

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, May 1, 2023 – 12:00 PM

AGENDA

CALL TO ORDER

Welcome

Citizens' Comments

Spotlight

1. Campus Spotlight - Bowen Elementary Sign Language Club

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ELEMENTARY

Sign Language Club

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Sponsored by Interpreter
Jennifer Shugart

Alton Bowen Elementary School & The BV Regional Day School for the Deaf and Hard of Hearing

Bowen is the home of the BOBCATs.

It is a special place filled with bright young minds and dedicated teachers. It's a safe environment where students can learn and grow academically and socially. To make them extra special, they include the deaf and hard-of-hearing students and staff in everything they do!

Brazos Valley Regional Day School for the Deaf serves students from 31 districts in our region, from early education to 4th grade. The Deaf Ed program is invaluable for our deaf and hard-of-hearing students. Our teachers and interpreters provide specialized instruction for each student's specific needs and focus on a language-rich environment.

Our deaf and hard-of-hearing students are each unique in their needs and experiences. Some students rely on Sign Language as their primary mode of communication, while others use hearing aids or cochlear implants and sign as support. We are blessed to have some of our students on our campus with us since their 3rd birthday! Our students are AMAZING

We think we are teaching them, **but they teach US so much more!**

Who we serve at BVRDSPD

ANDERSON-SHIRO CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, BRYAN INDEPENDENT SCHOOL DISTRICT, BREMOND INDEPENDENT SCHOOL DISTRICT, BRENHAM INDEPENDENT SCHOOL DISTRICT, BUCKHOLTS INDEPENDENT SCHOOL DISTRICT, BURTON INDEPENDENT SCHOOL DISTRICT, CALDWELL INDEPENDENT SCHOOL DISTRICT, CALVERT INDEPENDENT SCHOOL DISTRICT, CAMERON INDEPENDENT SCHOOL DISTRICT, CENTERVILLE INDEPENDENT SCHOOL DISTRICT, COLLEGE STATION INDEPENDENT SCHOOL DISTRICT, DIME BOX INDEPENDENT SCHOOL DISTRICT, FRANKLIN INDEPENDENT SCHOOL DISTRICT, GAUSE INDEPENDENT SCHOOL DISTRICT, GROESBECK INDEPENDENT SCHOOL⁴ DISTRICT, HEARNE INDEPENDENT SCHOOL DISTRICT, HUNTSVILLE INDEPENDENT SCHOOL DISTRICT, IOLA INDEPENDENT SCHOOL DISTRICT, LEON INDEPENDENT SCHOOL DISTRICT, MADISONVILLE INDEPENDENT SCHOOL DISTRICT, MILANO INDEPENDENT SCHOOL DISTRICT, MUMFORD INDEPENDENT SCHOOL DISTRICT, NAVASOTA INDEPENDENT SCHOOL DISTRICT, NORMANGEE INDEPENDENT SCHOOL DISTRICT, NORTH ZULCH INDEPENDENT SCHOOL DISTRICT, RICHARDS INDEPENDENT SCHOOL DISTRICT, ROCKDALE INDEPENDENT SCHOOL DISTRICT, ROUND TOP/CARMINE INDEPENDENT SCHOOL DISTRICT, SNOOK INDEPENDENT SCHOOL DISTRICT, SOMERVILLE INDEPENDENT SCHOOL DISTRICT, and THORNDALE INDEPENDENT SCHOOL

The Importance of the Sign Language Club

- Hearing students have the opportunity to connect with our deaf students. This builds a sense of community and **pride** for all involved.
- Supports our deaf students **emotional and social** development, often they feel isolated in a mainstream school. Remember they only have a handful of people that can communicate with the daily and often limited communication at home.
- Having peers that can communicate offers invaluable benefits, such as friend and a **sense of belonging.**

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Meet our Club!





What do the
kiddos think?

It's the Board's Turn!!

Let's learn a few phrases that will help you communicate with deaf and hard of hearing students.

- Nice to meet you. Response: Yes, you too₁₀
- Good Morning!
- Happy Birthday!
- WE LOVE BISD

It Matters

2. Bryan High School International Baccalaureate Senior Projects Exhibition

Board Committees

1. Finance Committee Update on Fencing Projects, Merrill Green Stadium Score-Board, and the Legislative Session
2. Technology Committee Update on Software Renewals and Technology Purchases

Information Items

1. Aspire Academy Update on Enrichment Pathways and Project Lead the Way 13



Aspire Academy Update

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Project Lead the Way



Aspire Academy Update

Recruitment Finished!

- 470 students accepted
- Campus can continue to evaluate students to qualify for Aspire.

Enrichment Planning Underway

- Six Teams
- Comprised of K-12 teachers, administrators, TAMU faculty and community partners.



