

**NOTICE**

**This notice is posted pursuant to the Texas Open Meetings Act.  
[TEXAS GOVERNMENT CODE SECTION 551]**

**BRYAN ISD BOARD OF TRUSTEES WORKSHOP**

**Boardroom**

**801 South Ennis Street**

**Bryan, TX 77803**

**Monday, March 6, 2023 – 12:00 PM**

**AGENDA**

**CALL TO ORDER**

**Welcome**

**Citizens' Comments**

**Spotlight**

1. Neal Elementary Student Ambassadors - Developing Leadership Skills
2. Recognition of the Give Joy Foundation

**Board Committee Report**

1. Finance Committee Update: Holiday Pay Policy, Safe and Civil Schools Update, Change Order Associated with the Haliburton Project, and Sale of Surplus Property, Board Local Policy Updates

**Superintendent Update**

1. Showcase and Community Engagement

**Information Items**

1. Bryan ISD's Grow Your Own Program Update

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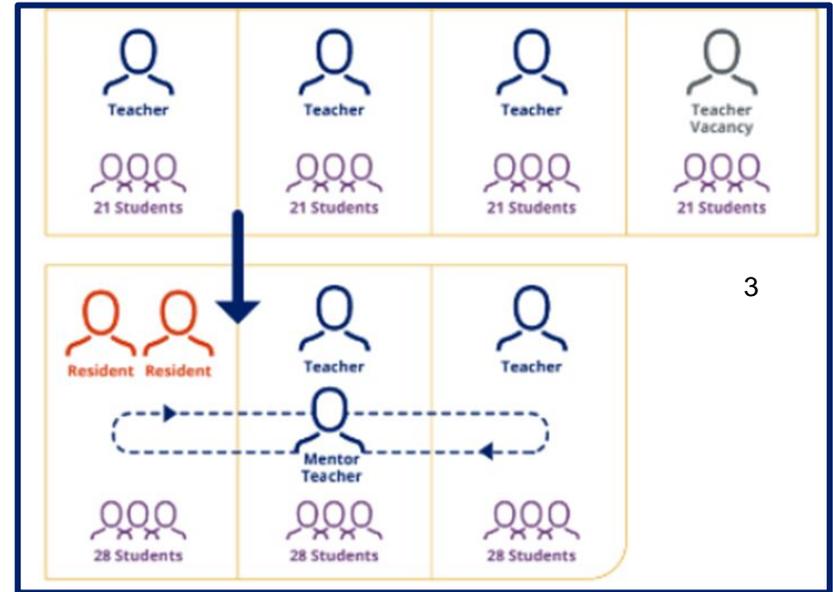
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# Human Resource Pathways to Teaching

March 6, 2023

# Paid Yearlong Residency (Funding source: TCLAS)

- TCLAS grant-1 year remaining
  - Up to 20 traditional Year-Long Residents
- Piloting the Sustainable Model on one campus with 2 residents in partnership with SHSU.



# Paraprofessional to Teacher Pathway (Funding source: TCLAS)

*Must complete within 2 years (teacher of record in the 2024–2025 school year)*

*Paid release time and schedule flexibility for class attendance and completion of course requirements*

*6 candidates max per LEA*

Degreed
2 candidates \$18,000 paid to each candidate

Non-Degreed
4 candidates \$7,500 paid to each candidate

4

# aggieTERM

Paid Yearlong Residency (Funding source: U.S. Department of Education through Texas A&M University, Bryan-College Station)

- Started as an undergraduate program in partnership with TAMU.
- Currently a graduate program (M.Ed.)/alternative certification program
- Residents currently receive a \$48,000 stipend
- Residents follow Bryan ISD calendar
- Residents are assigned a mentor teacher and a community mentor
- Mentor teachers receive training and a \$2000 stipend
- Residents are guaranteed a position within the District upon successful program completion
- Residents commit to Bryan ISD for 3 years
- Currently in year 4 and have 1 resident at Crockett Elementary.
- Program started in Bryan ISD and has expanded to Austin, Caldwell, Spring, Hearne, and College Station ISD



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TEXAS A&M UNIVERSITY  
aggieTERM

# Current Partnerships

Bryan ISD currently has Memorandums of Understanding with the following Education Preparation Partners:

- **Texas A&M University-** \*Traditional student teaching (clinical teachers) and paid year-long residency.
  - **Texas A&M University-** Graduate (and paid) yearlong residency program -aggieTERM.
- **Sam Houston State University-** Traditional student teaching (clinical teachers) and paid yearlong residency.<sup>6</sup>
- **Prairie View A&M University-** Traditional student teaching (clinical teachers). No resident applicants to date.
  - **Stephen F. Austin State University-**Traditional student teaching (clinical teachers).
  - **University of North Texas-**Traditional student teaching (clinical teachers).

