

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, December 4, 2023 – 12:00 PM

AGENDA

CALL TO ORDER MEETING

Welcome

Citizens' Comments

Standing Committees

1. Teaching and Learning Committee Update - Staff Feedback and Support for Special Programs, Employee Recruitment and Retention, and Fall Survey

Information Items

1. Employee Recruitment and Retention Update

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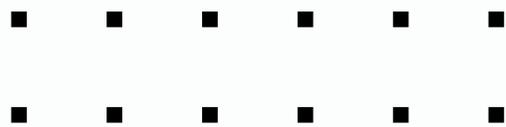
EMPLOYEE RETENTION & RECRUITMENT UPDATE



PROJECTED INCREASE IN TEACHER RETENTION

2023-2024 estimated teacher retention rate: 80.3%

2022-2023 estimated teacher retention rate: 74.8%



FILLING AND RECRUITING FOR VACANT POSITIONS

1

PAID & UNPAID STUDENT TEACHERS

2

PAID YEAR LONG RESIDENTS

3

**RECRUITING FOR THE FUTURE
AT UNIVERSITY CAREER FAIRS**

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4

HYBRID WORK AGREEMENTS



PAID AND UNPAID STUDENT TEACHERS



Paid Student Teachers

Four Special Education student teachers have been hired as Instructional Assistants while they complete student teaching

All 4 will be hired as certified teachers starting January 2024

Unpaid Student Teachers

20 unpaid student teachers during the fall of 2023

An anticipated 70+ unpaid student teachers in the spring 2024 semester

PAID YEAR LONG RESIDENCY

45 Paid Year Long Residents

Texas A&M University (21)

Sam Houston State University (14)

Prairie View A&M University (1)

Funding

Texas COVID Learning Acceleration Supports (TCLAS)

Department of Education (DOE) grants

Certifications Include

Special Education (12)

Bilingual (7)

PK-3/EC-6 (9)

4-8 Math/4-8 ELA/SS (4)

7-12 History (1)

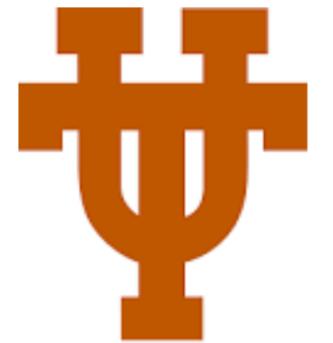
Celebration

Five Year Long Residents graduate in December.

Three will be continuing on in teaching positions at Bryan ISD!

CAREER FAIRS

We currently recruit at these university career fairs



TEXAS A&M UNIVERSITY
SAN ANTONIO

HYBRID WORK AGREEMENTS

Pilot Group: School Psychologists & Speech-Language Pathologists

Highlights

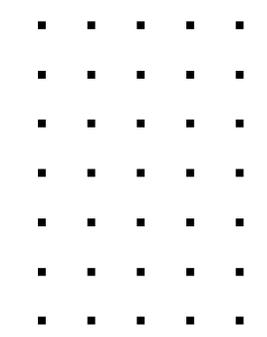
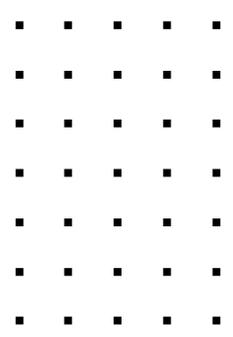
- Work remotely for up to two days per workweek
- Tracking system to ensure productivity while working remotely
- Student-facing work will be completed in person (evaluations and therapy)
- Remote work may include report writing, ARD prep, attending ARDs, and staffings

Benefits

- Innovative solution to remain competitive by attracting talent
- Retain current staff in a critical area of need for students with disabilities



QUESTIONS?