Biomedical Enrichment

- Medicine
- Physiology
- Genetics
- Microbiology
- Public Health



Computer Science Enrichment

- Coding
- Website Development
- App Development
- Cybersecurity



Engineering Enrichment

- Types of Engineering
- Robotics & Automation
- Engineering Design Process



Fine Arts Enrichment

- Influence of Arts on Society
- Artistic Knowledge
- Historical Context
- Interpretation of Arts



Global Studies Enrichment

- International Relationships
- Global Economy
- Global Citizenship
- International Institutions



Graphic Design Enrichment

- Digital Design
- Branding/Visual Identity
- Product Design
- Publishing

Enrichment Planning

Enrichment Planning Goals:

- Set Objectives
- Clear expectations - grading, activities, etc.
- Weekly routine

Enrichment Teams met to answer 3 questions:

- What are the topics to cover?
- What ideas do we have for enrichment experiences?
- What resources could teachers use?



Aspire Enrichment Framework



Aspire Academy Biomedical Enrichment

Grade Level: 5th		Number of Days in 2023-2024		
Schoology Group Code: 7X5B-CGSM-56T5W		<ul style="list-style-type: none"> 1st Six Weeks – 25 days (23.75 hrs.) 2nd Six Weeks – 29 days (27.55 hrs.) 3rd Six Weeks – 25 days (23.75 hrs.) 4th Six Weeks – 30 days (28.5 hrs.) 5th Six Weeks – 27 days (25.65 hrs.) 6th Six Weeks – 34 days (32.3 hrs.) 		
Grading: Numerical Grading - See grading guidelines				
Monday Academic Skills Lesson	Tuesday Biomedical Content Lesson	Wednesday Biomedical Content Lesson	Thursday Biomedical Content Lesson	Friday Test Prep & Motivational Activities
<i>Daily activities will fluctuate as needed to meet the needs of testing, early release, etc.</i>				
Enrichment Expectations:				
<ul style="list-style-type: none"> At least one PBL focused on enrichment area At least one Enrichment Experience At least one lesson on enrichment area college/career search AVID Academic Skill Lessons (Goal Setting, Organization, Note Taking, etc) Test Preparation for STAAR, PSAT, SAT, ACT Activities focused on building motivation & relational capacity 				
Enrichment Objectives:				
<ul style="list-style-type: none"> Rigorous Academic Preparedness - Students develop academic skills and can successfully complete rigorous college and career preparatory curriculum and experiences. Opportunity Knowledge - Students research opportunities, set goals, make choices that support their long-term aspirations, and successfully navigate transitions to the next level. Student Agency - Students believe in themselves and act intentionally to build relationships, persist through obstacles, and activate their academic, social, emotional, and professional knowledge and skills to reach their potential. 				



Aspire Academy Biomedical Enrichment

Biomedical Topics:

- What is Biomedical Science?** [Biomedical Sciences](#) covers a broad field of applied biology directed toward understanding health and disease. Biomedical sciences focus on creating a healthier future for humans and animals through the medical professions, biomedical innovation and discovery, global service and outreach.
- Biomechanics:** [Biomechanics](#) is the science of the movement of a living body, including how muscles, bones, tendons, and ligaments work together to move. Biomechanics includes the structure of bones and muscles and the movement they can produce, as well as the mechanics of blood circulation, renal function, and other body functions.
- Forensics:** [Biomedical forensic](#) methods are commonly used in criminal or civil cases, but some of these techniques also have applications in medicine in the diagnosis and treatment of diseases and injuries, in product safety and analyzing how and why products and systems affect users, and other engineering fields. In criminal law, these techniques are used to identify suspects in criminal cases and to exclude individuals as suspects. DNA testing, in particular, is increasingly used to prove the innocence of people who have been wrongfully convicted of a crime.
- Genetics:** [Genetics](#) is the scientific study of genes and heredity—of how certain qualities or traits are passed from parents to offspring as a result of changes in DNA sequence.
- Physiology:** [Physiology](#) is the science of life. It is the branch of biology that aims to understand the mechanisms of living things, from the basis of cell function at the ionic and molecular level to the integrated behaviour of the whole body and the influence of the external environment. Research in physiology helps us to understand how the body works in health and how it responds and adapts to the challenges of everyday life. It also helps us to determine what goes wrong in disease, facilitating the development of new treatments and guidelines for maintaining human and animal health. The emphasis on integrating molecular, cellular, systems and whole body function is what distinguishes physiology from the other life sciences.

Biomedical Enrichment Experience Suggestions:

Enrichment Experiences help students connect to the topic in real life and/or create a deeper knowledge of the field. (Field Trips, Guest Speakers, Virtual Demonstrations, Competitions, etc).

- [Texas Mobile STEM Labs](#) (Learning Undeclared)
- [STEM Sports Lesson](#) (campus can purchase or check out from Dept of Adv. Academics)
- Brazos County Forensic Examiners (Guest Speakers)
- NCTM - National Center for Therapeutic Manufacturing (Guest Speaker, Maybe Virtual Field Trip). Contact [Jenny Ligon](#), Associate Director, TAMU Engineering Experiment Station
- Sports Medicine Speaker
- Tour of Biomedical Engineering Dept (Contact Dr. Annie Hedman)
- Biomedical Associates Degree Program at Blinn (Guest Speaker)

Enrichment Planning

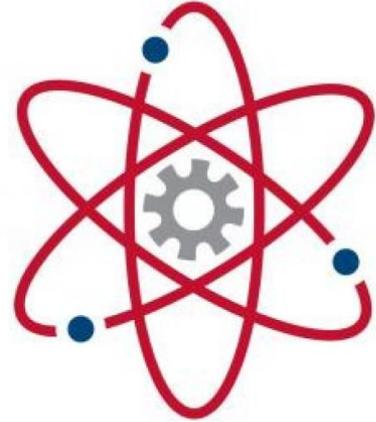
Next Steps

- Develop Six Weeks Calendars
- Create Enrichment Introduction Lessons
 - “What is Biomedical?”
- Meet with Aspire Teachers
 - Training
 - Lesson Development
- Campus Plan for and Fall & Spring Enrichment Showcase



Why use Project Lead the Way

- Vertically aligns to our high school PLTW courses
- Turn-key Modules for Teachers
- [Research](#) demonstrates that PLTW students outperform their peers in school, are better prepared for post-secondary studies, and are more likely to consider careers in STEM compared to their non-PLTW peers.
- Opportunity to provide relevant, inspiring, engaging STEM activities for **ALL** students.
- Aligns to science, math & ELA standards - Including new science engineering standards



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PROJECT LEAD THE WAY
PLTW

Project Lead the Way - Intermediate 2023-2024

1200 5th- 6th grade students will participate in PLTW

- Aspire 5th Grade Enrichment
 - Biomedical
 - Computer Science
 - Engineering
- ALL 6th Grade Science Classes
 - Integrated into Science Curriculum

Ross - 550 students will participate in PLTW

- 1st - 4th Grade Explore students will experience 15 PLTW modules integrated in their science curriculum and in their Power Hour
- Kinder - 4th grade students will experience at least 1 PLTW module during their Specials rotation

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Jones - 300 students will participate in PLTW

- 2nd - 4th Grade students will experience 2 PLTW modules integrated in their science curriculum
- Afterschool STEM club will use 2 PLTW modules

Project Lead the Way Grant Awards!

Campus Grants

- Jones - \$7,900
- Ross - \$13,900
- Long - \$13,900
- Sadberry - \$7,900
- Rayburn - \$7,900

Grant Details

- Three Years
- Pays for teacher professional development
- Pays yearly site license
- Pays for a teacher or IC to become PLTW Master Trainer
- By year 3 at least 50% of students on the campus will participate in at least 1 PLTW

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Questions

2. Safety and Security Update and Notice of Intruder Detection Audit with Findings
From April 17, 2023
3. District Data Systems Update 23

District Data Systems Update²³

Monday, May 1, 2023



Primary District Data Systems

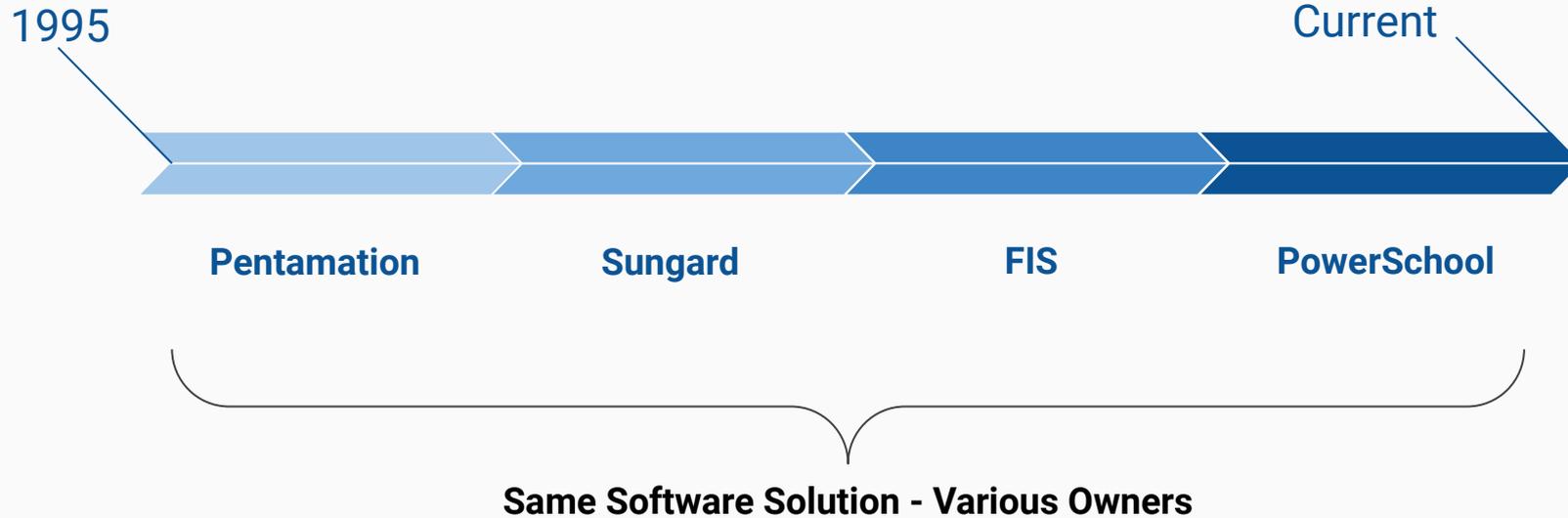
Student Information System (SIS)

