades K-12 using streamlined resources and a lesson internalization process.
Strategy 3 Details
Strategy 3: Coordinate, implement, and monitor intervention systems and programs across the instructional program with fidelity.
Strategy 4 Details
Strategy 4: Develop and implement Turnaround plans, Targeted Improvement Plans and Local Improvement Plans and systems and processes to support improved campus A-F ratings, focusing on removing labels (Targeted Support, Comprehensive) and ensuring academic success for students.

Goal 1: Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth. Priority 1: Students

Performance Objective 2: Adjust and assess our Special Education programming for our students receiving services to ensure increased academic achievement by no less than 5% in all grades as evidenced by STAAR math and reading scores. (Priority 1.1, 1.2, & 2.2)

High Priority

HB3 Goal

Evaluation Data Sources: STAAR and EOC math and reading scores, iReady, BOY/MOY assessments, external audit recommended outcomes

Strategy 1 Details
<p>Strategy 1: Implement revised expectations of IEP development and implementation to include frequent and ongoing data collection and tracking. This is to occur at all campuses, but a specific emphasis with our targeted improvement schools.</p> <p>Results Driven Accountability</p>
Strategy 2 Details
<p>Strategy 2: Increased alignment in differentiated Tier 1 instruction strategies and accommodations included in student IEPs, ensuring increased inclusion of students receiving Special Education services in the general education classroom setting. This is monitored at all schools in WISD, but a specialized emphasis is placed on our targeted improvement schools.</p> <p>Results Driven Accountability</p>

Goal 1: Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth. Priority 1: Students

Performance Objective 3: Improve our students graduating having earned their College, Career, or Military Readiness indicator (CCMR) by no less than 5%. (Priority 1.2, 2.2)

High Priority

HB3 Goal

Evaluation Data Sources: CCMR tracker data, On Data Suite, Industry based certification, SAT, TSIA-2, Advanced placement and dual credit course success completion

Strategy 1 Details
Strategy 1: Increase the number of students successfully completing a CTE pathway and earning an aligned industry based certification.
Strategy 2 Details
Strategy 2: Increase the number of students successfully completing an Associates' degree.
Strategy 3 Details
Strategy 3: Increase the number of students successfully passing Advanced Placement assessments and completing Dual Credit courses.
Strategy 4 Details
Strategy 4: Increase the number of students successfully passing TSI criteria including TSIA2 in math and reading, and the SAT.
Results Driven Accountability

Goal 1: Develop and implement plans, systems, and processes to support improved campus ratings and demonstrate accelerated student growth. Priority 1: Students

Performance Objective 4: Create and sustain safe and supportive learning environments (Priorities 1.3, 2.2, 3.1)

Evaluation Data Sources: MTSS Data Fidelity Program Review of Campus & District Implementation; Safety Audits (Sentinel) and Climate Surveys; Discipline Data Review (Frontline)

Strategy 1 Details
Strategy 1: Implement tiered expectations of the Multi-Tiered System of Support for Behavior (MTSS~B) intervention processes with fidelity and consistency across the district.
Strategy 2 Details
Strategy 2: Implement and maintain yearly support and training with updated legislation and district policies, procedures, and best practices for behavior, discipline, and safety measures for both physical and mental health services.
Strategy 3 Details
Strategy 3: Develop and consistently implement a student survey to assess perceptions of safety and well-being, aiming to show an increase in positive responses related to student and building safety.

Goal 2: Recruit, develop, and retain highly qualified teachers and staff. Priority 2: staff

Performance Objective 1: Develop and implement systems and practices that improve district climate and morale and lead to increased recruitment and retention of highly qualified staff by at least 5%. (Priority 2.1, 2.3, & 3.3)

High Priority

Evaluation Data Sources: district climate surveys, exit interviews, stay surveys, annual retention trend data, along with MOUs, retention data related to our grow-our-own programs, tracked data of those participating in and successfully completing programs

Strategy 1 Details
Strategy 1: Develop and consistently conduct a staff survey by campus/department/district to assess culture, climate, and employee satisfaction that has high levels of participation.
Strategy 2 Details
Strategy 2: Develop, refine and strengthen partnerships with local teacher preparation programs (i.e. IHEs, ACP, ESC 12, etc.) to ensure there are qualified candidates to fill vacancies.
Equity Plan

Goal 2: Recruit, develop, and retain highly qualified teachers and staff. Priority 2: staff

Performance Objective 2: By June 2026, the district will make progress in building a steady candidate pipeline through streamlined onboarding, mentorship, and alignment of leadership frameworks with teach competencies. (1.1, 2.1, & 2.2)

Evaluation Data Sources: Documentation of annual engagements with local teacher preparation programs. Year to year vacancy data at the end of the hiring season. Grow Our Own program 2025-26 outcomes and tangibles related to the district developed Leadership Framework. Retention data year-to year, internal promotion data, staff climate survey results, exit surveys and stay interviews.