Note: We also host student teachers from Grand Canyon University and Western Governors University.

\*Traditional student teaching (clinical teachers) refers to unpaid student teachers.



# Questions

2. Student Registration and Enrollment for the 2023-2024 School Year

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# Enroll Now for 2023-2024!

[bryanisd.org/enroll](http://bryanisd.org/enroll)

**ONLINE ENROLLMENT**  
PORTAL



3. Business and Finance Update Regarding Information on the Bryan ISD Website

**ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA**

1. Consider Approval for the Sale of Surplus Equipment
2. Consider Approval of Board Policy Updates

**ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA**

**Business Services**

1. Consider a Resolution to Authorize the Brazos Central Appraisal District (BCAD) Chief Appraiser or Other Staff to Act as an Agent in Regard to Filing a Protest Against the Comptroller's 2022 Preliminary Value Study Appeal for Bryan ISD as Allowed by Texas Administrative Code Section 9.4302
2. Discuss and Consider Approval of Change Order Number 1 (One) to the Guaranteed Maximum Price Amendment Number 2 (Two) to the Construction Manager at-Risk contract with Drymalla Construction for the Construction of the Ruby Haliburton Auxiliary Complex Project
3. Consider Approval of Purchase Over \$50,000 for Materials Testing on the Ruby Haliburton Auxiliary Project

**Human Resources**

1. Consider Purchase Request for Over \$50,000 for Pacific Northwest Publishing, Inc. Professional Development

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# Safe and Civil Schools Board Update

March 6, 2023

# Rationale

Building on the Existing Foundation

Impact of the Pandemic

Feedback and Requests from Staff

ESSER Funding Purpose

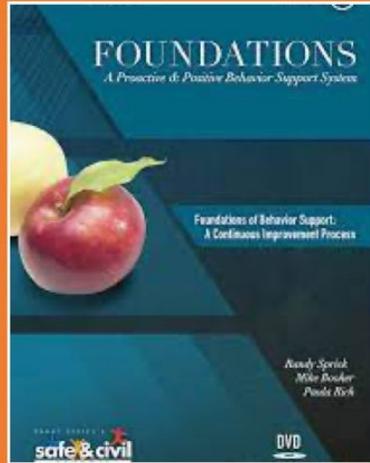
- Meet the academic, social, emotional, and mental health needs of students

Pilot Group of Campuses - 2021-2022

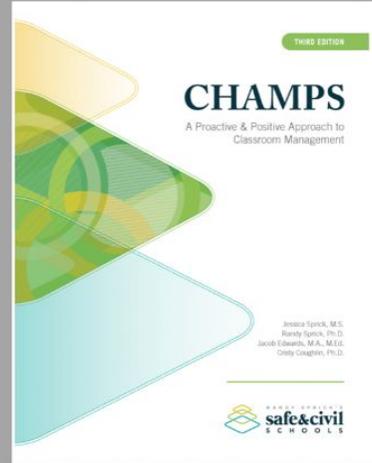
- Leadership in Behavior Supports
- Discipline in the Secondary Classroom
- Power Hour Sessions - Teachers Encyclopedia
- Feedback from Teachers



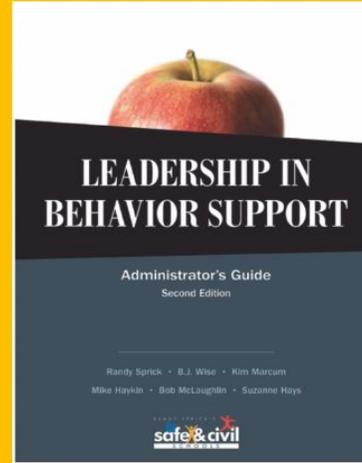
# Overview of Professional Learning & Support