2. Update on the Transition to Skyward
3. Bilingual Programs Update

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BILINGUAL PROGRAMS UPDATE





According to Board Policy & TEC §29.053, This Update Will Include:

- ✓ the academic and English language proficiency progress of emergent bilingual students;
- ✓ the number of students that have reclassified as English proficient;
- ✓ the frequency and scope of a comprehensive professional development plan, implemented as required under §89.1207



BILINGUAL PROGRAMS

Transitional Early Exit

- Grades PK–6th
- 13 Campuses
- 1,889 Emergent Bilingual Students

Two-Way Dual Language

- Grades K–6th
- 4 Campuses
 - Elementary: Henderson, Johnson, Crockett
 - Intermediate: Jane Long
- 654 Students (366 Emergent Bilingual Students)

English as a Second Language (ESL)

- Grades PK–12th
- Available On All Campuses
- 1,611 Emergent Bilingual Students

New Arrival Center (NAC)

- 4 Campuses: Jones Elementary, Jane Long Intermediate, Davila Middle School, Bryan High School
- 185 Emergent Bilingual Students from Guatemala, Venezuela, Mexico, Honduras

TELPAS

Texas English Language Proficiency Assessment System

Measure annual yearly progress of English language acquisition—Federal Requirement

2023 TELPAS Performance



New Assessment: Combined Reading & Writing (Now Online)

Scores of Advanced and Advanced High

47% of Emergent Bilinguals tested scored Advanced or Advanced High on their Composite Score as compared to 54% in 2022

✓ Listening	✓ Speaking
✓ Reading	✓ Writing



2022–2023 STAAR

Performance



Reading /Language Arts

Increase in the % of students passing STAAR in 4th, 6th, 8th, Eng. I, and Eng. II
Decrease in 3rd, 5th, and 7th



Math

Increase in the % of students passing STAAR in 4th, 5th, 6th, 7th, and Alg. I
Decrease in 3rd and 8th



Science

Increase in the % of students passing STAAR in 8th and Biology
Decrease in 5th



Social Studies

Increase in the % of students passing STAAR in 8th and US History

Cohort



Reading /Language Arts

Increase in cohort performance from 2021–2022 to 2022–2023:

- Grade 3 to 4
- Grade 4 to 5
- Grade 6 to 7
- Grade 7 to 8
- Eng. I to Eng. II

Decrease in cohort performance from 2021–2022 to 2022–2023:

- Grades 5 to 6
- Grade 8 to Eng. I



Math

Increase in cohort performance from 2021–2022 to 2022–2023:

- Grades 3 to 4
- Grade 4 to 5
- Grade 7 to 8
- Grade 8 to Alg. I

Decrease in cohort performance from 2021–2022 to 2022–2023:

- Grades 5 to 6
- Grades 6 to 7



Reclassification from Emergent Bilingual to English Proficient

Texas English Language Proficiency Assessment System (TELPAS)



State of Texas Assessment of Academic Readiness (STAAR)



Subjective Teacher Evaluation



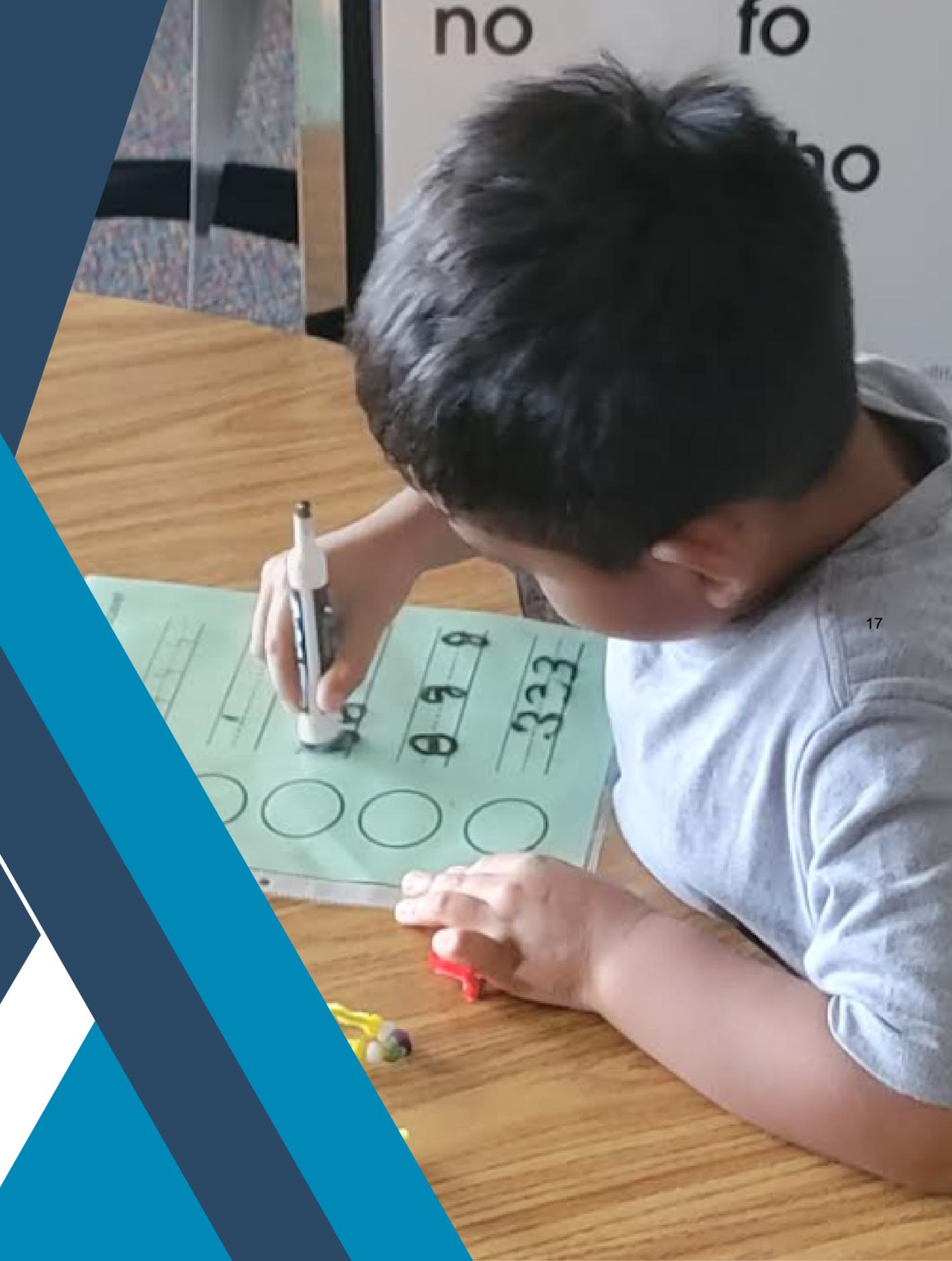
Components Of Our Successful Program

Resources

- VISTA Higher Learning
- Summit K12
- Seidlitz
 - Professional Development Materials
- ELlevation
 - Compliance Software

Professional Development

- Bilingual & ESL Instructional Coaches
- District Wide Collaboratives
- Campus Specific PLCs
- Classroom Visits & Feedback
- 62 Professional Development Opportunities were Provided Throughout the Year with a Focus on...
 - Speaking Domain in TELPAS
 - Writing Language Objectives
 - Teacher Certification Trainings



THANK YOU
FOR YOUR ATTENTION



ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

1. Consider a Resolution Appointing 2 Representatives to the Brazos County Central Appraisal District Board of Directors

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**RESOLUTION APPOINTING BRYAN ISD REPRESENTATIVES TO THE
BRAZOS CENTRAL APPRAISAL DISTRICT BOARD OF DIRECTORS**

BY ORDER OF RESOLUTION, Bryan Independent School District, with a quorum of Trustees present, hereby appoints the following as our representatives to the Brazos Central Appraisal District Board of Directors for a one (1) year term beginning January 1, 2024 and ending December 31, 2024:

- Kyle DeWitt
- William (Bill) Lero

PASSED AND APPROVED this the 4th day of December 2023.

BRYAN INDEPENDENT SCHOOL
DISTRICT

President, Board of Trustees

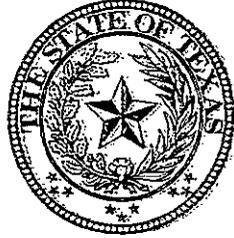
ATTEST:

Secretary, Board of Trustees

2. Consider a Resolution for Robertson Central Appraisal District Board of Directors

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Robertson Central Appraisal District
108 Morgan St., P O Box 998
Franklin TX 77856
Phone: 979-828-5800
Fax: 979-828-5137



Nancy Commander
Chief Appraiser

October 28, 2023

**Re: Official Ballot - 2024-2025 Board of Directors Election
Robertson Central Appraisal District**

Please find enclosed Official Ballot for the 2024-2025 Board of Directors election for Robertson Central Appraisal District.

Each voting unit must vote in open meeting, report vote by written resolution, and submit the ballot and resolution to the chief appraiser before December 15, 2023.

The unit may cast all its votes for one candidate or may distribute the votes among any five of the candidates.

If you have any questions, please feel free to give me a call at 979 828-5800.

Sincerely,

**Nancy Commander, RPA
Chief Appraiser**

NC:ds

Enc

**ROBERTSON CENTRAL APPRAISAL DISTRICT
2024 -2025 BOARD OF DIRECTORS VOTING ENTITLEMENT**

REVISED

	2023	2023	
	LEVY	PERCENTAGE	# VOTES
Bryan ISD	\$383,843	0.66%	33
Bremond ISD	\$2,993,962	5.11%	256
Calvert ISD	\$2,382,826	4.07%	203
Franklin ISD	\$22,126,562	37.77%	1889
Leon ISD	\$804,358	1.37%	69
Hearne ISD	\$7,019,108	11.98%	599
Mumford ISD	\$1,120,080	1.91%	96
Groesbeck ISD	\$264,784	0.45%	23
City of Bremond	\$211,605	0.36%	18
City of Calvert	\$212,536	0.36%	18
City of Franklin	\$359,511	0.61%	31
City of Hearne	\$2,869,974	4.90%	245
Robertson County	\$17,833,181	30.44%	1522
	\$58,582,330	100.00%	5000
			5000

OFFICIAL BALLOT
REVISED

ISSUE TO BRYAN ISD

VOTE ENTITLEMENT 33

FOR: BOARD OF DIRECTORS 2024-2025 TERM
ROBERTSON CENTRAL APPRAISAL DISTRICT

Calhoun, James	_____
Elliott, John	_____
Hawkins, Raymond	_____
Lightsey, Billy	_____
Muzyka, Kie	_____
Sanders, Greg	_____
Scarpinato, Joe	_____
Simmons, Ross	_____
Taylor, Brian	_____

Ballot issued on October 27, 2023

Nancy Commander, RPA, Chief Appraiser

In accordance with Texas Property Tax Code Section 6.03 the above voting action is to be taken by RESOLUTION, therefore, please submit a copy of the resolution to this ballot and return to:

Nancy Commander, Chief Appraiser, Robertson Central Appraisal District, PO Box 998, Franklin, TX 77856

This ballot is to be returned before December 15, 2023.

RESOLUTION

**ROBERTSON CENTRAL APPRAISAL DISTRICT
BOARD OF DIRECTORS OFFICIAL BALLOT**

BY ORDER OF RESOLUTION BRYAN ISD, WITH QUORUM PRESENT, CAST VOTES
FOR ROBERTSON CENTRAL APPRAISAL DISTRICT BOARD OF DIRECTORS 2024-2025 TERM IN
THE FOLLOWING MANNER:

PASSED AND ADOPTED THIS 4th DAY OF DECEMBER , 2023.

PRESIDING OFFICER

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. Pursuant to Texas Government Code Sections 551.0821, Deliberation Concerning a Public School Student Wherein Personally Identifiable Information will Necessarily be Revealed
3. Discuss and Consider Appointment of Bryan ISD Board Officers for 2024
4. Receive Legal Advice with Regard to the City of Bryan's Request for a Waterline Easement, Consisting of a Certain 0.717 Acre Variable Width Area Tract Situated in the Stephen F. Austin Survey, Abstract 6 in Brazos County, Texas, Which is Commonly Known as Sadberry Intermediate School - Texas Government Code Sections 551.071 and 551.129

Reconvene in Open Session

1. Consider and Take Possible Action on the Appointment of the Bryan ISD Board Officers for 2024

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.