Strategy 1 Details
Strategy 1: Begin recruitment earlier in the school year, with 7-10 day applicant review windows and scheduled hiring events to accelerate candidate selection. Continuously refine onboarding to ensure smooth integration of new hires.
Equity Plan

Strategy 2 Details
Strategy 2: Develop, refine, and improve leadership pipeline efforts to ensure a more comprehensive and scaffolded strategic plan to decrease turnover and strengthen retention.
Equity Plan

Goal 3: Engage families and the community. Priority 3: Community

Performance Objective 1: Increase effective parent/family engagement opportunities to support student success and well-being. (Priority 3.1)

Evaluation Data Sources: Annual Student Services Survey, Parent Square usage analytics, campus agendas and sign in sheets from PFE activities

Strategy 1 Details
Strategy 1: Develop and implement systems that accurately assess and allow tracking of parent engagement.

Goal 3: Engage families and the community. Priority 3: Community

Performance Objective 2: Foster strong partnerships with organizations, business/industry, and higher education institutions. (Priority 3.2)

HB3 Goal

Evaluation Data Sources: Internship and externship data provided by district Career and Technical programs. The creation of a tiered partnership/sponsorship program. Year to year community partner and donation data.

Strategy 1 Details
Strategy 1: Develop a tiered sponsorship program to implement with current and new community partners to foster stronger partnerships and retention.

Goal 3: Engage families and the community. Priority 3: Community

Performance Objective 3: Ensure district communication, marketing, & branding are strategic, targeted, and transparent to improve public perception of Waco ISD. (Priority 3.3)

Evaluation Data Sources: SMART goals that are developed within a targeted communications plan will be used as an evaluation source. Media stories on television and newspaper outlets will be tracked and quantified in dollar value and viewership.

Strategy 1 Details
Strategy 1: Investigate and implement a data tracking tool to assist the district in recruitment and enrollment. Equity Plan
Strategy 2 Details
Strategy 2: Employ a variety of marketing strategies to include special events, digital, billboards, social media, and parent communication. Equity Plan
Strategy 3 Details
Strategy 3: Continue assertive pitches to local media.

Goal 4: Evaluate, develop, and/or refine financial and operational processes and systems

Priority 4: Financial & Operational efficiencies

Performance Objective 1: Ensure strategic allocation of resources to effectively address student/staff needs (Priority 4.1)

Evaluation Data Sources: District budget outline, outline of individual campus budgets, attendance data, STAAR and STAAR EOC performance data.

Strategy 1 Details
Strategy 1: Accurately identify and target low socio-economic status (SES) students for funding purposes, moving beyond direct certification through social service programs (e.g., SNAP, TANF, Medicaid). For the 2024-2025 school year, 86.0% of students were identified as low socio-economic. Use this data to support efforts for the 2025-2026 school year.
Strategy 2 Details
Strategy 2: Distribute state/federal resources based on student need and campus needs to support increased student achievement for all groups, focusing on low socio-economically identified students.
Strategy 3 Details
Strategy 3: Implement a district wide attendance intervention program to address the loss in average daily attendance and academic achievement of Waco ISD students.

Goal 4: Evaluate, develop, and/or refine financial and operational processes and systems

Priority 4: Financial & Operational efficiencies

Performance Objective 2: Equip our educators, staff, and students with the technology and training needed to advance teaching, learning, and district effectiveness. (Priority 4.2)

Evaluation Data Sources: Frontline inventory, Incident IQ deployment platform, TCEA Online Training, KACE Helpdesk Platform.

Strategy 1 Details
Strategy 1: Establish and maintain a minimum technology standard for classroom resources.
Strategy 2 Details
Strategy 2: Provide on-demand professional development for all faculty, staff, and students.
Strategy 3 Details
Strategy 3: Integrate instructional technology into the curriculum guides and lesson plans.