Foundations



Training for All Staff:  
CHAMPS, Discipline  
in the Secondary  
Classroom, Para Pro



Leadership in  
Behavior Support



E8 Character  
Education



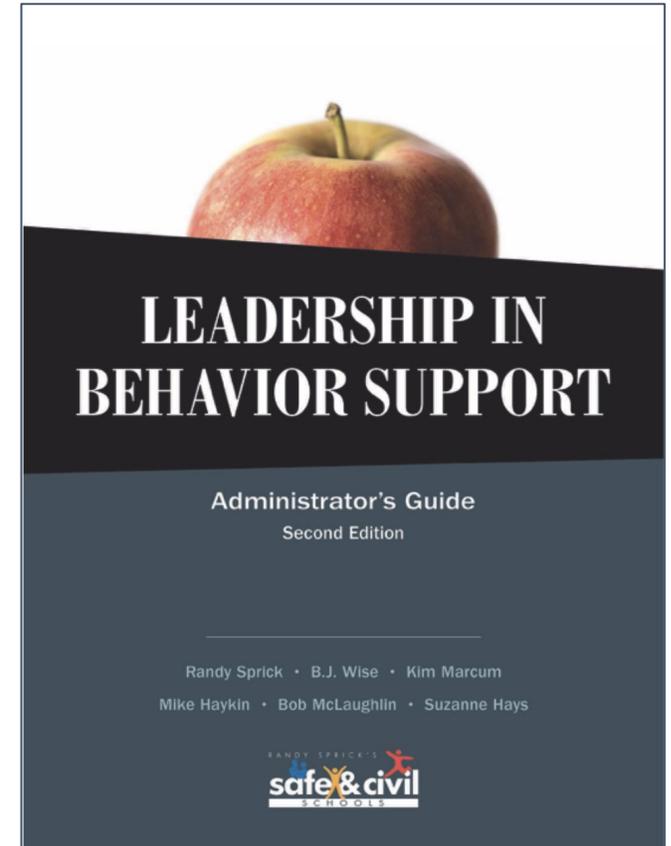
Social Emotional  
Learning &  
Guidance Program

Foundation of Professional Learning and Positive Behavioral Interventions and Support

# Overview of Professional Learning - Leaders

## Designed for Campus Principals

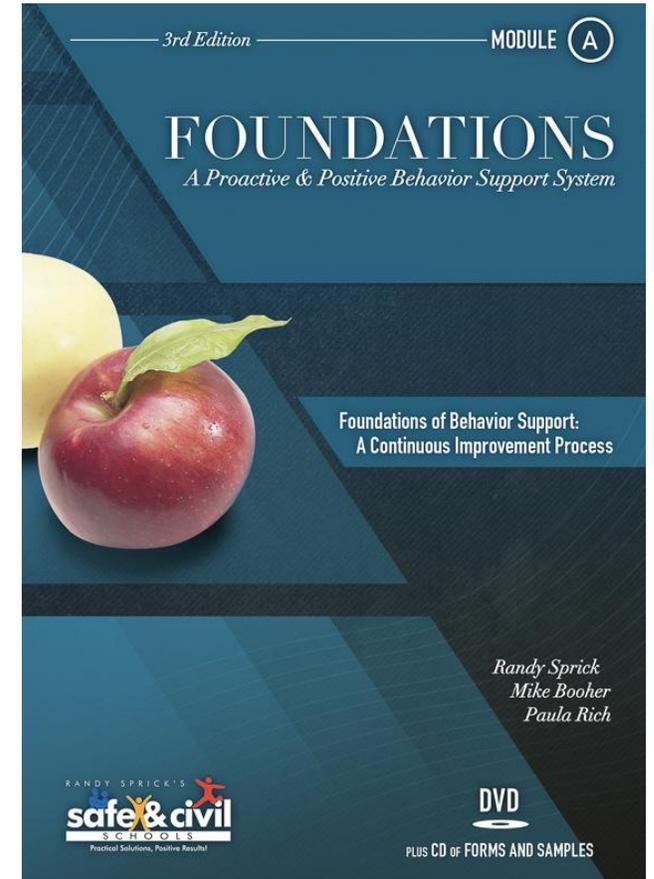
- How to guide staff in the development and implementation of proactive schoolwide policies and procedures.
- How to support teachers and students with improving behaviors.
- 2 Days of Professional Learning



# Overview of Professional Learning - Campus Teams

## Schoolwide Positive Behavior Support

- Year 1: Four 2-Day Professional Learning Sessions
- Year 2: Four 2-Day Professional Learning Sessions
- Year 3: Reduce to 4 Days total
- Campus Administrator Consultations throughout the school year for individualized guidance and support.