- Student Demographics
- Scheduling
- Grades
- Teacher Gradebook
- Discipline
- Parent Portal
- State Reporting

Enterprise Resource Planning (ERP)

- Human Resources Management
- Payroll/Benefits
- Accounting
- Fixed Assets
- Warehouse
- Employee Portal
- State Reporting

Path to the Present



Software Review Background

- Every 5 years, enterprise software systems (SIS and ERP) are reviewed
- Spring 2022 the review cycle began
 - February 2022 - Demos
 - March 2022 - Deeper review of Skyward software
 - April 2022 - Timeline discussions
 - May 2022 - Pause software review
 - October 2022 - Skyward user conference
 - November 2022 - Begin proposal reviews
 - January 2023 - Reference Feedback (Northeast ISD)
 - February 2023 - Skyward onsite to review ERP features
 - March 2023 - Proposal updates
 - April 2023 - Present to Board Technology Committee
 - May 2023 - Board Workshop/Meetings



Demo Participants

District Administrators

Department Directors/Key Users

Campus Administrators

Campus Counselors

iSupport Team/Teacher Leaders

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ERP Demo Participants

- Finance
- Payroll
- Human Resources
- Technology
- Data Services

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SIS Demo Participants

- BHS
- RHS
- BCHS
- Davila
- Long
- Jones
- Counseling
- Technology
- Data Services

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Gradebook Demo Participants

- iSupport team and teacher leaders representing each campus

Rubric Categories and Scoring Results

Rubric Categories

01	Implementation Services
02	SIS/ERP Features
03	Software Usability
04	Training & User Documentation
05	State & Federal Reporting Capabilities

Scoring Results

- Skyward was rated approximately **15% higher** than the others
- The other software packages that were reviewed earned tying scores

Staff Feedback

*“Great feature to have a **prebuilt schedule** for certain groups of students”*

*“**Deductions saved by position type, benefit group, and pay type** - really cool!”*

*“So much **more to offer** than eschool and the home page for administrators was **AMAZING!!!**”*

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*“It was easy & I really like how the **features and reports are together in a tab**”*

*“**Stacked classes are easier to manipulate**”*

*“Love it!! **Super simple** and already creating tiles in my head!”*

Skyward Research

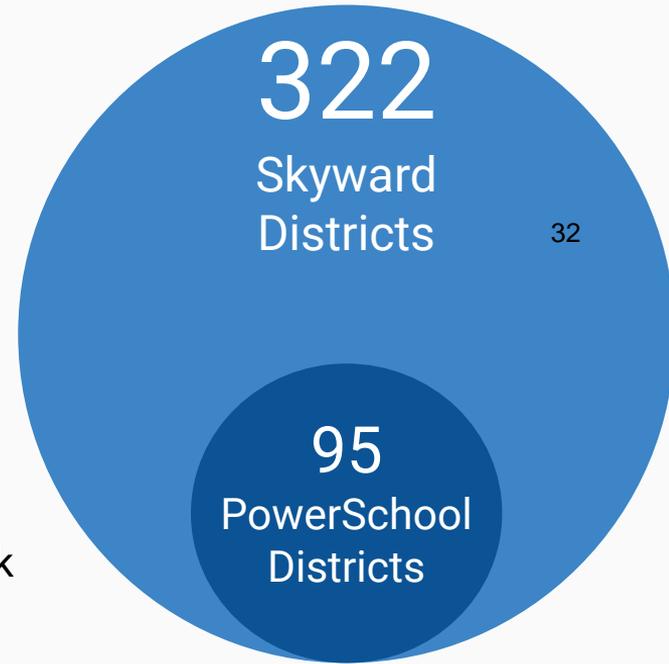
<p>“Deep Dive” sessions with key stakeholders to better understand the software (district administrators, counselors, teachers)</p>	<ul style="list-style-type: none">● Student Scheduling● Student Enrollment● Gradebook● Adding an Employee
<p>Sandbox accounts distributed to user groups to explore using the software</p>	<ul style="list-style-type: none">● Counselors● Registrars● Attendance Clerks● Human Resource Staff● Finance Office Staff
<p>Q&A Sessions with Skyward and Data Services Staff</p>	<ul style="list-style-type: none">● Data Conversion● Timelines● Training