Goal 4: Evaluate, develop, and/or refine financial and operational processes and systems

Priority 4: Financial & Operational efficiencies

Performance Objective 3: Ensure well-maintained, quality teaching and learning spaces that are operating at maximum efficiency. (4.3)

Evaluation Data Sources: Minimum cleanliness standards measurement tool (to be developed in 2025-2026), district work orders, energy usage reports

Strategy 1 Details
Strategy 1: Conduct an efficiency audit through a third-party consultant.
Strategy 2 Details
Strategy 2: Launch campus landscape beautification pilot at at least 5 campuses.
Strategy 3 Details
Strategy 3: Increase power washing from once to twice a year at all campuses.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: September 25, 2025

Contact Person: Dr. Tiffany Spicer

RE: Review, Discuss and Take Appropriate Action Regarding a Resolution to Nominate Candidate for the McLennan Central Appraisal District Board of Directors

=====

Background Information:

Bi-annually, in odd numbered years, the taxing entities in McLennan County elect directors for the McLennan County Appraisal District Board. There are five (5) elected positions on the Board of Directors. Each taxing entity is entitled to nominate, by resolution, one candidate for each of the five (5) positions to be filled. Currently, the elected Board is made up of the following individuals with the affiliated entity:

Name	Affiliated Entity
Jim Patton	Waco Independent School District
Jonathan Green	Midway Independent School District
George Chase	City of Waco
Randy Riggs	McLennan County Tax Assessor -Collector
Mildred Watkins	La Vega Independent School District

Attached is a copy of the 2024-2025 Board of Directors Taxing Unity Voting Procedures, Eligibility Guidelines, the McLennan County Appraisal District Board of Directors Allowable Votes by Entity, and a copy of the taxing entity resolution nominating candidates to be submitted to the Chief Appraiser.

Fiscal Implications:

None

Administrative Recommendation(s):

The administration recommends that the Board of Trustees nominated candidate(s) to the McLennan County Appraisal District Board of Directors and approve the Resolution to submit nomination(s) to the Chief Appraiser, as presented.



August 29, 2025

Waco ISD
PO BOX 27
WACO, TX 76703

Dear Entity Officials,

It is time to start the process of appointing the McLennan Central Appraisal District Board of Directors for 2026. The attached Voting Procedures will explain the process. Also attached, you will find a list showing your entity's voting entitlement, a sample nomination resolution for your governing body, and. Key dates are below, and for the 5 largest entities, there is a change to the deadline for submitting the ballot in December.

- **Before October 15th:** Each governing body will submit its choice of nominee names and addresses, via resolution, to the chief appraiser.
- **Before October 30th:** The chief appraiser will prepare and deliver a ballot to the presiding officer of each taxing unit.
- **Before December 15th or within 3 days of the 2nd meeting following receipt of the ballot:** Each governing body will vote, via resolution, and return the ballot to the chief appraiser.
- **Before December 31st:** The chief appraiser will send the election results to each governing body as well as the candidates.

If you have any questions regarding the process, please let me know.



Jim Halbert, RPA, CCA
Chief Appraiser
Phone: 254-752-9864
315 S. 26th Street, Waco, TX 76710
www.mclennanappraisal.org
Follow us! 

How did we do?
[Survey Monkey](#)
[Google](#)

315 S. 26th

Waco, Texas 76710 (254) 752-9864
www.mclennanappraisal.org

McLennan Central Appraisal District

BOARD OF DIRECTORS ELIGIBILITY & RESPONSIBILITY

Eligibility:

To be eligible to serve, a person must have resided in the appraisal district for at least two (2) years immediately preceding the date of taking office. An employee of a taxing unit that participates in the district is not eligible to serve on the board unless the individual is also a member of the governing body or an elected official of a taxing unit that participates in the district. A person may not be appointed if related within the second degree of consanguinity (blood) or affinity (marriage) to either an appraiser who appraises property for use in the appraisal district's appraisal review board proceedings or a tax representative who represents taxpayers for compensation before the appraisal district's appraisal review board. Owing delinquent taxes for more than 60 days after the date the person knew or should have known of the delinquency, disqualifies a person from serving on the CAD board of directors.

Term:

All directors, other than the County Tax Assessor Collector, serve a four-year term.

Meetings:

Meetings at a minimum are held at least once per calendar quarter, at the convenience of the majority of the board. Meetings are typically held on a Thursday at 9:00 a.m.

Compensation:

Directors may not receive a salary, per diem, or other compensation. The appraisal district may reimburse for reasonable and necessary expenses incurred in the performance of a director's duties if included in the appraisal district budget.

General Statement of Functions:

The board of directors has the following primary responsibilities:

- Establish the appraisal district's appraisal office.
- Adopt the appraisal district's annual operating budget.
- Adopt the appraisal district's reappraisal plan.
- Contract for necessary services.
- Hire a chief appraiser.
- Hire a taxpayer liaison officer.
- Appoint members to serve on the Appraisal Review Board.