# Overview of Professional Learning - All Staff

## All Teachers & Administrators

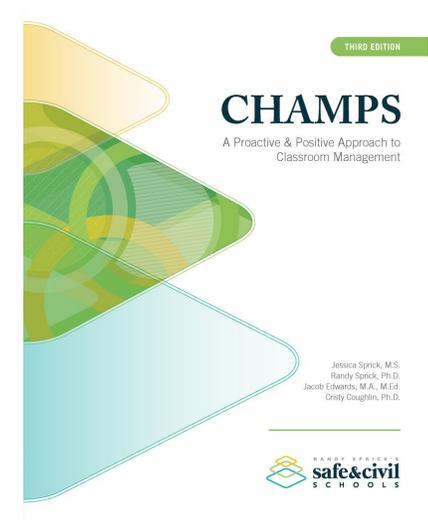
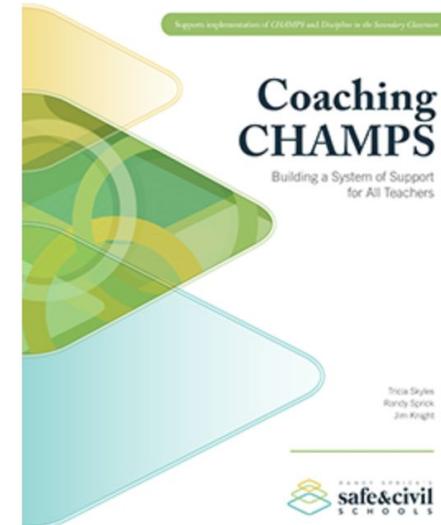
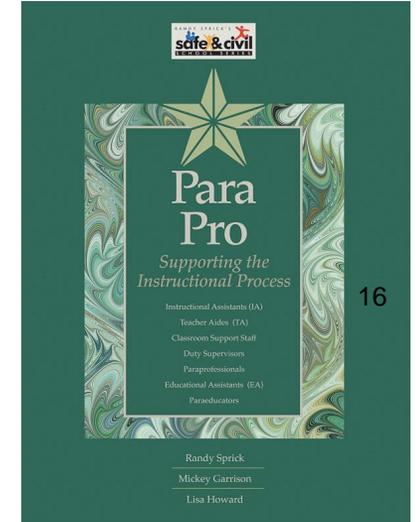
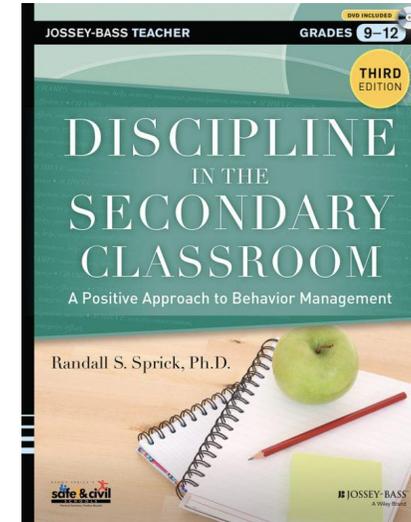
- CHAMPS or Discipline in the Secondary Classroom
  - 1 Day in Summer or August and 1 Day in Fall 2022

## All Administrators

- Coaching CHAMPS
  - 2 Days in Summer 2023

## All Instructional Paraprofessionals

- Para Pro - 1 Day in August 2022



# Cost & Sustainability Proposal March 2022

Professional Learning	Year 1	Year 2	Year 3	Year 4
All Staff: <ul style="list-style-type: none"> <li>● CHAMPS</li> <li>● Discipline in the Sec. Classroom</li> <li>● Para Pro</li> <li>● Coaching Classroom Management</li> </ul>	\$254,947	\$21,000	\$21,000	\$21,000
Foundations (Campus Core Team)	\$217,000	\$155,000	\$107,400	-
Leadership in Behavior Support (Leaders)	\$10,282	-	-	-
<b>Total</b>	<b>\$482,230</b>	<b>\$176,000</b>	<b>\$128,400</b>	<b>\$21,400</b>

*\*Plus Travel Expenses*

# Branch Elementary

## Campus Focus

- Students behavior in hallways and restrooms and missing tier 1 instruction.

## Celebrations

- Solidified two processes and policies this year.
- Decreased hallway and restroom behaviors, specifically with our 2nd -4th grade students.
- Hallways are easier to navigate and noise levels are down during transitions limiting classroom interruptions.
- Students have embraced our common language. They openly use our terms with each other even when adults aren't present.

## Hopes for next year

- Continue to build success across campus.
- Create solid procedures that are easy to pick up, follow, explain, and utilize for new and returning students and staff.
- Move into a process and policy for lunch and recess.

- B-** be kind
- E-** engaged
- A-** accountable
- R-** ready to learn
- S-** safe



# Ross Elementary

## Campus Focus

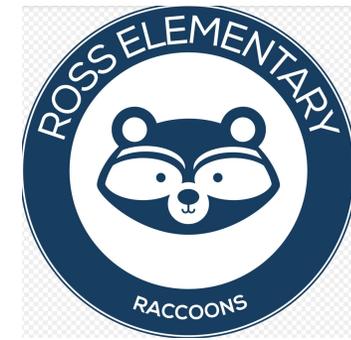
Cafeteria during lunch

## Celebrations

- Teachers are proud of their work as a team
- Improved cafeteria behaviors and climate
- Increase in positive behavior of students in the cafeteria
- Increased student compliance regarding cafeteria expectations
- Happy students and teachers who are enjoying their lunch time

## Hopes for Next Year

- Maintain momentum with the cafeteria procedures
- Common vocabulary and consistency in common areas
- New identified areas of focus are restroom and dismissal procedures



# Davila Middle School

## Need Identified:

- Students late to class.

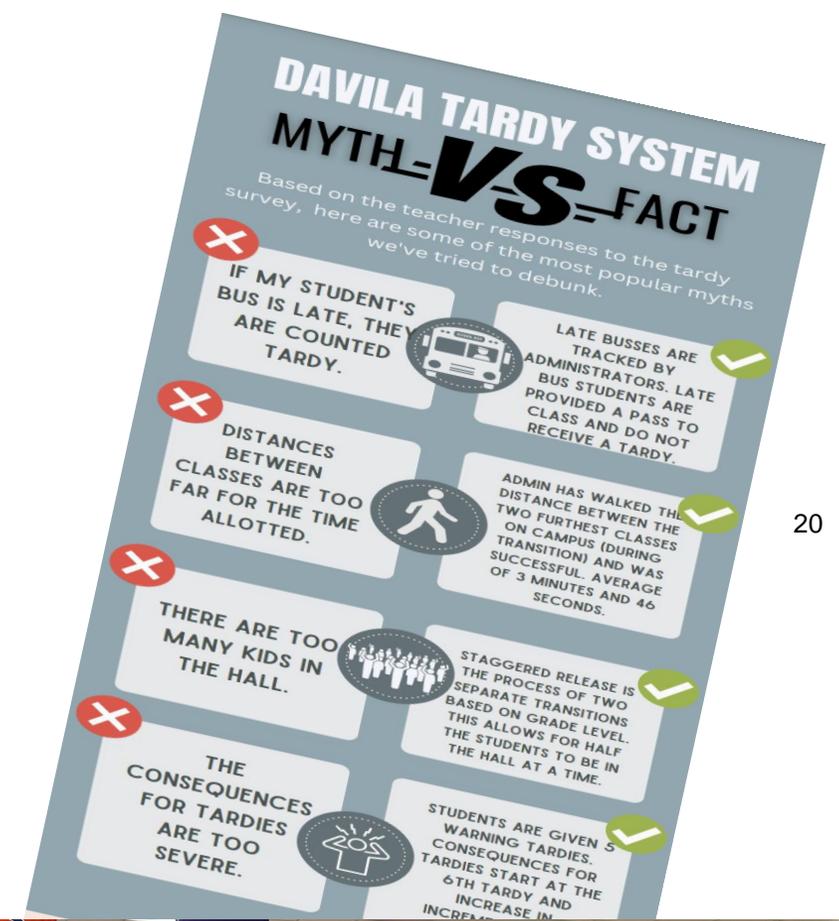
## Target Focus:

- Tardy reduction during transitions to lunch and fourth and fifth periods.

## Celebrations:

- Teacher buy-in vote was overwhelmingly in support of the new common area protocol.
- Tardy data shows a decrease in tardies in the target area with an overall trend of reduction.

- **August 2022 - December 2022**  
**Implementation: 52% reduction in Tardies**



# Bryan High School

## Campus Focus

- Students late to class or missing class which results in a loss of instructional time and safety concerns.

## Celebrations

- Increased staff participation and engagement
- Reduction in tardies
- Reduction in students missing class: 35% improvement (Sept. to Nov.)
- Foundations team's work and commitment to keep staff momentum have already set dates to collect data and share with the staff.

## Hopes for Next Year

- Working to identify next area of focus
- Refreshing campus guidelines for success



# Feedback and Requests 2022-2023

## Sources

- Stakeholders Surveys
- Foundations Session Evaluations
- Classroom Management Training Series Feedback
- Campus Check-ins

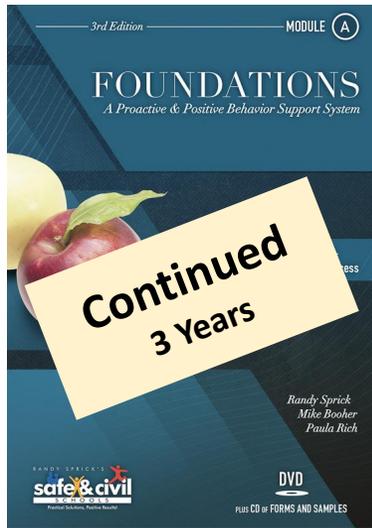
## Requests

- Tier 1 Classroom Management Training for Teaching Staff
- Need for a systematic approach to supporting teachers in the classroom in Domain 3

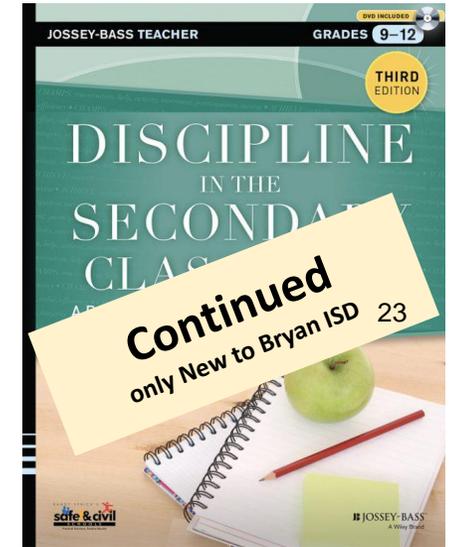
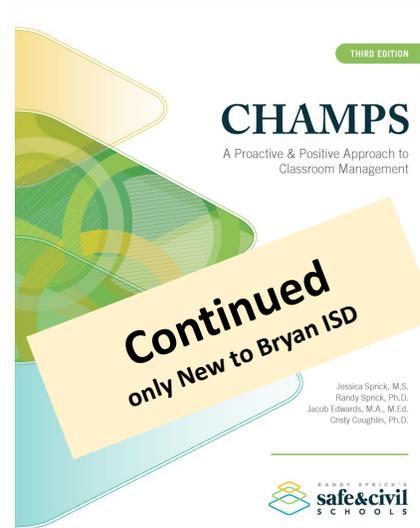
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# Summer 2023 - Spring 2024

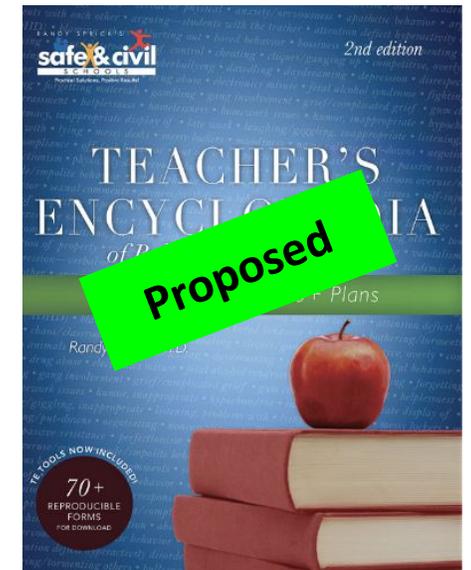
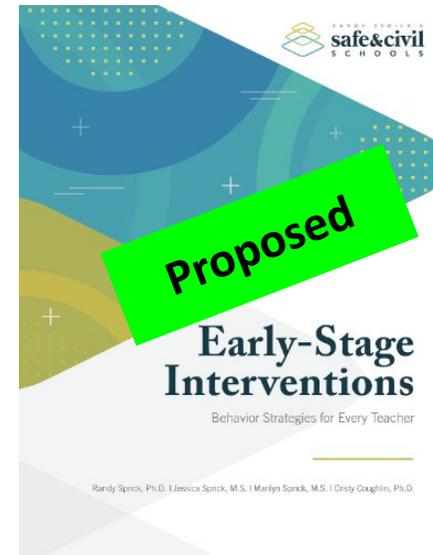
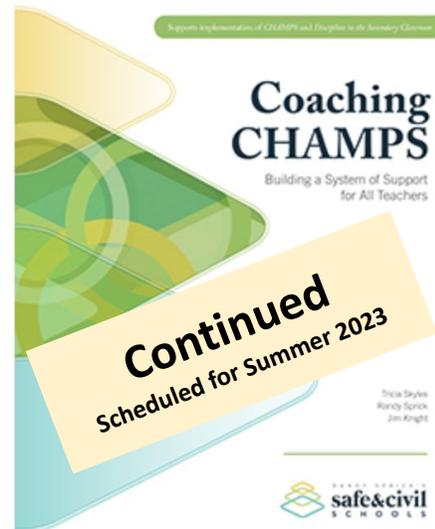
3 Year  
Commitment



2022-2023



2023-2024



# Cost & Sustainability Proposal March 2023

Professional Learning	Year 1	Year 2	Year 3	Year 4
All Staff: <ul style="list-style-type: none"> <li>● CHAMPS</li> <li>● Discipline in the Sec. Classroom</li> <li>● Para Pro</li> <li>● Coaching CHAMPS</li> </ul>	\$254,947	<del>\$21,000</del> \$14,000	\$21,000	\$21,000
Foundations (Campus Core Team)	\$217,000	<del>\$155,000</del> \$136,000	\$107,400	-
Leadership in Behavior Support (Leaders)	<del>\$10,282</del>	-	-	-
<b>Proposed</b> <ul style="list-style-type: none"> <li>● Early Stage Interventions</li> <li>● ParaPro - Repeat for All</li> <li>● Teacher's Encyclopedia</li> </ul>		NEW \$202,097	NEW \$33,332	NEW \$33,332
Total	<del>\$482,230</del> \$471,948	<del>\$176,000</del> \$352,097	<del>\$128,400</del> \$161,732	<del>\$21,400</del> \$54,332

24

Year 1 and 2: ESSER Funding    Year 3 and 4: Title and State Compensatory Education Funds

*\*Plus Travel Expenses*



**Closed Session**

1. Discuss Issues Pertaining to Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee (Texas Government Code Chapter 551.074)
2. Consultation with Attorney Regarding Board Operating Procedures and Duties of Public Officials (Texas Government Code 551.071 and 551.074)
3. Consultation with Attorney Regarding Legal Issues Related to Superintendent Evaluation Instrument and the Evaluation Process (Texas Government Code 551.071 and 551.074)

**Reconvene in Open Session**

1. Consider Approval of the Board Operating Procedures

**ADJOURN**

In accordance with the Texas Open Meetings Act Subchapters D and E of Chapter 551, Texas Government Code (§551.071 Attorney/Client Consultation, §551.072 Real Estate, §551.073 Contracts for Gifts or Donations, §551.074 Personnel Matters, §551.075 Investments, §551.076 Security Devices, §551.082 Discipline of Student or Employee Complaint, §551.0821 Personally Identifiable Student Information, §551.083 Employee Groups Consultation, §551.084 Exclusion of Hearing Witnesses), the board may enter closed meeting to deliberate any subject authorized by Subchapters listed.