Skyward Research

Attended Skyward User Conference	<ul style="list-style-type: none">● Attend Learning Sessions● Meet Skyward Users
Tried implementing additional features in existing HR/Payroll Software	<ul style="list-style-type: none">● Advanced Workflow● Position Control
HR/Finance/Payroll users continued to express interest in Skyward	<ul style="list-style-type: none">● Skyward Onsite to Review Features in Finance Module
Counselors expressed preference to remain on current SIS, but offered flexibility for change	<ul style="list-style-type: none">● Counselors Collaboration With Other Skyward Users

Benefits for Moving to Skyward

- **Cloud Based Solution**
 - Increased cybersecurity protection
 - Eliminates the need to purchase new servers
 - Eliminates the need for installing operating system updates/virus protection
- **Increased Work Efficiencies**
 - Promoting a reduction in workload
- **Savings on annual support and infrastructure costs**
- **User Account Automation**
- **Position Control**
- **Highly Customizable**
- **Improved Search Features**
- **Student Demographic Detail All In One Place**
- **Overlay View of Attendance and Assignments in Gradebook**
- **Real Time Grade Average**
- **Continue to Utilize PowerSchool Schoology LMS**



Challenges with Moving to Skyward

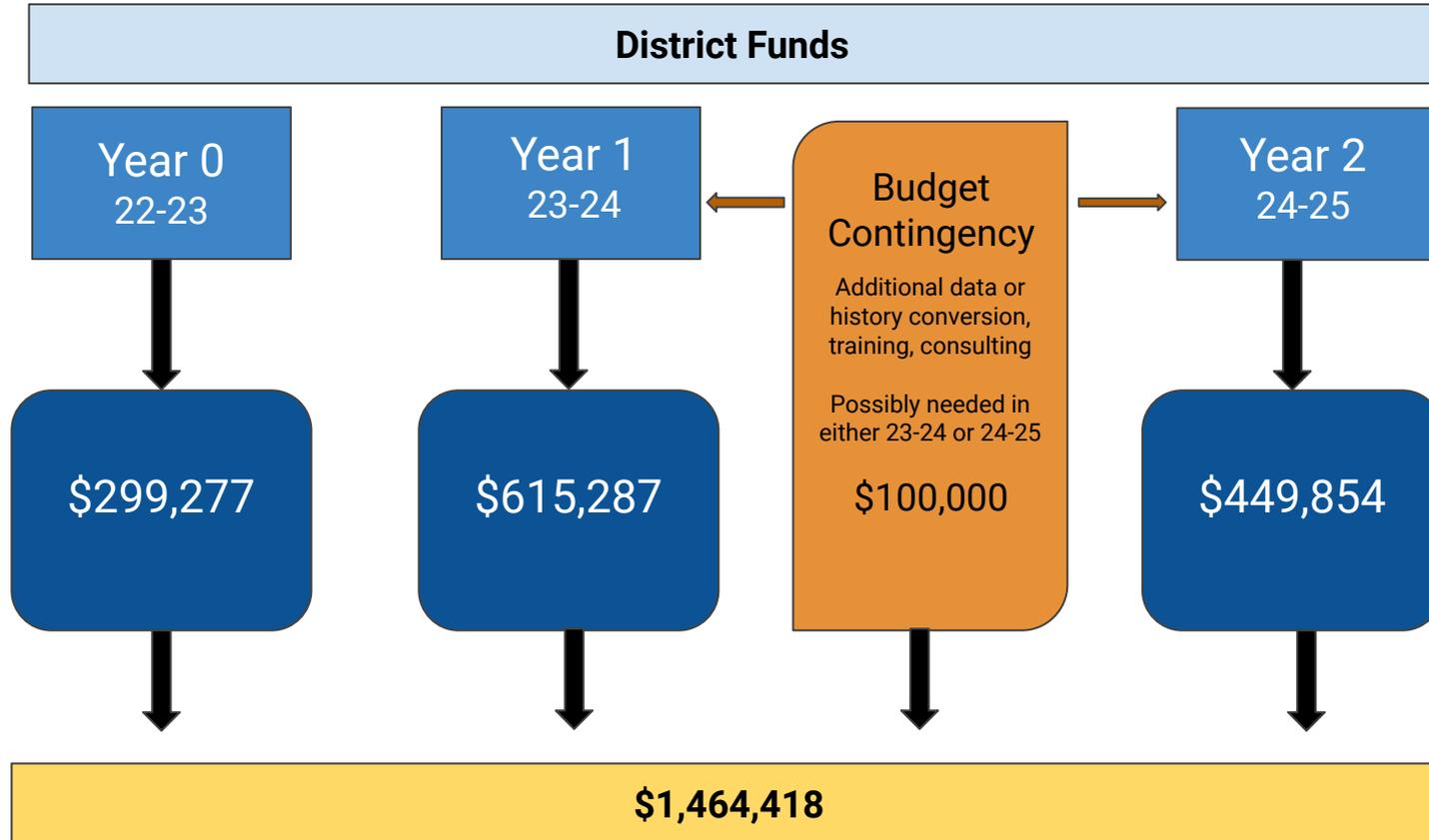
- The nature of a large scale data migration
Involved
- Commitment of district/department/campus
staff to the project
- Altering how we work
- Initial Financial Impact



Potential Skyward Conversion/Go Live Timeline

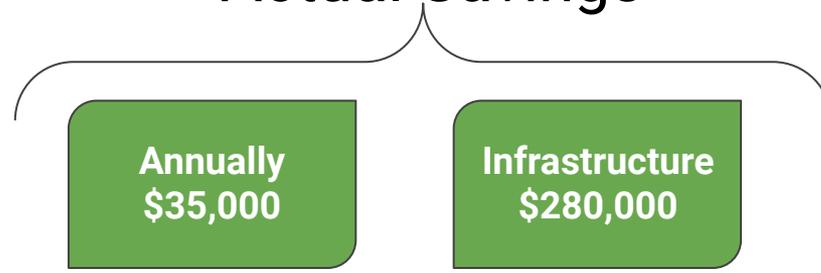
Date	Item
May 2023	Seek Board Consideration
June 2023 - Dec 2023	ERP Conversion/Prep Work 34
January 2024	ERP Software Go Live Date
Fall 2024 - Summer 2025	SIS Conversion/Prep Work
August 2025	SIS Software Go Live Date

Skyward Implementation Cost Estimate



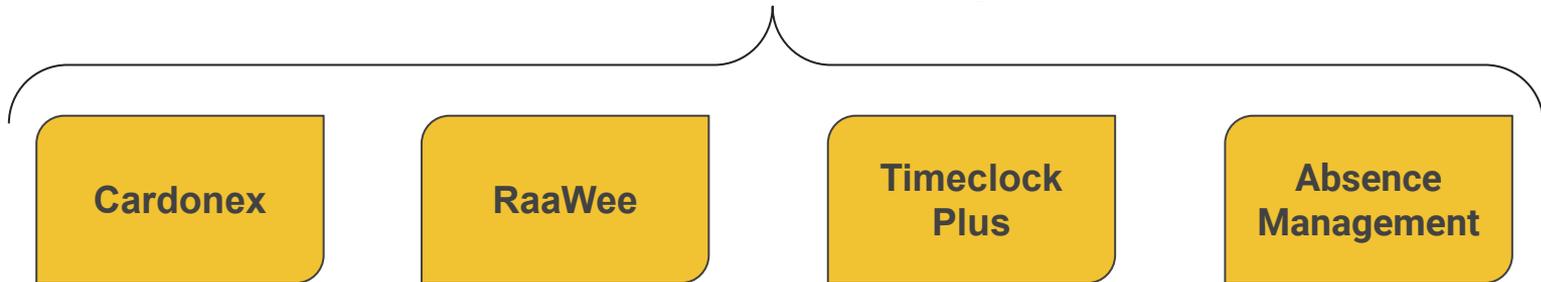
Cost Savings Analysis

Actual Savings



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Potential Savings



Questions?



Special Education Update

May 1, 2023

Special Education Sustainable Staffing Model

Current Staffing Model

Self-Contained Special Education



Sustainable Staffing Model

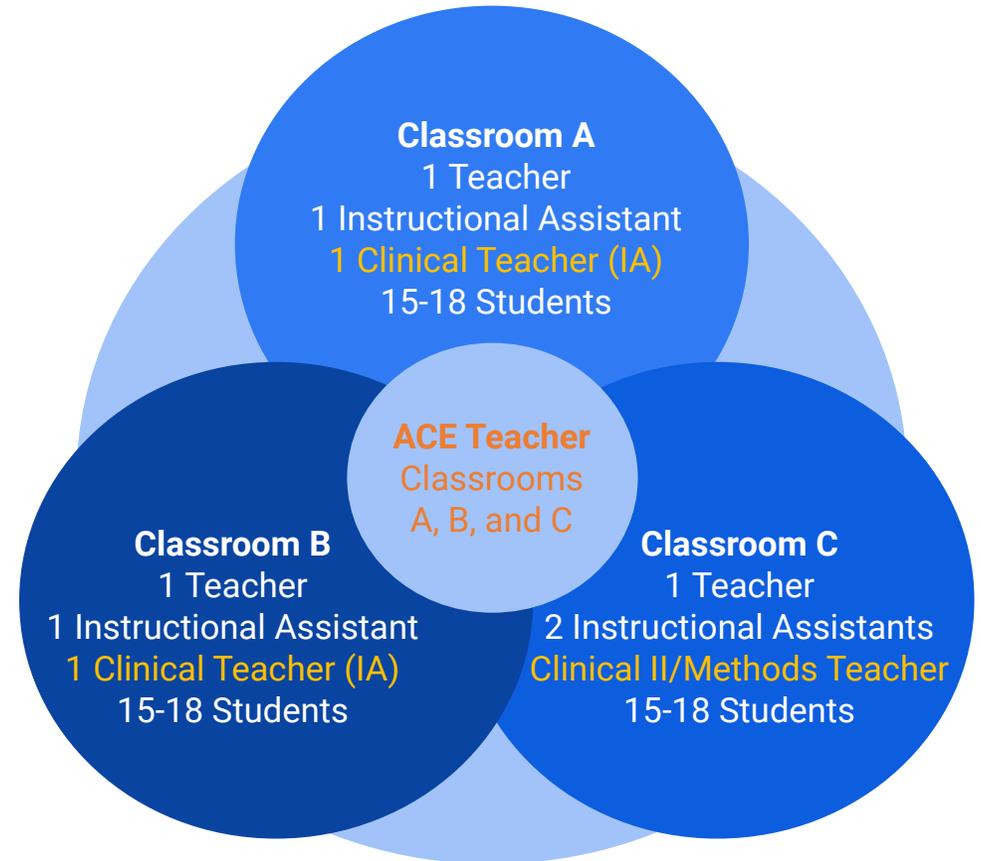
Achieving Collaborative Excellence (ACE)

Vacant Classroom D Teacher Position Reclassified to ACE Teacher

One IA in Classroom A and B each reclassified to a Clinical Teachers (IA)

Classroom C will host Clinical II/Methods Students

Vacant Classroom D Instructional Assistant Positions Reclassified to Needed FTEs Across the District and ACE Teacher Stipend: \$10,000



Achieving Collaborative Excellence (ACE) Staffing Model

Benefits:

- Achieving Collaborative Excellence (ACE) Teachers are the highest performing and most collaborative teachers in teacher leader roles to mentor classroom teachers and instructional assistants and build capacity among the instructional teams
- Classroom teachers are developed and provided a path to become ACE Teachers across the district
- Vacant teacher and para positions are filled with student teachers with the goal of becoming a certified teachers
- This model supports mentoring student teachers who can apply for teaching positions upon graduation and certification

Special Education Program Recommendations

Teacher and Principal Feedback

Feedback received from:

- Monthly District Leadership Team meetings
- Checking In With The Superintendent
- Special Education Advisory Teams
- Principal and Assistant Principal PLCs
- TCASE Recommendations

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The Special Education Staffing Solutions Advisory Team began working on recommendations in February 2023.

Current Campuses with Behavior and Social Support Teams



Fannin Elementary

FLEX



Mitchell Elementary

FLEX



Ross Elementary

FLEX



Houston Elementary

FLEX



Neal Elementary

FLEX, PASS and SOAR



Bonham Elementary

PASS and SOAR

FLEX

Designed for students who are able to learn in the general education classroom or resource setting with support for organization, emotional regulation, and social interaction⁴⁶