The board's authority over appraisals is limited. The board does not appraise property or review values on individual properties. The board has no authority to officially review ARB decisions. The board does have some authority over appraisals through its duties to contract, budget, and settle litigation.

**MCLENNAN CENTRAL APPRAISAL DISTRICT BOARD OF DIRECTORS
ALLOWABLE VOTES BY ENTITY**

TAXING UNIT	Preceding YR Tax Levy 2024	PERCENT OF TOTAL LEVY	CALCULATED 2026 TERM VOTES
TOTAL	565,030,621	100%	5,000
SCHOOL DISTRICTS			
AXTELL ISD	1,708,655.84	0.302401%	15
BOSQUEVILLE ISD	3,439,703.98	0.608764%	30
BRUCEVILLE-EDDY ISD	2,066,630.98	0.365756%	18
CHINA SPRING ISD	14,018,586.83	2.481031%	124
CONNALLY ISD	10,056,813.07	1.779870%	89
CRAWFORD ISD	3,431,317.66	0.607280%	30
GHOLSON ISD	638,050.84	0.112923%	6
HALLSBURG ISD	1,010,634.13	0.178864%	9
LA VEGA ISD	18,638,309.90	3.298637%	165
LORENA ISD	8,512,770.11	1.506603%	75
MART ISD	1,470,945.91	0.260330%	13
McGREGOR ISD	10,241,246.18	1.812512%	91
MIDWAY ISD	77,526,380.51	13.720740%	686
MOODY ISD	2,151,795.99	0.380828%	19
OGLESBY ISD	8,086.42	0.001431%	0
RIESEL ISD	4,422,789.41	0.782752%	39
ROBINSON ISD	9,884,053.97	1.749295%	87
VALLEY MILLS ISD	866,580.82	0.153369%	8
WACO ISD	91,500,174.46	16.193844%	810
WEST ISD	6,699,347.83	1.185661%	59
COUNTY			
McLENNAN COUNTY	93,963,740.34	16.629849%	831
McLENNAN COMMUNITY COLLEGE	40,532,599.61	7.173523%	359
CITY			
BELLMEAD, CITY OF	2,532,279.52	0.448167%	22
BEVERLY HILLS, CITY OF	785,599.73	0.139037%	7
BRUCEVILLE-EDDY, CITY OF	483,152.36	0.085509%	4
CRAWFORD, CITY OF	511,527.58	0.090531%	5
GHOLSON, CITY OF	37,154.42	0.006576%	0
GOLINDA, CITY OF	41,297.65	0.007309%	0
HALLSBURG, CITY OF	24,124.10	0.004270%	0
HEWITT, CITY OF	8,458,696.63	1.497033%	75
LACY-LAKEVIEW, CITY OF	3,227,914.38	0.571281%	29
LEROY, CITY OF	27,340.94	0.004839%	0
LORENA, CITY OF	1,101,681.31	0.194977%	10
MART, CITY OF	611,300.15	0.108189%	5
McGREGOR, CITY OF	4,722,626.91	0.835818%	42
MOODY, CITY OF	499,999.72	0.088491%	4
RIESEL, CITY OF	265,619.60	0.047010%	2
ROBINSON, CITY OF	6,973,450.94	1.234172%	62
VALLEY MILLS, CITY OF	10,886.58	0.001927%	0
WACO, CITY OF	122,933,836.58	21.757022%	1,088
WEST, CITY OF	2,026,118.32	0.358586%	18
WOODWAY, CITY OF	6,966,798.51	1.232995%	62

Waco Independent School District

**RESOLUTION OF CANDIDATE NOMINATIONS FOR THE McLENNAN COUNTY
APPRAISAL DISTRICT BOARD OF DIRECTORS FOR THE YEARS 2024-2025**

WHEREAS, Section 6.03 (g) of the Texas Property Tax Code, requires that each taxing unit entitled to vote may nominate by Resolution one candidate for each of the five positions to be filled and submit those nominations to the Chief Appraiser of the McLennan County Appraisal District before October 15, 2024.

THEREFORE, the Waco Independent School District submits the following nomination for Board of Directors of the McLennan County Appraisal District for 2025-2026:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

ACTION TAKEN this 25th day of September, 2025, in Regular Session of the Board of Trustees of the Waco Independent School District; as authorized under Section 6.03 of the Texas Property Tax Code, for the purpose of nominating candidates to the Board of Directors of the McLennan County Appraisal District.

Jose Vidana, President

Jeremy Davis, Vice President

Jim Patton, Secretary

Keith Guillory

Angelo Ochoa

Taylor Bledsoe

131
Arash Abnoussi

ATTEST: