



SPECIAL BOARD MEETING OF THE BOARD OF TRUSTEES

TUESDAY, NOVEMBER 2, 2021
6:00 PM

**Alamo Community College District
Multipurpose Conference Center/Board Room
2222 N. Alamo St.
San Antonio, TX 78215**

NOTICE IS HEREBY GIVEN THAT THE SPECIAL BOARD MEETING AT OF THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT WILL BE HELD AT THE PHYSICAL LOCATION REFERENCED ABOVE ON TUESDAY, NOVEMBER 2, 2021. FEWER THAN A QUORUM OF TRUSTEES MAY ATTEND REMOTELY BY VIDEOCONFERENCE AS AUTHORIZED BY TEXAS GOVERNMENT CODE SECTION 551.127. THE SPECIAL BOARD MEETING OF THE BOARD WILL CONVENE IN OPEN SESSION AT 6:00 PM.

This Special Board Meeting of the Board of Trustees, being held for the reasons listed below, is authorized in accordance with the Texas Government Code, §§ 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Chancellor. Executive Session, if required, is authorized by Chapter 551 and will be conducted prior to the conclusion of the meeting. If it is decided during the course of the meeting that discussion of any item listed on the agenda should be held in Executive Session, the Board will convene in Executive Session in accordance with Tex. Govt. Code §§ 551.071 - 551.087. In order to vote on items discussed in Executive Session, the Board of Trustees must take action in the open portion of the meeting on items discussed in the Executive Session. The Board will consider, discuss, and take appropriate action regarding the following items:

AGENDA

- | | |
|--|----|
| 1. CALL TO ORDER | |
| 2. ROLL CALL | |
| 3. CERTIFICATION AND POSTING OF NOTICE | |
| 4. PLEDGE OF ALLEGIANCE | |
| 5. CITIZENS TO BE HEARD | |
| A. Registration: 5:00 PM - 5:55 PM | |
| 6. SPECIAL BOARD MEETING | |
| A. Discussion and Possible Action on Approval of Charges to the Chancellor | 4 |
| B. Board Self-Assessment Report
Presenter: Dr. Jose Leyba | 9 |
| C. Receive and Discuss Initial Assessment Regarding Whether Redistricting is Required for Board of Trustees Districts Considering the New 2020 Census Data
Presenter: David Mendez and Bob Heath | 22 |

- D. Discussion and Possible Action on Order Adopting Criteria for Use in 2021 Redistricting Process 47
Presenter: David Mendez and Bob Heath
- E. Discussion and Possible Action on an Order Adopting Guidelines for Persons Submitting Specific Redistricting Proposals and Providing Comments on Redistricting Process 50
Presenter: David Mendez and Bob Heath

7. EXECUTIVE SESSION

- A. The Board may go into Executive Session to deliberate on any item referenced in this agenda for open session or executive session based on the following potential exceptions under the Act.
- B. Pursuant to §551.071, Texas Government. Code, the Board may consult with its attorney(s) to seek their advice on any matter(s) in which the duty of the attorney(s) to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
- C. Pursuant to § 551.071, Texas Government Code, the Board may consult with its attorneys regarding the District's redistricting obligations.
- D. Pursuant to § 551.071, Texas Government Code, the Board may consult with its attorneys about pending and threatened litigations.
- E. Pursuant to § 551.071, Texas Government Code, the Board may consult with its attorneys about pending EEOC charges.
- F. Pursuant to §551.072, Texas Government Code, the Board may deliberate the purchase, exchange, lease or value of real property.
- G. Pursuant to §551.073, Texas Government Code, the Board may deliberate regarding a negotiated contract for a prospective gift or donation.
- H. Pursuant to §551.074, Texas Government Code, the Board may deliberate the appointment, employment, evaluation, reassignment, duties, performance of duties, discipline, or dismissal of a public officer or employee(s), including, without limitation, the duties of the Chancellor.
- I. Any action on these matters will be taken in Open Session.

8. RECONVENE OPEN MEETING

- A. Discussion and Possible Action on Items Discussed in Executive Session.

9. ADJOURNMENT

POSTED AT THE

ALAMO COMMUNITY COLLEGE DISTRICT
2222 N. Alamo St.; San Antonio, TX 78215 at
1:00 PM ON THIS 29TH DAY OF OCTOBER 2021

This meeting site is wheelchair accessible. The accessible entrance is located at the side entrance of Multipurpose Conference Center/Board (Building D). Accessible parking spaces are located in front of Welcome Center (Building C), located in the parking lot that faces N. Alamo Street. Auxiliary aids and services are available upon request (interpreters for the hearing impaired must be requested twenty-four hours prior to the meeting) by contacting Sandra Torres, Board Liaison at storres304@alamo.edu.

“The following notices apply to this meeting.

Pursuant to Section [30.06](#), Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun.”

Pursuant to Section [30.07](#), Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly.”

Dr. Mike Flores
Chancellor



CHARGES TO THE CHANCELLOR 2021-2022

The Board of Trustees of the Alamo Colleges District in collaboration with its Chancellor, Dr. Mike Flores, work to provide a road map to excellence. The points along the way on this map are called Charges and are communicated to all stakeholders.

- **Active Goals** are those of high interest to the Alamo Colleges District organization and its stakeholders during the evaluation period. The achievement of Active Goals requires that they be specific and measurable.
- **Monitored Goals** are those of continued interest and importance to the Alamo Colleges District and its stakeholders during the evaluation period. Monitored Goals have often been an area of focus in previous evaluation periods. Their achievement continues to be of interest to the organization.

The following Charges for 2021-2022 are built upon the previous years' Charges in order to encourage continuous improvement and innovation for our award-winning district and economic and social mobility for our students.

ACTIVE GOALS

1) **Strategic Enrollment Management**

Begin implementation of the overarching Alamo Colleges District-wide Strategic Enrollment Management Plan to facilitate smart growth and increase market penetration.

2) **AlamoPROMISE- Improve College Going Rates**

Successfully expand AlamoPROMISE to graduating seniors from thirty comprehensive high schools and targeted Early College High Schools in Bexar County. Continue to pursue a collective impact strategy to implement and fund AlamoPROMISE.

3) **Support Equity-Mindedness**

Support equity-mindedness at Alamo Colleges District which is a demonstrated awareness and willingness to address and resource equity issues among stakeholders- students, faculty, staff and partners/suppliers.

Support equitable educational outcomes for all students with a focus on limited-income students and students with children. Identify if performance/opportunity gaps exist by reviewing and evaluating student data. Develop action plans to close identified

performance gaps among identified student groups. Increase overall student performance (retention, engagement, graduation, transfer, and job placement) of students.

Emphasize positive attributes of our students by creating a paradigm shift to realize needs of specific student groups and developing or enhancing services provided to them. Develop a plan to better serve “Parenting Students”.

4) AlamoONLINE

Build and strengthen each College’s capacity to deliver premier, quality digital learning experiences for Alamo ONLINE students by establishing a comprehensive digital marketing and enrollment strategy to increase enrollment of exclusively online students (excluding dual credit and early college high school) by 5% from Fall 2020 to Fall 2021.

Increase the emphasis on Micro-credentials by increasing the number of student-earned verified digital badges that articulate in-demand marketable skills by 59% from 315 in 2020-21 to 500 in 2021-22.

Develop and increase the number of and implementation of micro-pathways for careers in Health and Biosciences from 0 to 5 in 2021-2022.

5) Implementation of new Baccalaureate degree programs

With the successful passage of HB 3348, develop and implement the five workforce oriented Bachelor’s Degree programs at Northwest Vista College, Northeast Lakeview College, Palo Alto College, San Antonio College & St. Philip’s College.

6) Universal Access to Educational Materials

Expand our strategies to reduce the costs of educational materials with Open Educational Resources (OER’s), electronic books and related strategies and continue to pursue collaborative strategies to ensure all Alamo Colleges’ students have Wi-Fi access (digital inclusion) both at the Alamo Colleges and at home or in their neighborhood. A community scan and student survey should be conducted to document student’s access.

MONITORED GOALS

7) AlamoENGAGE

Support the AlamoENGAGE model and its various components, with particular emphasis on the inclusion of Decision-making models within our Principle-Centered Leadership policy/strategic objective that provides opportunities for ACD students and employees to develop as leaders and collaborators. Enhance the overall employee experience to accelerate employees’ level of engagement, satisfaction and performance.

8) AlamoWAY

Expand implementation and refinement of continuous improvement activities, including but not limited to the three elements of the Alamo Way:

- a. Continue to use the Baldrige model as our basis for quality enhancement and organizational efficiency;
- b. Expand development of our Regional ISD Compact Summit;
- c. Expand our Principle-Centered Leadership efforts to all students providing them the opportunity to achieve micro-credentials (i.e. badges) and certification and thereby increase their academic success and job market competitiveness into high demand, high wage jobs; and
- d. Maintain status as a Leader College within the national Achieving the Dream program and expand 4DX and all related initiatives designed to increase student success and achieve our annual degree/certificate WIG (Wildly Important Goal) annually.

9) Project Management

Continue implementation of Project Management as a key performance and process improvement for capital projects, strategic initiatives and the organization.