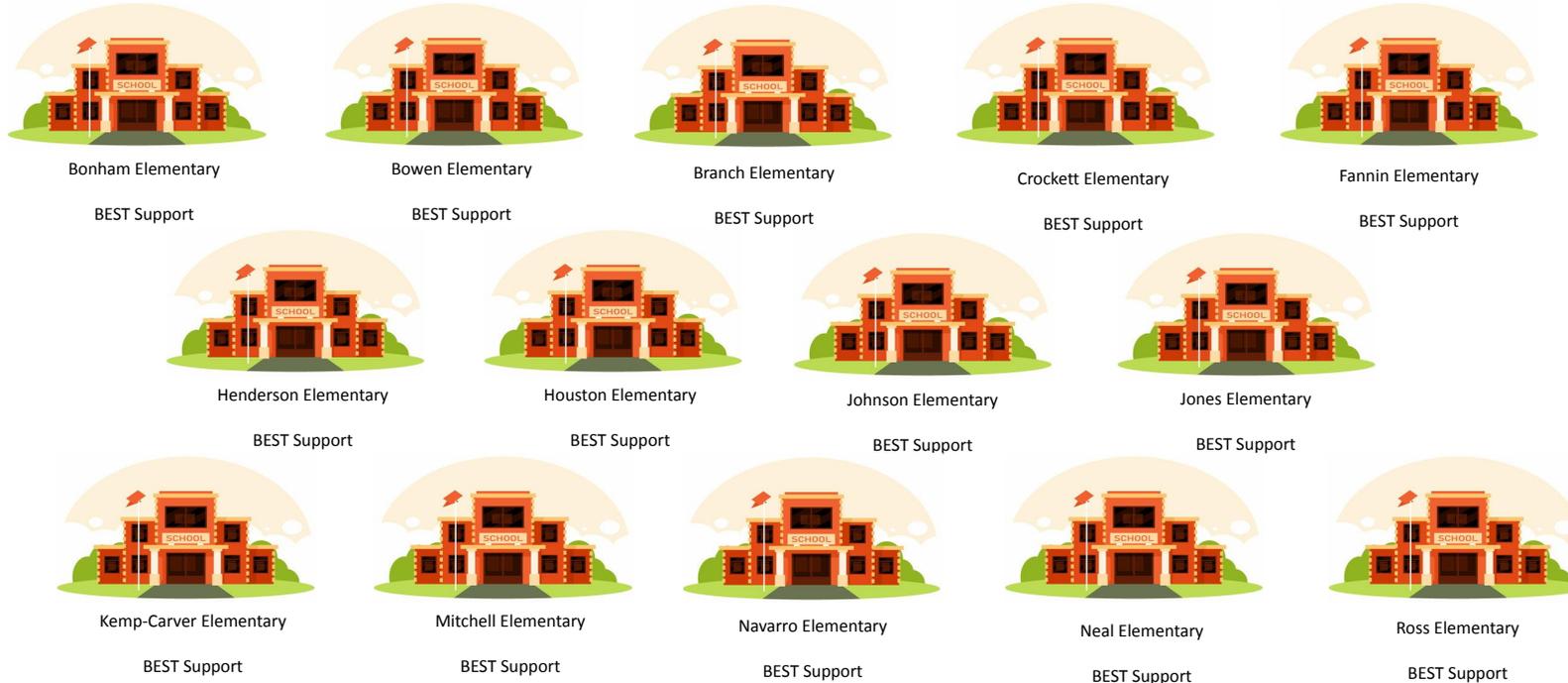
PASS

Positive Approach to Student Success is a service to monitor student success and provide support as necessary with explicit teaching of behavioral expectations in the general education classroom

SOAR

Success Outcomes and Academic Readiness is a model of support for a more direct service for students with emotional and behavioral needs. The goal of this program is to teach the students the skills required to return to the least restrictive educational setting

Recommendation: Behavior and Social Support Teams at Each Campus



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Behavioral Emotional Social Team (BEST) Support will provide a combination of FLEX, PASS, and SOAR services at each campus in the district.

Benefits of Behavior and Social Support Teams at Each Campus

There are many benefits to providing services across the district for students in special education. Some of those include:

- Students can attend their zoned campus
- Less transition for students
- Equity across the district
- Build capacity across the district

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Transition Considerations:

- Individual circumstances will be considered to make the best decision to mitigate the impact of student transition

Recommendation: Life Skills Partner Sections

Adjusting the Life Skills sections to provide paired sections allows for:

- Teachers to collaborate and plan together
- Flexible grouping of students
- Students to attend school at or close to their zoned school



Thank you



Title



ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

1. Consider Approval of the Superintendent's Final Recommendations for Professional Contracts for the 2023-2024 School Year

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

Business Services

1. Discuss and Consider Approval of a Contract Renewal with the Kickstart Kids Program for the 2023-2024 School Year

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. Discuss txEDCON 2023 Delegate Assembly for the Joint Convention (Texas Government Code Chapter 551.074)
3. Pursuant to Texas Government Code Sections 551.0821, Deliberation Concerning a Public School Student Wherein Personally Identifiable Information will Necessarily be Revealed
4. Discussion Regarding Intruder Detection Security Audit and Corrective Action Plan Based on Findings from April 17, 2023 - Tex. Gov't Code § 551.076

Reconvene in Open Session

1. Consider the Appointment of the Delegate and Alternate for the 2023 txEDCON Delegate Assembly Convention

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.