10) General Obligation Bond

Work with the Board Chair to implement strong oversight of the GO Bond and the build-out of the projects scheduled for the entirety of the \$450 million bond. Continue to support the Citizens Bond Advisory Committee to gather feedback from community stakeholders. Periodic reports will be provided to the Board of Trustees from the Owners Rep/Project Managers regarding the timeliness of the projects and financial data associated with each project including but not limited to any 'heads up' issues.

11) Workforce Needs of the City/County and Service Area

Continue to collaborate with the Mayor, County Judge, and greater: SATX (formerly known as the SA Economic Development Foundation)/SA Works to co-lead with the San Antonio Chamber of Commerce, and area chambers, the region's Workforce Development effort including establishing employer driven pathways that align with the AlamoINSTITUTES and provide 9th grade through baccalaureate guided pathways in conjunction with our ISD and University partners that meet the needs of local employers:

- a. Expand our Access and Completion Regional Advising collaborative;
- b. Expand our Regional University Transfer Compact;
- c. Continue to expand our Student Advocacy Center Network initiative to provide students with critical wrap-around support services.

12) Achieve Higher Persistence, Graduation and Completion Rates

Expand and improve implementation of the Alamo Way, our Strategy Map and the various models and strategies including 4DX to achieve increased levels of persistence, graduates and completers as set forth in our student success metrics and annual WIG. Achieve the 60 x 30 TX goal early at 13,200 to 13,500 graduates/certificated students. Identify areas of student/institutional challenge and set goals for improvement of student outcomes, including metrics that measure connection and completion success for Alamo College District learners.

13) AlamoINSTITUTES

Continue to implement the AlamoINSTITUTES and present to the Board, periodically, data that affirms the beneficial impact of the pathways model (including Transfer Advising Guides) coupled with AlamoADVISE. Ensure that 80% of our students are assigned into the appropriate AlamoINSTITUTE through AlamoADVISE and that our five community-based strategies: SAWorks, Access and Completion Regional Advising Summit, the Regional ISD Compact, the Regional University Transfer Compact, and our Student Advocacy Center Network continue to work in tandem to effectively increase student access, success and employment.

14) Strategic Communication and Marketing

Strengthen the Alamo Colleges District brand, while promoting awareness of new and emerging Alamo Colleges District initiatives, including but not limited to AlamoPROMISE, using targeted marketing, and communications strategies. Launch Community Connections and other community outreach programs focused on extending the reach of the Alamo Colleges District into the community and neighborhoods. Present regular reports to the board on earned, owned and paid media.

Increase synergy and collaboration in communications and marketing across the Alamo Colleges District by formalizing communications and marketing committees, councils and gatherings of subject matter experts across the Alamo Colleges District family.

Enhance ties with prospective students & parents to encourage enrollment through community and neighborhood based activations.

15) High School Programs - Improve College Going Rates

Increase educational attainment rates and improve economic and social mobility through a comprehensive portfolio of high school programs- the Alamo Academies, Dual Credit, Early College High School, P-Tech & other programs.

16) AlamoEXPERIENCE

Successfully implement AlamoEXPERIENCE which will provide each graduating student with a workplace-based learning opportunity (i.e. apprenticeship, internship, community service/service learning, on-campus employment).

Utilize the current partnership with Manpower to develop proof-of-concept and begin development of the Earn & Learn component of AlamoEXPERIENCE allowing students to build professional social capital through apprenticeships, community service/service-learning, internships, and employment opportunities.

17) Improve Collaboration and Teamwork

Collectively increase collaboration and teamwork at all levels within the Alamo Colleges District family among/between the five colleges and district support operations in support of the student success agenda. Seek to establish a culture of curiosity that sparks further innovation.

BOARD OF TRUSTEES

Dr. Gene Sprague, Chair

Anna U. Bustamante, Member

Dr. Yvonne Katz, Vice Chair

Dr. Lorraine Pulido, Member

Clint Kingsbery, Secretary

Roberto Zárate, Member

Gloria Ray, Assistant, Secretary

Leslie Sachanowicz, Member

Joe Alderete, Member

Date

ALAMO COLLEGES BOARD RETREAT & SELF-ASSESSMENT

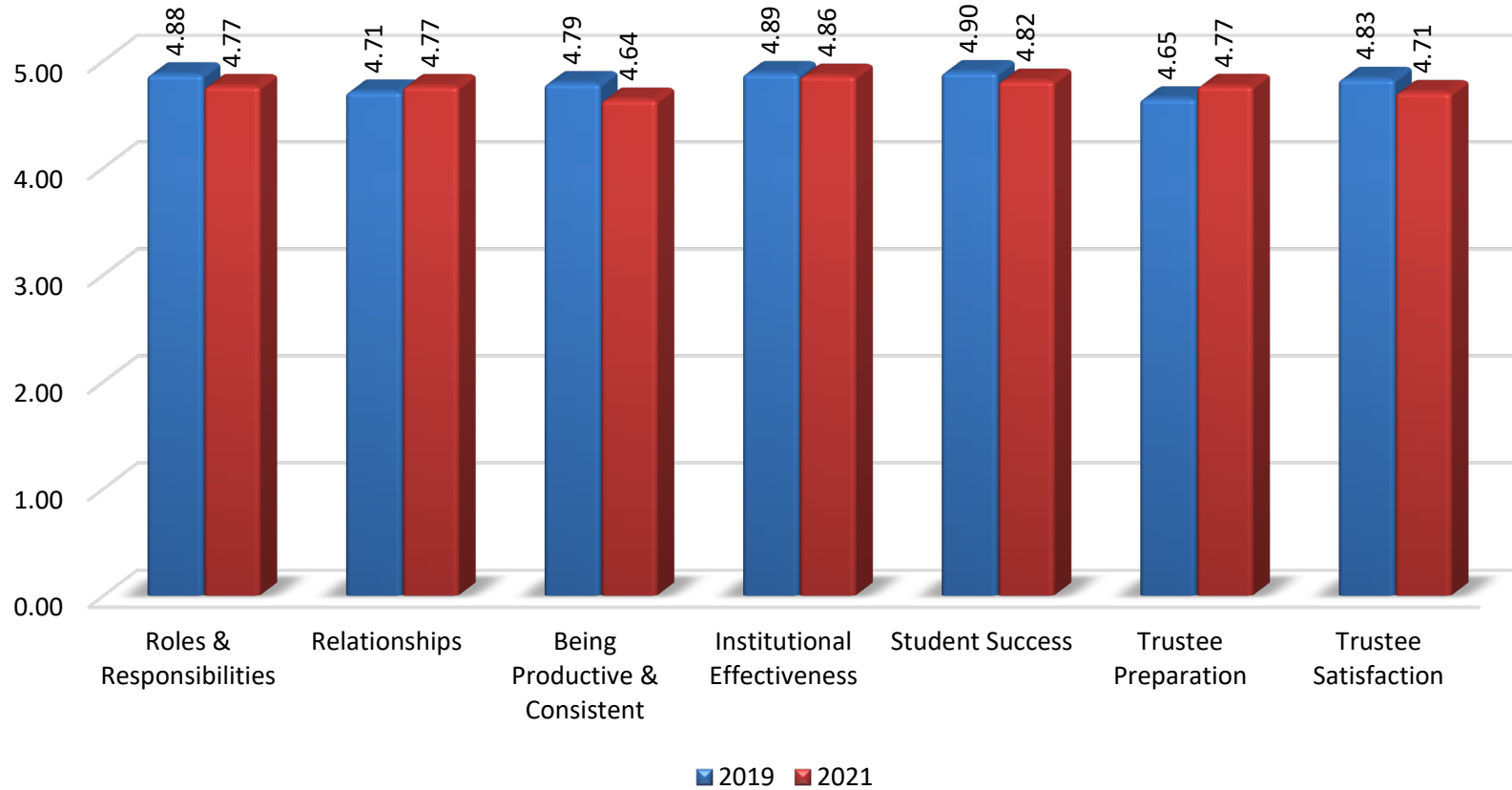
José Leyba, Ed.D.

Facilitator

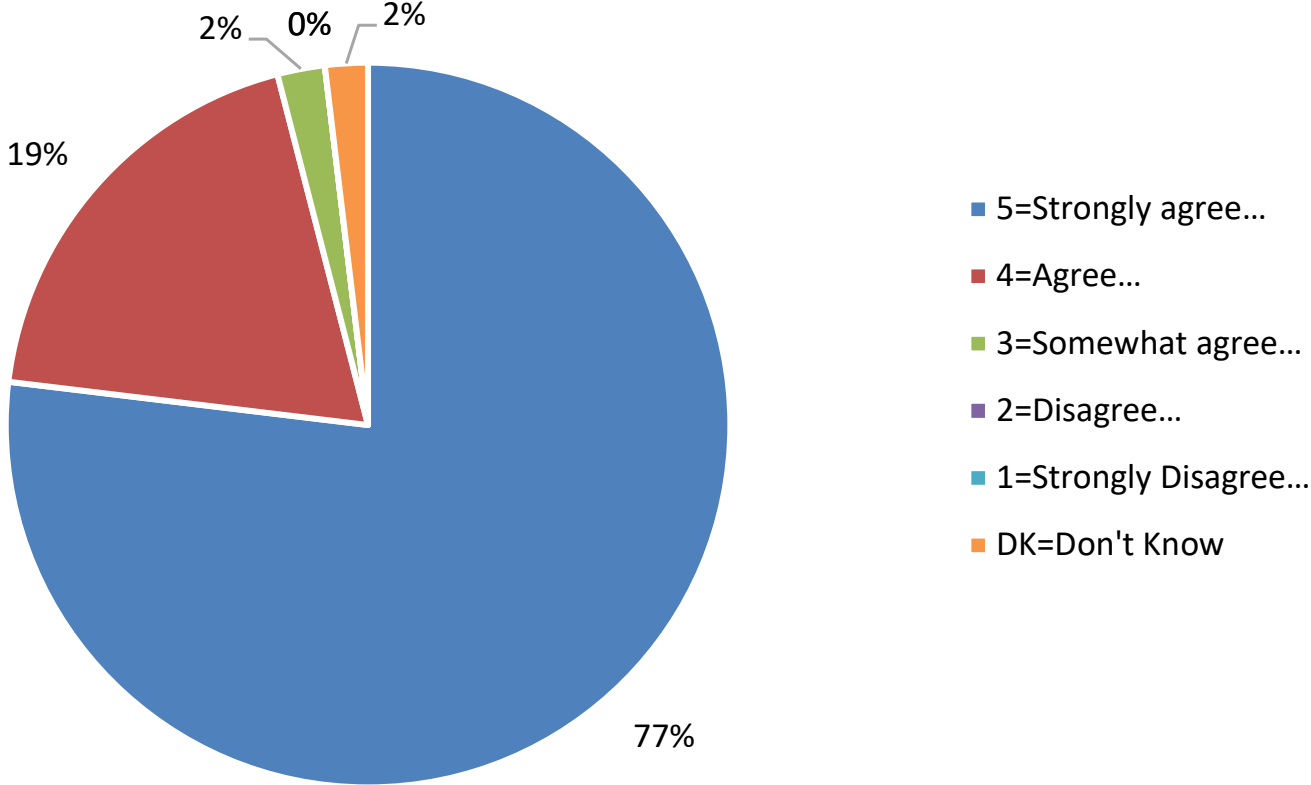
November 2, 2021



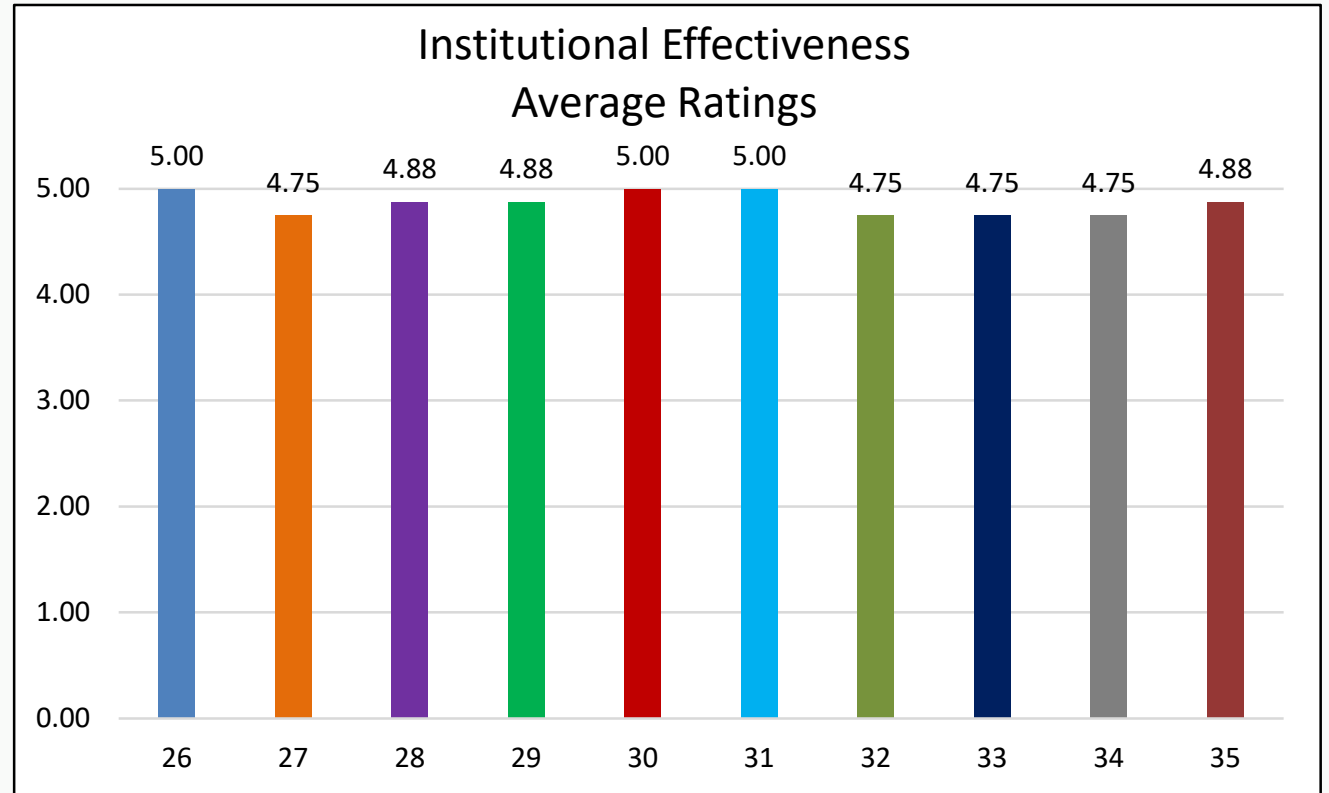
Category Averages 2019-2021

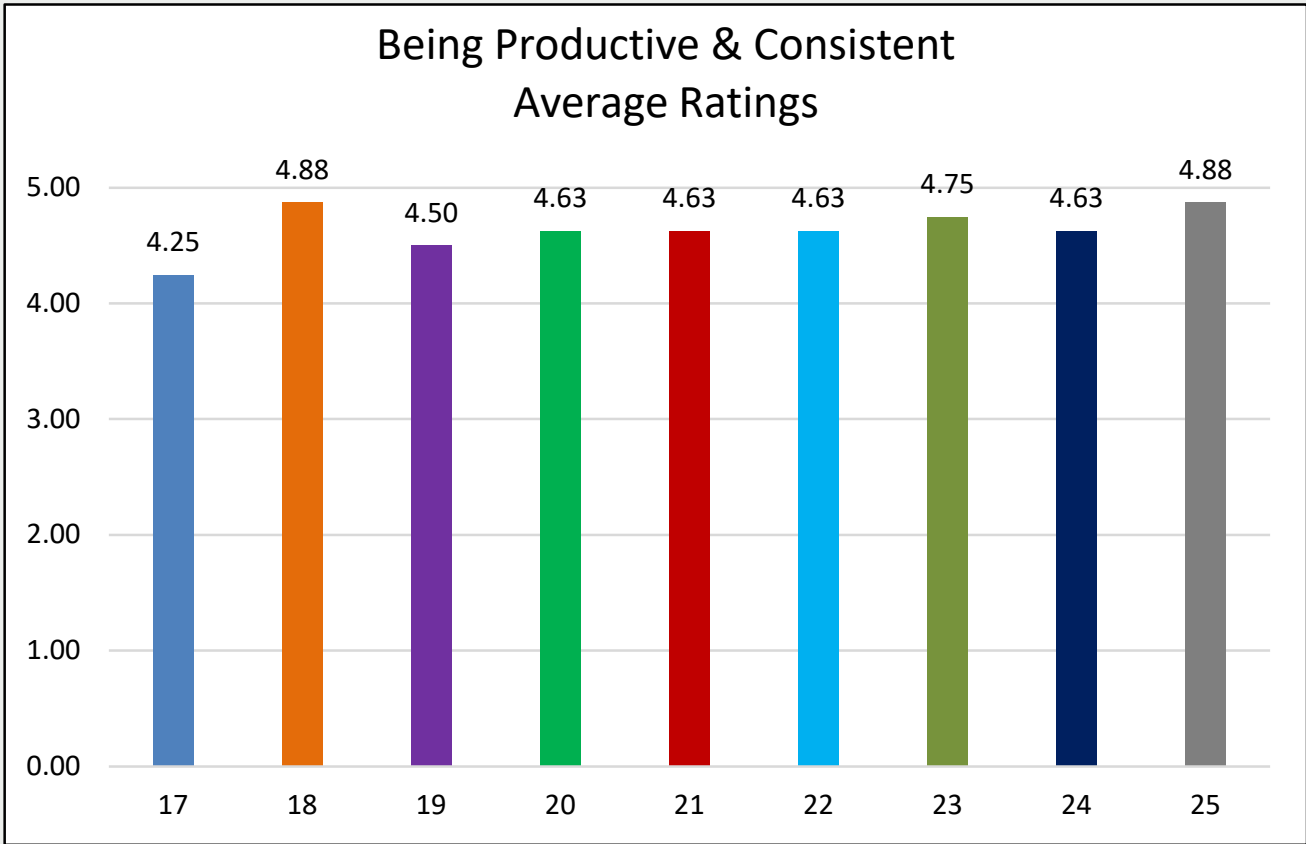


Results by Rating



HIGHEST
RATED
CATEGORY
(4.86)





**LOWEST
AVERAGE
RATING (4.64)**

HIGHEST RATED ITEMS

INSTITUTIONAL EFFECTIVENESS (5.00)

26. Academic quality and program review

30. Favorable publicity

31. Enrollment growth

INSTITUTIONAL READINESS FOR STUDENT SUCCESS (5.00)

38. The College routinely evaluates effectiveness of efforts to improve student success and uses the results to inform policy and practice.

39. There is alignment and extensive collaboration on efforts to improve student success between academic/instructional affairs and student services.

40. The College has established a strategic planning process that relies on data to set goals for student success and to measure goal attainment.

41. Decisions about budget allocations are based on evidence of program effectiveness and linked to plans to increase rates of student¹⁶ success.

TRUSTEE PREPARATION (5.00)

43. Understanding the role and responsibilities of the Chancellor

51. Understanding your role and responsibilities as a Trustee/Board Member

LOWEST RATED ITEMS

INSTITUTIONAL READINESS FOR STUDENT SUCCESS

42. The College provides training to Board, faculty, and staff on using data and research to improve programs and services. (4.43)

BOARD/TRUSTEE/CHAIR/CHANCELLOR RELATIONSHIP

11. The Board has good procedures for the orientation and training of new board members. (4.38)

BEING PRODUCTIVE & CONSISTENT

17. Board members are prepared for Board meetings, and meetings are conducted in such a manner that the purposes are achieved effectively and efficiently. (4.25)

Alamo Community College District 2021 Redistricting

Initial Assessment

BICKERSTAFF HEATH DELGADO ACOSTA LLP

3711 S. MoPac Expressway
Building One, Suite 300
Austin, Texas 78746
(512) 472-8021

www.bickerstaff.com

REDISTRICTING

Applicable Law

Three Principles, plus

**“One person – one vote”
(equal population)**

**Voting Rights Act § 2
(nondiscrimination)**

***Shaw v. Reno*
(limits use of race)**

**Plus, as diagnostic tool:
Voting Rights Act § 5
(retrogression)**

Redistricting

One Person - One Vote

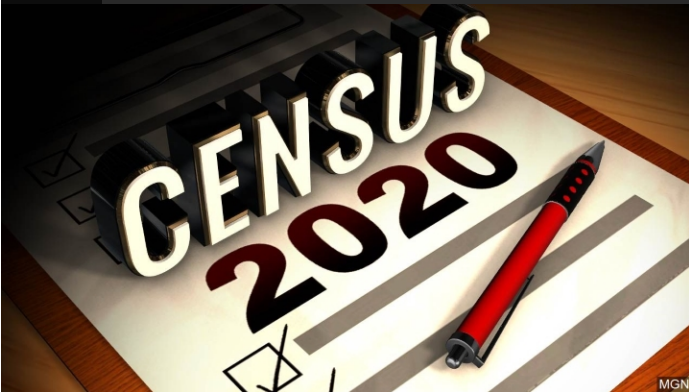
- U.S. Constitution – single-member districts must have *approximately equal populations*
- Rule of thumb: **total deviation < 10%**
 - Compare most populous and least populous districts to “ideal”–sized district
 - Add both departures from ideal together

Example Deviation Calculation

<u>District</u>	<u>Ideal district</u>	<u>District total pop.</u>	<u>Difference</u>	<u>Deviation</u>
A	10,000	11,000	1000	+ 10.0 percent
B	10,000	10,750	750	+ 7.5 percent
C	10,000	10,250	250	+ 2.5 percent
D	10,000	8,000	- 2000	- 20.0 percent
<hr/>				
Totals:	40,000	40,000	net= 0	net= 0 percent

Total maximum deviation = difference between most populous and least populous districts = 10 percent + 20 percent = 30 percent.

Available Census Data



PL94-171 File

- “Census block” level
 - Total population
 - VAP
(voting age population)
 - Race
 - Hispanic origin

What Population Do You Use?

Total Population

- To determine one person - one vote

VAP

(Voting Age Population)

- To measure voting rights issues

Section 2 of the Voting Rights Act

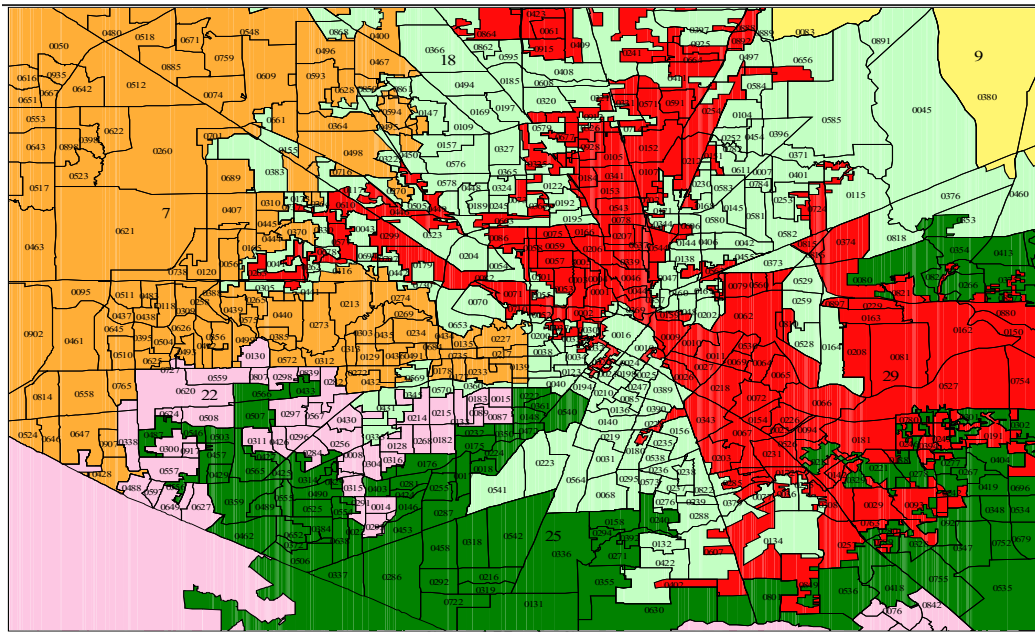
- No discrimination on basis of race or language minority status
- Generally, avoid *cracking or packing*
- Cracking or fracturing is dividing minority voters to fragment their voting power.
- Packing is concentrating minority voters when dividing them would permit the group to elect their candidates of choice in more than one district
- Other practices can also violate Section 2

14th Amendment (*Shaw v. Reno*)

Limits race-based decision making, including redistricting

Was race the predominant consideration in drawing a redistricting plan?

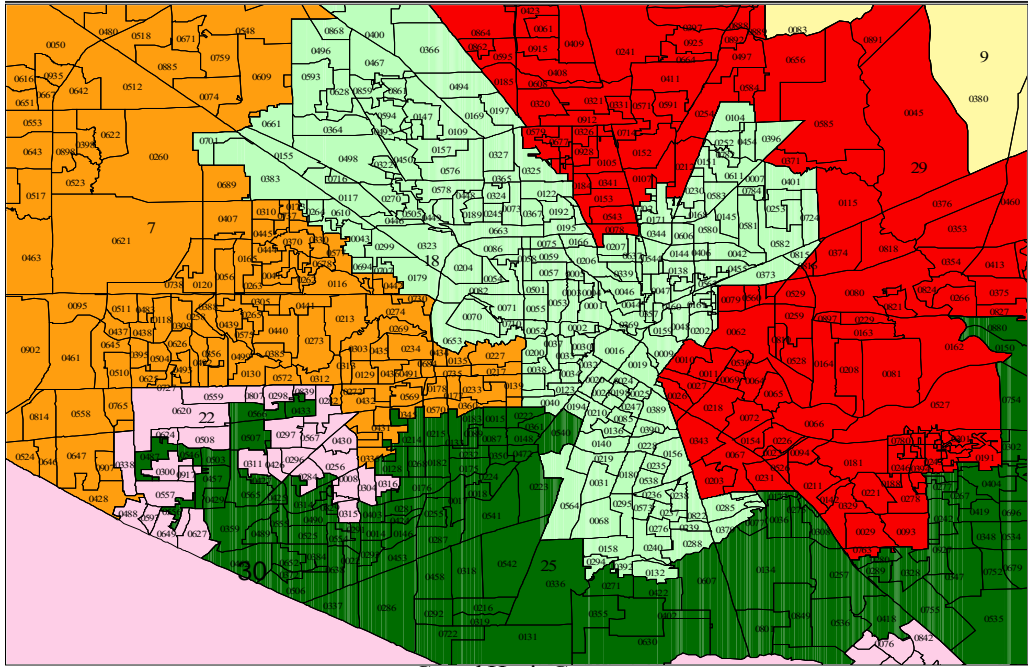
If so, is the plan a *narrowly tailored* means of addressing a *compelling governmental interest*?



Bush v. Vera

AFTER

BEFORE



Redistricting Standards under Shaw-Reno Line of Cases

- Usually, race may not be the predominant factor to the subordination of traditional districting principles
- But it is OK to be aware of race and to consider race *to satisfy Section 2 and Section 5*
- To “narrowly tailor,” use race no more than necessary
- Bizarrely-shaped districts not unconstitutional per se
 - Bizarre shape may be evidence that race predominated

Section 5 of the Voting Rights Act

- Preclearance no longer required (*Shelby County v. Holder* (2013))
- Section 5 standard is “retrogression”
 - Are minorities worse off under the new system?
 - No discriminatory purpose or effect
- Still a useful diagnostic tool to identify potential Section 2 issues

Benchmark

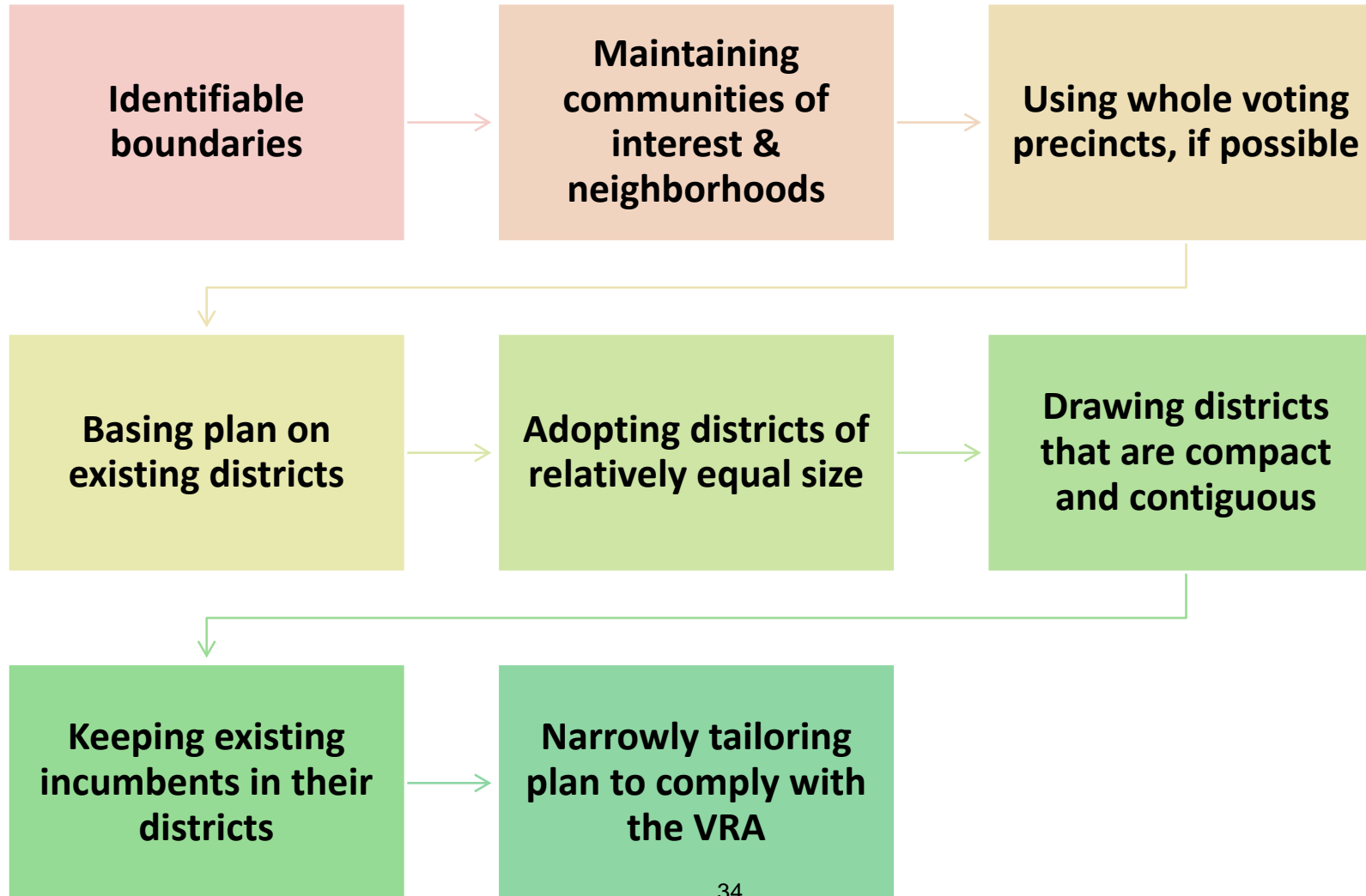


The benchmark is the standard against which retrogression is measured.



The benchmark is 2020 Census data superimposed on the last legally enforceable plan (typically, 2011 lines).

Adopt Criteria



Steps To Balancing Conflicting Legal Obligations In Redistricting



Analyze the final plan in terms of how well it conforms to the adopted criteria



Make sure the analysis is considered by the Governing Body before plan adoption



Avoid districts that are not compact

Plan Development Elements



Initial Assessment

Adopt plan criteria, guidelines

Develop illustrative plan(s)

Public comment / hearing

Analyze comments

Adopt final plan

Implementation

Reconfigure election precincts

Proposed Redistricting Timeline

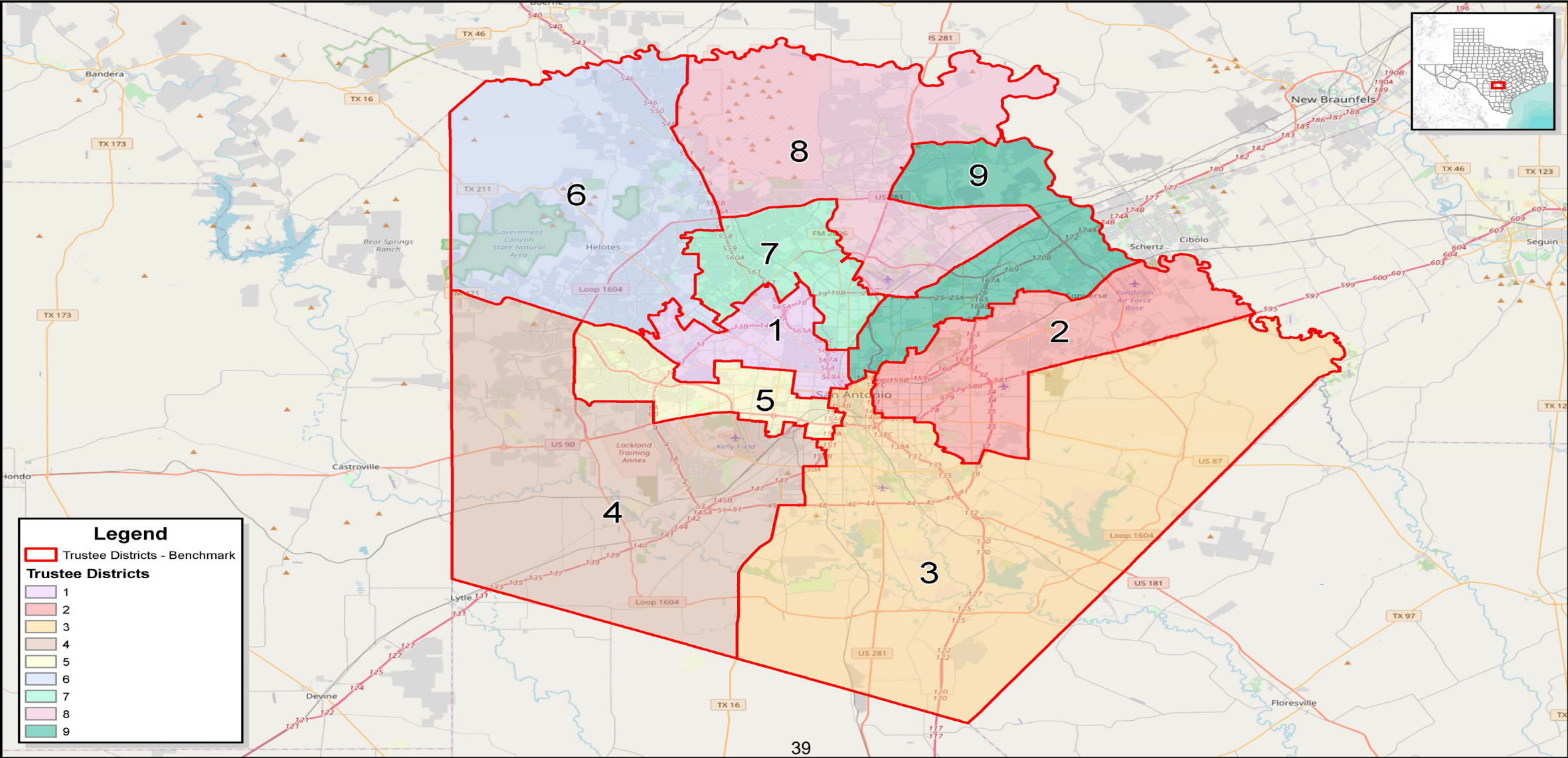
- 11/2/21 at 6PM – Initial Assessment
- 11/16/21 at 6PM – Drawing Session 1
- 11/30/21 at 6PM – Drawing Session 2/Public Hearing
- 12/14/21 at 6PM – Final Adoption



Alamo Community College District

2011 Districts with 2020 Census Data

Current Trustee Districts



Legend

Trustee Districts - Benchmark

Trustee Districts

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

0 2.5 5 10 Miles
 Created: 9/25/2021
 Background Image: ESRI World Street Map

Alamo College Trustee Districts 2021 Initial Assessment

© 2021 Bickerstaff Heath Delgado Acosta LLP
 Data Source: Roads, Water and other features obtained from the 2020 Tiger/line files, U.S. Census Bureau



**Alamo Community College District
Overall Deviation For Current Trustee Districts**

Plan Name: Alamo College Trustee Districts - 2021 Initial Assessment



Demographics Report - Summary 2020 Census Total Population

Plan Last Edited on: 9/25/2021 2:10:06 PM

District	Persons	Ideal Size	Deviation	Hispanic % of Total Population	Non-Hispanic White % of Total Population	Non-Hispanic Black % of Total Population	Non-Hispanic Asian % of Total Population	Non-Hispanic Other % of Total Population
1	182,381	223,258	-18.31%	74.40%	15.53%	4.97%	2.86%	2.24%
2	222,479	223,258	-0.35%	53.62%	18.47%	21.59%	2.27%	4.06%
3	209,999	223,258	-5.94%	78.03%	16.55%	2.92%	0.71%	1.79%
4	269,627	223,258	20.77%	69.31%	18.97%	6.49%	2.00%	3.23%
5	206,466	223,258	-7.52%	79.61%	11.13%	5.15%	1.78%	2.34%
6	261,454	223,258	17.11%	50.48%	35.25%	5.33%	4.75%	4.18%
7	203,450	223,258	-8.87%	52.30%	32.86%	5.48%	5.73%	3.62%
8	227,284	223,258	1.80%	39.26%	46.11%	5.16%	5.00%	4.47%
9	226,184	223,258	1.31%	41.22%	41.41%	8.71%	3.96%	4.71%

Ideal Size: 223,258

Total Population: 2,009,324

Overall Deviation: 39.08%

**Alamo Community College District
Overall Deviation For Current Trustee Districts
Using 2020 Census Data**

Plan Name: Alamo College Trustee Districts - 2021 Initial Assessment



Demographics Report - Summary 2020 Census Voting Age Population

Plan Last Edited on: 9/25/2021 2:10:06 PM

District	Total VAP*		Hispanic % of Total VAP	Non-Hispanic Anglo % of Total VAP	Non-Hispanic Black % of Total VAP	Non-Hispanic Asian % of Total VAP	Non-Hispanic Other % of Total VAP
1	141,539		72.40%	17.71%	4.93%	2.77%	2.19%
2	161,231		50.19%	21.11%	22.43%	2.66%	3.61%
3	158,523		75.25%	19.01%	3.15%	0.83%	1.76%
4	191,898		66.61%	21.44%	6.86%	2.26%	2.84%
5	150,963		77.80%	12.52%	5.48%	1.94%	2.26%
6	195,965		48.05%	37.72%	5.57%	4.98%	3.68%
7	163,593		49.78%	36.05%	5.36%	5.57%	3.24%
8	173,149		36.70%	49.15%	5.22%	4.99%	3.95%
9	175,527		38.14%	44.94%	8.60%	4.12%	4.20%

* VAP - Voting Age Population

**Alamo Community College District
Overall Deviation For Current Trustee Districts
Using 2020 Census Data**

Plan Name: Alamo College Trustee Districts - 2021 Initial Assessment



Demographics Report - Detailed 2020 Census Total Population

Plan Last Edited on: 9/25/2021 2:10:06 PM

District	Persons	Ideal Size	Deviation	Hispanic	Hispanic % of Total Population	ANGLO	Non-Hispanic Anglo % of Total Population	Black	Black % of Total Population	Asian	Asian % of Total Population	AM Indian Native	IND / NAT % TOT Pop.	Haw Pac. Isl.	HAW/ PAC % of Total Pop.	Other	Other % of Total Pop.	Two or More Races	Two or More Races % Tot Pop
1	182,381	223,258	-18.31%	135,699	74.40%	28,327	15.53%	9,057	4.97%	5,216	2.86%	367	0.20%	134	0.07%	652	0.36%	2,929	1.61%
2	222,479	223,258	-0.35%	119,292	53.62%	41,081	18.47%	48,025	21.59%	5,052	2.27%	579	0.26%	518	0.23%	901	0.40%	7,031	3.16%
3	209,999	223,258	-5.94%	163,860	78.03%	34,749	16.55%	6,133	2.92%	1,489	0.71%	461	0.22%	83	0.04%	662	0.32%	2,562	1.22%
4	269,627	223,258	20.77%	186,884	69.31%	51,136	18.97%	17,509	6.49%	5,381	2.00%	566	0.21%	393	0.15%	1,233	0.46%	6,525	2.42%
5	206,466	223,258	-7.52%	164,359	79.61%	22,971	11.13%	10,629	5.15%	3,668	1.78%	472	0.23%	251	0.12%	747	0.36%	3,369	1.63%
6	261,454	223,258	17.11%	131,987	50.48%	92,162	35.25%	13,937	5.33%	12,431	4.75%	514	0.20%	326	0.12%	1,083	0.41%	9,014	3.45%
7	203,450	223,258	-8.87%	106,408	52.30%	66,858	32.86%	11,155	5.48%	11,665	5.73%	475	0.23%	201	0.10%	855	0.42%	5,833	2.87%
8	227,284	223,258	1.80%	89,237	39.26%	104,794	46.11%	11,733	5.16%	11,363	5.00%	518	0.23%	290	0.13%	1,089	0.48%	8,260	3.63%
9	226,184	223,258	1.31%	93,232	41.22%	93,654	41.41%	19,697	8.71%	8,952	3.96%	602	0.27%	530	0.23%	996	0.44%	8,521	3.77%

Ideal Size: 223,258

Total Population: 2,009,324

Overall Deviation: 39.08%

Some percentages may be subject to rounding errors.

Alamo Community College District Overall Deviation For Current Trustee Districts Using 2020 Census Data

Plan Name: Alamo College Trustee Districts - 2021 Initial Assessment



Demographics Report - Detailed 2020 Census Voting Age Population

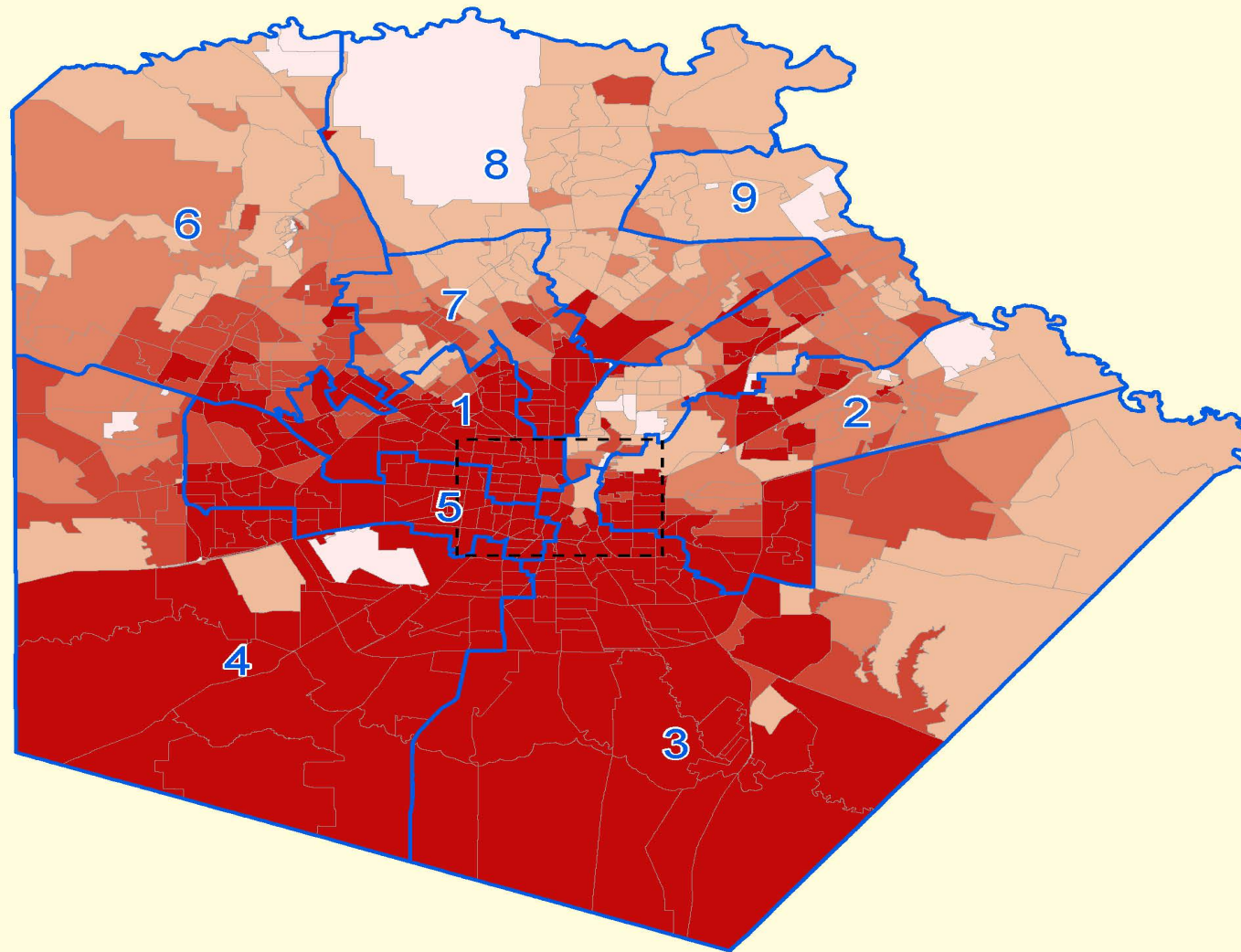
Plan Last Edited on: 9/25/2021 2:10:06 PM

District	Total VAP	Hispanic VAP	% Hispanic VAP	Anglo VAP	% Anglo VAP	Black VAP	% Black VAP	Asian VAP	% Asian VAP	AM IND NATIVE VAP	% AM IND NATIVE VAP	HAW/PAC VAP	% HAW/PAC VAP	Other VAP	% Other VAP	Two or More Races VAP	% Two or more VAP
1	141,539	102,480	72.40%	25,071	17.71%	6,973	4.93%	3,916	2.77%	316	0.22%	107	0.08%	474	0.33%	2,202	1.56%
2	161,231	80,919	50.19%	34,042	21.11%	36,157	22.43%	4,286	2.66%	480	0.30%	347	0.22%	602	0.37%	4,398	2.73%
3	158,523	119,282	75.25%	30,129	19.01%	4,996	3.15%	1,322	0.83%	376	0.24%	67	0.04%	481	0.30%	1,870	1.18%
4	191,898	127,818	66.61%	41,138	21.44%	13,155	6.86%	4,339	2.26%	443	0.23%	287	0.15%	864	0.45%	3,854	2.01%
5	150,963	117,443	77.80%	18,902	12.52%	8,272	5.48%	2,933	1.94%	371	0.25%	215	0.14%	511	0.34%	2,316	1.53%
6	195,965	94,170	48.05%	73,926	37.72%	10,912	5.57%	9,754	4.98%	397	0.20%	234	0.12%	767	0.39%	5,805	2.96%
7	163,593	81,434	49.78%	58,974	36.05%	8,763	5.36%	9,115	5.57%	380	0.23%	137	0.08%	647	0.40%	4,143	2.53%
8	173,149	63,548	36.70%	85,097	49.15%	9,030	5.22%	8,634	4.99%	452	0.26%	235	0.14%	781	0.45%	5,372	3.10%
9	175,527	66,949	38.14%	78,874	44.94%	15,097	8.60%	7,233	4.12%	486	0.28%	422	0.24%	739	0.42%	5,727	3.26%

* VAP - Voting Age Population

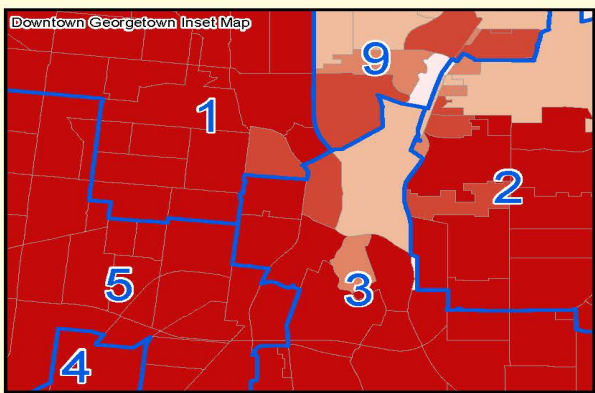
Some percentages may be subject to rounding errors.

Thematic Maps



Legend

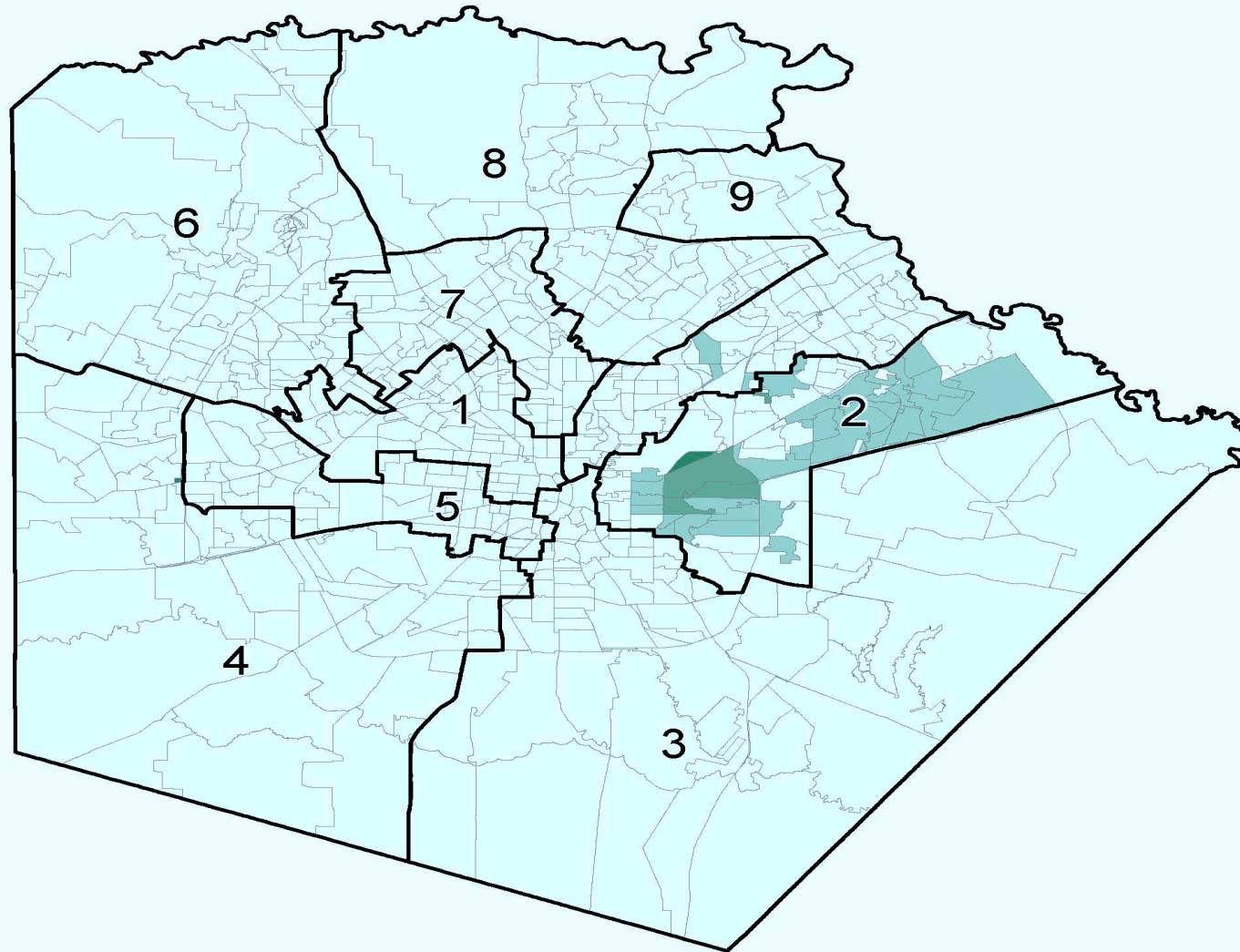
- Trustee Districts
- Percent Hispanic**
- 0% - 20%
- 21% - 40%
- 41% - 50%
- 50% - 60%
- Over 60%



44



Thematic Maps



Legend

- Trustee Districts
- Percent Black**
- 0% - 20%
- 21% - 40%
- 41% - 50%
- 51% - 60%
- Over 60%

45

0 4 8 16 Miles
Created: 9/27/2021
Background Image: ESRI World Street Map

Alamo College Trustee Districts Percent Black by 2020 Voter Tabulation Districts

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Data Source: Roads, Water and other features obtained from the 2020 Tiger/line files, U.S. Census Bureau



Alamo Community College District 2021 Redistricting

Initial Assessment

BICKERSTAFF HEATH DELGADO ACOSTA LLP

**3711 S. MoPac Expressway
Building One, Suite 300
Austin, Texas 78746
(512) 472-8021**

www.bickerstaff.com

Discussion and Possible Action on an Order Adopting Criteria For Use In 2021 Redistricting Process

Presented to the ALAMO COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES at a Special Board Meeting on November 2, 2021.

MINUTE ORDER:

"In accordance with the attached Order, the Alamo Community College District (ACCD) Board of Trustees, in its adoption of a redistricting plan for trustee districts, will adhere to the criteria detailed in the Order to the greatest extent possible when establishing new trustee district boundaries."

PURPOSE:

To lay out nine criteria that will serve as a framework to guide ACCD in the formulation and consideration of districting plans, provide a means by which to evaluate the proposed plans, and assist ACCD in its efforts to comply with all applicable federal and state laws.

BACKGROUND:

ACCD has certain responsibilities for redistricting under federal and state law including but not limited to Amendments 14 and 15 to the United States Constitution, U.S.C.A.; section 2 of the Voting Rights Act, 52 U.S.C.A. §10301; and Tex. Gov't Code Ann. §§ 2058.001 and 2058.002. A review of the 2020 census data reveals that a population imbalance exists among the College District's single-member Trustee districts requiring redistricting of those districts.

IMPLICATIONS:

Financial: None.

ATTACHMENT: ORDER ADOPTING CRITERIA FOR USE IN 2021 REDISTRICTING PROCESS

Dr. Gene Sprague
Chair, Board of Trustees

Date



**ORDER ADOPTING CRITERIA
FOR USE IN 2021 REDISTRICTING PROCESS**

WHEREAS, the Board of Trustees of the Alamo Community College District has certain responsibilities for redistricting under federal and state law including but not limited to Amendments 14 and 15 to the United States Constitution, U.S.C.A.; section 2 of the Voting Rights Act, 52 U.S.C.A. §10301; and Tex. Gov't Code Ann. §§ 2058.001 and 2058.002; and

WHEREAS, a review of the 2020 census data reveals that a population imbalance exists among the College District's single-member Trustee districts requiring redistricting of those districts; and

WHEREAS, it is the intent of the College District to comply with the Voting Rights Act and with all other relevant law, including *Shaw v. Reno* jurisprudence; and

WHEREAS, a set of established redistricting criteria will serve as a framework to guide the College District in the formulation and consideration of redistricting plans; and

WHEREAS, redistricting criteria will provide the College District a means by which to evaluate proposed plans; and

WHEREAS, redistricting criteria will assist the College District in its efforts to comply with all applicable federal and state laws;

NOW, IT IS, THEREFORE ORDERED BY THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT that the College District ADOPTS the following criteria to use to the extent practical during the redistricting process to establish new single-member Trustee district boundaries and adopt a redistricting plan for the single-member Trustee districts:

1. Easily identifiable geographic boundaries should be followed.
2. Communities of interest should be maintained in a single district, and attempts should be made to avoid splitting neighborhoods.
3. Single-member Trustee districts should be composed of whole voting precincts where practicable. Where this is not possible or practicable, districts should be drawn considering county election precincts. Splitting census blocks should be avoided unless necessary.
4. Although it is recognized that existing Trustee districts will have to be altered to reflect new population distribution in the College District, any redistricting plan should be based on existing trustee districts.
5. Trustee districts must be configured so that they are relatively equal in total population according to the 2020 federal census. In no event should the total

population deviation between the largest and the smallest district exceed ten percent as compared to the ideal precinct size.

6. The Trustee districts should be compact and composed of contiguous territory. Compactness may contain a functional, as well as a geographical, dimension.
7. Consideration may be given to the preservation of incumbent-constituency relations by recognition of the residence of incumbents and their history in representing certain areas.
8. The redistricting plan to be adopted should be narrowly tailored to avoid racial gerrymandering in violation of *Shaw v. Reno*, 509 U.S. 630 (1993).
9. The redistricting plan should not fragment a geographically compact minority community or pack minority voters in the presence of polarized voting or otherwise discriminate against protected groups so as to create liability under the federal Voting Rights Act.

It is further ORDERED that the Board of Trustees will review all plans considering these criteria and will evaluate how well each plan conforms to the criteria.

It is ORDERED that any plan submitted to the Board by a citizen for its consideration should be a complete plan—*i.e.*, it should include all nine (9) single-member Trustee districts and should redistrict the entire College District. The Board of Trustees may decline to consider any plan that is not a complete plan.

It is ORDERED that all plans submitted by citizens, as well as plans submitted by staff, consultants, and members of the Board of Trustees should conform to these criteria.

This ORDER is PASSED and APPROVED on this 2nd day of November 2021.

ALAMO COMMUNITY COLLEGE DISTRICT

Dr. Gene Sprague, Chair, Board of Trustees

ATTEST:

Clint Kingsbery
Secretary, Board of Trustees

[SEAL]

Discussion and Possible Action on an Order Adopting Guidelines for Persons Submitting Specific Redistricting Proposals and Providing Comments on Redistricting Process.

Presented to the ALAMO COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES at a Special Board Meeting on November 2, 2021.

MINUTE ORDER:

"In accordance with the attached Order, the Alamo Community College District (ACCD) Board of Trustees, in order to make sure that any comments regarding the redistricting process and any redistricting plan that might be submitted are of maximum assistance to the Board in its decision-making process, the Board adopts detailed guidelines to be followed by each person submitting a comment or submitting a redistricting plan for consideration."

PURPOSE:

To lay out guidelines for the public to follow when submitting a comment or submitting a redistricting plan for consideration by ACCD so that the Board can consider the comment(s) or plan(s) in an orderly fashion and best evaluate and utilize the plans that may come before the Board.

BACKGROUND:

ACCD has certain responsibilities for redistricting under federal and state law including but not limited to Amendments 14 and 15 to the United States Constitution, U.S.C.A.; section 2 of the Voting Rights Act, 52 U.S.C.A. §10301; and Tex. Gov't Code Ann. §§ 2058.001 and 2058.002. A review of the 2020 census data reveals that a population imbalance exists among the College District's single-member Trustee districts requiring redistricting of those districts.

IMPLICATIONS:

Financial: None.

ATTACHMENT: ORDER ADOPTING GUIDELINES FOR PERSONS SUBMITTING SPECIFIC REDISTRICTING PROPOSALS AND PROVIDING COMMENTS ON REDISTRICTING PROCESS

Dr. Gene Sprague
Chair, Board of Trustees

Date



**ORDER ADOPTING GUIDELINES FOR PERSONS
SUBMITTING SPECIFIC REDISTRICTING PROPOSALS
AND PROVIDING COMMENTS TO REDISTRICTING PROCESS**

WHEREAS, the Board of Trustees of the Alamo Community College District has certain responsibilities for redistricting the College District's single-member Trustee districts under federal and state law including but not limited to Amendments 14 and 15 to the United States Constitution, U.S.C.A. and Section 2 of the Voting Rights Act, 52 U.S.C.A. §10301; and Tex. Gov't Code Ann. §§ 2058.001 and 2058.002; and

WHEREAS, a review of the 2020 census data reveals that a population imbalance exists among the College District's single-member Trustee districts requiring redistricting of those districts; and

WHEREAS, it is necessary to provide for the orderly consideration and evaluation of redistricting plans which may come before the Board; and

WHEREAS, these guidelines relate to persons who have specific redistricting plans they wish the Board to consider; and

WHEREAS, the Board also welcomes any comments relevant to the redistricting process;

NOW, IT IS, THEREFORE ORDERED BY THE BOARD OF TRUSTEES OF THE ALAMO COMMUNITY COLLEGE DISTRICT that, in order to make sure that any comments regarding the redistricting process and any redistricting plan that might be submitted are of maximum assistance to the Board in its decision-making process, the Board hereby ADOPTS the following guidelines to be followed by each person submitting a comment or a redistricting plan for consideration:

1. Proposed plans must be submitted in writing and be legible. If a plan is submitted orally, there is significant opportunity for misunderstanding, and it is possible that errors may be made in analyzing it. The Board wants to be sure that all proposals are fully and accurately considered.
2. Any plan must show the total population and voting age population for African-Americans, Hispanics, Asians, and Anglo/Other for each single-member Trustee district based on the 2020 Census Data. If a plan is submitted without a population breakdown, the Board may not have sufficient information to give it full consideration.
3. Plans should redistrict the entire College District. The Board will be considering the effect of any plan on the entire College District. Any plan is subject to the Voting Rights Act, which protects various racial and language minorities. Thus, as a matter of federal law, the Board will be required to consider the effect of any proposal on multiple racial and ethnic groups. If a plan does not redistrict the entire College District, it may be impossible for the Board to assess its impact on one or more protected minority groups.

4. Plans should conform to the redistricting criteria adopted on November 2, 2021 by the Board by separate Order to use in drawing the Trustee districts.
5. Comments on the redistricting process must be submitted in writing and be legible, even if the person also makes the comments orally at a public hearing.
6. Persons providing comments and those submitting proposed plans must identify themselves by full name and home address and provide a phone number and, if available, an email address. The Board may follow up on such comments or obtain additional information about submitted plans.
7. All comments and proposed plans must be submitted to the Board of Trustees by the close of the public hearing on November 30, 2021.

This ORDER is PASSED and APPROVED on this 2nd day of November 2021.

ALAMO COMMUNITY COLLEGE DISTRICT

Dr. Gene Sprague, Chair, Board of Trustees

ATTEST:

Clint Kingsbery, Secretary
Board of Trustees

[SEAL]